

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

	2013		2014		2015 ¹	
	women	men	women	men	women	men
> Scale 1-3	104	15	21	7	20	6
> Scale 4-6	3,631	1,087	3,438	1,040	3,325	983
> Scale 7-9	8,018	3,655	7,595	3,445	7,336	3,281
> Outside scale	5,362	11,754	5,528	11,453	5,610	11,316
Apprentices	993	1,046	815	914	624	691
Hourly, monthly and other wages	77	133	78	109	59	100

¹ Reference date 12/2015; all figures are per capita.