

contribution to the collective insurances for illness and accident as well as management staff risk insurance in the event of death.

Employees in figures

The following table shows the various key personnel figures for the years 2014 to 2016 in accordance with the GRI requirements, version 4, broken down by gender. The figures relate to staff employed in Switzerland. Shareholdings outside of Switzerland were not taken into consideration.

Change in headcount

The number of employees in Switzerland fell to 18,372 FTEs in 2016 (−3.1% compared with 2015) and comprises 27% women and 73% men; there was a 1.5 percentage point decrease in the proportion of women.

The percentage of women in management is 12.3% (measured in terms of headcount).

The age pyramid has changed slightly in recent years. Demographic ageing in Switzerland has increased, while the proportion of employees aged over 50 at Swisscom has also risen in the last ten years.

Number respectively as indicated	2014			2015			2016		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total workforce in Switzerland									
Average workforce FTE			18,035			18,817			18,750
Workforce end of year FTE			18,272			18,965			18,372
Reporting limit in Switzerland according to the personnel information system									
Coverage report limit									
Average workforce FTE	12,595	4,570	17,165	13,010	4,666	17,676	13,273	4,439	17,712
Employees in FTE per end of decembre	12,727	4,633	17,360	13,174	4,636	17,810	13,273	4,291	17,563
in headcount (HC)	13,003	5,345	18,348	13,437	5,304	18,741	13,579	4,970	18,549
Temporary employee (HC)	1,163	402	1,565	1,094	385	1,479	1,121	387	1,508
Fixed-term contracts of employment (HC)	43	37	80	27	27	54	48	18	66
Permanent contracts o f employment (HC)	12,960	5,308	18,268	13,410	5,277	18,687	13,531	4,952	18,483
Gender proportion (HC)	70.9%	29.1%	100.0%	71.7%	28.3%	100.0%	73.2%	26.8%	100.0%
Full-time employment	11,787	3,128	14,915	12,147	3,069	15,216	12,121	2,796	14,917
Part-time employment	1,216	2,217	3,433	1,290	2,235	3,525	1,458	2,174	3,632
Rate full time employees (HC)	90.6%	58.5%	81.3%	90.4%	57.9%	81.2%	89.3%	56.3%	80.4%
Rate part time employees (HC)	9.4%	41.5%	18.7%	9.6%	42.1%	18.8%	10.7%	43.7%	19.6%
Employees in collective employment agreement (CEA)	10,525	5,002	15,527	10,746	4,943	15,689	10,811	4,581	15,392
Rate collective labour agreement (CEA) to total workforce	80.9%	93.6%	84.6%	80.0%	93.2%	83.7%	79.6%	92.2%	83.0%
Top Management	92	8	100	88	7	95	82	8	90
Management (HC)	2,338	307	2,645	2,581	327	2,908	2,686	381	3,067
Rate of employees within Management (HC)	87.2%	12.8%	100.0%	88.9%	11.1%	100.0%	87.7%	12.3%	100.0%

Number respectively as indicated	2014			2015			2016		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Fluctuation in Switzerland									
Average age	42.8	39.9	42.0	43.0	40.0	42.2	43.4	40.4	42.6
Leavings ¹	1,008	485	1,493	1,016	478	1,494	1,094	569	1,663
Leavings < 30yrs. old ¹	227	180	407	239	177	416	214	175	389
Leavings 30 – 50 yrs. old ¹	567	233	800	558	210	768	584	266	850
Leavings > 50yrs. old ¹	214	72	286	218	91	309	296	128	424
Rate of Leavings < 30 yrs. old	22.5%	37.1%	27.3%	23.6%	37.1%	27.9%	19.6%	30.8%	23.4%
Rate of Leavings 30 – 50 yrs. old	56.3%	48.1%	53.5%	54.9%	44.0%	51.4%	53.4%	46.7%	51.1%
Rate of Leavings > 50 yrs. old	21.2%	14.8%	19.2%	21.5%	18.9%	20.7%	27.1%	22.5%	25.5%
Enterings ¹	1,507	723	2,230	1,491	498	1,989	1,245	323	1,568
Enterings < 30yrs. old ¹	572	373	945	500	280	780	356	171	527
Enterings 30 – 50 yrs. old ¹	804	290	1,094	859	200	1,059	783	140	923
Enterings > 50yrs. old ¹	101	27	128	132	18	150	106	12	118
Rate of Enterings < 30 yrs. old	38.0%	51.6%	42.4%	33.5%	56.2%	39.2%	28.6%	52.9%	33.6%
Rate of Enterings 30 – 50 yrs. old	53.4%	40.1%	49.1%	57.6%	40.2%	53.2%	62.9%	43.3%	58.9%
Rate of Enterings > 50 yrs. old	8.7%	8.3%	8.6%	8.9%	3.6%	7.5%	8.5%	3.7%	7.5%
Further KPI									
Education and training days	68,831			68,464			53,979		
Number of days training and education per employee (headcount)	3.8			3.9			2.9		
Maternity and paternity leave	439	217	656	522	240	762	544	290	834
Total CEO compensation in kCHF	1,773			1,832			1,794		
Median salary in kCHF	126			129			131		
Ratio CEO compensation / median salary	14			14			14		
Variation of CEO compensation	3.5%			3.3%			-2.1%		
Variation of median salary	0.2%			2.3%			1.5%		
Minimum full time salary in kCHF according to the CEA	52	52	52	52	52	52	52	52	52
Peformance Dialogues ²	97.1%	95.6%	96.7%	91.8%	97.2%	93.2%	96.2%	97.7%	96.6%

¹ without fixed-term contracts of employment

² without apprentices