

Implenia Sustainability Report



Last update: March 2021

¹ Without contract workers and external temporary workers.

Evaluation

Group

Division

Diversity of governance bodies and employees in headcounts									
Level	Category 1	Category 2	2014	2015	2016	2017	2018	2019	2020
Group	Gender relations	Employees (male in percent) ¹	91.1%	90.1%	88.4%	87.4%	87.7%	86.5%	85.9%
		Employees (female in percent) ¹	8.9%	9.9%	11.6%	12.6%	12.3%	13.5%	14.1%
	Total	Under 30 years old (in percent)	18%	17%	17%	16%	14%	16%	16%
		30-50 years old (in percent)	52%	50%	49%	48%	47%	49%	49%
		Over 50 years old (in percent)	30%	31%	34%	36%	38%	34%	35%
		Total	4'995	4'963	7'355	8'302	8'341	8'780	8'497
		Male	4'550	4'473	6'503	7'254	7'216	7'591	7'299
		Female	445	490	852	1'048	1'125	1'189	1'198
		Under 30 years old	904	868	1'233	1'345	1'201	1'408	1'355
	30-50 years old	2'603	2'464	3'633	3'953	3'934	4'343	4'158	
	Over 50 years old	1'488	1'541	2'489	3'009	3'206	3'029	2'984	
	Managerial positions	Male (in percent)	92.5%	92.4%	93.0%	91.1%	90.3%	89.8%	88.2%
		Female (in percent)	7.5%	7.6%	7.0%	8.9%	9.7%	10.2%	11.8%
		Total	348	354	614	626	702	1'042	1'050
		Male	322	327	571	570	634	936	926
		Female	26	27	43	56	68	106	124
		Under 30 years old	1	3	8	10	17	26	32
		30-50 years old	222	222	358	359	393	562	642
	Over 50 years old	125	128	248	257	292	454	376	
	Non-managerial positions	Male (in percent)	91%	90%	88%	87%	86%	86%	86%
		Female (in percent)	9%	10%	12%	13%	14%	14%	14%
		Total	4'647	4'609	6'741	7'676	7'639	7'738	7'447
		Male	4'228	4'146	5'932	6'684	6'582	6'655	6'373
		Female	419	463	809	992	1'057	1'083	1'074
		Under 30 years old	903	865	1'225	1'335	1'184	1'382	1'323
		30-50 years old	2'381	2'242	3'275	3'594	3'541	3'781	3'516
	Over 50 years old	1'363	1'413	2'241	2'752	2'914	2'575	2'608	
Technical-commercial personnel	Total	1'597	1'716	3'001	3'837	4'204	4'299	4'361	
	Male	1'157	1'233	2'232	2'805	3'097	3'128	3'179	
	Female	440	483	769	1'032	1'107	1'171	1'182	
	Under 30 years old	273	274	441	555	645	646	664	
	30-50 years old	875	957	1'582	1'910	2'010	2'177	2'213	
Over 50 years old	449	485	979	1'373	1'549	1'476	1'484		
Industrial personnel	Total	3'398	3'247	4'354	4'465	4'137	4'481	4'136	
	Male	3'393	3'239	4'271	4'449	4'119	4'463	4'120	
	Female	5	8	83	16	18	18	16	
	Under 30 years old	631	597	791	786	556	762	691	
	30-50 years old	1'728	1'594	2'091	2'058	1'924	2'166	1'945	
Over 50 years old	1'039	1'056	1'471	1'620	1'657	1'553	1'500		
Development / Real Estate	Managerial positions	Total ¹						44	52
		Male						36	35
		Female						8	17
		Under 30 years old						0	1
		30-50 years old						31	37
	Over 50 years old						13	14	
	Non-managerial positions	Total ¹						39	36
		Male						14	16
		Female						25	20
		Under 30 years old						7	9
		30-50 years old						23	12
	Over 50 years old						9	15	
	Technical-commercial personnel	Total ¹						83	88
Male							50	51	
Female							33	37	
Under 30 years old							7	10	
30-50 years old							54	52	
Over 50 years old						22	26		
	Total ¹						-	-	

Diversity of governance bodies and employees in headcounts									
Level	Category 1	Category 2	2014	2015	2016	2017	2018	2019	2020
	Industrial personnel	Male Female Under 30 years old 30-50 years old Over 50 years old						- - - - -	- - - - -
Buildings	Managerial positions	Total ¹ Male Female Under 30 years old 30-50 years old Over 50 years old						307 290 17 1 148 158	304 287 17 1 171 132
	Non-managerial positions	Total ¹ Male Female Under 30 years old 30-50 years old Over 50 years old						1'879 1'616 263 308 874 697	1'686 1'427 259 270 751 665
	Technical-commercial personnel	Total ¹ Male Female Under 30 years old 30-50 years old Over 50 years old						1'283 1'007 276 176 618 489	1'209 936 273 160 574 475
	Industrial personnel	Total ¹ Male Female Under 30 years old 30-50 years old Over 50 years old						903 899 4 133 404 366	781 778 3 111 348 322
Civil Engineering	Managerial positions	Total ¹ Male Female Under 30 years old 30-50 years old Over 50 years old						458 427 31 18 241 199	466 431 35 22 264 180
	Non-managerial positions	Total ¹ Male Female Under 30 years old 30-50 years old Over 50 years old						4'433 3'993 440 791 2'222 1'420	4'282 3'820 462 746 2'099 1'437
	Technical-commercial personnel	Total ¹ Male Female Under 30 years old 30-50 years old Over 50 years old						1'893 1'432 461 287 954 652	1'975 1'488 487 296 1'024 655
	Industrial personnel	Total ¹ Male Female Under 30 years old 30-50 years old Over 50 years old						2'998 2'988 10 522 1'509 967	2'773 2'763 10 472 1'339 962
	Managerial positions	Total ¹ Male Female Under 30 years old 30-50 years old Over 50 years old						67 59 8 3 30 34	31 29 2 0 26 5
	Non-managerial positions	Total ¹ Male Female Under 30 years old 30-50 years old						495 425 70 91 223	583 507 76 113 255

Diversity of governance bodies and employees in headcounts										
Level	Category 1	Category 2	2014	2015	2016	2017	2018	2019	2020	
Specialties		Over 50 years old						181	215	
		Total ¹						314	351	
	Technical-commercial personnel	Male							239	275
		Female							75	76
		Under 30 years old							39	55
		30-50 years old							152	169
	Industrial personnel	Over 50 years old							123	127
		Total ¹							248	263
Male								245	261	
Female								3	2	
Functions	Managerial positions	Under 30 years old						55	58	
		30-50 years old						101	112	
		Over 50 years old						92	93	
		Total ¹						166	197	
	Non-managerial positions	Male							124	144
		Female							42	53
		Under 30 years old							4	8
		30-50 years old							112	144
Technical-commercial personnel	Over 50 years old							50	45	
	Total ¹							892	860	
	Male							607	603	
	Female							285	257	
Industrial personnel	Under 30 years old							185	185	
	30-50 years old							439	396	
	Over 50 years old							268	279	
	Total ¹							726	738	
Technical-commercial personnel	Male							400	429	
	Female							326	309	
	Under 30 years old							137	143	
	30-50 years old							399	394	
Industrial personnel	Over 50 years old							190	201	
	Total ¹							332	319	
	Male							331	318	
	Female							1	1	
Technical-commercial personnel	Under 30 years old							52	50	
	30-50 years old							152	146	
	Over 50 years old							128	123	
	Total ¹									