

Social indicators

Scope of social data

All data published in the following section cover the Group's global scope (including APC). Workforce data do not include temporary employees, except for the average workforce figure.

> Consolidated units:

- Corporate Functions, Operating Divisions, Business Units (all data).
- Solely for workforce data: Pelco, ETTS, Atos, Ritto, Grant and Northen.

> Non-consolidated units:

- Companies in which Schneider Electric's interest is less than 51%.
- Senior executives for remuneration data.

	2005	2006	2007
Total workforce			
Average workforce (incl. temps)	88,670	100,078	119,340▲
Fixed-term and open-ended contracts	84,819	96,529	114,984▲
Average production staff	40,792	46,135	52,360▲
Average non-production staff	47,878	53,943	66,980▲
New hires	16,070	21,092*	26,972
Departures	15,820	15,764*	21,117
Breakdown by region (percent)			
Asia-Pacific	20%	22%	26%
Europe	49%	46%	41%
North America	24%	25%	26%
Rest of the World	7%	7%	7%
Men/women (percent)			
Men	65%	64%	66%
Women	35%	36%	34%
Age (percent)			
14-24 years	11.9%	11.2%	12.3%
25-34 years	28.1%	29.6%	31.3%
35-44 years	27.4%	27.7%	26.5%
45-54 years	22.9%	21.8%	20.8%
55-64 years	9.3%	9.2%	8.6%
> 64 years	0.4%	0.5%	0.5%
Seniority (percent)			
< 5 years	42%	43.4%	49.5%
5-14 years	28.3%	27.5%	26.6%
15-24 years	16%	15.1%	12.8%
25-34 years	11%	10.6%	8.7%
> 34 years	2.7%	3.4%	2.4%
Gender and category (percent)			
- White collar	59%	56.9%	58.6%▲
Men	75%	72.5%	72.6%
Women	25%	27.5%	27.4%
- Blue collar	41%	43.1%	41.4%▲
Men	51%	53%	57%
Women	49%	47%	43%

▲ Audited data.

	2005	2006	2007
Function (percent)			
Marketing	4.1%	4.4%	4%
Sales	18.3%	18.3%	16.9%
Services**	NA	NA	2.2%
Support	15.7%	15.7%	16.3%
Technical	7.5%	8.3%	7.1%
Production	10.8%	10.2%	12%
Direct variable costs – employees linked directly to production of range core and adapted products o/w services and projects	43.6%	43.1%	41.5%
	NA	NA	2.6%
Type of contract (percent)			
Flexibility rate (temporary staff/total workforce)	18.1%	19.5%	22.5%
New hires			
Type of contract (percent)			
Open-ended	65.2%	68%	63%
Fixed-term	34.8%	32%	37%
Category (percent)			
White collar	45%	48%	52%
Blue collar	55%	52%	48%
Breakdown by region (percent)			
Asia-Pacific	25%	29%	36%
Europe	27%	28%	28%
North America	41%	34%	27%
Rest of the World	7%	9%	9%
Dismissals			
Number			
o/w layoffs for economic reasons	4,460	3,795	4,543
	1,070	620	944
Type of contract (percent)			
Open-ended	85.8%	88.5%	83.5%
Fixed-term	14.2%	11.5%	16.5%
Category (percent)			
White collar	37.5%	35.4%	45.1%
Blue collar	62.5%	64.6%	54.9%
Breakdown by region (percent)			
Asia-Pacific	17%	15%	19%
Europe	25%	27%	30%
North America	52%	50%	44%
Rest of the World	6%	8%	7%
Temporary workforce			
Average temporary workforce			
	NA	NA	9,610
Category (percent)			
White collar	NA	NA	26.8%
Blue collar	NA	NA	73.2%
Breakdown by region (percent)			
Asia-Pacific	NA	NA	39%
Europe	NA	NA	50%
North America	NA	NA	5%
Rest of the World	NA	NA	6%

Social indicators

	2005	2006	2007
Workweek organization and management			
Average annual hours worked	NA	2,076	2,011
Payroll and compensation			
Average cost per employee			
Gross salary + payroll expenses + individual and collective benefits	€40.2 thousand	€37.2*** thousand	€37.3 thousand
Variable compensation (percent)	6.1%	8.1%***	9.5%
Training			
Training costs by type of training (percent)			
Health, safety, environment	8.9%	7%	6%
Technical	33.3%	30%	26%
Foreign languages and IT	13.1%	13%	17%
Management and leadership	24.7%	31%	30%
Other	20%	19%	21%
Training costs by category (percent)			
White collar	88.4%	77%	79%
Blue collar	11.6%	23%	21%
Training hours by category (percent)			
White collar	70.4%	68%	72%
Blue collar	29.6%	32%	28%
Average number of hours of training by category			
White collar	38	33****	34
Blue collar	17	22****	17
Average number of hours of training per employee			
	28	28	27
Health & safety			
Accident frequency rate			
Blue collar	16.7	9.8	9.5 ▲
White collar	NA	NA	14.7
	NA	NA	5
Severity rate			
Blue collar	0.16	0.10	0.08 ▲
White collar	NA	NA	0.12
	NA	NA	0.04
Accidents by category			
Total accidents	NA	1,936	2,335 ▲
Fatal accidents	NA	3	4*****
Serious accidents	NA	346	296
Minor accidents	NA	1,587	2,035

* 2006 data has been restated to remove temporary employees.

** In 2005 and 2006, Services primarily covered sales and technical functions.

*** 2006 data has been completed to reflect the Group's scope.

**** 2006 data has been just adjusted to account for reporting errors.

***** Three of the four fatalities in 2007 occurred during commutes; the fourth resulted from a work accident at a production site in Brazil.

▲ Audited data