

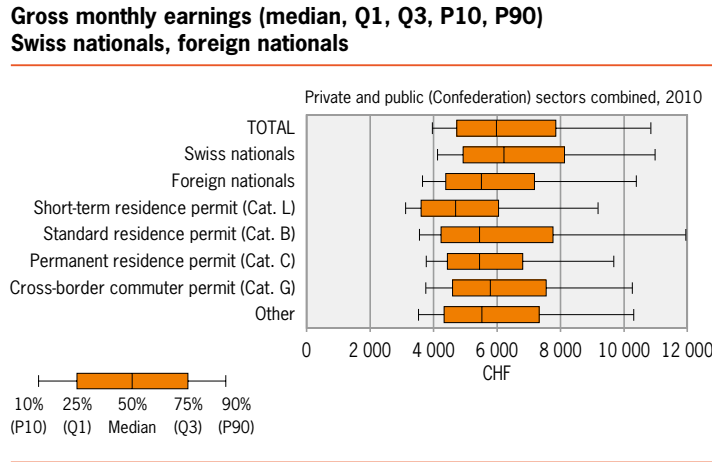
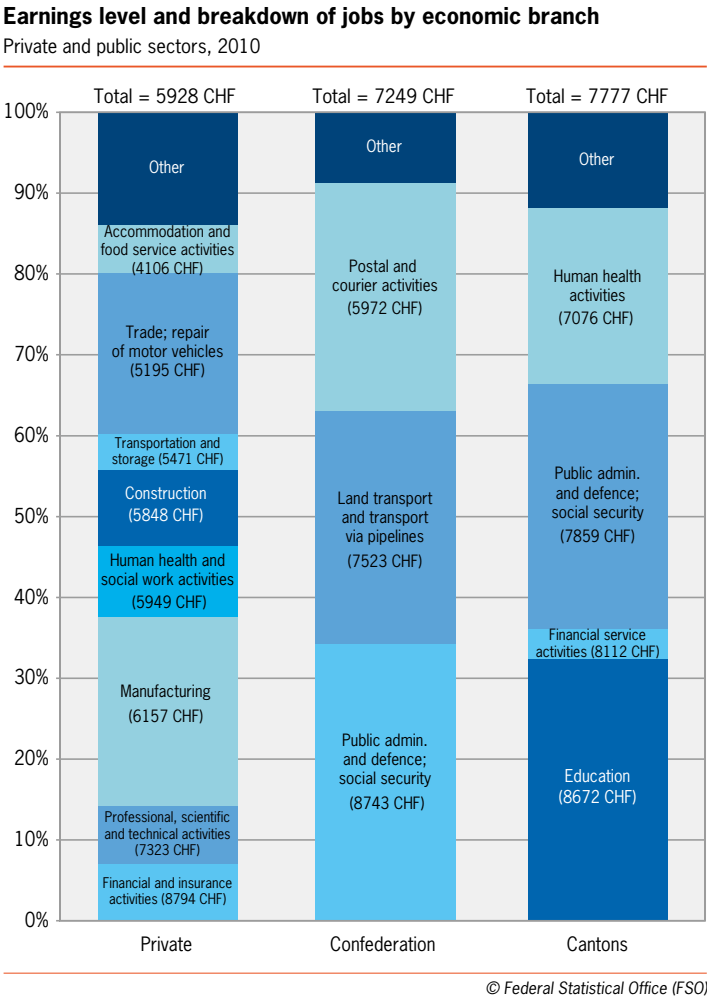
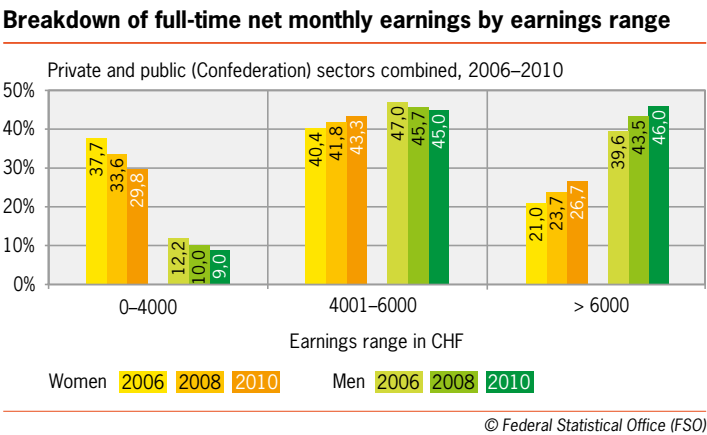
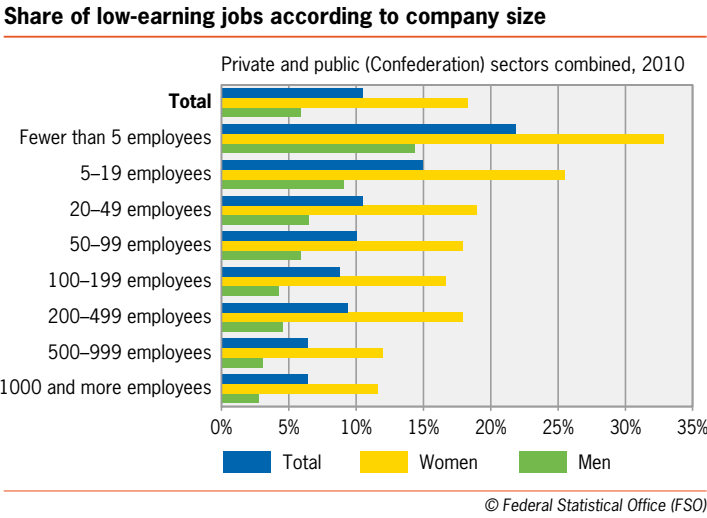
Definitions

Gross monthly earnings, standardised
Amounts reported are converted into standardised gross monthly earnings. In other words, they are recalculated to produce an FTE based on a 40-hour work week and 4 1/3 weeks a month.
Components of gross monthly earnings: gross earnings for the month of October (before deduction of employee social security contributions, incl. benefits in kind, regularly paid bonuses, share of turnover or commissions) plus hardship allowances for shift, night and Sunday work. One twelfth of 13th month earnings and one twelfth of special annual payments. Family and child benefits are not included in the calculation.

Net monthly earnings, non-standardised
Net monthly earnings indicate the amounts effectively paid per month with no FTE conversion.
Components of net earnings: components of gross earnings, as well as remuneration for overtime, less mandatory employee social security contributions and other contributions paid over and above the minimum rate.

Median, middle value
The middle value (or median) is the value that divides the total sample considered (listed in increasing order of earnings) into **two** equal halves: for half of the jobs (50%), standardised earnings are above the middle value. For the other half, the earnings fall below it. While the arithmetic mean is particularly suited for calculations of the overall costs of employee earnings, the middle value provides us with an estimate that is free of extreme values. Other quantiles are also calculated using the same logic:
The total is broken down into quartiles (Q1, Q2, Q3), deciles (D1, D2, ... D9) and percentiles (P1, ...P10, ... P90, ... P99) giving us four, ten and hundred equally sized groups respectively.

Low wages
A low-earning job is one where gross monthly earnings for full-time employment of 40 hours a week are less than two-thirds of average standardized gross monthly earnings (i.e. less than CHF 3986 gross per month for 2010).



03

Employment and Income from Employment

787-1000

Swiss Earnings Structure Survey 2010

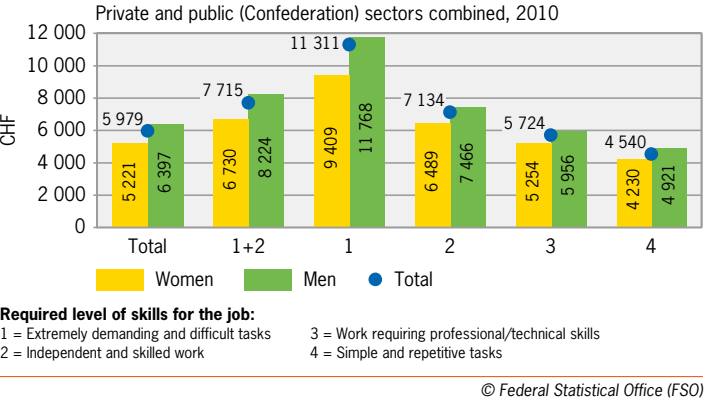
Schweizerische Eidgenossenschaft
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Federal Department of Home Affairs FDHA
Federal Statistical Office FSO

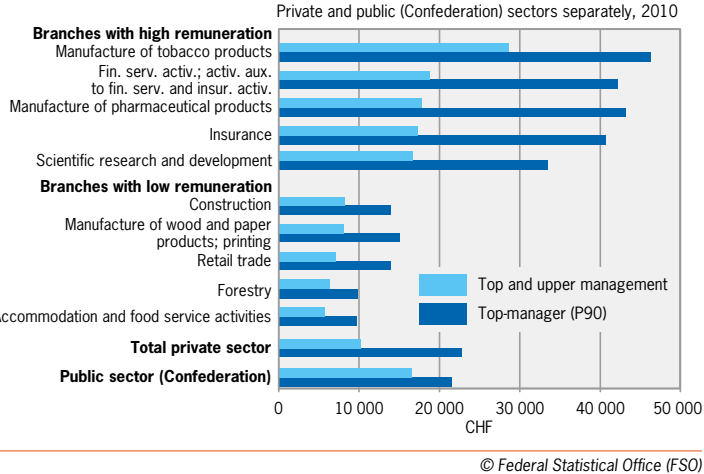
Swiss Confederation

Neuchâtel, 2012

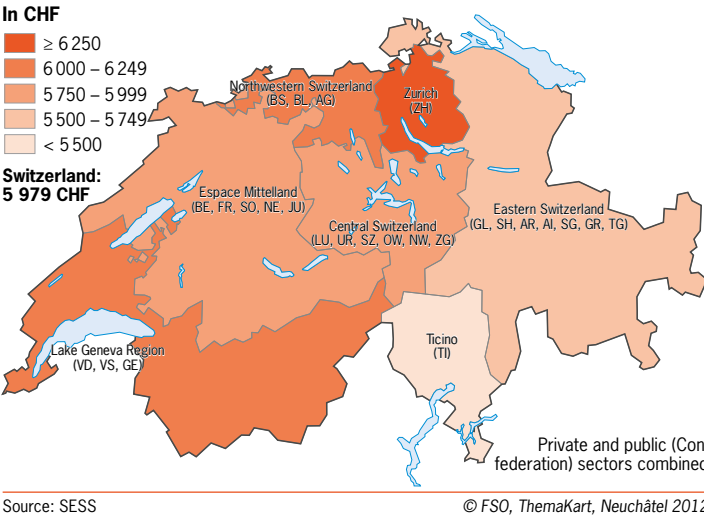
Gross monthly earnings (median) by level of qualification



Gross monthly earnings (median) of managers



Gross monthly earnings (median) by major region, 2010



Gross monthly earnings (median) by major region

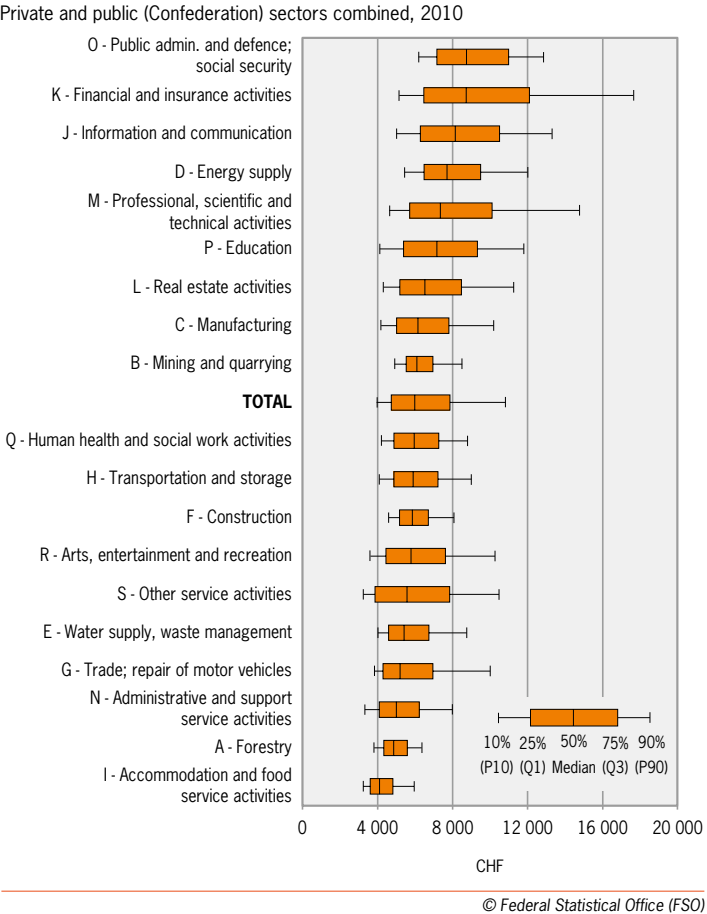
Private and public (Confederation) sectors combined, 2010 (CHF)

	Total	1+2	1	2	3	4
Switzerland	5 979	7 715	11 311	7 134	5 724	4 540
Lake Geneva Region	6 083	8 150	11 917	7 429	6 067	4 727
Espace Mittelland	5 890	7 341	10 475	6 870	5 680	4 644
Northwestern Switzerland	6 220	7 880	11 963	7 268	5 850	4 591
Zurich	6 349	8 537	12 819	7 749	5 805	4 481
Eastern Switzerland	5 568	6 876	9 523	6 500	5 389	4 418
Central Switzerland	5 932	7 367	10 667	6 824	5 612	4 548
Ticino	5 076	6 333	8 690	5 907	5 274	3 948

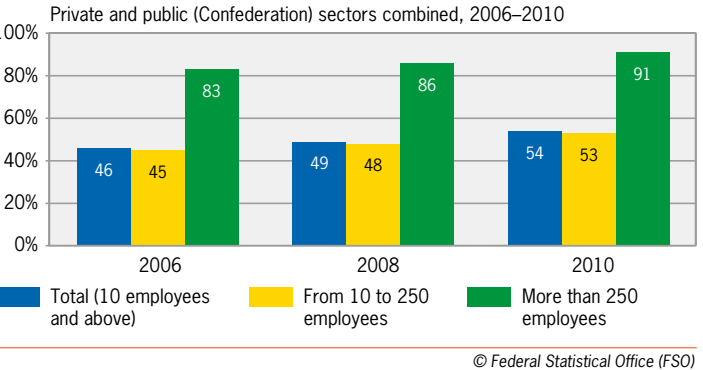
Required level of skills for the job:
1 = Extremely demanding and difficult tasks
2 = Independent and skilled work
3 = Work requiring professional/technical skills
4 = Simple and repetitive tasks

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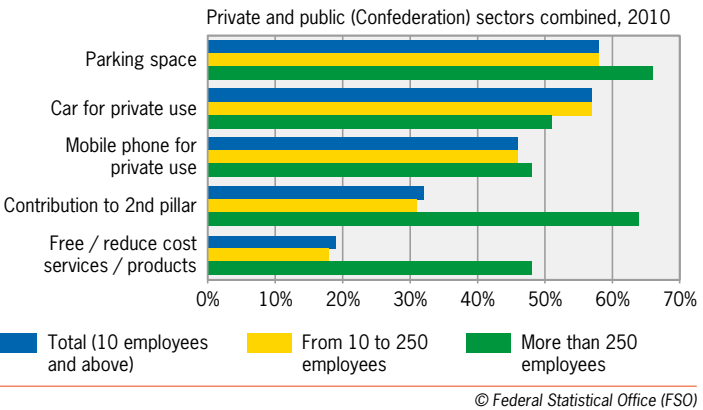
Gross monthly earnings (median, Q1, Q3, P10 und P90) by economic section



Share of companies that offer fringe benefits



The most common fringe benefits sorted by size of the company



Cover: FSO, Concept: Netthoevel & Gaberthüel, Biel
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Swiss Earnings Structure Survey

Conducted every two years in October since 1994, the Swiss Earnings Structure Survey (SESS) is based on a written questionnaire sent to companies. It provides representative data for all economic branches (except agriculture), enabling us to describe the structure of earnings in Switzerland on a regular basis. The survey focuses not only on the economic branch and size of companies but also on the individual characteristics of employees and their jobs such as education, professional position, years of service, level of qualification required for the job and the type of activity carried out within the company. Since 1994, data on earnings have been collected in the private sector as well as in the administrative bodies and organisations of the Confederation. Since 1998, the survey has also provided data on the public sector at cantonal level and since 2006 on the earnings in communal administration. In 2010, data from 49,000 private and public sector enterprises and government offices with around 1.9 million employees were gathered and analysed.

The FSO gathered data on fringe benefits in parallel to the SESS 2010. The survey is representative of all economic branches in the private and public sectors with the exception of agriculture. Companies with more than 250 employees were interviewed exhaustively and smaller companies (10 to 250 persons) were interviewed on the basis of a sub-sample. In 2010, data from approximately 2000 companies were gathered and analysed.

Personal earnings calculator – «Salarium»

The FSO provides an online earnings calculator based on the earnings structure (ESS). For a profile of selected characteristics (economic branch, region, age, education, etc.), the «Salarium» can provide different types of information on earnings such as the gross monthly wage and factors that can influence earnings.

Access to the earnings calculator: www.swiss-salarium.bfs.admin.ch

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