

Average training hours per capita

Training hours delivered		2023*	2022	2021
Total	h.	24,9	26,7	15,5
By gender:				
Men	h.	28,7	30,8	17,1
Women	h.	21,6	23,2	14,1
By professional category				
Senior managers	h.	34,7	26,6	14,0
Middle managers	h.	27,0	30,6	16,5
Clerical staff	h.	23,1	25,0	15,1

Notes:

* The figure refers to Group employees on the workforce at 31.12.2023. Also considering the employees who left the organisation during the reporting period and received training during the year 2023 (89 – 52 men and 37 women - including 2 senior managers, 19 middle managers and 68 clerical staff), the figures are: total average number of training hours per employee: 25,6; average number of training hours for male employees: 29,4; average number of training hours for female employees: 22,2, average number of training hours for senior managers: 34,8; average number of training hours for middle managers: 27,2; average number of training hours for clerical staff: 24,0