

Ratio of remuneration of women to men by employee category *

Ratio of remuneration of women to men by employee category		2022	2021	2020
Senior managers	%	94%	97%	99%
Middle managers	%	90%	91%	92%
Clerical staff	%	96%	98%	98%

Note:

* 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.).