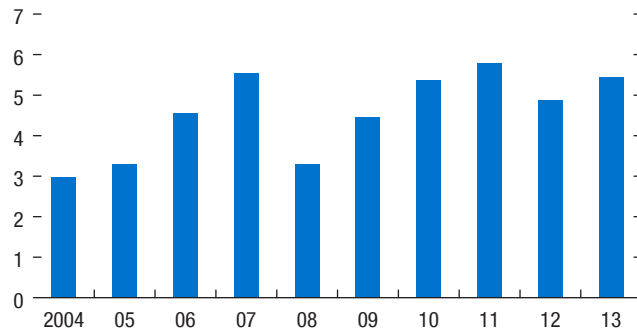


**Figure 3.2. Trends in Compensation Practices in Banks**

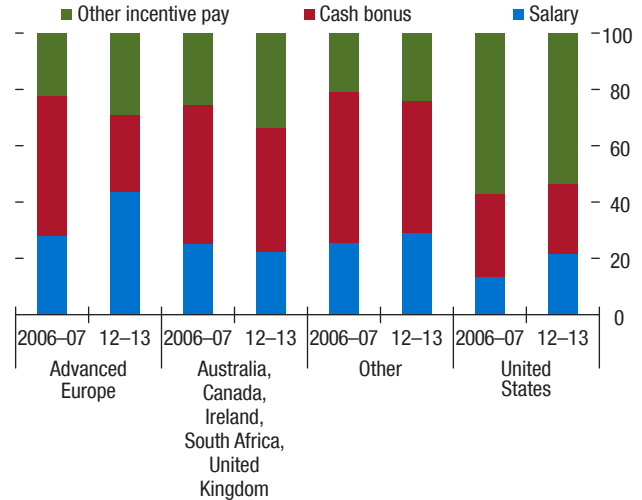
Total bankers' pay has recovered...

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



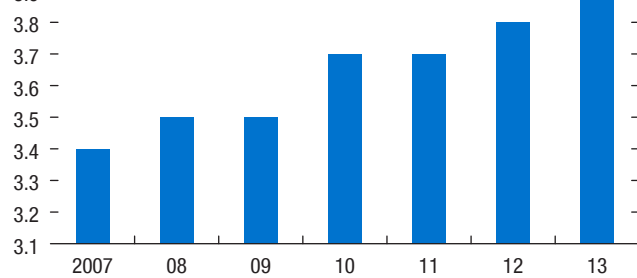
... and fixed pay has increased, mostly in Europe...

**2. Total Compensation (Percent)**



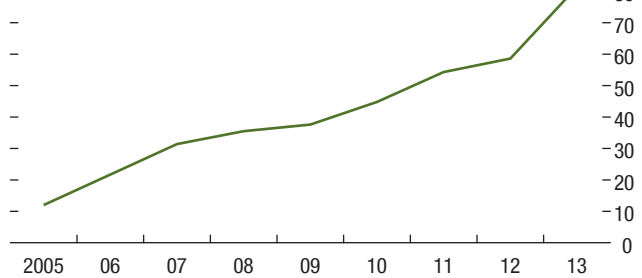
... but the vesting periods are becoming longer...

**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.