

Employee figures Switzerland 2012–2017

	2013	2014	2015	2016 ¹	2017	Change compared to previous year in %
Personnel structure						
Executive Board members	92*	8	10	9	16	-44%
Management	–	368	501	570	578	-1%
Specialists	381	273	466	591	571	4%
Clerks	1995**	1837**	2 514**	2 245	2 291	-2%
Junior staff	–	–	–	198	204	-3%
Temporary employees	–	–	–	89	80	11%
Employees total	2 468	2 486	3 491	3 702	3 739	-1%
Fluctuation ratio (departures in % of existing personnel)						
	10.2%	7.5%	13.8%	10.9%	9.6%	-13%
Internal service						
Internal service	1 714	1 723	2 470	2 751	2 797	-2%
Sales force						
Sales force	754	763	1 021	957	942	2%
Female temporary employees						
Female temporary employees	190	137	163	143	147	-3%
Male temporary employees						
Male temporary employees	111	104	143	143	130	10%
Total temporary employees	301	241	306	287	277	4%
Female permanent employees						
Female permanent employees	693	759	1 108	1 021	1 072	-5%
Male permanent employees						
Male permanent employees	1 474	1 486	2 077	2 400	2 389	0%
Total permanent employees	2 167	2 245	3 185	3 421	3 461	-1%
Part-time employment ratio women						
Part-time employment ratio women	30.9%	40.2%	43.4%	31.1%	32.3%	4%
Part-time employment ratio men						
Part-time employment ratio men	5.3%	6.6%	6.3%	5.1%	5.4%	6%
Part-time employment ratio total	17.0%	19.0%	19.0%	13.3%	13.4%	1%

* Executive Board members incl. Management

** Clerks, junior staff and temporary employees

	2013	2014	2015	2016 ¹	2017	Change compared to previous year in %
Diversity						
≤ 29 years	554	556	723	754	779	-3%
30 - 39 years	477	491	660	740	768	-4%
40 - 49 years	681	658	960	949	921	3%
50 - 59 years	588	612	913	1027	1042	-1%
≥ 60 years	168	169	235	238	229	4%
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Female ratio ≤ 29 years	55%	56%	54%	50%	52%	-3%
Female ratio 30 - 39 years	38%	38%	40%	34%	34%	-1%
Female ratio 40 - 49 years	32%	31%	35%	28%	29%	-3%
Female ratio 50 - 59 years	23%	25%	25%	22%	22%	0%
Female ratio ≥ 60 years	24%	21%	24%	19%	20%	-4%
Female ratio total	36%	12%	36%	31%	32%	-3%
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Female ratio in leadership roles	12%	17%	17%	16.5%	17.5%	-6%
Female ratio in Executive Management (Helvetia Switzerland)	-	12%	10%	11%	0%	-100%
Female ratio on Board of Directors (Helvetia Holding AG)	22%	17%	15%	20%	22%	-10%
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Training						
in days per employee						
Sales force	9.2	9.7	8.3	6.5	6.3	4%
Internal service	5.2	5.5	5.8	5.7	2.2	164%
Total	6.4	6.8	6.5	5.9	3.2	85%
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Women	5.3	5.6	6.2	5.7	3.0	89%
Men	7.2	7.5	6.7	6.0	3.3	83%
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Management	5.3	5.6	5.4	1.2	3.1	-62%
Specialists	7	7.5	7.2	2.1	1.4	51%
Clerks	6.4	6.9	6.6	7.2	4.1	77%

1 Until 2015 number of employees per head, as of 2016 in FTE