

Ratio of basic pay for women and men by occupational category *

		2021	2020	2019
Senior managers	%	97%	99%	88%
Middle managers	%	91%	92%	91%
Clerical staff	%	98%	98%	97%

* It is specified that for employees who joined from 01/10/2019 onwards, no variable premium has been disbursed insofar as none is envisaged for the reference year 2019.