

## Average number of hours spent on training and development per employee and by gender

	2018 <sup>1</sup>	2019 <sup>2</sup>	2020 <sup>2,3</sup>
No. of hours per year female employees	-	16.36	18.04
No. of hours per year male employees	-	15.93	18.36
<b>No. of hours per year total</b>	<b>-</b>	<b>16.15</b>	<b>18.18</b>

<sup>1</sup> Data not available due to a change in the data recording system.

<sup>2</sup> Includes only qualifications conducted on the central learning platform.

<sup>3</sup> Excluding Comdirect.