GRI 102-41: Collective Bargaining Agreements

Last update: March 2022

[1] With contract workers and external temporary workers. 2021 without contract and external temporary workers due to data availability

Evaluation Group Division

Collective bargaining agreements in headcounts							
Level	**Category**	**2016**	**2017**	**2018**	**2019**	**2020**	**2021**
Group	Employees with collective bargaining agreement[1]	6'605	7'559	8'539	8'052	6'855	5'558
	Employees without collective bargaining agreement[1]	1'634	2'151	1'489	2'054	3'386	1'734
	Total number of employees[1]	8'239	9'710	10'028	10'168	10'241	7'292
	Employees with collective bargaining agreement (in percent)	80.2%	77.8%	85.2%	79.7%	67.0%	76.2%
Development / Real Estate	Number of employees with collective bargaining agreement				11	11	12
	Total number of employees				83	88	102
	Employees with collective bargaining agreement (in percent)				13%	13%	12%
Buildings	Number of employees with collective bargaining agreement				1'513	1'082	1'282
	Total number of employees				2'186	1'990	1'852
	Employees with collective bargaining agreement (in percent)				69%	54%	69%
Civil Engineering	Number of employees with collective bargaining agreement				4'129	3'175	3'398
	Total number of employees				4'891	4'748	3'851
	Employees with collective bargaining agreement (in percent)				84%	67%	88%
Specialties	Number of employees with collective bargaining agreement				406	411	297
	Total number of employees				562	614	490
	Employees with collective bargaining agreement (in percent)				72%	67%	61%
Functions	Number of employees with collective bargaining agreement				667	432	484
	Total number of employees				1'058	1'057	779
	Employees with collective bargaining agreement (in percent)				63%	41%	62%