Figure 3.2. Trends in Compensation Practices in Banks

Total bankers’ pay has recovered... 

1. Average Annual Total Calculated CEO Compensation (Millions of U.S. dollars) 

... and fixed pay has increased, mostly in Europe... 

2. Total Compensation (Percent) 

... but the vesting periods are becoming longer... 

3. Number of Years to Reach Full Senior Executives’ Compensation (Years) 

... and say-on-pay is becoming more widespread. 

4. Firms with Shareholder Votes on Executive Compensation (Percent) 

Sources: BoardEx; Standard and Poor’s Capital IQ database; Thomson Reuters Datastream; and IMF staff estimates.

Note: CEO = chief executive officer; “Advanced Europe” comprises Austria, Belgium, Cyprus, Denmark, France, Germany, Greece, Iceland, Italy, Liechtenstein, Netherlands, Norway, Portugal, Spain, Sweden, and Switzerland; “Other” comprises China, Hong Kong SAR, India, Israel, Japan, Malaysia, Pakistan, Singapore, and South Africa. Only banks with assets of more than $10 billion are included. Panel 2 shows the share of the sum (across all banks in each region) of total compensation that was paid in salary, cash bonuses, and other incentive pay.