

Implenia Sustainability Report



Last update: August 2018

¹ Data only available for swiss employees² Without contract workers and external temporary workers³ With contract workers and external temporary workers⁴ Possible only on group level

Evaluation

Group

Business unit

Employees and other workers in headcounts						
Level	Category 1	Category 2	2014	2015	2016	2017
Group	Employment contract	Temporary (all, in percent to total) ²	9.7%	10.5%	9.4%	9.0%
		Temporary (male, in percent to temporary total)	96.1%	94.8%	89.7%	90.2%
		Temporary (female, in percent to temporary total)	4.1%	5.4%	11.5%	10.9%
		Total ³	4995 ¹	4780 ¹	8'239	9'710
		Permanent (Total)	4'510	4'276	6'666	7'558
		Permanent (male)	4'084	3'853	5'886	6'581
		Permanent (female)	426	423	780	977
		Temporary (total)	485	504	689	744
		Temporary (male)	466	478	618	671
		Temporary (female)	19	26	71	73
	Contract workers (SISAG & GCM male & female) ⁴	n.a.	n.a.	296	457	
	External temporary workers ⁴	n.a.	n.a.	588	951	
	Employment type	Part-time (total, in percent to total) ²	7.5%	8.1%	6.6%	6.5%
		Part-time (male, in percent to part-time total)	51%	55%	50%	45%
		Part-time (female, in percent to part-time total)	49%	45%	50%	55%
		Full-time (total)	4'621	4'394	6'870	7'765
		Full-time (male)	4'361	4'120	6'262	7'011
		Full-time (female)	260	274	608	754
Part-time (total)		373	386	485	537	
Part-time (female)		184	175	243	296	
HR, TC, CC, IT	Employment contract	Total	294	298	567	352
		Permanent (male)	125	131	347	165
		Permanent (female)	135	136	169	145
		Temporary (male)	23	15	33	21
		Temporary (female)	11	16	18	21
	Employment type	Full-time (male)	143	141	358	186
Buildings (Switzerland)	Employment contract	Total	1'017	957	1'047	1'130
		Permanent (male)	797	744	865	929
		Permanent (female)	105	104	117	117
		Temporary (male)	112	106	59	81
		Temporary (female)	3	3	6	3
	Employment type	Full-time (male)	865	803	879	969
	Full-time (female)	65	68	76	81	
	Part-time (male)	44	47	45	41	
Part-time (female)	43	39	47	39		
Modernisation & Development (Switzerland)	Employment contract	Total	483	493	436	451
		Permanent (male)	407	413	371	375
		Permanent (female)	46	50	41	48
		Temporary (male)	27	27	22	28
	Employment type	Temporary (female)	3	3	2	0
		Full-time (male)	418	421	380	392
		Full-time (female)	27	32	31	34
		Part-time (male)	16	19	13	11
Part-time (female)	22	21	12	14		

Employees and other workers in headcounts						
Level	Category 1	Category 2	2014	2015	2016	2017
Infrastructure	Employment contract	Total	772 ¹	448 ¹	1'079	1'160
		Permanent (male)	697 ¹	411 ¹	857	876
		Permanent (female)	28 ¹	17 ¹	75	84
		Temporary (male)	47 ¹	20 ¹	141	193
		Temporary (female)	0 ¹	0 ¹	6	7
	Employment type	Full-time (male)	720 ¹	417 ¹	959	1'033
		Full-time (female)	15 ¹	8 ¹	58	71
		Part-time (male)	24 ¹	14 ¹	39	36
	Part-time (female)	12 ¹	9 ¹	23	20	
Construction Switzerland	Employment contract	Total	2'429	2'584	2'436	2'200
		Permanent (male)	2'058	2'154	2'098	1'903
		Permanent (female)	112	116	107	92
		Temporary (male)	257	310	229	204
		Temporary (female)	2	4	2	1
	Employment type	Full-time (male)	2'215	2'338	2'228	2'032
		Full-time (female)	52	60	56	47
		Part-time (male)	100	126	99	75
Part-time (female)		62	60	53	46	
Buildings Germany	Employment contract	Total				901
		Permanent (male)				717
		Permanent (female)				136
		Temporary (male)				38
		Temporary (female)				10
	Employment type	Full-time (male)				716
		Full-time (female)				105
		Part-time (male)				39
Part-time (female)					41	
Construction Germany	Employment contract	Total			836	1'092
		Permanent (male)			576	795
		Permanent (female)			146	209
		Temporary (male)			83	61
		Temporary (female)			31	27
	Employment type	Full-time (male)			642	824
		Full-time (female)			125	153
		Part-time (male)			17	32
Part-time (female)				52	83	
Sweden	Employment contract	Total			85	141
		Permanent (male)			71	113
		Permanent (female)			13	27
		Temporary (male)			1	0
		Temporary (female)			0	1
	Employment type	Full-time (male)			71	113
		Full-time (female)			13	25
		Part-time (male)			1	0
Part-time (female)				0	3	
Norway	Employment contract	Total			647	653
		Permanent (male)			553	553
		Permanent (female)			68	72
		Temporary (male)			21	25
		Temporary (female)			5	3
	Employment type	Full-time (male)			572	577
		Full-time (female)			71	75
		Part-time (male)			2	0
Part-time (female)				2	1	
Austria & Romania	Employment contract	Total			222	222
		Permanent (male)			148	155
		Permanent (female)			44	47
		Temporary (male)			29	20
		Temporary (female)			1	0

Employees and other workers in headcounts						
Level	Category 1	Category 2	2014	2015	2016	2017
	Employment type	Full-time (male)			173	169
		Full-time (female)			39	41
		Part-time (male)			4	6
		Part-time (female)			6	6