



GRI data

Key data

NUMBER OF EMPLOYEES

**4,517**

**44.3%**  
1,999



**55.7%**  
2,518

AVERAGE NUMBER OF HOURS OF TRAINING

JANSSEN PHARMACEUTICA NV + J.C. GENERAL SERVICES **29 HOURS**

JANSSEN CILAG NV **22 HOURS**

JANSSEN INFECTIOUS DISEASES & DIAGNOSTICS BVBA **26 HOURS**



## NUMBER OF NEW EMPLOYEES

JANSSEN PHARMACEUTICA NV + J.C. GENERAL SERVICES	<b>210</b>
JANSSEN CILAG NV	<b>10</b>
JANSSEN INFECTIOUS DISEASES & DIAGNOSTICS BVBA	<b>8</b>

## VOLUNTARY DEPARTURES

JANSSEN PHARMACEUTICA NV + J.C. GENERAL SERVICES	<b>1.00%</b>
JANSSEN CILAG NV	<b>1.21%</b>
JANSSEN INFECTIOUS DISEASES & DIAGNOSTICS BVBA	<b>1.90%</b>

## SICKNESS ABSENTEEISM IN % OF WORKING HOURS

JANSSEN PHARMACEUTICA NV + J.C. GENERAL SERVICES	<b>4.92%</b>
JANSSEN CILAG NV	<b>3.75%</b>
JANSSEN INFECTIOUS DISEASES & DIAGNOSTICS BVBA	<b>2.56%</b>



## NUMBER OF ACCIDENTS WITH INCAPACITY FOR WORK

JANSSEN PHARMACEUTICA NV + J.C. GENERAL SERVICES	<b>21</b>
JANSSEN CILAG NV	<b>0</b>
JANSSEN INFECTIOUS DISEASES & DIAGNOSTICS BVBA	<b>0</b>



### In short



The Janssen Campus employed 4,517 people in 2013, of whom 55.7 % men and 44.3 % women. That is 69 fewer than the previous year.

As regards occupational safety, J&J expects a further reduction in Lost Work Day Cases and Serious Injury/Illness Cases under the Healthy Future 2015 goals of each site. Those are US indicators related to our Belgian degrees of frequency and seriousness. In 2013, there were 21 accidents involving absence from work on the Janssen Campus, resulting in 639 lost workdays. What is remarkable is the low degree of frequency and seriousness, giving Janssen a better rating than the average in the pharmaceutical industry (9.82) and markedly better than in the chemical industry (10.7).



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## Employees

### JANSSEN Pharmaceutica NV + J.C. General Services CVBA

	2010	2011	2012	2013
<b>Number of employees</b>				
Men	2.244	2.271	2.354	2.308
Women	1.611	1.603	1.663	1.675
<b>Total</b>	<b>3.855</b>	<b>3.874</b>	<b>4.017</b>	<b>3.983</b>
<b>Ratio men/women general</b>				
Men	58%	59%	59%	58%
Women	42%	41%	41%	42%
<b>Number of full-time employees</b>				
Men	2.088	2.095	2.170	2.105
Women	960	936	1.013	1.005
<b>Total</b>	<b>3.048</b>	<b>3.031</b>	<b>3.183</b>	<b>3.110</b>
<b>Number of part-time employees</b>				
Men	156	176	184	203
Women	651	667	650	670
<b>Total</b>	<b>807</b>	<b>843</b>	<b>834</b>	<b>873</b>
<b>Number of employees with an indefinite employment contract</b>				
Men	2.181	2.132	2.190	2.198
Women	1.569	1.527	1.585	1.604
<b>Total</b>	<b>3.750</b>	<b>3.659</b>	<b>3.775</b>	<b>3.802</b>
<b>Number of employees with a fixed-term employment contract</b>				
Men	63	139	164	110
Women	42	76	78	71
<b>Total</b>	<b>105</b>	<b>215</b>	<b>242</b>	<b>181</b>
<b>Number of nationalities</b>	<b>35</b>	<b>39</b>	<b>42</b>	<b>42</b>
<b>Number of scientists</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

### JANSSEN Cilag NV

	2010	2011	2012	2013
<b>Number of employees</b>				
Men	80	78	77	63
Women	101	106	110	102
<b>Total</b>	<b>181</b>	<b>184</b>	<b>187</b>	<b>165</b>
<b>Ratio men/women general</b>				
Men	44%	42%	41%	38%
Women	56%	58%	59%	62%

**Number of full-time employees**

Men	74	70	70	57
Women	68	69	72	66
<b>Total</b>	<b>142</b>	<b>139</b>	<b>142</b>	<b>123</b>

**Number of part-time employees**

Men	6	8	7	6
Women	33	37	38	36
<b>Total</b>	<b>39</b>	<b>45</b>	<b>45</b>	<b>42</b>

**Number of employees with an indefinite employment contract**

Men	78	78	75	63
Women	99	100	105	100
<b>Total</b>	<b>177</b>	<b>178</b>	<b>180</b>	<b>163</b>

**Number of employees with a fixed-term employment contract**

Men	2	0	2	0
Women	2	6	5	2
<b>Total</b>	<b>4</b>	<b>6</b>	<b>7</b>	<b>2</b>

**Number of nationalities**

	4	4	5	5
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**JANSSEN Infectious Diseases & Diagnostics BVBA**

	2010	2011	2012	2013
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**Number of employees**

Men	144	153	155	147
Women	197	224	227	222
<b>Total</b>	<b>341</b>	<b>377</b>	<b>382</b>	<b>369</b>

**Ratio men/women general**

Men	42%	41%	41%	40%
Women	58%	59%	59%	60%

**Number of full-time employees**

Men	142	149	152	143
Women	142	162	166	151
<b>Total</b>	<b>284</b>	<b>311</b>	<b>318</b>	<b>294</b>

**Number of part-time employees**

Men	2	4	3	4
Women	55	62	61	71
<b>Total</b>	<b>57</b>	<b>66</b>	<b>64</b>	<b>75</b>

**Number of employees with an indefinite employment contract**

Men	143	148	152	146
Women	192	211	214	213
<b>Total</b>	<b>335</b>	<b>359</b>	<b>366</b>	<b>359</b>

**Number of employees with a fixed-term employment contract**

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Men	1	5	3	1
Women	5	13	13	9
<b>Total</b>	<b>6</b>	<b>18</b>	<b>16</b>	<b>10</b>
<b>Number of nationalities</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>16</b>
<b>Number of scientists</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

## Personnel evolution

### JANSSEN Pharmaceutica NV + J.C. General Services CVBA

	2010	2011	2012	2013
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#### Number of new employees

Men	93	200	246	112
Women	74	112	143	98
<b>Total</b>	<b>167</b>	<b>312</b>	<b>389</b>	<b>210</b>
>25	55	95	95	59
26-35	64	119	171	78
36-45	38	71	95	53
45-55	10	26	25	17
56-64	0	1	3	3
<b>Total</b>	<b>167</b>	<b>312</b>	<b>389</b>	<b>210</b>

#### Number of staff taking voluntary redundancy

Men	37	49	26	22
Women	24	25	18	18
<b>Total</b>	<b>61</b>	<b>74</b>	<b>44</b>	<b>40</b>
>25	5	7	5	2
26-35	26	31	24	17
36-45	23	33	13	17
45-55	6	3	2	4
56-64	1	0	0	0
<b>Total</b>	<b>61</b>	<b>74</b>	<b>44</b>	<b>40</b>

#### Voluntary termination of employment (% of total staff)

	1.43%	1.91%	1.1%	1,00%
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#### Formal employee representation

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### JANSSEN Cilag NV

	2010	2011	2012	2013
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#### Number of new employees

Men	7	6	5	2
Women	11	11	16	8
<b>Total</b>	<b>18</b>	<b>17</b>	<b>21</b>	<b>10</b>
>25	0	2	4	0

26-35	5	8	10	4
36-45	9	3	5	3
45-55	3	4	2	3
56-64	1	0	0	0
<b>Total</b>	<b>18</b>	<b>17</b>	<b>21</b>	<b>10</b>

#### Number of staff taking voluntary redundancy

Men	2	2	1	1
Women	4	1	0	1
<b>Total</b>	<b>6</b>	<b>3</b>	<b>1</b>	<b>2</b>
>25	0	0	0	0
26-35	1	3	0	1
36-45	5	0	0	1
45-55	0	0	1	0
56-64	0	0	0	0
<b>Total</b>	<b>6</b>	<b>3</b>	<b>1</b>	<b>2</b>

#### Voluntary termination of employment (% of total staff)

	3.31%	1.65%	0.54%	1,21%
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#### Formal employee representation

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## JANSSEN Infectious Diseases & Diagnostics BVBA

	2010	2011	2012	2013
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#### Number of new employees

Men	4	21	8	2
Women	16	37	18	6
<b>Total</b>	<b>20</b>	<b>58</b>	<b>26</b>	<b>8</b>
>25	6	2	4	1
26-35	12	41	18	2
36-45	1	9	1	4
45-55	1	6	3	0
56-64	0	0	0	1
<b>Total</b>	<b>20</b>	<b>58</b>	<b>26</b>	<b>8</b>

#### Number of staff taking voluntary redundancy

Men	6	8	0	3
Women	5	4	7	4
<b>Total</b>	<b>11</b>	<b>12</b>	<b>7</b>	<b>7</b>
>25	0	0	2	0
26-35	5	2	2	3
36-45	4	8	3	4
45-55	2	2	0	0
56-64	0	0	0	0
<b>Total</b>	<b>11</b>	<b>12</b>	<b>7</b>	<b>7</b>

#### Voluntary termination of employment (% of total staff)

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	3.24%	3.21%	1.85%	1,90%
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#### Formal employee representation

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#### Management committee

#### JANSSEN Pharmaceutica NV + J.C. General Services CVBA

Members of the management committee	2010	2011	2012	2013
Men	23	22	22	17
Women	2	2	1	2
<b>Total</b>	<b>25</b>	<b>24</b>	<b>23</b>	<b>19</b>
>25	0	0	0	0
26-35	0	0	0	0
36-45	5	6	5	5
45-55	11	9	7	6
56-64	4	4	6	4
Unknown (US employee)	5	5	5	4
<b>Total</b>	<b>25</b>	<b>24</b>	<b>23</b>	<b>19</b>

#### JANSSEN Cilag NV

Members of the management committee	2010	2011	2012	2013
Men	5	5	3	6
Women	1	1	2	2
<b>Total</b>	<b>6</b>	<b>6</b>	<b>5</b>	<b>8</b>
>25	0	0	0	0
26-35	0	0	1	2
36-45	1	1	1	1
45-55	4	4	3	3
56-64	1	1	0	0
Unknown (US employee)				2
<b>Total</b>	<b>6</b>	<b>6</b>	<b>5</b>	<b>8</b>

#### JANSSEN Infectious Diseases & Diagnostics BVBA

Members of the management committee	2010	2011	2012	2013
Men	7	7	6	6
Women	3	3	3	2
<b>Total</b>	<b>10</b>	<b>10</b>	<b>9</b>	<b>8</b>
>25	0	0	0	0
26-35	1	1	1	0
36-45	4	4	3	3
45-55	3	4	4	4
56-64	1	1	1	1

Unknown (US employee)	1			
<b>Total</b>	<b>10</b>	<b>10</b>	<b>9</b>	<b>8</b>

## Training

### JANSSEN Pharmaceutica NV + J.C. General Services CVBA

	2010	2011	2012	2013
Net cost for the company per employee (in euros)	1.157 €	1.462 €	2.022 €	2.054 €
Total number of training hours received	110.198	126.321	142.861	117.399
Average number of training course hours	29	33	36	29
Average number of training initiatives per employee	27	31	48	47
% working hours	2,08	2,28	2,52	2,12

### JANSSEN Cilag NV

	2010	2011	2012	2013
Net cost for the company per employee (in euros)	496 €	2.321 €	2.388 €	1.273 €
Total number of training hours received	946	2.810,00	5.838,00	3.691,00
Average number of training course hours	5	15	31	22
Average number of training initiatives per employee			no data	39
% working hours			no data	1,36%

### JANSSEN Infectious Diseases & Diagnostics BVBA

	2010	2011	2012	2013
Net cost for the company per employee (in euros)	773 €	1.083 €	1.729 €	2.066 €
Total number of training hours received	5.330,00	8.117,00,58	12.716,00	9.622,00
Average number of training course hours	16	22	33	26
Average number of training initiatives per employee	no data available	21,89	29,81	28,40
% working hours	no data available	1.14	2,11	1,64

## Sickness absenteeism

### JANSSEN Pharmaceutica NV + J.C. General Services CVBA

	2010	2011	2012	2013
Sickness absenteeism (% of total working hours)	4,38	4,71	4,68	4,92

### JANSSEN Cilag NV

	2010	2011	2012	2013
Sickness absenteeism (% of total working hours)	3,24	3,43	3,33	3,75

### JANSSEN Infectious Diseases & Diagnostics BVBA

	2010	2011	2012	2013
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Sickness absenteeism (% of total working hours)	1,11	1,42	1,58	2,56
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## Accidents

### JANSSEN Pharmaceutica NV

	2010	2011	2012	2013
Days of absence from work (due to work accidents)	368	271	350	639
Number of accidents with absence from work	29	14	18	21
Frequency rate <i>(ratio of number of accidents with absence from work ( * 1000000) divided by the number of hours worked)</i>	4,99	2,32	3,08	3,62
Degree of severity <i>(ratio of number of days of absence from work ( * 1000) divided by the number of hours worked)</i>	0,06	0,04	0,06	0,11

### JANSSEN Cilag NV

	2010	2011	2012	2013
Days of absence from work (due to work accidents)	no data available	0	0	6
Number of accidents with absence from work	no data available	0	0	1
Frequency rate <i>(ratio of number of accidents with absence from work ( * 1000000) divided by the number of hours worked)</i>	no data available	0	0	4,21
Degree of severity <i>(ratio of number of days of absence from work ( * 1000) divided by the number of hours worked)</i>	no data available	0	0	0,03

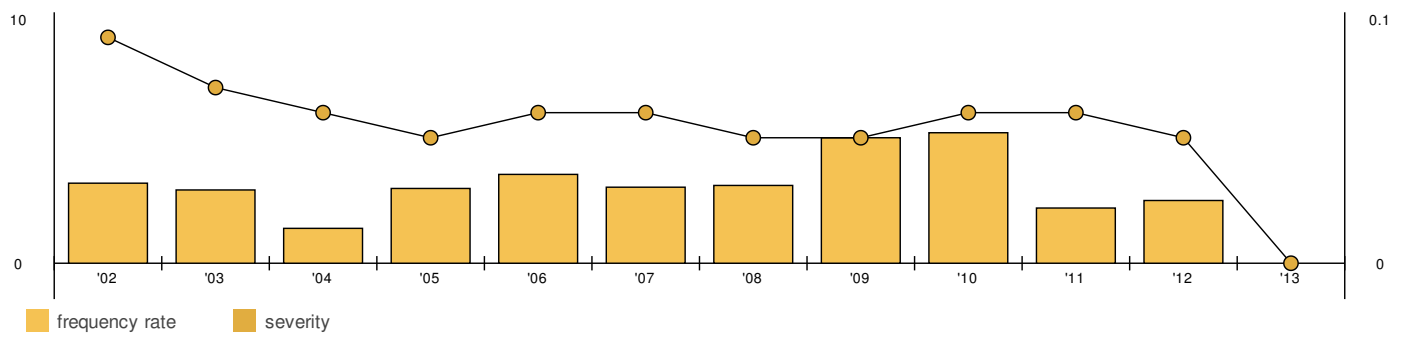
### JANSSEN Infectious Diseases & Diagnostics BVBA

	2010	2011	2012	2013
Days of absence from work (due to work accidents)	7	75	0	0
Number of accidents with absence from work	1	1	0	0
Frequency rate <i>(ratio of number of accidents with absence from work ( * 1000000) divided by the number of hours worked)</i>	1,88	1,74	0	0
Degree of severity <i>(ratio of number of days of absence from work ( * 1000) divided by the number of hours worked)</i>	0,01	0,13	0	0

### J.C. General Services CVBA

	2010	2011	2012	2013
Days of absence from work (due to work accidents)	0	0	0	0
Number of accidents with absence from work	0	0	0	0
Frequency rate <i>(ratio of number of accidents with absence from work ( * 1000000) divided by the number of hours worked)</i>	0	0	0	0
Degree of severity <i>(ratio of number of days of absence from work ( * 1000) divided by the number of hours worked)</i>	0	0	0	0

## Evolution frequency- en degree of severity <sup>(1)</sup> G-IDPBW Janssen Pharmaceutica NV <sup>(2)</sup>



The chart above shows a structurally low frequency <sup>(3)</sup> and seriousness <sup>(4)</sup>. This is due to the various efforts that are being made in the areas of safety, health and environment. By way of comparison, we cite the frequency of accidents in the sectors that are relevant to us:

- Chemical industry: **10.70**
- Pharmaceutical industry: 9,82

(Source: Industrial Accidents Fund, 2011 overview)

(1) G-IDPBW: Joint Internal Workplace Health and Safety Department. This joint department has a broader scope than that of the present sustainability report.

(2) The scope of the joint internal department of Janssen Pharmaceutica changed in the course of the years cited.

(3) The degree of frequency is the number of accidents involving incapacity for work, per million hours worked.

(4) The degree of seriousness is the proportion of the number of calendar days actually lost, plus the number of days fixed incapacity for work, per thousand hours worked.