



October 2013

Media Coverage of the 2013 Job Loss Survey

Banking – The Human Crisis

Financial workers fall sick due to stress

Published: Wednesday, 16 Oct 2013 | 6:32 AM ET

By: [Holly Ellyatt](#) | Assistant Producer, CNBC.com

The threat of job losses and the pressures created by restructuring the financial sector have led to a decline in the health and wellbeing of the industry's workers, according to a global survey..

"The poor health of finance workers is becoming the next phase of the financial crisis, according to UNI Finance Global Union's 2013 survey on the impact of job losses amid a period of heavy restructuring, tighter regulation and redundancies in the financial industry.

"A major finding of our survey this year is the worldwide effects on health as workers suffer from excess pressure to sell, fear of unemployment and having to face angry customers," a result which the survey by UNI published on Wednesday said was "a major consequence of the non-ending culture of restructuring based on cutting labor costs."

Compiling written surveys from unions in 26 of its member countries, UNI – a global umbrella union which brings together over 900 trade unions and whose finance division represents three million employees in the finance sector -- said more than 80

percent of affiliated unions in Europe had reported increased health problems as a result of job cuts and increasing work pressures.

(Read more: [Banking career \(a little\) less popular 5 years after Lehman](#))

Furthermore, half of the responding unions said their members reported their personal lives were "taking a blow" during an era of increased job insecurity.

French banking group [Natixis](#) became the latest financial group to announce job cuts on Wednesday, confirming an earlier report that it planned to shed 700 jobs by 2015 as part of a drive to reduce costs, as other banks have done before it.

Thousands of workers have been made redundant at U.K. banks [Barclays](#) and [RBS](#), Swiss bank [UBS](#) and Dutch banking and insurance group [ING](#) in the past couple of years.

(Read more: [Strip clubs to bars feel the pain of London banking cuts](#))

In total, 160,000 jobs have been lost from the banking sector worldwide, according to Reuters, although UNI said the figure was higher, saying that since 2011 "at least another 192,667 jobs were lost in the finance sector."

While UNI Global Union said that job losses were declining in some European countries, they were still accelerating in seven countries in the region, reflecting a wider trend in Asia/Pacific, the Americas and Africa.

"Worldwide, frontline and back office jobs are most often being lost. IT jobs follow but these losses are only half as prevalent as the previous two. Highly qualified jobs are also being cut in Denmark, Finland, Greece, Spain, and U.K. as well as in Venezuela and Ghana."

For finance workers that had managed to retain their jobs, they reported being pressured to sell financial products despite sales targets ignoring the tougher economic environment. The introduction of performance-related pay had also increased this pressure.

Older workers were being laid off to bring in younger, less-experienced -- but cheaper -- employees, the survey found, while female workers reported that it was yet harder to access better roles and pay.

UNI deplored the results, saying that many banks and insurance companies had returned to profit in 2013 whilst workers remained under strain.

"Large banks in particular are making vast profits, with senior employees paid more than 100 times the lowest paid employees," its report stated.

It warned that restructuring was "backfiring" on business and productivity with over one third of affiliates in Europe and all in Asia reporting that productivity at work had suffered due to the pressure.

- By *CNBC's Holly Ellyatt*, follow her on Twitter

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Stress and job cuts take toll on bankers

Workers at every level in the sector are suffering under increased pressure, with health problems on the rise

[Nick Goodway](#) (Independent)

Thursday 17 October 2013

Sir Hector Sants' decision to take almost three months away from his top-level role at Barclays may be the latest high-level example, but banker bashing, fears of job cuts and increased pressure at work are taking a toll on bankers at every level, according to an international study just released.

The report, published by Swiss-based global financial union UNI Finance, said that during the last two years, 193,000 banking jobs have been axed in the 26 countries it covers.

Sir Hector, 57, who headed the former City watchdog for five years before joining Barclays at the start of this year as its head of compliance, government and regulatory relations, has been put on sick leave until the New Year after being diagnosed with exhaustion and stress.

UNI Finance found that more than 80 per cent of the of the world's 26 banking and finance unions cited deteriorating health as a major problem for their members and that it had increased considerably over the last two years.

The report said stress was a key factor with bank staff reporting "unfeasible sales targets, lower salaries and having to handle the same workload with fewer members of staff".

It also highlighted job fears as many banks replace older members of staff with younger people on lower pay and often on temporary contracts.

Lynn Mackenzie, author of the report *Banking: The Human Crisis*, says bankers in the glass towers of finance were often blamed for the global financial crisis, but this finger pointing also impacted on bank workers lower down the pay chain.

"Bank employees are having to face angry customers, sometimes on a daily basis, whose lives are falling apart and they blame the banks," says Ms Mackenzie, adding the survey was one of the widest pieces of research looking at bankers' health.

"But on top of this, managers at banks are putting pressure on staff to meet often unrealistic sales and performance targets. This can be the tipping point into health problems."

Marcio Monzane, head of UNI Finance, says: "This is a crisis that has affected us all in so many ways. While we are rightly pointing the finger at bank owners for their role in the crisis, there are millions of honest, hardworking finance employees whose working lives have been ruined by the unstoppable wave of changes affecting their industry."

In the UK, the Unite union said bank employees were suffering as banks removed their old nine-to-five, Monday-to-Friday contracts, cut final-salary pension schemes, reduced redundancy terms and increased use of performance measures to threaten staff.

Unite national officer Dominic Hook says: "Since 2008 the big four banks have cut around 180,000 jobs worldwide. Banking staff up and down the UK are under massive pressure, often working unpaid overtime and struggling to meet targets.

"Staff numbers have dropped dramatically, leaving those left behind struggling to cope with the increased workload," he adds.

Sir Hector's near three months away from his compliance and regulation job at Barclays echoes the six-week break Antonio Horta-Osorio, chief executive of Lloyds Banking Group, was forced to take in 2011 after he too suffered exhaustion.

UNI Finance also highlighted the suicide of Zurich Insurance chief financial officer Pierre Wauthier and the death of Bank of America Merrill Lynch intern Moritz Erhardt who was found dead in his London lodgings having worked through the night several days running.

Mr Monzane says: "Hundreds of thousands of jobs have, and continue to be, lost. The pressure on staff to deliver with tighter human resources is immense, and it is being reflected in the deteriorating health and lifestyle of bank workers worldwide."

Ms Mackenzie adds: "Pressure to cut costs and sell products has created a climate of fear at many banks and workers are too worried about their jobs to speak out or admit they are suffering mentally, fearing it will jeopardise their job."

UNI said that job losses are accelerating in seven European countries including France, the Netherlands and Greece, as well as in Asia, the Americas and Africa. Losses are slowing down in nine other European countries such as Ireland, Spain and the UK, but from a very high level.

The union called on banks to take a fairer approach to restructuring, limit payments to shareholders and asked managers to do their utmost to preserve jobs.

Under pressure: Financial jobs cuts

HSBC 4800; July 2011

Lloyds 4000; July 2011

RBS 6000; July 2011

Barclays 2000; July 2011

RSA 400; July 2011

Aviva 1200; 2013

Axa 2000; 2013

Co-op Group 900; 2013

Diligenta 470; 2013

Direct line 2000; 2013

UK total 30,000; 2011-2013

Source: Uni Finance

City stress levels soar as banker bashing and job cuts take toll

London Evening Standard (Nick Goodway)

Banker bashing, fears of job cuts and increased pressure at work are taking a toll on bankers at all levels, according to an international study published today.

The report, by Swiss-based global financial union UNI Finance, comes a day after Barclays' Sir Hector Sants became the latest top banker to take time off with stress-related exhaustion.

UNI Finance found that more than 80% of the world's 26 banking and finance unions cited deteriorating health as a major problem for their members and that it had increased considerably over the last two years.

The report said stress was a key factor with bank staff reporting "unfeasible sales targets, lower salaries and having to handle the same workload with fewer members of staff." It also highlighted job fears as many banks replace older members of staff with younger people on lower pay, often on temporary contracts.

There are millions of honest, hard-working finance employees whose working lives have been ruined

Marcio Monzane, head of UNI Finance said: "This is a crisis that has affected us all in so many ways. While we are rightly pointing the finger at bank owners for their role in the crisis, there are millions of honest, hard-working finance employees whose working lives have been ruined by the unstoppable wave of changes affecting their industry."

In the UK the Unite union said bank employees were suffering as banks removed their old nine to five, Monday to Friday contracts, cut final salary pension schemes, reduced redundancy terms and increased use of performance measures to threaten staff.

Unite national officer Dominic Hook said: "Since 2008 the big four banks have cut around 180,000 jobs worldwide. Banking staff in the UK are under massive pressure, often working unpaid overtime and struggling to meet targets. Staff numbers have dropped dramatically, leaving those left behind struggling to cope."

Sants' near three months away from his compliance and regulation job at Barclays echoes the six-week break Antonio Horta-Osorio, chief executive of Lloyds Banking Group, was forced to take in 2011 after he suffered exhaustion.

UNI Finance also highlighted the suicide of Zurich Insurance chief financial officer Pierre Wauthier and the death of Bank of America Merrill Lynch intern Moritz Erhardt, who was found dead in his London lodgings having worked through the night several days running.

Monzane said: “Hundreds of thousands of jobs have, and continue to be, lost. The pressure on staff to deliver with tighter human resources is reflected in the deteriorating health and lifestyle of bank workers worldwide.”

Comment: Deals revival means no let up yet



Russell Lynch Bankers may have spent the last five years as pariahs but that doesn't stop tens of thousands of the brightest candidates beating a path to the biggest investment banks every year, willing to trade the potential rewards for hellish hours and stress.

The issue — underlined by the death of intern Moritz Erhardt — is on the radar much more than it was. According to one senior banker, the long-days culture is more pronounced in investment banking because trading arms are governed by market hours. His bank's initiatives include mandatory holidays and kicking people out of the office between Friday night and Sunday morning.

He said: “We want someone who will last for 20 years, not burn out after two or three.”

But it goes out of the window when clients are calling, “or they'll go to the bank down the road”.

With a revival in M&A, floats and fundraisings under way, banking will be stressful — if lucrative — for a while yet.

Job fears and abuse take toll on bankers' health- study

By Belinda Goldsmith (Reuters)

LONDON | Wed Oct 16, 2013 4:31am IST

Oct 16 (Reuters) - Fears of job cuts and "banker bashing" are taking a toll on the health of bank workers of all levels, according to an international study published on Wednesday that follows a trail of burnouts and tragedies in the world of finance.

The study by Swiss-based UNI Global Union found more than 80 percent of banking and insurance unions in 26 countries cited deteriorating health as a major problem for their members in the past two years, with many now working in a "climate of fear".

More than half of the unions in 16 countries from Europe, four from Asia and three each from Africa and Latin America said members complained their personal lives were also under considerable strain as they battled the financial crisis.

Lynn Mackenzie, author of the report "Banking: The Human Crisis", said bankers in the glass towers of finance were often blamed for the global financial crisis, but this finger pointing also impacted bank workers lower down the pay chain.

"Bank employees are having to face angry customers, sometimes on a daily basis, whose lives are falling apart and they blame the banks," said Mackenzie, adding the survey was one of the widest pieces of research looking at bankers' health.

"But on top of this, managers at banks are putting pressure on staff to meet often unrealistic sales and performance targets. This can be the tipping point into health problems."

The report comes a day after senior British banker Hector Sants, head of compliance at Barclays, was signed off on medical leave until the end of the year suffering stress.

His leave echoed that of Lloyds Chief Executive Antonio Horta-Osorio who took two months off in late 2011 after suffering sleep deprivation and exhaustion.

Two highly publicised deaths this summer also highlighted the pressure facing workers in the finance sector.

Zurich Insurance is looking into the suicide of its chief financial officer Pierre Wauthier and investigations are ongoing into the death of Bank of America Merrill Lynch intern Moritz Erhardt who was found dead in his London lodgings having worked through the night several days running.

Mackenzie said the public had little sympathy for bankers but needed to realise it was not just highly paid executives feeling the strain, but workers at all levels and pay grades.

Unions cited stress as a key health issue, with workers concerned about losing their jobs, being replaced by younger, cheaper or offshore staff, unfeasible sales targets, lower salaries, and having to complete the same work with less staff.

The report found about 193,000 jobs have been slashed in the finance sector in the 26 countries surveyed since mid-2011, and the cuts were not over with restructuring ongoing.

"Pressure to cut costs and sell products has created a climate of fear at many banks and workers are too worried about their jobs to speak out or admit they are suffering mentally, fearing it will jeopardise their job," Mackenzie told Reuters.

UNI Global Union, which represents 900 service sector unions internationally, said it wanted a fairer approach to restructuring, limiting payments to shareholders and more done by management to preserve jobs.

Stress: the next crisis in finance

Andrew Clark
(The Times)

Job cuts, unreasonable sales targets and banker-bashing have caused an explosion in the number of health problems afflicting stressed-out finance workers, according to an international trade union. UNIFinance, the international association representing finance unions, said that 80 per cent of its member bodies had detected deteriorating health among bankers on the financial front line.

A report on the problem *Banking: The Human Crisis* was published yesterday, 24 hours after Sir Hector Sants, a former boss of the Financial Services Authority, had stood down from a top position at Barclays citing exhaustion and stress.

Philip Jennings, the general

secretary of UNI, said that recent high-profile cases were "symptomatic of a wider disease" in the industry. "Our concern is that the industry is putting the high-pressure tactics of the trading floor on the shoulders of call centre and bank branch staff," he said.

"There's a competitiveness angle: if you have a sector with a workforce under this kind of stress, the quality of the service they produce will be affected."

UNI affiliates in 26 countries cited a variety of reasons for bankers' deteriorating health. Since the global financial crisis, more than 192,000 jobs have been lost in finance, including 134,000 in Europe. The unions said that corporate cost-cutting had left remaining employees with an increased workload. UNI said that poor

health among bankers could
be “the next stage of the

financial crisis”.

‘Climate of fear’ hitting the health of bank staff

by Greg Wright Deputy Business Editor Yorkshire Post

BANKER bashing and a “climate of fear” are making many financial services workers ill, according to a study that follows a number of burnouts and tragedies in the world of finance.

The study by the UNI Global Union found that more than 80 per cent of banking and insurance unions in 26 countries have reported that “deteriorating health” has been a major problem for their members over the last two years.

Stress was a key factor, with workers reporting unfeasible sales targets, lower salaries, and having to complete the same workload with fewer members of staff. Anxiety over job cuts was also reported as a significant problem. This was partly due to a trend of replacing older workers with younger, lower paid staff, often on temporary contracts, the report said.

Lynn Mackenzie, the author of the report *Banking: The Human Crisis*, said bankers in the “glass towers” of finance were often blamed for the global financial crisis, but this finger pointing also harmed bank workers lower down the pay chain.

Around 140,000 people work in financial services in Yorkshire, and three Yorkshire academics yesterday echoed Ms Mackenzie’s concerns about the impact on staff in the region.



Andrew Gilliland, associate principal lecturer in accounting and finance at Leeds Trinity University, said yesterday: “Customer facing financial services workers often face a serious dilemma when advising clients – many of them are still subject to ambitious sales targets for various financial products, yet mindful of recent mis-selling scandals and the widespread public mistrust which resulted from them.

“Advising customers is stressful, and recent changes to bank policies on lending now mean that many more customers are having to receive ‘bad news’ – taking this out on the staff who have to deliver it.

“The public perception that all workers in financial services are well paid for selling them products which they don’t really need does not make for a pleasant working environment.”

Dr Shalini Vohra, a senior lecturer in the department of management at Sheffield Hallam University, said that the emotional stress experienced by many financial services staff has been linked to lots of illnesses.

“Employees must have the confidence to talk about it,” she said. “It’s important for senior managers to take a mentoring approach.”

She said the situation in Yorkshire seemed to mirror what was happening throughout the UK and Europe.

Professor John Blenkinsopp, the head of organisational behaviour and human resources management at Hull University Business School, said some people working in financial services had been living with a stressful environment for a long time.

“The longer it lasts, the more a drain on our resources it is,” he added. “It will be interesting to see if the new entrants to the sector can break with the past and have a different way of working.”

Ms Mackenzie said: “Banks should be doing the utmost to preserve jobs by restructuring more fairly. Endless cost cutting and simply putting pressure on workers to achieve short-term financial results is to nobody’s advantage and is backfiring on business.

“At this stage it is the health of workers that is at stake.”

An anonymous UK financial services worker told the researchers: “We are witnessing worsening working conditions..There is also disciplinary use of performance management.”

Dominic Hook, national officer at the trade union Unite, said: “Since 2008 the big four banks have cut around 180,000 jobs worldwide. Banking staff up and down the UK are under massive pressure, often working unpaid overtime and struggling to meet targets.

“Staff numbers have dropped dramatically, leaving those left behind to cope with the increased workload.

“Workers in call centres, back offices and branches up and down the country did not cause the banking crisis but they are suffering the consequences.”

The British Bankers’ Association declined to comment.

Taking its toll in financial world

The report comes a day after senior British banker Hector Sants, head of compliance at Barclays, was signed off on medical leave until the end of the year suffering from stress.

His leave echoed that of Lloyds chief executive Antonio Horta-Osorio who took two months off in late 2011 after suffering sleep deprivation and exhaustion. Zurich

Insurance is looking into the suicide of its chief financial officer Pierre Wauthier and investigations are ongoing into the death of Bank of America Merrill Lynch intern Moritz Erhardt who was found dead in his London lodgings having worked through the night several days running.

Expatriate workers in finance facing stress-related health issues

by Ray Clancy on October 17, 2013 ([Expatriate Forum](#))

Expatriates working in the banking and financial world could be facing health worries as a new survey identifies concerns over fear of unemployment, pressure and psychological abuse.

International banks often move key staff around the world and expatriates also tend to find jobs in the finance industry but an unstoppable wave of change is affecting the health of workers and even creating a personal health crisis, according to the survey of finance workers in 26 countries by UNI Finance, a global union for the banking industry.

Analysis on the effects of job losses and working conditions on bank workers since 2011 found that more than 80% of banking unions in Europe reported deteriorating health as a major problem for their members.



Over 80% of banking unions in Europe have reported deteriorating health as a major problem for their members

Stress was a key factor, with workers reporting unfeasible sales targets, lower salaries, and having to complete the same workload with fewer members of staff. Anxiety over job cuts was also high, partly due to a trend of replacing older workers with younger, lesser paid staff, often on temporary contracts.

‘This is a crisis that has affected us all in so many ways. While we are rightly pointing the finger at bank owners for their role in the crisis, there are millions of honest, hardworking finance employees whose working lives have been ruined by the unstoppable wave of changes affecting their industry,’ said Marcio Monzane, head of UNI Finance.

‘Hundreds of thousands of jobs have, and continue to be, lost. The pressure on staff to deliver with tighter human resources is immense, and it is being reflected in the deteriorating health and lifestyle of bank workers worldwide,’ he added.

Half of the unions surveyed said members had complained that their personal life is under considerable strain. The IBOA union in Ireland reported staff were facing 'unrealistic targets at all levels without consideration to the financial climate'.

A recent report by Statec, the national statistical institute in Luxembourg, found that psychological harassment is highest in the banking sector, affecting 12% of employees.

Job losses are accelerating in seven European countries including France, the Netherlands, and Greece, as well as in Asia, the Americas and Africa, the report found. But losses are slowing down in nine other European countries such as Ireland, Spain and the UK, but from a very high level.

The report identifies a number of key trends taking place within the sector that are placing excess pressure on workers. They include widespread restructuring in the wake of the financial crisis, more pressure to sell financial products and jobs being off shored and outsourced.

Those in particular fear of losing their jobs included front line, back office, and IT employees and overall many finance workers reported deteriorating health. 'Reaching the target is not enough. Supervisors send emails giving the names of those who failed. I fear I will have a heart attack soon,' said a worker at an international bank's call centre in Brazil.

'More generally, clients are coming in starting fights with the bank employees over their mortgages or debts. There is not enough security for employees. Sadly, clients who feel financially abused are turning against basic front line employees instead of staging a protest in front of bank owners' houses,' said an employee at a Spanish bank.

UNI Global advocates for a fairer approach to restructuring, limiting payments to shareholders and doing the utmost to preserve jobs in the financial sectors. Collective agreements between global unions and multinational banks, the union says, are a good way to ensure workers are treated and paid workers fairly. It regards raising standards in recipient countries of off shored jobs through global agreements as a priority.

Personal health crisis looming in global banking, says study

Tom Newcombe , 17 Oct 2013 (HRmagazine.co.uk)

Fears of unemployment, rising pressure and psychological abuse are just some of the causes of a "personal health crisis" facing the global banking sector, a new report has found.

Banking: The Human Crisis, a survey of finance workers in 26 countries, analysed the effects of job losses and working conditions on bank workers since 2011.

Carried out by UNI Finance, the global union for the finance sector, the survey found more than 80% of banking unions in Europe reported deteriorating health as a major problem for their members.

The report is published two days after Hector Sants of Barclays became the latest senior UK banker to be forced to take time off because of stress-related exhaustion.

In late 2011, Lloyds Banking Group CEO Antonio Horta Osorio took time off for similar reasons, and in the same year Andy Hornby quit Alliance Boots less than a year after taking the post due to the stress of returning to frontline banking too soon after the collapse of HBOS.

The most severe case of banking sector stress occurred in July when 21-year-old intern [Moritz Erhardt](#) died after collapsing in the shower of his east London flat after working three consecutive all-nighters.

Doing more for less

In most stress-related cases, workers report unfeasible sales targets, lower salaries, and having to complete the same workload with fewer members of staff. Anxiety over job cuts was also high, partly due to a trend of replacing older workers with younger, lower paid staff who are often on temporary contracts.

Marcio Monzane, head of UNI Finance, said: "This is a crisis that has affected us all in so many ways. While we are rightly pointing the finger at bank owners for their role in the crisis, there are millions of honest, hardworking finance employees whose working lives have been ruined by the unstoppable wave of changes affecting their industry.

"Hundreds of thousands of jobs have, and continue to be, lost. The pressure on staff to deliver with tighter human resources is immense, and it is being reflected in the deteriorating health and lifestyle of bank workers worldwide."

Personal toll

Half of the unions surveyed said members had complained their personal life is under "considerable strain". The IBOA union in Ireland reported staff were facing "unrealistic targets at all levels without consideration to the financial climate".

UNI Finance claimed job losses are accelerating in seven European countries including France, Netherlands and Greece, as well as in Asia, the Americas and Africa.

It said losses are slowing down in nine other European countries such as Ireland, Spain and the UK, but from a very high level.

The union wants a fairer approach to restructuring, limiting payments to shareholders and banks doing the "utmost" to preserve jobs.

Collective agreements between global unions and multinational banks, the union said, are a good way to ensure workers are treated and paid fairly.

- See more at: <http://www.hrmagazine.co.uk/hro/news/1119165/personal-health-crisis-looming-global-banking-study#sthash.PI6gthxy.dpuf>

Sunday October 27 2013 – The star

Sustainable finance sector

Unions, employees, customers and employers need to work together through continuous dialogue using timely and proper information to achieve this and eliminate shoddy services.

This is the Star Online Version

<http://www.thestar.com.my/News/Community/2013/10/27/Sustainable-finance-sector.aspx>

From UNI Americas: more than 12'000 Facebook and Twitter responses on the first day

Post en Facebook:

"En Estados Unidos han sido despedidos 31.000 trabajadores el sector bancario, un 3.5% de la fuerza de trabajo."

LA CRISIS HUMANA: LA CRISIS BANCARIA Ver informe completo en <http://goo.gl/G24tCM>

¿Será la mala salud de los trabajadores la fase siguiente de la crisis?

LA CRISIS HUMANA: LA CRISIS BANCARIA Ver informe completo en <http://goo.gl/G24tCM>

"La brecha entre el salario y la productividad puede atribuirse a la presión de los accionistas"
OIT

LA CRISIS HUMANA: LA CRISIS BANCARIA Ver informe completo en <http://goo.gl/G24tCM>

"Un tercio de los encuestados en Europa y todos los asiáticos afirman que la confianza de los trabajadores para informar de los problemas de gestión se ve afectada por el temor a perder

el empleo"

LA CRISIS HUMANA: LA CRISIS BANCARIA Ver informe completo en <http://goo.gl/G24tCM>

"Los trabajadores de mayor edad son despedidos o se les esta dando la jubilación anticipada, mientras que se contratan nuevos trabajadores con condiciones menos favorable tales como puestos con flexibilidad unilateral."

LA CRISIS HUMANA: LA CRISIS BANCARIA Ver informe completo en <http://goo.gl/G24tCM>

Post e Twitter

"En Estados Unidos han sido despedidos 31.000 trabajadores el sector bancario, un 3.5% de la fuerza de trabajo." (<http://goo.gl/G24tCM>)

Será la mala salud de los trabajadores la fase siguiente de la crisis? LA CRISIS HUMANA: LA CRISIS BANCARIA <http://goo.gl/G24tCM>

"La brecha entre el salario y la productividad puede atribuirse a la presión de los accionistas" OIT (<http://goo.gl/G24tCM>)

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Bancarios: trab mayores son despedidos o jubilación anticipada. se contratan jóvenes con flexibilidad unilateral (<http://goo.gl/G24tCM>)

Belgium

[Gazet van Antwerpen, 17/10/2013, p. 31](#)

JOBS ● Ons land ontsnapt opnieuw aan grote sanering

Kabelbedrijf Nexans trekt bloedbad door Europa, maar niet in België

Kabelmaker Nexans schrapt 18 jobs in België. In de rest van Europa worden 450 jobs geschrapt. "Zie je wel dat onze loonkosten niet te hoog zijn", zegt Bart Deceukelier van ACV Metea.

● Volgens Nexans verdwijnen de 18 jobs in België door natuurlijke afvloeiingen en overplaatsingen, zodat bijna niemand zijn job verliest. Nexans bespaart door een dalende

vraag en een toegenomen concurrentie. Het bedrijf heeft in België 1100 werknemers die verspreid zitten over Dour, Charleroi, Buizingen en Erembodegem (Aalst). Het is na Alcatel-Lucent de tweede keer in anderhalve week tijd dat ons land gespaard wordt in een grote Europese saneringsactie.

"Dit bewijst dat onze loonkosten niet te hoog zijn", zegt Bart Deceukelier van de christelijke vakbond ACV Metea. "Onze arbeiders zijn flexibel,

productief en leveren een hoge kwaliteit. Dat is belangrijker dan de hogere arbeidskosten. Als u een poetsvrouw hebt, kiest u toch ook voor de beste en niet voor de goedkoopste?" Zijn collega Jo De Mey van de socialistische vakbond ABVV is ook tevreden. "In Erembodegem komt er zelfs een vierde productielijn bij, die we overnemen vanuit Zwitserland. Dat levert geen extra jobs op, maar het is een gunstig teken."

CWIL

De Tijd, 17/10/2013, p.

17

BANKEN

134.051

Sinds 2011 zijn in de Europese banksector 134.051 jobs verloren gegaan. Dat leert een internationale vakbondsenquête, meldt de BBTK. De vakbond wijst erop dat door de stelselmatige afkalving van de werkgelegenheid in de sector de druk op het personeel almaar toeneemt. Blind snoeien zal zich wreken, waarschuwt de BBTK.

Radio Interview on RTL Bel RTL. 1er titre du journal de 7h ce matin.

<http://www.rtl.be/videobelrtl/video/461526.aspx>