

Implenia Sustainability Report

Last update: March 2021



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.

⁵ Without contract workers and external temporary workers

Evaluation

Group

Division

New employee hires and employee turnover in headcounts									
Level	Category 1	Category 2	2014	2015	2016	2017	2018	2019	2020
Group	Employee turnover	Total (in percent) ¹	11.6%	10.9%	10.3%	9.9%	9.5%	8.4%	12.0%
		Total (in percent) ²			10.0%	9.5%	9.2%	10.4%	15.6%
	Amount of employees	Total ³			8'239	9'710	10'028	10'168	10'241
		Total			1'145	1'360	1'344	1'462	1'065
	Number of new employees	Male			1'028	1'175	1'108	1'219	888
		Female			117	185	236	243	177
		Under 30 years old			438	440	407	465	379
		30-50 years old			511	654	703	753	541
		Over 50 years old			196	265	234	244	145
	Number of new employees that left the company	Total ⁵			821	926	907	1'049	1'600
		Male			980	1'084	791	923	1'367
		Female			119	156	116	126	233
		Under 30 years old			298	288	173	281	351
30-50 years old				404	583	462	477	729	
Over 50 years old			397	401	272	291	520		
	Additional employees ⁴			59					
Development / Real Estate	Number of new employees	Total						24	14
		Male						10	10
		Female						14	4
		Under 30 years old						5	4
		30-50 years old						12	8
	Over 50 years old						7	2	
	Number of employees that left the company	Total						33	13
		Male						4	8
		Female						9	5
		Under 30 years old						1	3
30-50 years old							10	8	
Over 50 years old						2	2		
Buildings	Number of new employees	Total						294	159
		Male						258	133
		Female						36	26
		Under 30 years old						103	65
		30-50 years old						151	72
	Over 50 years old						40	22	
	Number of employees that left the company	Total						223	315
		Male						192	275
		Female						31	40
		Under 30 years old						55	68
30-50 years old							91	122	
Over 50 years old						77	125		
Civil Engineering	Number of new employees	Total						872	635
		Male						771	550
		Female						101	85
		Under 30 years old						270	206
		30-50 years old						444	339
	Over 50 years old						158	90	
	Number of employees that left the company	Total						659	982
		Male						601	874
		Female						58	108
		Under 30 years old						174	189
30-50 years old							303	468	
Over 50 years old						182	325		
Specialties	Number of new employees	Total						70	98
		Male						51	85
		Female						19	13
		Under 30 years old						32	37
		30-50 years old						28	44
	Over 50 years old						10	17	
	Number of employees that left the company	Total						25	102
		Male						23	86
		Female						2	16
		Under 30 years old						11	31
30-50 years old							10	48	

New employee hires and employee turnover in headcounts										
Level	Category 1	Category 2	2014	2015	2016	2017	2018	2019	2020	
		Over 50 years old						4	23	
Functions	Number of new employees	Total						202	159	
		Male						129	110	
		Female						73	49	
		Under 30 years old						55	67	
		30-50 years old						118	78	
			Over 50 years old						29	14
	Number of employees that left the company	Total							109	188
		Male							84	124
		Female							25	64
		Under 30 years old							30	60
30-50 years old								56	83	
		Over 50 years old						23	45	