

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting

Employer: Clough Projects Pty Ltd

Employee count: 1,957

Primary industry: 6923 - Engineering Design and Engineering Consulting Services

Relevant employer: Yes

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	51	205	0	0	256
	Full-time contract	8	69	0	0	77
	Part-time permanent	8	3	0	0	11
	Casual	0	2	0	0	2
Professionals	Full-time permanent	105	184	19	26	290
	Full-time contract	33	105	0	0	139
	Part-time permanent	16	0	0	0	16
	Part-time contract	1	0	0	0	1
	Casual	8	12	6	7	20
Technicians And Trades Workers	Full-time permanent	2	26	0	0	28
	Full-time contract	5	530	0	0	535
	Part-time permanent	0	1	0	0	1
	Casual	0	1	0	0	1
Clerical And Administrative Workers	Full-time permanent	38	6	0	0	44
	Full-time contract	24	5	0	0	29
	Part-time permanent	5	0	0	0	5
	Part-time contract	2	0	0	0	2
Machinery Operators And Drivers	Full-time permanent	1	2	0	0	3
	Full-time contract	25	132	0	0	157
Labourers	Full-time contract	53	287	0	0	340

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Total employees*
		F	M	
KMP	Full-time permanent	4	3	7
GM	Full-time permanent	1	15	16
	Full-time permanent	5	32	37
SM	Full-time contract	0	1	1
	Part-time permanent	2	0	2
	Full-time permanent	41	155	196
	Full-time contract	8	68	76
OM	Part-time permanent	6	3	9
	Casual	0	2	2

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period

Question 1
How many employees were promoted?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent		1	6	11	19	25	62
Part-time	Permanent			1				1
Full-time	Fixed-term			1	9	6	7	23
Part-time	Fixed-term							
N/A	Casual				1			1

Question 2
How many employees were promoted from non-manager to manager?

Contract Type	Employment Type	All managers		Total*
		Female	Male	
Full-time	Permanent	4	2	6
Part-time	Permanent	1		1
Full-time	Fixed-term	1	5	6
Part-time	Fixed-term			
N/A	Casual		1	1

Question 3
How many employees were internally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			8	43	27	48	127
Part-time	Permanent			1		5		6
Full-time	Fixed-term			1	4	8	23	36
Part-time	Fixed-term							
N/A	Casual					3	1	4

Question 4
How many employees (including partners with an employment contract) were externally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			8	41	45	55	151
Part-time	Permanent					3		3
Full-time	Fixed-term			9	53	127	1,025	1,215
Part-time	Fixed-term					2	1	3
N/A	Casual					6	7	13

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5
How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent		3	2	19	24	36	84
Part-time	Permanent			1				1
Full-time	Fixed-term			4	11	29	200	244
Part-time	Fixed-term					1		1
N/A	Casual					3	1	4

Question 6
How many employees were on primary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			2	3	4	5	14
Part-time	Permanent					1		1
Full-time	Fixed-term					1		1
Part-time	Fixed-term							
N/A	Casual							

Question 7
How many employees were on secondary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent				4		10	14
Part-time	Permanent							
Full-time	Fixed-term				3		2	5
Part-time	Fixed-term							
N/A	Casual							

Question 8
How many employees ceased employment before returning to work from parental leave (regardless of when the leave commenced)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent						2	2
Part-time	Permanent							
Full-time	Fixed-term				1			1
Part-time	Fixed-term							
N/A	Casual							

* Total employees includes Non-binary