

Implenia Sustainability Report




Last update: August 2018

¹ Not calculated on this data basis. Old calculation method based on full-time positions and annual average of two years.


² Calculate on this data basis applying a new calculation method: Number of employees that left the company in relation to the number of employees at the end of the year.

³ With contract workers and external temporary workers.

⁴ No retroactive division by gender or age possible.

 Evaluation

 Group

 Business unit

New employee hires and employee turnover in headcounts						
Level	Category 1	Category 2	2014	2015	2016	2017
Group	Employee turnover	Total (in percent) ¹	11.6%	10.9%	10.3%	9.9%
		Total (in percent) ²			10.0%	9.5%
	Amount of employees	Total ³			8'239	9'710
		Total			1'145	1'360
	Number of new employees	Male			1'028	1'175
		Female			117	185
		Under 30 years old			438	440
		30-50 years old			511	654
		Over 50 years old			196	265
		Total			821	926
	Number of new employees that left the company	Male			980	1'084
		Female			119	156
		Under 30 years old			298	288
		30-50 years old			404	583
Over 50 years old				397	401	
Additional employees ⁴					59	
HR, TC, CC, IT	Number of new employees	Total			81	78
		Male			53	41
		Female			28	37
		Under 30 years old			30	37
		30-50 years old			42	34
		Over 50 years old			9	7
	Number of new employees that left the company	Total			41	52
		Male			20	27
		Female			21	25
		Under 30 years old			8	9
Buildings (Switzerland)	Number of new employees	Total			163	180
		Male			141	160
		Female			22	20
		Under 30 years old			56	65
		30-50 years old			86	94
		Over 50 years old			21	21
	Number of new employees that left the company	Total			107	109
		Male			90	91
		Female			17	18
		Under 30 years old			12	14
30-50 years old			40	53		
Over 50 years old			55	42		

New employee hires and employee turnover in headcounts							
Level	Category 1	Category 2	2014	2015	2016	2017	
Modernisation & Development (Switzerland)	Number of new employees	Total			64	82	
		Male			51	68	
		Female			13	14	
		Under 30 years old			31	36	
		30-50 years old			28	36	
		Over 50 years old			5	10	
	Number of new employees that left the company	Total			52	64	
		Male			44	58	
		Female			8	6	
		Under 30 years old			13	9	
Infrastructure	Number of new employees	Total			146	253	
		Male			132	229	
		Female			14	24	
		Under 30 years old			62	51	
		30-50 years old			68	117	
		Over 50 years old			16	55	
	Number of new employees that left the company	Total			99	112	
		Male			87	98	
		Female			12	14	
		Under 30 years old			27	29	
Construction Switzerland	Number of new employees	Total			409	339	
		Male			399	331	
		Female			10	8	
		Under 30 years old			151	119	
		30-50 years old			154	148	
		Over 50 years old			104	72	
	Number of new employees that left the company	Total			276	273	
		Male			261	255	
		Female			15	18	
		Under 30 years old			55	50	
Buildings Germany	Number of new employees	Total				59	
		Male				39	
		Female				20	
		Under 30 years old				23	
		30-50 years old				27	
		Over 50 years old				9	
	Number of new employees that left the company	Total					84
		Male					68
		Female					16
		Under 30 years old					7
						45	
						32	

New employee hires and employee turnover in headcounts						
Level	Category 1	Category 2	2014	2015	2016	2017
Construction Germany	Number of new employees	Total			73	66
		Male			64	47
		Female			9	19
		Under 30 years old			30	32
		30-50 years old			28	20
		Over 50 years old			15	14
Construction Germany	Number of new employees that left the company	Total			52	57
		Male			40	40
		Female			12	17
		Under 30 years old			11	13
		30-50 years old			29	25
		Over 50 years old			12	19
Sweden	Number of new employees	Total			41	75
		Male			38	62
		Female			3	13
		Under 30 years old			8	16
		30-50 years old			27	44
		Over 50 years old			6	15
Sweden	Number of new employees that left the company	Total			3	17
		Male			2	16
		Female			1	1
		Under 30 years old			0	0
		30-50 years old			2	15
		Over 50 years old			1	2
Norway	Number of new employees	Total			146	253
		Male			132	229
		Female			14	24
		Under 30 years old			62	51
		30-50 years old			68	117
		Over 50 years old			16	55
Norway	Number of new employees that left the company	Total			99	112
		Male			87	98
		Female			12	14
		Under 30 years old			27	29
		30-50 years old			29	42
		Over 50 years old			43	41
Austria & Romania	Number of new employees	Total			22	34
		Male			18	28
		Female			4	6
		Under 30 years old			8	10
		30-50 years old			10	17
		Over 50 years old			4	7
Austria & Romania	Number of new employees that left the company	Total			33	46
		Male			28	39
		Female			5	7
		Under 30 years old			6	6
		30-50 years old			19	28
		Over 50 years old			8	12