

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

number of employees	2016		2017		2018	
	women	men	women	men	women	men
> Scale 1-3	14	5	11	6	13	7
> Scale 4-6	3,040	889	2,772	747	2,508	699
> Scale 7-9	7,160	3,096	7,036	2,952	6,767	2,850
> Outside scale	5,656	11,128	5,692	10,835	5,911	10,945
Apprentices	425	481	308	393	277	414
Hourly, monthly and other wages	52	96	52	72	71	104