

Salary structure at Commerzbank AG (Germany): gender breakdown within the pay-scale categories covered by collective bargaining agreements

	2012		2013		2014	
	men	women	men	women	men	women
> Scale 1-3	20	102	15	104	7	21
> Scale 4-6	1,222	4,077	1,087	3,631	1,040	3,438
> Scale 7-9	3,848	8,348	3,655	8,018	3,445	7,595
> Outside scale	12,221	5,357	11,754	5,362	11,453	5,528
Apprentices	1,205	1,068	1,046	993	914	815
Hourly, monthly and other wages	112	88	133	77	109	78