

Beilage 2: Verhältnisse der Löhne von Konzernleitungsmitgliedern zu den Tiefstlöhnen der Angestellten 2003 und 2004

| Zahlen in Mio. CHF | 2003 | | | 2004 | | | Lohnschere |
|---|------------------------|------------|------------------------------------|------------------------|------------|------------------------------------|------------|
| Unternehmen | Ø Lohn pro KL-Mitglied | Tiefstlohn | Verhältnis Ø KL Lohn zu Tiefstlohn | Ø Lohn pro KL-Mitglied | Tiefstlohn | Verhältnis Ø KL Lohn zu Tiefstlohn | |
| BANKEN UND VERSICHERUNGEN | | | | | | | |
| 1 UBS | 13.891 | 0.074 | 188 : 1 | 17.020 | 0.074 | 230 : 1 | 22.3% |
| 2 Credit Suisse | 10.337 | 0.074 | 140 : 1 | 13.347 | 0.074 | 180 : 1 | 28.6% |
| 3 ZFS | 3.042 | 0.048 | 63 : 1 | 4.297 | 0.048 | 90 : 1 | 42.9% |
| 4 Swiss Life | 1.568 | 0.048 | 33 : 1 | 1.487 | 0.048 | 31 : 1 | -6.1% |
| 5 Bâloise | 0.859 | 0.048 | 18 : 1 | 1.057 | 0.048 | 22 : 1 | 22.2% |
| 6 Helvetia Patria | 0.651 | 0.048 | 13.6 : 1 | 0.768 | 0.048 | 16 : 1 | 17.6% |
| CHEMIE UND PHARMA | | | | | | | |
| 7 Novartis | 5.747 | 0.078 | 74 : 1 | 7.668 | 0.078 | 98 : 1 | 32.4% |
| 8 Roche | 3.005 | 0.078 | 39 : 1 | 5.430 | 0.078 | 70 : 1 | 79.5% |
| 9 Clariant | 1.118 | 0.056 | 20 : 1 | 0.781 | 0.056 | 14 : 1 | -30.0% |
| 10 Ciba | 0.946 | 0.040 | 24 : 1 | 1.025 | 0.040 | 26 : 1 | 8.3% |
| 11 Lonza | 0.405 | 0.059 | 7 : 1 | 0.638 | 0.059 | 11 : 1 | 57.1% |
| MASCHINEN-/UHREN- UND ELEKTROINDUSTRIE | | | | | | | |
| 12 Schindler | 0.926 | 0.048 | 19 : 1 | 1.033 | 0.048 | 21.5 : 1 | 13.2% |
| 13 Georg Fischer | 0.500 | 0.058 | 8.6 : 1 | 0.750 | 0.058 | 13 : 1 | 51.2% |
| 14 Bobst | 0.671 | 0.051 | 13 : 1 | 0.733 | 0.051 | 14.4 : 1 | 10.8% |
| 15 Swatch Group | 1.032 | 0.037 | 28 : 1 | 1.082 | 0.037 | 29 : 1 | 3.6% |
| 16 ASCOM | 0.763 | 0.054 | 14 : 1 | 0.831 | 0.054 | 15.4 : 1 | 10.0% |
| BAUUNTERNEHMEN | | | | | | | |
| 17 Zschokke | 0.419 | 0.051 | 8.2 : 1 | 0.528 | 0.051 | 10.4 : 1 | 26.8% |
| 18 Batigroup | 0.352 | 0.051 | 6.9 : 1 | 0.338 | 0.051 | 6.6 : 1 | -4.3% |
| SONSTIGE | | | | | | | |
| 19 Nestlé | 2.006 | 0.045 | 45 : 1 | 2.243 | 0.045 | 50 : 1 | 11.1% |
| 20 Kuoni | 0.911 | 0.055 | 17 : 1 | 1.250 | 0.055 | 23 : 1 | 35.3% |
| DETAILHANDEL | | | | | | | |
| 21 Migros | 0.567 | 0.043 | 13 : 1 | 0.600 | 0.043 | 14 : 1 | 7.7% |
| 22 Coop | 0.486 | 0.043 | 11.3 : 1 | 0.500 | 0.043 | 11.6 : 1 | 2.7% |
| EHEMALIGE BUNDESBETRIEBE | | | | | | | |
| 23 Ruag | 0.375 | 0.042 | 9 : 1 | 0.425 | 0.042 | 10 : 1 | 11.1% |
| 24 Swisscom | 0.793 | 0.040 | 20 : 1 | 0.745 | 0.040 | 18.6 : 1 | -7.0% |
| 25 Post | 0.426 | 0.042 | 10 : 1 | k.A. | 0.042 | k.A. | k.A. |

Lohnstrukturerhebung 2002: UBS, Credit Suisse, Novartis, Roche, Georg Fischer, Bobst, Ascom, Nestlé, Kuoni
KV Salärempfehlung: Zurich Financial, Swiss Life, Bâloise, Helvetia Patria