

Ratio of basic salary of women to men by employee category *

		2021	2020	2019
Senior managers	%	95%	102%	91%
Middle managers	%	92%	93%	90%
Clerical staff	%	98%	99%	97%

* The calculation excludes the additional amounts paid to workers (e.g. those based on the years of service, bonuses, overtime, additional indemnity for transport, transfers, etc.)