Social (Performance & Key Metrics 2025)

Our workforce

Employees (Headcount)	u.m.	2025	2024
Gender		**Employees**	**Employees**
Men	*N.*	58,466	59,037
Women		65,303	66,060
Other		0	0
Not reported		0	0
Total workforce		**123,769**	**125,097**

Employees (Headcount)	u.m.	2025					2024				
		Men	Women	Other	Not reported	Total	Men	Women	Other	Not reported	Total
Number of employees	*N.*	58,466	65,303	0	0	**123,769**	59,037	66,060	0	0	**125,097**
Number of permanent employees		54,271	62,406	0	0	**116,677**	52,728	62,068	0	0	**114,796**
Number of fixed-term employees		4,195	2,897	0	0	**7,092**	6,309	3,992	0	0	**10,301**
Number of variable-hour employees		0	0	0	0	**0**	0	0	0	0	**0**
Number of full-time employees		56,251	59,354	0	0	**115,605**	55,765	59,382	0	0	**115,147**
Number of part-time employees		2,215	5,949	0	0	**8,164**	3,272	6,678	0	0	**9,950**

Employees	u.m.	2025	2024
Number of employees	*FTE*	113,880	111,074
Number of employee departures		5,454	5,593
Employee turnover rate	%	**5**	**5**

Non-employees (headcount)	u.m.	2025	2024
Number of non-employees	*N.*	**39**	**168**

	2025			2024		
	Collective bargaining		Social dialogue	Collective bargaining		Social dialogue
Coverage rate	**Employees - EEA (for countries with > 50 emp. representing > 10% of total employees)**	**Employees - non-EEA (estimate for regions with > 50 emp. representing > 10% of total employees)**	**Workplace Representation (EEA only) (for countries with > 50 emp. representing > 10% of total employees)**	**Employees - EEA (for countries with > 50 emp. representing > 10% of total employees)**	**Employees - non-EEA (estimate for regions with > 50 emp. representing > 10% of total employees)**	**Workplace Representation (EEA only) (for countries with > 50 emp. representing > 10% of total employees)**
0 - 19 %	n/a	n/a	n/a	n/a	n/a	n/a
20 - 39 %	n/a	n/a	n/a	n/a	n/a	n/a
40 - 59 %	n/a	n/a	n/a	n/a	n/a	n/a
60 - 79 %	n/a	n/a	n/a	n/a	n/a	n/a
80 - 100 %[260]	100%	n/a	100%	100%	n/a	100%

Employees	u.m.	2025					2024				
		Men	Women	Other	Not specified	Total	Men	Women	Other	Not specified	Total
Senior management employees	*N.*	167	54	0	0	221	165	47	0	0	212
Percentage	%	76	24	0	0	100	78	22	0	0	100

260. The figure indicated refers to personnel operating at the Italian branches of the Poste Italiane Group (personnel operating at foreign branches represent 0.05% of the total workforce).

Employees[261] (Headcount)	u.m.	2025					2024				
		Men	Women	Other	Not specified	Total	Men	Women	Other	Not specified	Total
Executives		**585**	**208**	**0**	**0**	**793**	**548**	**190**	**0**	**0**	**738**
age under 30		0	0	0	0	**0**	0	0	0	0	**0**
age between 30 and 50		154	76	0	0	**230**	149	73	0	0	**222**
age over 50		431	132	0	0	**563**	399	117	0	0	**516**
Middle managers		**8,481**	**7,489**	**0**	**0**	**15,970**	**8,284**	**7,405**	**0**	**0**	**15,689**
age under 30		47	28	0	0	**75**	36	27	0	0	**63**
age between 30 and 50	*N.*	4,642	3,859	0	0	**8,501**	4,450	3,790	0	0	**8,240**
age over 50		3,792	3,602	0	0	**7,394**	3,798	3,588	0	0	**7,386**
Operational staff		**49,400**	**57,606**	**0**	**0**	**107,006**	**50,205**	**58,465**	**0**	**0**	**108,670**
age under 30		7,654	5,017	0	0	**12,671**	8,349	4,989	0	0	**13,338**
age between 30 and 50		25,452	27,064	0	0	**52,516**	25,425	27,712	0	0	**53,137**
age over 50		16,294	25,525	0	0	**41,819**	16,431	25,764	0	0	**42,195**
Total		**58,466**	**65,303**	**0**	**0**	**123,769**	**59,037**	**66,060**	**0**	**0**	**125,097**

Percentage of employees who received regular performance and career development reviews during the reporting period, by gender and employee category	u.m.	2025					2024				
		Men	Women	Other	Not specified	Total	Men	Women	Other	Not specified	Total
Executives	%	100	100	0	0	100	100	100	0	0	100
Middle managers		98	99	0	0	98	99	99	0	0	99
Operational staff		80	87	0	0	84	81	88	0	0	85
Total		**83**	**88**	0	0	**86**	84	89	0	0	**86**

Average hours of training by gender and category of employees	u.m.	2025					2024				
		Men	Women	Other	Not specified	Total	Men	Women	Other	Not specified	Total
Hours of training provided to employees	*N.*	43	51	0	0	**47**	43	52	0	0	**48**
Hours of training provided to executives		38	41	0	0	**39**	28	33	0	0	**30**
Hours of training provided to managers		61	68	0	0	**64**	67	79	0	0	**73**
Hours of training provided to clerks		41	49	0	0	**45**	40	49	0	0	**45**

	u.m.	2025			2024		
		Employees	Non-employees	Total	Employees	Non-employees	Total
Percentage of own workers covered by the health and safety system based on legal requirements	%	100	99	100	100	46	95

	u.m.	2025			2024		
		Employees	Non-employees	Total	Employees	Non-employees	Total
Number of fatalities due to occupational accidents*/ occupational diseases	*N.*	3	0	**3**	3	2	**5**
Number of recordable occupational accidents*, excluding those leading to fatalities		5,907	182	**6,089**	5,954	175	**6,129**
Rate of recordable occupational accidents**	%	33	14	**32**	33	18	**33**

* The figure includes commuting accidents.
** Note that, following a methodological refinement, the data on the occupational accident rate for 2024 have been revised to reflect this change.

261. It should be noted that the workforce shown in this table corresponds to employees hired under permanent contracts, apprenticeships, fixed-term contracts and extracurricular internships.

	u.m.	2025	2024
		Employees	Employees
Number of cases involving occupational diseases	*N.*	3	2
Number of days lost due to accidents at work and deaths*		195,211	192,958[262]
Number of days lost due to occupational diseases*		30	25

* The figure includes commuting accidents.

	u.m.	2025			2024		
		Men	Women	Total	Men	Women	Total
Percentage of eligible employees	%	100	100	**100**	100	100	**100**
Percentage of employees who took parental leave of those entitled to it		11	16	**13**	9	14	**12**

262. It should be noted that, following a methodological refinement, the data on counting days lost at work and deaths with reference to 2024 has been revised to reflect this change.