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CSRD/ESRS Reporting with Alteryx
S1-6 Macro Installation Guide

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Alteryx Macro Installation Guide
S1-6

| Macro Name	S1-6

Macro Description	European Sustainability Reporting Standard (ESRS) S1-6: Characteristics of the undertaking's employees
	
	Using employee/HR dataset, along with various Mapping Tables for calculation and output standardisation purposes, outputs:
	• Total number of employees by headcount, and breakdowns by gender and by country for countries in which the undertaking has 50 or more employees representing at least 10% of its total number of employees.
	• Total number by head count of:
	  • Permanent employees, and breakdown by gender.
	  • Temporary employees, and breakdown by gender.
	  • Non-guaranteed hours employees, and breakdown by gender.
	• Total number of employees who have left the undertaking during the reporting period.
	• Rate of employee turnover in reporting period.
	• Full-time employees, and breakdowns by gender and by region.
	• Part-time employees, and breakdowns by gender and by region.
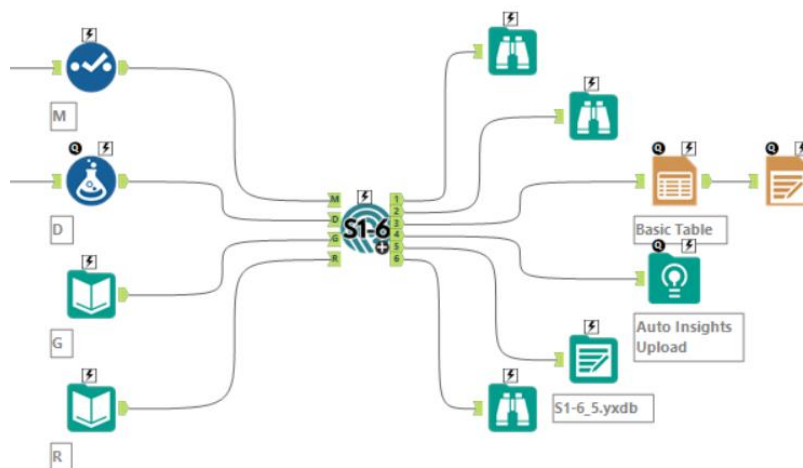
Figure 1

Macro Installation Process

1. Download and save macro to a location as specified in internal operating procedures.
2. Workflow preparation:
   a. Open Alteryx Designer Desktop workflow into which the Macro is to be inserted.
   b. Source, cleanse, standardise, and prepare input data sources.
3. Within the workflow, right-click, select 'Insert', then 'Macro', and then 'Browse...' to locate the macro in File Explorer (figure 2).
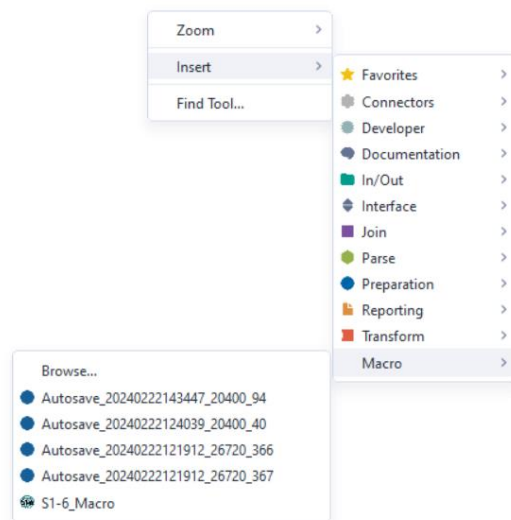

Figure 2

4. Connect prepared input data sources to the macro's relevant input anchors (figure 3). Input dataset requirements and anchor abbreviations outlined later in document.
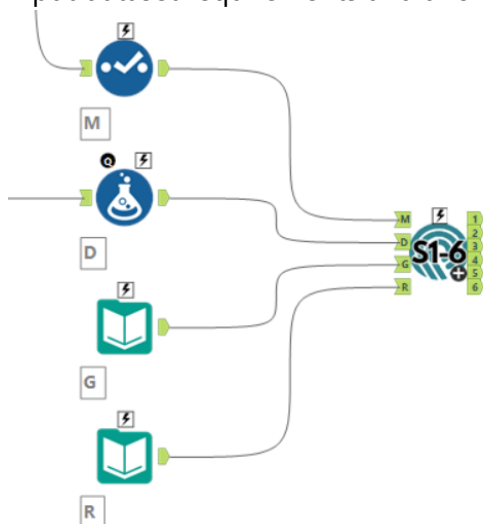

Figure 3

5. Using the Macro Interface, select relevant fields from the connected data sources (figure 4).

Figure 4

6. Connect required tools to output anchors to create output files, output tables, connect to Alteryx Auto Insights, and more (figure 5). Output dataset characteristics and anchor abbreviations outlined later in document.
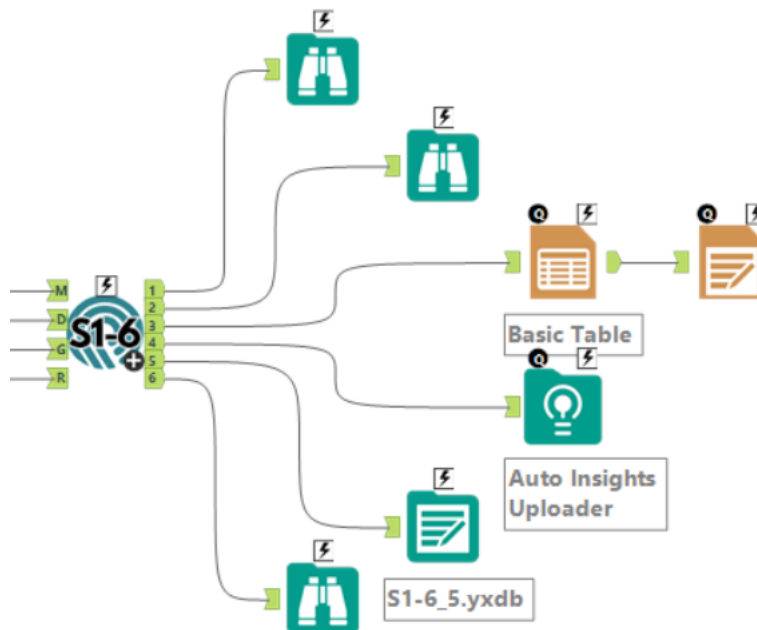

Figure 5

Macro Inputs

Name	Notation	Field(s)	Example	Description
Main HR/ Employee Input	M	*employee_id* (string)	E000001	Unique employee identifier.
		gender (string)	Male	Employee gender from list of ESRS reportable genders.
		employment_type (string)	Full Time	Any valid employment type as per business requirements and data holdings.
		country (string)	Netherlands	Country of work.
		region (string)	EU	Region of work, as mapped in preparatory workflow.
		proportional_hours (double)	0.86	Proportion of company-stipulated full-time hours worked, i.e. 1 for full time, <1 otherwise.
		StartDate_DateTime (date)	2000-01-01	Employee's start date.
		EndDate_DateTime (date)	2000-01-01	Employee's end date (null if still in employ).
Report Start/ End Dates	D	*ReportStart* (date)	2000-01-01	Reporting period start date, as set in preparatory workflow.
		ReportEnd (date)	2000-01-01	Reporting period end date, as set in preparatory workflow.
Gender Mapping Table	G	*possible_gender* (string)	Male	List of ESRS reportable genders.
Regions Mapping Table	R	*country* (string)	Netherlands	Country of work. Should be a comprehensive list of all countries in which the reporting company operates.
		country_code (string)	NL	Two- or three-letter country code of country in *country* field.
		region (string)	EU	Region of country in *country* field.

Macro Outputs

Name	Notation	Field(s)	Example	Description
Output 1	1	*country* (string)	Netherlands	Unique employee identifier.
		gender (string)	Male	Employee gender from list of ESRS reportable genders.
		Count (int64)	773	Any valid employment type as per business requirements and data holdings.
Output 2	2	*employment_type* (string)	Full Time	Tabular breakdown of employee count (*Count*) per *gender* per *employment_type* in the reporting company.
		gender (string)	Male	
		Count (int64)	773	
Output 3	3	*Count* (int64)	773	Total count of employees whose end date falls within the reporting period, along with the earliest and latest relevant end dates.
		Min_EndDate (date)	2000-01-01	
		Max_EndDate (date)	2000-01-01	
Output 4	4	*ReportStart* (date)	2000-01-01	Re-appends start and end dates for report period to output.
		ReportEnd (date)	2000-01-01	Displays turnover rate during period in both numeric and string form for ease of comprehension (string) and further analysis (double) if required.
		turnover_rate (double)	0.522000	
		turnover_rate_as_ percentage	52.20%	