

BANKING JOB LOSS SURVEY

JOB LOSSES AND RESTRUCTURING
PROCESS IN THE FINANCIAL SECTOR



Job Losses and Restructuring Process in the Financial Sector

1 Summary of key trends and results

At the beginning of 2012, it was decided by the UEF Presidium and the Communications Working group to carry out a survey about job loss and restructuring in the finance sector.

The UNI Global Union Finance team coordinated the survey and received responses to the questionnaire from 21 countries:

- **In Western and Eastern Europe:** France, Spain, Belgium, Italy, Germany, Greece, UK, Switzerland, Sweden, Norway, Austria, Denmark, Finland, Moldova, Romania;
- **In Asia and Pacific:** Australia, Nepal, India;
- **In the Americas:** Costa Rica.

Responses varied in length, format and scope, therefore making cross-country comparisons and aggregations difficult. However, we mention here some of the key lessons learned and potential actions for the future.

Impacts of restructuring on Sales & Advice

France, German, UK and Spain mentioned that the financial crisis has been worsening working conditions for employees in the finance sector. There is a link here with UNI Finance Sales & Advice campaign and we could further investigate how the working conditions have been affected by the crisis in large multinational companies. Such findings can then be used as leverage points during future negotiations on Global Framework Agreements (eg: extension of the BNP Paribas agreement signed in France by the EWC to the global level).

Off-shoring of jobs

Belgium and Australia confirmed that several large companies are off-shoring their jobs to other countries. In Australia, ANZ is a special case with many jobs going to South East Asia. For Belgium and Europe in general, some jobs are relocated to Africa, North Africa and the Middle East. By mapping out where these jobs are being relocated, we could then develop partnerships with the unions that are located in these countries to improve working conditions there.

Sharing good practices

The Nordic unions have some strong track records in using collective bargaining techniques to save jobs and improve working conditions. Their experiences could be shared with unions from other countries where the Nordic companies operate (eg: Nordea).

The restructuring paper was used in Nepal and it would be interesting to see how it could also be useful for other countries as well.

Organizing

In both Australia and Romania, the unions have been losing some members and in both cases, UNI could support an organizing campaign to recruit new members, especially in the companies for which trade union membership declined.

Data summary tables

We include below a summary table presenting the data received from the 21 countries during the 2012 survey in addition to some figures collected by UNI Finance in 2011.

In total, since the beginning of the financial crisis, at least 300 369 jobs were lost in the finance sector in 18 countries (UK, Spain, Italy, France, Germany, Austria, Finland, Norway, Sweden, Denmark, Belgium, Romania, Moldavia, Greece, Ireland, Australia, India and the US).

In addition to the information received from UNI Finance affiliates, UNI Global Union also collected some data for a sample of 14 banks, including the largest top 5 banks in the world, as well as the companies we are working with from the top 50 banks.

In total, in 14 banks which account for almost 3 million workers, 121 117 people lost their jobs or are about to lose their jobs. At the same time, the same banks made some enormous profits last year, in the range of 4 to 40 billion dollars, just for the year 2011. Bank of America and Uni Credit are the only banks that actually lost some money last year.

The compilation of the full answers received from the UNI Finance affiliates is also available for more details.

For more information, you can also contact Elise Buckle (UNI Finance Policy Coordinator, Elise.buckle@uniglobalunion.org).

2 Summary table of job loss survey received from country affiliates

Country	Union	Company	Job cuts	Period	Additional information	
Spain	COMFIA-CCOO		15000		25% unemployment rate in the country which means that people are afraid of losing their jobs across all sectors.	
		Bankia	2810	2011		
		Caixa Girona	102			
		Bankinter	192			
		Banco Popular	231	2009-2011		
		Santander	237	2009-2011		
UK	UNITE		64924		30000 globally 3167 in UK	
		HSBC	30000			
		Lloyds	24000			
		NR	680			
		RBS	3500			
		Barclays	1800			
		HSBC	1600			
		Friends Life	280			
		Aegon	217			
		CFS	730			
		Aviva	117			
Scotland		Halifax / Bank of Scotland	2000	2012		
USA		Bank of America	30000	2011-2012		
Australia	FSU		10000		Total figure of 10,000 includes the loss of 6,294 which can be attributed to off-shoring. 2007-2012 Significant campaigns have been undertaken in the last 5 years.	
		ANZ	912	2012		122 off-shored
		NAB	470	2012		
		WBC	1021	2012		497 off-shored
		Suncorp	178	2012		133 off-shored
France	CFDT	BNP Paribas, Société Générale, Crédit Agricole CIB, Cofinoga	5000		Negotiations going on with companies Large impact on Eastern European countries where redundancy benefits are much lower Packages in France quite generous and employees willing to take them resulting in increased turnover and loss of trained workers	
		Union of Banco Popular and Community Development	NA		Job loss took place mainly in industry and construction sectors, more than in finance, but working conditions in the finance sector have been deteriorating (more pressure on workers, etc.).	
Nepal	FEIUN		NA		Indirect impact from financial crisis Privatization of banks and job loss in public banks	
India	AIOBEU	Public Banks	126111	1998-2011	India's official unemployment rate is 3.8% in 2011 (higher in urban than in rural areas, and higher for women than men). Trade unions are very divided by political and sectarian differences. While public banks were cutting jobs, private sector banks increased their staff by 157902.	
					Changes in branches have offset the impacts of the financial crisis and implied "re-employment", therefore overall a slight increase in employment in finance.	
Norway	FSU		1167	since 1998		
		DNB	875			
		Nordea	48			
		Gjensidige	61			
		Tryg	115			
		IF	68			
Sweden	Finansförbundet		2600			
		Swedbank	600		600 in Baltic States including 300 in Sweden	
		Nordea	2000		2000 in Nordic countries	
Austria	GPA		800		No major loss as new jobs being created in the sales area	
		UniCredit + Raiffeisen	300		300 or less	
		Osterreichische Volsbanken	500			
Finland	Pro Finland Vxl Finnish Insurance		541	2009-2012		
		Alandsbanken	34	2009-2012		
		Nordea	200		and 300 people retired	
		Aktia Bank	25			
		Sampo Pankki	24		Negotiations going on with Danske Bank (former Sampo Pankki)	
		Tapiola	143			
		Icelandic Kaupthing Bank	80			
		Evli Bank	6		between 6 and 9	
		FIM	29			

Denmark	FSU		3793	2008-2012	Figure based on redundancies negotiated centrally; official figures are actually higher (5553) Danske Bank announced 2000 job cuts in next 3 years. Nordea also announced 2000 job cuts (between 500 and 650 in Denmark, Finland, Sweden and between 200 and 300 in Norway).
		Danske Bank	672		
		Jyske Bank	203		
		IBM	170		
		Sydbank	137		
		Nykredit	124		
		Spar Nord Bank	109		
		Nordea bank	91		
Belgium	ACLVB	KBC, BNP Paribas	NA		No major job cuts but companies are offering packages for employees to leave and total employment in the finance sector is decreasing. Many jobs are being off-shored.
Sweden	FTF	Skandia	300		Negotiations were handled by the local FTF union. All redundancies were solved using early retirement schemes and voluntary offers to leave the company.
Italy	Fiba, Fabi		10000	2005-2012	Around 20000 people left through early retirement packages subsidized by the State. Situation recently deteriorated at UniCredit, Intesa and Monte Paschi, leading to strike actions; negotiations are on-going. More redundancies planned until 2015: 1300 More redundancies planned until 2015: 4500
		Banco Popolare	1000		
		IntesaSanpaolo	4000		
		Monte Paschi di Siena	1500		More redundancies planned until 2015: 4600
		UBI	1500		More redundancies planned until 2015: 1500
		UniCredit	3000		More redundancies planned until 2015: 1000
		MPS			More redundancies planned until 2015: 4600
		BPER			More redundancies planned until 2015: 450
		BPM			More redundancies planned until 2015: 700
		BNL			More redundancies planned until 2015: 370
		Veneto Banca			More redundancies planned until 2015: 246
		Credito Valtellinese			More redundancies planned until 2015: 150
		Banca Etruria			More redundancies planned until 2015: 200
Ireland	IBOA	Net effect	6000	2012	IBOA is in negotiations with each of the banks and the Government on agreed redundancy terms, the voluntary nature of redundancies and the restructuring but the challenges are immense and will have a huge impact on a range of issues.
Greece	OTOE		320		In the sector, there has been no major lay-offs but employees who leave are not being replaced. But the closing of the cooperative banks strongly affected the local rural communities.
		3 local cooperative banks	220		
		BNP Paribas	100		
Germany	Verdi	Deutsche Bank	22107	2008-2010	Loss of public trust in financial institutions
		Deutsche Bank	21944	2010	
		Deutsche Bank	163	2008	
Romania	F-SIBA	National Bank of BC license "Investprivatbank"	600	2009	The financial crisis had some impacts on working conditions, with reduced number of staff, reduced number of working hours but same workload.
Moldova	FSM	National Bank of BC	600	2009	Number of companies down from 32 to 19
Switzerland	ASEB		1106	2001-2012	
		Clariden Leu	130		
		UBS	400		
		BNP Paribas	58		includes BNP Paribas Leasing
		LGT	40		
		Hyposwiss	10		
		UBP/ABN Amro	200		
		Arab Bank	8		
		Liechtensteinische	11		
		Coutts	9		
		Raffaisen	7		
		Zentrum Bank	29		
		Banque Leumi	80		
		Dekabank	60		
		Arner Bank	30		
		CPC	5		
		Volsbank	2		
		Sydbank	27		
TOTAL			300369		Approximate estimation of global job cuts recorded in the countries listed here since beginning of financial crisis

Source: UNI Global Union survey and responses from affiliates in 2011 and 2012

3 Summary table of job loss and profits for a sample of 14 large banks

Country	Company	Assets (\$ Millions)	2011 Profits (\$ Millions)	Employees	Job cuts	Period	% job cuts
TOP 5 Banks							
USA	Bank of America	2,136,578	-230	282000	30000		10.6
USA	JP Morgan	2,265,792	26,749	239831	NA		
China	ICBC	2,456,295	43,218	394801	NA		
UK	HSBC	2,555,579	21,872	330000	30000	2011-2013	9.1
USA	Citigroup	1,873,878	14,654	267000	4500	2012	1.7
Other Banks							
France	BNP Paribas	2,542,880	12,487	205300	1396	2012	0.7
France	Crédit Agricole	2,431,932	5,174	160000	2350	2012	1.5
Spain	Santander	1,619,349	10,242	193000	5400	2008-2010	2.8
UK	Barclays	2,417,369	9,089	146100	3000	2011	2.1
Germany	Deutsche Bank	2,800,133	6,974	100996	22107	2008-2010	21.9
Italy	Uni Credit	1,199,146	-9,998	162010	6150	2011-2015	3.8
Netherlands	ING	1,243,651	6,856	97000	2700	2012	2.8
France	Société Générale	1,528,577	5,319	163000	1500	2012	0.9
Brazil	Itaú	436,316	9,733	92517	9014	2011-2012	9.7
Australia	ANZ	581,469	7,496	48938	1000	2012	2.0
Norway	Nordea	926,696	4,589	32557	2000	2011-2012	6.1
Total				2915050	121117		4.2

Source: thebankerdatabase.com (FT) 2012 & UNI Global Union survey



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