

# Valio Ltd personnel information

	2012	2013	2014	2015	2016
Number of personnel (proportioned) (at year-end)	3 556	3 611	3 570	3 074	3 099
Average age, years	40	40	42	43	42
Distribution by gender, men/women, %	55,6/44,4	55,4/44,6	55,8/44,2	56,7/44,2	56,7/43,3
Average duration of employment, years	13,7	12,0	14,0	14,0	14,6
New/changed employments	877	837	836	613	1031
Ceased employments	719	1 006	771	1 091	985
Salaries for time worked, EUR 1 000	131 167	135 752	139 678	132 204	121 723
Labour costs and other indirect statutory employee costs + supplementary pension, %	44,7	38,4	36,5	41,2	47,1
Pension costs, EUR 1 000	17 394	10 064	9 895	14 154	22 266
Occupational health care costs, estimate, EUR 1 000	1 297	1 395	1 516	1 308	1 267
Occupational health care costs, average per person, EUR	354	379	406	381	396
Direct training costs, EUR 1 000	1 118	1 229	1 019	499	515
Direct training costs, average per person, EUR	305	334	273	145	161
Voluntary social costs, EUR 1 000*	3 081	3 072	3 114	2 332	2 285
Voluntary social costs, average per person, EUR*	841	834	834	678	714

\*For 2013–2106, two account categories have been transferred from voluntary employer contributions to salaries for working time completed.