

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

		2022	2021	2020
Senior managers	%	97%	95%	102%
Middle managers	%	92%	92%	93%
Clerical staff	%	98%	98%	99%

* 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.)