



Photo credit: ERM China

Our people data

[ERM Sustainability Report 2021](#)

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Employment contract & type

GRI 102-8

Employees by employment contract, by gender FY21

	Permanent	Temporary	Total
Female	2,540	257	2,797
Male	2,540	377	2,917
Nonbinary	1	0	1
Not indicated	1	0	1
Total	5,082	634	5,716

Employment type, by gender FY21

	Permanent	Temporary	Total
Female	2,392	405	2,797
Male	2,562	355	2,917
Nonbinary	1	0	1
Not indicated	1	0	1
Total	4,956	760	5,716

Employees by employment contract, by region FY21

	Permanent	Temporary	Total
Asia Pacific	894	91	985
Europe, Middle East and Africa	1,230	126	1,356
Latin America and Caribbean	478	21	499
North America	1,888	331	2,219
Global Businesses	368	60	428
Group	224	5	229
Total	5,082	634	5,716

Our people data

New hires

GRI 401-1

New hires, by gender FY21

	Total Number	Rate
Female	458	45.5%
Male	540	53.6%
Not indicated	9	0.9%
Total	1,007	

New hires, by career level FY21

	Female	Male	Not indicated	Total
Partners	8	25	0	33
Senior Consultants ¹	28	72	0	100
Consultants ²	347	405	9	761
Professional Support	75	38	0	113
Total	458	540	9	1,007

¹ Senior consultants include all consultants at ERM career levels 4 and 5

² Consultants include all consultants at ERM career levels entry to level 3.

New hires, by region FY21

	Total Number	Rate
Asia Pacific	208	20.7%
Europe, Middle East and Africa	224	22.2%
Latin America and Caribbean	36	3.6%
North America	357	35.5%
Global Businesses	163	16.2%
Group	19	1.9%
Total	1,007	

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Voluntary turnover GRI 403-9

Voluntary turnover, by gender FY21

	Total Number	Rate
Female	306	12.1%
Male	300	11.8%
Total	606	12.0%

Voluntary turnover, by region FY21

	Total Number	Rate
Asia Pacific	148	16.3%
Europe, Middle East and Africa	147	12.1%
Latin America and Caribbean	41	12.0%
North America	219	8.5%
Global Businesses	32	8.3%
Group	19	11.3%
Total	606	12.0%

Our people data

Diversity by gender & age GRI 405-1

Percentage of employees, by gender FY19 – FY21



¹ Senior Consultants include all consultants at ERM career levels 4 and 5.

² Consultants include all consultants at ERM career levels entry to level 3.

³ 0.3% of consultants responded that 'I choose not to indicate'.

⁴ 0.2% of total employees responded that 'I choose not to indicate'.

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Diversity by gender & age

GRI 405-1

Percentage of employees, by age group FY21

	Under 30	30 - 50	Over 50	Not indicated
Board of Directors	0.0%	22.2%	77.8%	0.0%
Executive Committee	0.0%	0.0%	100.0%	0.0%
Partners	0.0%	44.6%	55.2%	0.2%
Senior Consultants ¹	0.2%	57.0%	42.8%	0.0%
Consultants ²	35.9%	55.2%	8.6%	0.3%
Professional Support	11.5%	62.0%	26.1%	0.4%
All employees	22.0%	55.4%	22.3%	0.3%

¹ Senior Consultants include all consultants at ERM career levels 4 and 5.

² Consultants include all consultants at ERM career levels entry to level 3.



Photo credit: Suhas Fuladi, India

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