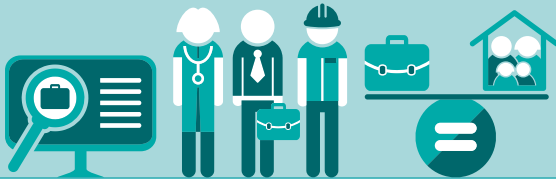


# 2018



## 03

Work and income

Neuchâtel 2020

## Swiss Earnings Structure Survey

Pocket statistics 2018



Schweizerische Eidgenossenschaft  
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Confederazione Svizzera  
Confederaziun svizra

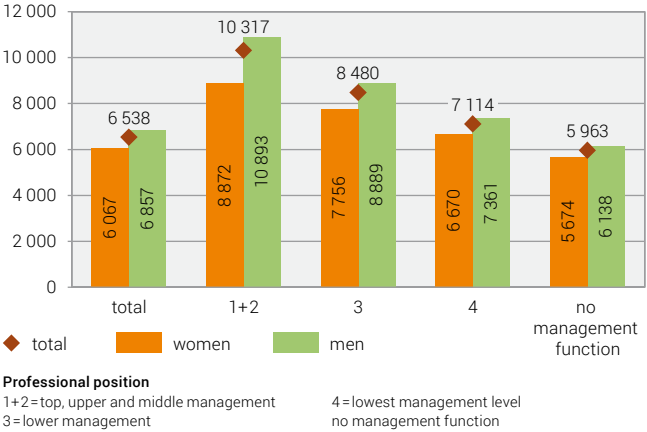
Swiss Confederation

Federal Department of Home Affairs FDHA  
Federal Statistical Office FSO

# Gross monthly wage by professional position and gender, 2018

Middle value (median), in CHF – Total economy

G1



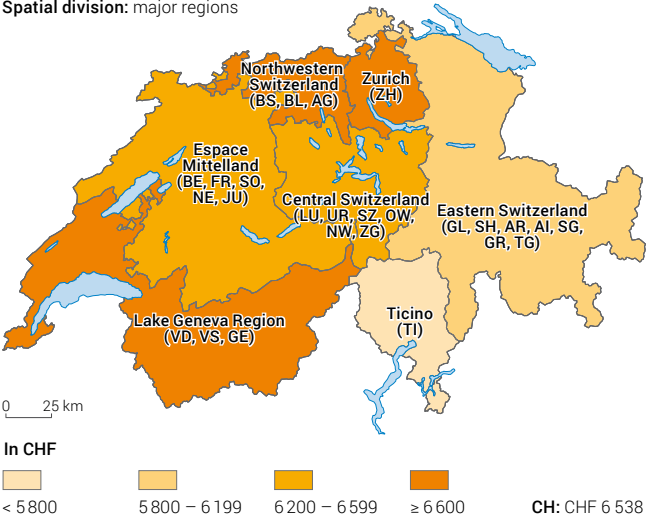
Source: FSO – Swiss Earnings Structure Survey (ESS)

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# Gross monthly wage (middle value), 2018<sup>1</sup>

G2

Spatial division: major regions



<sup>1</sup> total economy

Source: FSO – Swiss Earnings Structure Survey (ESS)

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## Gross monthly wage (P10, median, middle group, P90), 2008 – 2018

In CHF – Total economy

T1

	2008	2010	2012	2014	2016	2018	Evolution 2008 – 2018
P90	10 726	11 008	11 735	11 185	11 406	11 698	9.1%
Median	6 051	6 207	6 439	6 427	6 502	6 538	8.0%
Middle group (Median)	6 007	6 167	6 408	6 353	6 421	6 446	7.3%
P10	3 925	4 027	4 015	4 253	4 313	4 302	9.6%
P90/P10	2.73	2.73	2.92	2.63	2.64	2.72	

middle group: the middle group is statistically defined and corresponds to total of all persons earning between 70% and 150% of the median wage.

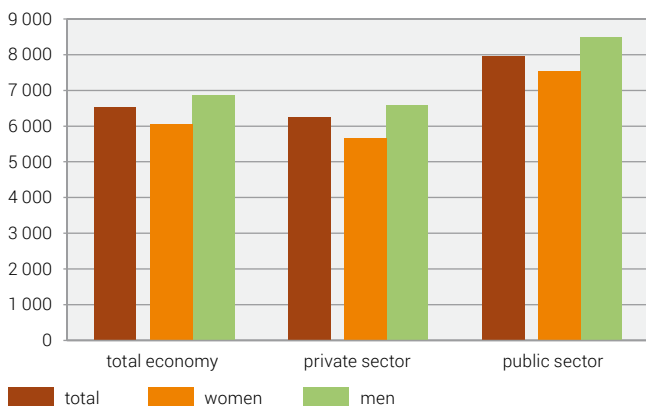
Source: FSO – Swiss Earnings Structure Survey (ESS)

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## Gross monthly wage, private and public sectors, 2018

Middle value (median), in CHF

G3



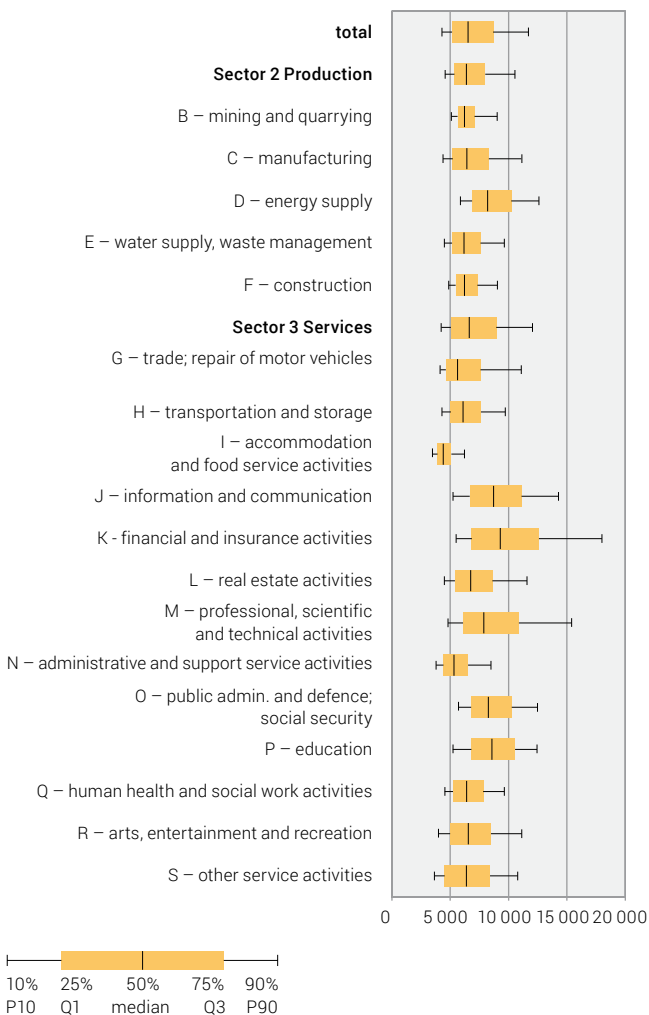
Source: FSO – Swiss Earnings Structure Survey (ESS)

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# Gross monthly wage by economic sections, 2018

Middle value (median), quartiles (Q1, Q3), quantiles (P10, P90),  
in CHF – Total economy

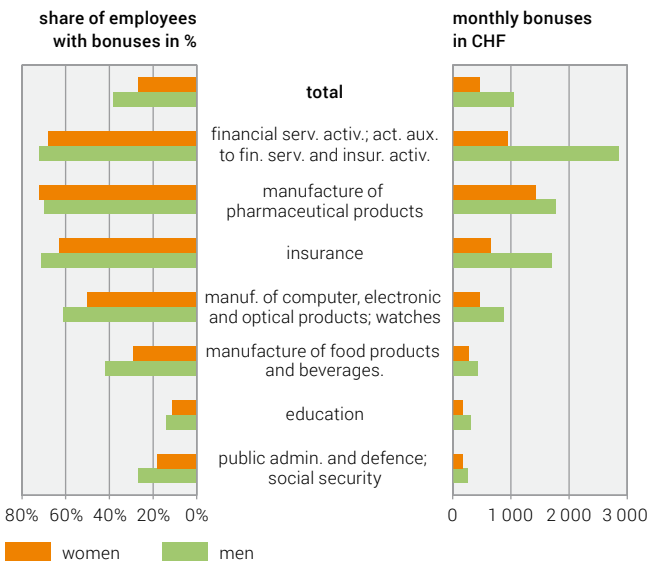
G4



# Monthly bonuses by economic branch and gender, 2018

Total economy

G5



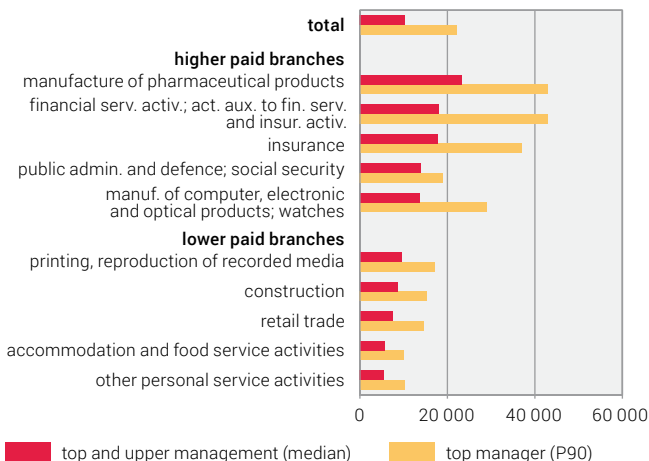
Source: FSO – Swiss Earnings Structure Survey (ESS)

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# Gross monthly wage of top and upper management, 2018

Middle value (median) and percentile P90, in CHF – Total economy

G6



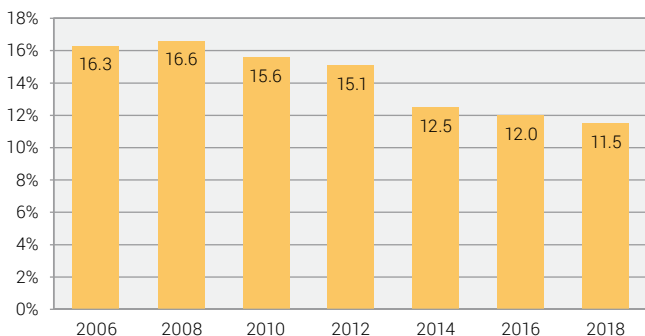
Source: FSO – Swiss Earnings Structure Survey (ESS)

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## Gender pay gap between women and men

in % – Total economy<sup>1</sup>

G7



<sup>1</sup> base: gross monthly wage of men, median

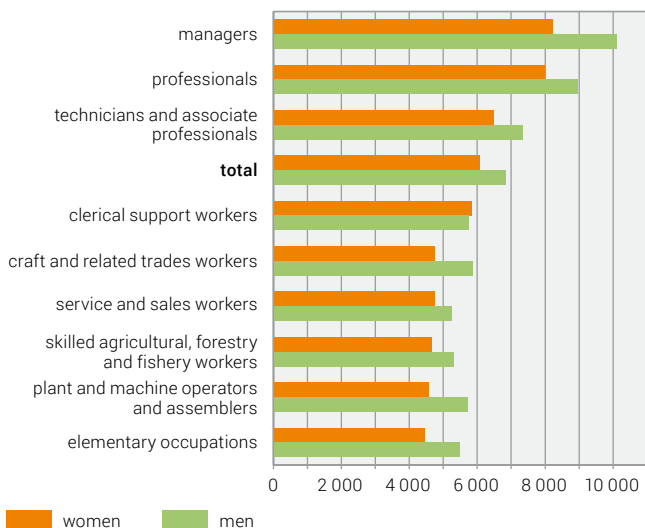
Source: FSO – Swiss Earnings Structure Survey (ESS)

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## Gross monthly wage by major groups of occupations, 2018

Middle value (median), in CHF – Total economy

G8



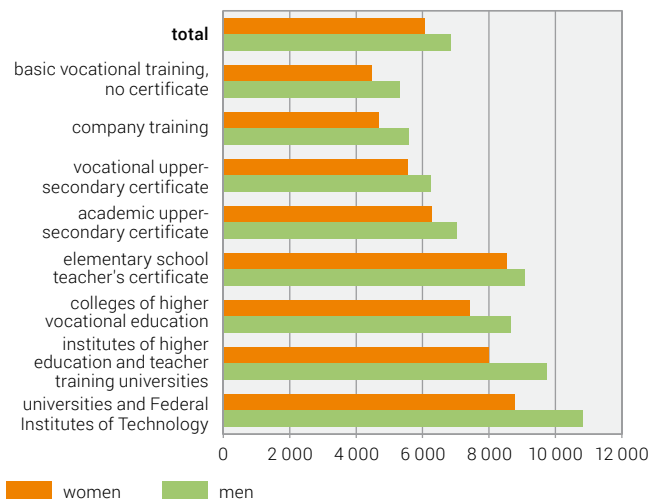
Source: FSO – Swiss Earnings Structure Survey (ESS)

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## Gross monthly wage by level of education and gender, 2018

Middle value (median), in CHF – Total economy

G9



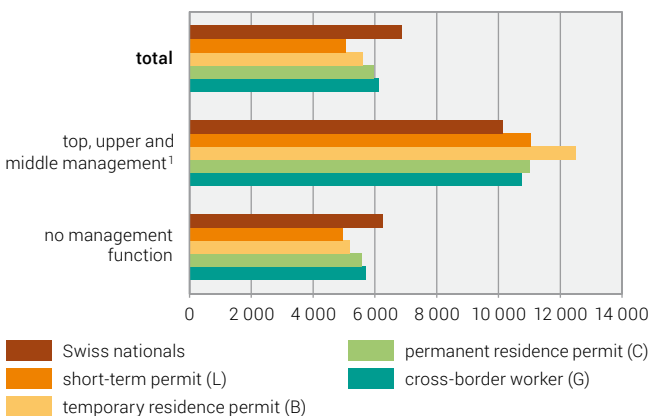
Source: FSO – Swiss Earnings Structure Survey (ESS)

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## Gross monthly wage, Swiss and foreign nationals by professional position, 2018

Middle value (median), in CHF – Total economy

G10



<sup>1</sup> short-term permit (L): coefficient of variation higher than 5% (numerical value uncertain in statistical terms)

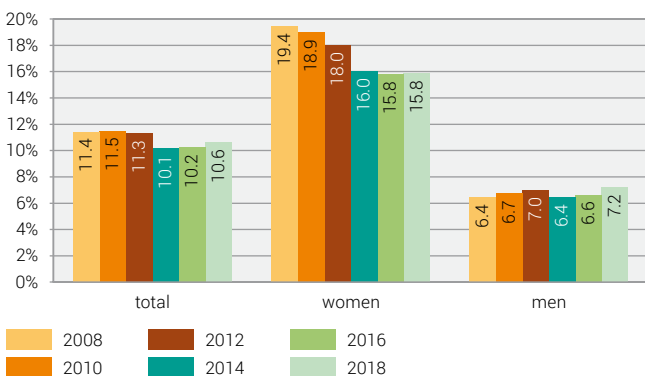
Source: FSO – Swiss Earnings Structure Survey (ESS)

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## Rate of low-wage jobs by gender

in % – Total economy

G11



Source: FSO – Swiss Earnings Structure Survey (ESS)

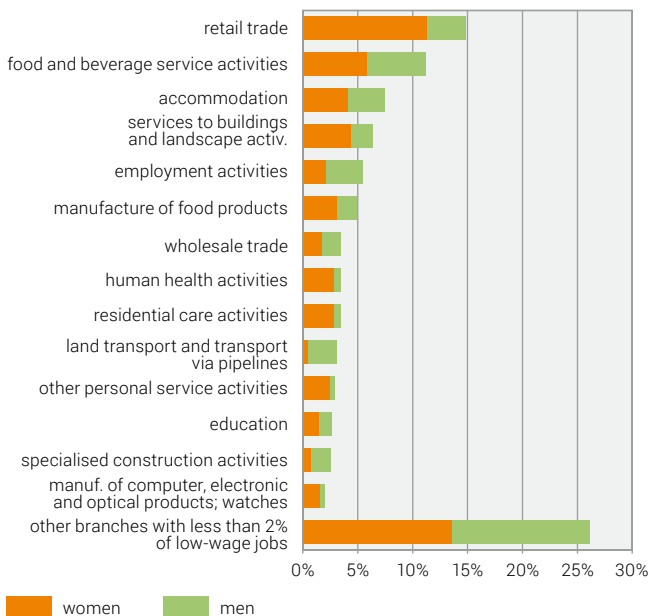
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## Frequency distribution of low-wage jobs by economic branch and gender, 2018

in % – Total economy

G12

100% = 353 400 low-wage jobs



Source: FSO – Swiss Earnings Structure Survey (ESS)

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## Swiss Earnings Structure Survey (ESS) 2018

Conducted every two years since 1994, the ESS is based on a questionnaire sent to companies. In 2018, data from 36 000 enterprises were gathered. With around 2 million employees, the ESS provides a representative overview of the wage situation of the employees working for the production and services sectors in Switzerland and in the seven major regions.

### **Gross monthly wage, standardised**

In order to compare the wages of full-time and part-time jobs, the amounts reported are converted into standardised gross monthly wages. In other words, they are recalculated to produce a full-time equivalent based on 40 hours a week and 4  $\frac{1}{3}$  weeks a month. Gross wage components: gross salary for the month of October (incl. employee social security contributions, benefits in kind, regularly paid bonuses, share of turnover or commissions) plus hardship allowances for shift, night and Sunday work,  $\frac{1}{12}$  of 13<sup>th</sup> month salary and  $\frac{1}{12}$  of special annual payments (or bonuses).

### **Median, middle value and other quantiles**

The median or middle value: for half of jobs, the standardised wage is above the given middle value (median), and for the other half below it. It must not be confused with the arithmetic mean wage which is the sum of all wages considered in the ESS divided by the number of employees considered. Other quantiles are also calculated: the quartiles (Q1, Q2, Q3), deciles (D1, D2, ... D9) and percentiles (P1, ... P10, ... P90, ... P99) giving us four, ten and hundred equally sized groups.

### **Middle group**

The middle group is statistically defined and corresponds to the total of all persons earning between 70% and 150% of the median wage.

### **Low wages in the ESS**

The use of the term "low wage" is based on an international statistical approach (Eurostat, OECD). A job is considered "low wage" if on the basis of a full-time equivalent of 40 hours a week the calculated wage is less than two thirds of the standardised monthly wage (median), i.e. less than CHF 4 359 per month for 2018.

## Salarium – Statistical salary calculator

Based on the ESS, the FSO provides a statistical salary calculator, "Salarium", which calculates for a specific job (region, economic branch, occupational group, etc.) and for a selection of individual characteristics (age, level of education, years of service etc.) the gross monthly salary (median value) and the salary dispersion (interquartile range).

For access to the statistical salary calculator see (available in French, in German or in Italian): [www.salarium.ch](http://www.salarium.ch)

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