

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

	2014		2015		2016	
	women	men	women	men	women	men
> Scale 1-3	21	7	20	6	14	5
> Scale 4-6	3,438	1,040	3,325	983	3,040	889
> Scale 7-9	7,595	3,445	7,336	3,281	7,160	3,096
> Outside scale	5,528	11,453	5,610	11,316	5,656	11,128
Apprentices	815	914	624	691	425	481
Hourly, monthly and other wages	78	109	59	100	52	96

All figures are per capita.