GRI 102-8: Employment Contract & Type

Last update: March 2022

[1] Data only available for swiss employees

[2] Without contract workers and external temporary workers

[3] With contract workers and external temporary workers. 2021 was strongly influenced by the company's restructuring and reorganisation. No data on contract workers and external temporary workers available for 2021.

[4] Possible only on group level, data for 2021 not available

Evaluation Group Division

Employees and other workers in headcounts										
Level	**Category 1**	**Category 2**	**2014**	**2015**	**2016**	**2017**	**2018**	**2019**	**2020**	**2021**
Group	Employment contract	Temporary (all, in percent to total)[2]	9.7%	10.5%	9.4%	9.0%	6.0%	9.6%	7.9%	6.5%
		Temporary (male, in percent to temporary total)	96.1%	94.8%	89.7%	90.2%	83.5%	90.5%	88.2%	82.0%
		Temporary (female, in percent to temporary total)	4.1%	5.4%	11.5%	10.9%	19.7%	10.5%	13.4%	18.0%
		Total[3]	4995[1]	4780[1]	7'355	9'710	10'028	10'168	10'241	7'292
		Permanent (Total)	4'510	4'276	6'666	7'558	7'843	7'939	7'829	6'815
		Permanent (male)	4'084	3'853	5'886	6'581	6'800	6'830	6'710	5'844
		Permanent (female)	426	423	780	977	1'043	1'109	1'119	971
		Temporary (total)	485	504	689	744	498	841	668	477
		Temporary (male)	466	478	618	671	416	761	589	391
		Temporary (female)	19	26	71	73	82	80	79	86
		Contract workers (SISAG & GCM male & female)[4]	n.a.	n.a.	296	457	370	n.a.	620	n.a.
		External temporary workers[4]	n.a.	n.a.	588	951	1'317	1'388	1'124	n.a.
	Employment type	Part-time (total, in percent to total)[2]	7.5%	8.1%	6.6%	6.5%	6.1%	6.2%	6.7%	6.4%
		Part-time (male, in percent to part-time total)	51%	55%	50%	45%	42%	44%	43%	41%
		Part-time (female, in percent to part-time total)	49%	45%	50%	55%	58%	56%	57%	59%
		Full-time (total)	4'621	4'394	6'870	7'765	7'835	8'236	7'927	6'824
		Full-time (male)	4'361	4'120	6'262	7'011	7'004	7'353	7'052	6'041
		Full-time (female)	260	274	608	754	831	883	875	783
		Part-time (total)	373	386	485	537	506	544	570	468
		Part-time (male)	189	211	242	241	212	238	247	194
		Part-time (female)	184	175	243	296	294	306	323	274
Development / Real Estate	Employment contract	Total[2]						83	88	102
		Permanent (male)						47	47	58
		Permanent (female)						29	36	42
		Temporary (male)						3	4	0
		Temporary (female)						4	1	2
	Employment type	Full-time (male)						42	42	48
		Full-time (female)						20	22	27

Employees and other workers in headcounts										
Level	**Category 1**	**Category 2**	**2014**	**2015**	**2016**	**2017**	**2018**	**2019**	**2020**	**2021**
Development / Real Estate	Employment type	Part-time (male)						8	9	10
		Part-time (female)						13	15	17
Buildings	Employment contract	Total[2]						2'186	1'990	1'852
		Permanent (male)						1'780	1'609	1'531
		Permanent (female)						270	262	242
		Temporary (male)						126	105	63
		Temporary (female)						10	14	16
	Employment type	Full-time (male)						1'848	1'652	1'548
		Full-time (female)						209	199	190
		Part-time (male)						58	62	46
		Part-time (female)						71	77	68
Civil Engineering	Employment contract	Total[2]						4'891	4'748	3'851
		Permanent (male)						3'895	3'869	3'215
		Permanent (female)						445	467	395
		Temporary (male)						525	382	208
		Temporary (female)						26	30	33
	Employment type	Full-time (male)						4'301	4'138	3'345
		Full-time (female)						358	379	336
		Part-time (male)						119	113	78
		Part-time (female)						113	118	92
Specialties	Employment contract	Total[2]						562	614	490
		Permanent (male)						440	501	389
		Permanent (female)						68	72	81
		Temporary (male)						44	35	19
		Temporary (female)						10	6	1
	Employment type	Full-time (male)						474	520	397
		Full-time (female)						62	58	62
		Part-time (male)						10	16	11
		Part-time (female)						16	20	20
Functions	Employment contract	Total[2]						1'058	1'057	779
		Permanent (male)						668	684	552
		Permanent (female)						297	282	201
		Temporary (male)						63	63	18
		Temporary (female)						30	28	8
	Employment type	Full-time (male)						688	700	539
		Full-time (female)						234	217	140
		Part-time (male)						43	47	31
		Part-time (female)						93	93	69

GRI 102-8: Countries of Origin

Last update: March 2022

Total Nationalities	**94**

Full time position by country of origin	
Germany	33.35%
Switzerland	21.73%
Portugal	10.55%
France	6.97%
Sweden	5.15%
Norway	5.40%
Italy	4.01%
Austria	1.78%
Spain	2.33%
Other	8.73%