



Nordic Bank Statistics 2014

Colophon

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ABOUT THE STATISTICS

The Nordic Bank Statistics is an annual publication prepared by:

- Finanssektorens Arbejdsgiverforening (the Danish Employers' Association for the Financial Sector) (Denmark)
- Finansbranchens Centralförbund FC (Federation of Finnish Financial Services) (Finland)
- SSF - Samtök fjármálafyrirtækja (Icelandic Financial Services Association) (Iceland)
- Finans Norge (Finance Norway) (Norway)
- Bankinstitutens Arbetsgivareorganisation (the Employers' Association of the Swedish Banking Institutions) (Sweden).

The statistics are based on figures from commercial banks, savings banks and cooperative savings banks in Denmark, Finland, Iceland, Norway and Sweden.

During 2003, the way to collect data was significantly changed in Denmark and Norway. This implies that caution should be taken when comparing the present statistics with previous years.

The statistics are divided into three main sections:

- Bank statistics
- Employee- and pay statistics
- Labour market statistics

The bank statistics include information on the number of businesses distributed among commercial banks, savings banks and cooperative savings banks. The rest of the statistics contain overall information on these three types of banks.

The employee and pay statistics contain information about the development for part-time and full-time employees, absence, age, monthly pay, education etc.

The labour market statistics contain information on the rate of unionisation, unemployment and working hours.

Please note that below each table there will often be additional information about the figures. A specified list of definitions can be found at the end of the statistics.

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BANK STATISTICS

TABLE 1.1: NUMBER OF BUSINESSES

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Denmark											
Commercial banks	-	-	-	-	-	-	-	-	-	-	-
Savings banks	-	-	-	-	-	-	-	-	-	-	-
Co-operative savings banks	-	-	-	-	-	-	-	-	-	-	-
Total	175	161	152	152	150	145	136	127	108	113	110
Finland											
Commercial banks	12	12	13	13	12	13	28	30	29	23	24
Savings banks	40	40	40	39	38	35	34	33	33	32	24
Co-operative savings banks	281	280	274	274	272	268	251	247	229	222	208
Total	333	332	327	326	322	316	313	310	291	277	256
Iceland											
Commercial banks	4	4	4	5	5	5	5	5	5	5	5
Savings banks	24	24	24	21	15	13	11	10	9	8	7
Co-operative savings banks	4	-	-	-	-	-	-	-	-	-	-
Total	32	28	28	26	20	18	16	15	14	13	13
Norway											
Commercial banks	29	30	30	45	47	44	40	42	40	40	39
Savings banks	125	125	123	123	122	114	113	111	109	106	104
Co-operative savings banks	-	-	-	-	-	-	-	-	-	-	-
Total	154	155	153	168	169	158	153	153	149	146	143
Sweden											
Commercial banks	44	47	52	50	56	55	56	51	52	53	55
Savings banks	76	71	68	65	53	53	50	49	49	49	48
Co-operative savings banks	2	2	2	2	2	2	2	2	2	2	2
Total	122	120	122	117	111	110	108	102	103	104	105

Denmark

Source: Danish Financial Supervisory Authority. The banks grouping at year-end. Before 2008 excl. foreign banks. From 2013 and forward incl. banks, that are not reporting to Danish Financial Supervisory Authority, and excl. banks on the Faroe Islands.

Finland

Source: Federation of Finnish Financial Services.

Norway

Source: The Banking, Insurance And Securities Commission Of Norway, The Financial Supervisory Authority of Norway

Sweden

Source: The Swedish Bankers' Association

TABLE 1.2: NUMBER OF BUSINESSES WHICH ARE MEMBERS OF AN EMPLOYER'S ASSOCIATION

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Denmark											
Commercial banks	55	55	58	58	55	-	-	-	-	-	-
Savings banks	66	66	59	61	55	-	-	-	-	-	-
Co-operative savings banks	32	31	26	25	22	-	-	-	-	-	-
Total	153	152	143	144	132	126	122	100	83	82	79
Finland											
Commercial banks	8	-	-	-	-	13	24	25	25	21	22
Savings banks	37	-	-	-	-	35	34	34	32	32	24
Co-operative savings banks	279	-	-	-	-	266	253	240	229	222	208
Total	324	324	324	326	322	314	311	299	286	275	254
Iceland											
Commercial banks	-	-	-	5	5	5	5	5	5	5	5
Savings banks	-	-	-	21	15	13	11	10	9	8	7
Co-operative savings banks	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	26	20	18	16	15	14	13	13
Norway											
Commercial banks	16	14	15	18	19	20	21	21	19	19	18
Savings banks	122	120	119	119	116	110	111	109	108	105	103
Co-operative savings banks	-	-	-	-	-	-	-	-	-	-	-
Total	139	135	135	137	135	130	132	130	127	124	121
Sweden											
Commercial banks	27	25	26	24	25	25	25	25	28	24	29
Savings banks	63	63	62	61	50	50	49	49	49	49	48
Co-operative savings banks	-	-	-	-	-	-	-	-	-	-	-
Total	90	88	88	85	75	75	74	74	77	73	77

Denmark

The reduction from 2010 to 2011 can be attributed the merge of 16 co-operative savings banks into 1.

Sweden

From 2013 and onwards the method is revised and the figures from end of year.
Sweden has a few more commercial banks that are members of other employers' associations.

TABLE 1.3: NUMBER OF BRANCHES

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Denmark											
Commercial banks	-	-	-	-	-	-	-	-	-	-	-
Savings banks	-	-	-	-	-	-	-	-	-	-	-
Co-operative savings banks	-	-	-	-	-	-	-	-	-	-	-
Total	2,025	1,975	2,000	1,962	1,879	1,760	1,598	1,494	1,308	1,155	1,076
Finland											
Commercial banks	-	-	-	-	-	-	-	-	-	-	-
Savings banks	-	-	-	-	-	-	-	-	-	-	-
Co-operative savings banks	-	-	-	-	-	-	-	-	-	-	-
Total	1,585	1,616	1,646	1,626	1,672	1,602	1,605	1,576	1,546	1,273	1,204
Iceland											
Commercial banks	113	-	-	94	92	85	87	92	81	81	74
Savings banks	65	-	-	65	60	44	41	23	22	22	21
Co-operative savings banks	4	-	-	-	-	-	-	-	-	-	-
Total	182	-	-	159	152	129	128	115	103	103	95
Norway											
Commercial banks	428	286	291	479	546	431	412	423	410	364	356
Savings banks	920	948	943	781	784	753	745	735	717	697	686
Co-operative savings banks	-	-	-	-	-	-	-	-	-	-	-
Total	1,348	1,234	1,234	1,260	1,330	1,184	1,157	1,158	1,127	1,061	1,042
Sweden											
Commercial banks	1,698	1,705	1,730	1,733	1,777	1,722	1,701	1,650	1,665	1,655	1,629
Savings banks	209	205	217	217	210	212	182	180	174	167	145
Co-operative savings banks	2	2	2	2	2	2	-	-	-	-	-
Total	1,909	1,912	1,949	1,952	1,989	1,936	1,883	1,830	1,839	1,822	1,774

Denmark

Source: The Danish Financial Supervisory Authority, Danish Bankers Association.
Only Danish banks with a working capital of 250 mill. DKK or more are included. End of year.

Finland

Source: Federation of Finnish Financial Services.
The 2013 figures have been revised in 2014.

Norway

Source: Finance Norway (FNO).

Sweden

Source: The Swedish Bankers' Association.

TABLE 1.4: POPULATION 2014

	Denmark	Finland	Iceland	Norway	Sweden
Population	5,659,715	5,471,753	329,100	5,165,802	9,747,355

Source: Eurostat.
End of year.

EMPLOYEE AND PAY STATISTICS

TABLE 2.1: NUMBER OF EMPLOYEES IN MEMBER COMPANIES

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Denmark											
Full-time	31,854	32,446	33,949	35,259	36,803	35,119	33,791	33,650	33,017	31,474	31,194
Males	17,260	17,301	18,124	18,949	19,701	18,974	18,333	18,355	18,117	17,378	17,315
Females	14,594	15,145	15,826	16,310	17,102	16,145	15,458	15,294	14,900	14,096	13,879
Part-time	6,837	6,914	7,464	8,129	8,237	8,186	7,614	7,359	6,805	6,077	5,727
Males	794	709	898	1,129	1,192	1,227	1,171	1,085	1,047	1,083	1,112
Females	6,043	6,205	6,566	7,001	7,045	6,959	6,443	6,274	5,758	4,994	4,615
Total	38,691	39,360	41,413	43,388	45,040	43,305	41,405	41,009	39,822	37,551	36,921
Males	18,053	18,010	19,021	20,078	20,893	20,200	19,504	19,441	19,164	18,461	18,427
Females	20,638	21,350	22,392	23,310	24,147	23,105	21,901	21,568	20,658	19,090	18,494
Finland											
Full-time	23,857	23,954	24,546	24,397	25,317	25,865	25,544	25,887	25,972	24,827	24,291
Males	5,010	5,030	5,351	5,495	6,273	6,817	6,851	6,943	6,965	6,658	7,227
Females	18,847	18,924	19,195	18,902	19,043	19,047	18,694	18,944	19,007	18,169	17,064
Part-time	1,698	1,672	1,357	2,266	2,328	2,317	2,336	2,363	2,278	2,059	1,913
Males	170	167	145	312	321	321	312	317	305	276	249
Females	1,528	1,505	1,212	1,954	2,008	1,994	2,023	2,047	1,973	1,783	1,665
Total	25,555	25,626	25,903	26,663	27,645	28,180	27,880	28,251	28,250	26,886	26,204
Males	5,180	5,198	5,496	5,807	6,594	7,138	7,163	7,260	7,270	6,934	7,475
Females	20,375	20,428	20,407	20,856	21,051	21,042	20,717	20,991	20,980	19,952	18,729
Iceland											
Full-time	-	-	-	4,717	3,509	3,195	3,156	3,306	3,283	3,191	2,944
Males	-	-	-	1,911	1,563	1,185	1,167	1,285	1,247	1,208	1,134
Females	-	-	-	2,881	2,155	2,010	1,989	2,021	2,036	1,983	1,810
Part-time	-	-	-	583	514	445	326	438	422	391	385
Males	-	-	-	39	12	42	47	47	45	49	60
Females	-	-	-	469	293	403	279	391	377	342	325
Total	3,800	4,008	4,300	5,300	4,023	3,640	3,482	3,744	3,704	3,582	3,329
Males	1,380	1,538	1,650	1,950	1,575	1,227	1,214	1,332	1,292	1,257	1,194
Females	2,420	2,470	2,650	3,350	2,448	2,413	2,268	2,412	2,412	2,325	2,135

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Norway											
Full-time	16,752	17,473	17,955	18,053	20,527	20,520	20,604	21,341	21,046	20,802	20,579
Males	8,140	9,038	9,196	9,090	10,392	10,356	10,379	10,734	10,495	10,399	10,225
Females	8,612	8,435	8,759	8,963	10,135	10,164	10,225	10,607	10,551	10,403	10,354
Part-time	3,329	3,023	2,791	2,505	2,285	1,342	1,974	1,852	1,580	1,455	1,409
Males	264	242	246	249	255	183	267	268	280	326	313
Females	3,065	2,781	2,545	2,256	2,030	1,159	1,707	1,584	1,300	1,129	1,096
Total	20,081	20,496	20,746	20,558	22,812	21,862	22,578	23,193	22,626	22,257	21,988
Males	8,404	9,280	9,442	9,339	10,647	10,539	10,646	11,002	10,775	10,725	10,538
Females	11,677	11,216	11,304	11,219	12,165	11,323	11,932	12,191	11,851	11,532	11,450
Sweden											
Full-time	27,897	27,351	28,654	28,523	28,859	28,424	27,304	28,319	27,944	27,899	29,154
Males	13,783	13,601	14,538	14,506	14,417	14,320	14,005	14,508	14,306	14,166	14,863
Females	14,114	13,750	14,116	14,017	14,442	14,104	13,299	13,811	13,638	13,733	14,291
Part-time	7,478	7,612	7,917	7,891	7,994	7,617	6,979	6,480	5,960	5,378	5,175
Males	660	738	914	1,126	1,250	1,234	1,236	1,123	1,017	902	880
Females	6,818	6,874	7,003	6,765	6,744	6,383	5,743	5,357	4,943	4,476	4,295
Total	35,375	34,963	36,571	36,414	36,853	36,041	34,283	34,799	33,904	33,277	34,329
Males	14,443	14,339	15,452	15,632	15,667	15,554	15,241	15,631	15,323	15,068	15,743
Females	20,932	20,624	21,119	20,782	21,186	20,487	19,042	19,168	18,581	18,209	18,586

Denmark The time series are changed from the 2013 edition of the statistics compared to previous editions. Previously, the number of employees in companies covered by the collective agreement for the banking sector. Now, number om employees in the banks excl. IT companies and other companies. Based on record of members on 1. of June. Distribution of gender and working hours is based on wage statistics excl. top management, Managing Directors and directors.

Finland Part-time = average working hours less than 35 hours/week.

Incl. all employees.

Part-time = average working hours less than 34 hours/week.

Norway In 2004 only employees covered by wage agreements and employed by a FA member (Finance Norway member). Not covered by collective agreement are executives, employees with a salary above the highest level in the salary regulation and temporary employed (<6 months). From 2006 employees covered by collective agreement and executives in banks that are members of the FA (Finance Norway). In 2009 fulltime employees not covered by wage agreement are included.

Part-time = average working hours less than 33 hours/week

Sweden Excl. persons on leave for an extended period of time, incl. executives and workers.

Part-time is defined as less than 38,5 hours per week

TABLE 2.2: FULL-TIME FREQUENCY IN PERCENTAGE

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Denmark											
Full-time frequency	82.3	82.4	82.0	81.3	81.7	81.1	81.6	82.1	82.9	83.8	84.5
Males	95.6	96.1	95.3	94.4	94.3	93.9	94.0	94.4	94.5	94.1	94.0
Females	70.7	70.9	70.7	70.0	70.8	69.9	70.6	70.9	72.1	73.8	75.0
Finland											
Full-time frequency	93.4	93.5	94.8	91.5	91.6	91.8	91.6	91.6	91.9	92.3	92.7
Males	96.7	96.8	97.4	94.6	95.1	95.5	95.6	95.6	95.8	96.0	96.7
Females	92.5	92.6	94.1	90.6	90.5	90.5	90.2	90.2	90.6	91.1	91.1
Iceland											
Full-time frequency	85.1	-	-	89.4	89.4	87.8	90.6	88.4	88.6	89.1	88.4
Males	98.2	-	-	98.0	98.0	96.6	96.1	93.9	96.5	96.1	95.0
Females	80.0	-	-	86.0	86.0	83.3	87.7	85.0	84.4	85.3	84.8
Norway											
Full-time frequency	84.5	85.3	86.5	87.8	90.0	93.9	91.3	92.0	93.0	93.5	93.6
Males	96.9	97.4	97.4	97.3	97.6	98.3	97.5	97.6	97.4	97.0	97.0
Females	73.8	75.2	77.5	79.9	83.3	89.8	85.7	87.0	89.0	90.2	90.4
Sweden											
Full-time frequency	78.9	78.2	78.4	78.3	78.3	78.9	79.6	81.4	82.4	83.8	84.9
Males	95.4	94.9	94.1	92.8	92.0	92.1	91.9	92.8	93.4	94.0	94.4
Females	67.4	66.7	66.8	67.4	68.2	68.8	69.8	72.1	73.4	75.4	76.9

See note table 2.1.

TABLE 2.3: RATIO OF FEMALE EMPLOYEES IN THE BANK SECTOR

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Denmark	53.3	54.2	54.1	53.7	53.6	53.4	52.9	52.6	51.9	50.8	50.1
Finland	79.7	79.7	78.8	78.2	76.1	74.7	74.3	74.3	74.3	74.2	71.5
Iceland	-	-	-	72.1	72.1	66.4	65.1	66.3	65.1	64.9	64.1
Norway	58.1	54.7	54.5	54.6	53.3	51.8	52.8	52.6	52.4	51.8	52.1
Sweden	59.2	59.0	57.7	57.1	57.5	56.8	55.5	55.1	54.8	54.7	54.1

See note table 2.1.

TABLE 2.4: PERCENTAGE OF EMPLOYEES WHO ARE IDENTICAL WITH LAST YEARS EMPLOYEES

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Denmark	91.9	90.5	85.6	86.6	86.4	91.1	93.0	93.5	94.5	93.2	92.9
Finland	95.4	92.7	90.2	88.2	82.8	85.7	89.8	88.5	89.6	91.8	90.8
Iceland	91.0	-	-	90.0	-	88.8	-	85.3	89.5	91.7	92.0
Norway	85.0	88.3	85.2	83.5	82.4	88.8	88.8	86.4	90.5	88.7	86.5
Sweden	89.6	91.0	89.2	87.7	85.0	90.9	89.7	86.5	91.6	91.8	93.5

Denmark From 2005 excl. top management, Managing Directors and directors. From 2011 excl. employees in IT companies. From 2013 excl. employees in 'other companies' covered by the collective agreement for the banking sector.

Norway Full-time employees excl. executives and employees not covered by wage agreement.

Sweden Until 2011 all employees in businesses that are members of BAO are included. From 2012 and onwards all bank employees in businesses that are members of BAO are included.

TABLE 2.5: ABSENCE DUE TO OWN SICKNESS IN PERCENTAGE

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Denmark	2.3	2.5	2.5	3.1	3.0	3.1	3.0	2.8	2.7	2.6	2.6
Males	1.7	1.8	1.7	2.1	2.0	2.2	2.1	1.9	1.8	1.8	1.8
Females	2.9	3.1	3.3	4.1	3.9	3.9	4.0	3.7	3.6	3.5	3.5
Finland	3.2	3.1	3.1	3.3	3.4	3.7	3.7	3.8	3.8	3.4	3.7
Males	-	-	-	-	-	-	-	-	-	1.7	1.8
Females	-	-	-	-	-	-	-	-	-	4.0	4.1
Iceland	-	-	-	-	-	-	-	3.0	4.4	3.2	3.2
Males	-	-	-	-	-	-	-	-	-	2.1	2.2
Females	-	-	-	-	-	-	-	-	-	3.9	3.8
Norway	5.6	5.1	5.2	5.3	5.3	5.3	4.8	4.9	4.9	4.7	4.5
Males	4.0	3.6	3.5	3.4	3.5	3.4	3.1	3.1	3.2	3.1	2.8
Females	6.8	6.5	6.8	6.9	6.8	6.9	6.2	6.6	6.4	6.1	6.0
Sweden	4.2	3.8	3.4	3.0	3.3	3.0	2.9	2.8	2.3	2.7	3.0
Males	2.2	2.0	2.0	2.0	1.8	1.9	1.8	1.6	1.4	1.7	1.9
Females	5.6	5.0	4.4	3.8	4.3	3.8	3.9	3.7	3.0	3.5	3.9

Denmark Absence rates are based on employees working in companies covered by the collective agreement for the banking and mortgage bank sector incl. IT companies and some other companies.

2006: Break in time series due to change in method.

Finland Absence in percentage of negotiated working days incl. holidays

Norway Source: SSB og Finance Norway.

Lost day's work as a percentage of the agreed day's work. Yearly absence is based on weighted average of the quarterly figures. Incl. all employees of the bank (doctor reported absence of member companies in the bank and own registered absence (up to 3 or 8 days) for all financial sector employees).

Sweden Percentage of employees absent due to illness on the last working day of September.

TABLE 2.6: AVERAGE AGE

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Denmark	43	43	43	43	43	44	44	44	44	44	44
Males	42	42	42	42	42	43	43	44	43	43	43
Females	43	43	43	44	44	44	45	45	45	44	45
Finland	45	45	46	45	45	45	45	44	44	44	44
Males	42	43	42	42	42	41	41	41	41	41	41
Females	46	46	46	46	46	46	46	45	45	46	46
Iceland	44	-	-	41	42	43	44	42	42	43	44
Males	40	-	-	38	39	41	42	40	40	41	41
Females	45	-	-	42	43	44	45	43	43	44	45
Norway	45	46	46	45	45	45	45	45	45	46	46
Males	45	46	46	45	45	45	45	45	45	45	45
Females	45	46	46	45	45	45	46	45	46	46	46
Sweden	44	44	44	44	44	44	44	44	44	44	44
Males	43	44	44	43	43	43	44	44	44	44	44
Females	45	45	45	44	44	44	44	44	44	44	45

Denmark From 2005 excl. top management, Managing Directors and directors. From 2011 excl. employees in IT companies. From 2013 excl. employees in 'other companies' covered by the agreement in the banking area.

Norway Full-time employees excl. executives and employees not covered by wage agreement.

TABLE 2.7: AGE DISTRIBUTION IN PERCENTAGE 2014

	Denmark	Finland	Iceland	Norway	Sweden
20-24 years	1.9	2.2	2.2	1.6	2.1
25-29 years	8.1	10.2	7.4	8.3	8.1
30-34 years	11.4	13.2	12.7	11.6	10.3
35-39 years	13.6	12.0	16.2	12.1	12.9
40-44 years	11.2	7.9	15.1	9.9	14.4
45-49 years	16.6	13.1	13.8	12.4	17.2
50-54 years	15.7	17.8	12.9	17.2	15.0
55-59 years	13.3	15.9	10.7	15.4	12.4
>59 years	8.1	7.7	8.9	11.6	7.6

Denmark Only full-time employees receiving a fixed salary. Excl. trainees and top management, Managing Directors and directors.

Norway Full-time employees excl. executives and employees not covered by wage agreement.

TABLE 2.8: AVERAGE MONTHLY PAY BY AGE

	Denmark	Finland	Iceland	Norway	Sweden
All employees					
National currency, 2014	45,574	4,324	676,179	47,200	46,120
Increase, 2013 to 2014 (%)	2.3	2.4	7.2	3.3	2.5
EUR, 2014	6,113	4,324	4,366	5,650	5,069
20-24 years					
National currency, 2014	27,751	2,292	331,577	33,300	23,375
Increase, 2013 to 2014 (%)	1.4	4.6	2.1	7.8	1.5
EUR, 2014	3,723	2,292	2,141	3,986	2,569
25-29 years					
National currency, 2014	34,556	2,872	476,312	39,500	28,989
Increase, 2013 to 2014 (%)	2.4	6.5	2.0	2.1	1.3
EUR, 2014	4,635	2,872	3,076	4,728	3,186
30-34 years					
National currency, 2014	41,094	3,823	677,068	46,700	37,963
Increase, 2013 to 2014 (%)	1.5	5.8	5.1	2.4	1.2
EUR, 2014	5,512	3,823	4,372	5,590	4,172
35-39 years					
National currency, 2014	46,847	4,848	781,850	49,700	45,390
Increase, 2013 to 2014 (%)	0.9	3.9	6.0		0.8
EUR, 2014	6,284	4,848	5,049	5,949	4,989
40-44 years					
National currency, 2014	51,974	5,745	832,270	51,200	51,723
Increase, 2013 to 2014 (%)	2.4	4.6	4.8	3.9	2.5
EUR, 2014	6,972	5,745	5,374	6,129	5,685
45-49 years					
National currency, 2014	49,898	4,832	717,483	49,400	51,775
Increase, 2013 to 2014 (%)	1.8	1.0	13.2	2.5	2.6
EUR, 2014	6,693	4,832	4,633	5,913	5,690
50-54 years					
National currency, 2014	48,242	4,595	666,866	49,200	52,535
Increase, 2013 to 2014 (%)	2.6	1.5	6.6	4.7	2.3
EUR, 2014	6,471	4,595	4,306	5,889	5,774
55-59 years					
National currency, 2014	44,483	4,254	572,957	46,800	47,687
Increase, 2013 to 2014 (%)	2.8	1.2	10.2	4.9	4.7
EUR, 2014	5,967	4,254	3,700	5,602	5,241

	Denmark	Finland	Iceland	Norway	Sweden
>59 years					
National currency, 2014	43,525	4,055	545,423	44,900	44,541
Increase, 2013 to 2014 (%)	2.8	2.6	10.5	5.9	4.6
EUR, 2014	5,839	4,055	3,522	5,374	4,895

Denmark Only full-time employees receiving a fixed salary. Excl. trainees and top management, Managing Directors and directors. Based on November earnings. The pay is incl. disadvantage payments, but excl. bonuses and time bank payments.

Finland Only employees working between 34 and 40 hours a week in the entire month of October.

Iceland Only permanent employees.

Norway Full-time employees, excl. bank managers, directors and employees outside wage agreement. The pay is excl. wage exchanged to other goods.

TABLE 2.9: DISTRIBUTION BY MAIN TYPE OF EMPLOYMENT IN PERCENTAGE 2014

	Denmark	Finland	Iceland	Norway	Sweden
Front office	51.3	65.7	47.6	-	50.1
Back office	9.5	9.9	12.8	-	10.8
Administration etc.	17.5	12.7	19.0	-	13.1
IT	5.9	6.1	11.5	-	12.7
Manegers/Executives	15.8	5.6	8.9	-	13.3

Denmark Denmark has a lower part of IT employees, as many IT tasks are not solved internally.

TABLE 2.10: AVERAGE MONTHLY PAY BY MAIN TYPE OF EMPLOYMENT

	Denmark	Finland	Iceland	Norway	Sweden
All employees					
National currency, 2014	45,574	4,324	668,133	47,200	46,120
Increase, 2013 to 2014 (%)	2.3	2.4	7.3	3.3	2.5
EUR, 2014	6,113	4,324	4,314	5,650	5,069
Front office					
National currency, 2014	39,399	3,760	552,993	-	38,598
Increase, 2013 to 2014 (%)	2.3	2.1	7.7	-	2.9
EUR, 2014	5,285	3,760	3,571	-	4,242
Back office					
National currency, 2014	42,871	4,350	525,886	-	40,158
Increase, 2013 to 2014 (%)	0.6	-0.2	5.9	-	0.9
EUR, 2014	5,751	4,350	3,396	-	4,414
Administration etc.					
National currency, 2014	45,646	4,774	701,834	-	47,759
Increase, 2013 to 2014 (%)	2.8	5.7	8.0	-	2.3
EUR, 2014	6,123	4,774	4,532	-	5,249
IT					
National currency, 2014	50,730	4,915	747,040	-	44,926
Increase, 2013 to 2014 (%)	2.6	2.6	4.5	-	1.0
EUR, 2014	6,805	4,915	4,824	-	4,938
Managers/Executives					
National currency, 2014	64,555	9,175	1,329,630	-	78,799
Increase, 2013 to 2014 (%)	1.6	2.5	10.3	-	2.1
EUR, 2014	8,660	9,175	8,586	-	8,661

Denmark Only full-time employees receiving a fixed salary. Excl. trainees and top management, Managing Directors and directors. Based on November earnings. The pay is incl. disadvantage payments, but excl. bonuses and time bank payments.

Finland Only employees working between 34 and 40 hours a week in the entire month of October.

Iceland Excl. bank managers and directors.

Norway Full-time employees, excl. bank managers, directors and employees outside wage agreement. The pay is excl. wage exchanged to other goods.

TABLE 2.11: STRUCTURE OF LABOUR COST AS PERCENTAGE OF TOTAL COST, 2012

	Denmark	Finland	Iceland	Norway	Sweden
Wages and salaries	76	78	76	80	61
Other costs	24	22	24	20	39

Source: Eurostats Labour cost survey 2012 (LCS)

TABLE 2.12: DISTRIBUTION BY LEVEL OF TRAINING/EDUCATION IN PERCENTAGE 2014

	Denmark	Finland	Iceland	Norway	Sweden
Basic school	5.3	4.8	9.1	4.1	1.3
Upper secondary schools and short-cycle higher education	65.4	51.2	39.5	43.4	33.7
Medium-cycle higher education and long-cycle university education	27.0	44.0	50.0	51.6	57.0
Others	2.2	0.0	1.2	0.7	8.0

Basic school= 1-10 years of education, Upper secondary etc.=11-14 years of education, Long-cycle university etc.=15-19+ years of education

Denmark All employees as of 1. of November.

Norway All employees in banks that are members of Finance Norway, incl. executives and others not covered by wage agreement.

TABLE 2.13: EUR AVERAGE IN 2014

	Denmark	Finland	Iceland	Norway	Sweden
EUR rate	745.48	100.00	15,486.00	835.44	909.85

Source: ECB and Seðlabanki Islands. Average of calendar year.

TABLE 2.14: ANNUAL TRENDS OF WAGES FOR IDENTICAL EMPLOYEES

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Denmark											
Pay increases from collective agreement	2.9	2.9	2.9	2.9	4.0	4.0	3.7	1.1	1.0	1.0	1.7
Nominal pay increases	3.6	4.1	4.2	4.8	5.6	4.6	4.4	1.9	1.9	1.7	2.2
Inflation	1.2	1.8	1.9	1.7	3.4	1.3	2.3	2.8	2.4	0.8	0.6
Increase in real earnings	2.4	2.3	2.3	3.1	2.2	3.3	2.1	-0.9	-0.5	0.9	1.6
Finland											
Pay increases from collective agreement	2.2	2.5	2.8	4.6	4.9	0.0	2.7	2.2	1.9	0.0	0.7
Nominal pay increases	3.6	3.8	4.5	6.0	7.0	2.5	3.5	2.9	2.2	3.1	1.7
Inflation	0.2	0.8	1.6	2.5	4.1	0.0	2.9	3.5	2.4	1.6	0.5
Increase in real earnings	3.4	3.0	2.9	3.5	2.9	2.5	0.6	-0.6	-0.2	1.5	1.2
Iceland											
Pay increases from collective agreement	-	-	9.8	11.4	7.3	2.5	2.5	5.5	3.5	3.3	2.8
Nominal pay increases	-	-	12.5	14.8	12.8	2.5	2.5	10.0	5.1	8.0	7.7
Inflation	-	-	6.8	5.0	12.4	12.0	5.4	4.0	5.1	3.9	2.0
Increase in real earnings	-	-	5.7	9.8	0.4	-9.5	-2.9	6.0	0.0	4.1	5.7

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Norway											
Pay increases from collective agreement	2.6	1.1	1.5	1.4	3.5	0.7	1.4	1.5	1.9	0.6	1.5
Nominal pay increases	4.8	3.1	4.2	6.1	7.6	3.5	3.9	4.9	4.7	3.3	4.5
Inflation	0.4	1.6	2.3	0.8	3.8	2.1	2.5	1.2	0.8	2.1	2.0
Increase in real earnings	4.4	1.5	1.9	5.3	3.8	1.4	1.4	3.7	3.9	1.2	2.5
Sweden											
Pay increases from collective agreement	3.0	3.0	3.3	3.3	3.3	1.8	1.8	1.8	0.0	0.0	0.0
Nominal pay increases	4.1	4.2	4.7	5.0	5.5	3.8	5.0	4.8	3.9	3.5	3.9
Inflation	0.4	0.4	1.3	2.2	3.4	-0.3	1.3	2.6	0.9	0.0	-0.2
Increase in real earnings	3.7	3.8	3.4	2.8	2.1	4.1	3.7	2.2	3.0	3.5	4.1

Denmark Source: Statistics Denmark and FA.
The nominal pay increase is based on employees working in companies covered by the collective agreement for the banking sector. Based on fixed salary from 2006 (from 2008 incl. pension) for permanent employees excl. trainees, top management and commission paid. Nominal pay increase is calculated on November data.
Inflation is a calendar year average.

Finland Until 2012 the nominal pay increases are based on all employees and not identical employees. All figures are from October. In November 2011 collective agreed wage increase on 2.4 pct. In December 2012 there is a further salary increase of 1.9 pct.
The inflation in 2014 is from December.

Norway Source: Finance Norway.
The nominal pay increase is calculated on a yearly basis in September for full-time employees covered by collective agreement for bank and insurance. The pay is excl. irregular payments.

Sweden Excl. bonuses and larger structural changes. The wage increase in 2010 and 2011 is affected by bonus converted to fixed salary. Excl. part-time employees.
Inflation is a calendar year average.
Pay increases from collective agreement: During 2004 - 2005 a guarantee of 6 pct.
Pay increases from collective agreement: During 2006 - 2008 a guarantee of 9 pct.
Pay increases from collective agreement: During 2009 - 2010 a guarantee of 3,6 pct.
There are no collectively agreed wage increase in 2012 and 2013.

TABLE 2.15: TOTAL ANNUAL PAYROLL COSTS IN MILLIONS OF NATIONAL CURRENCY

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Denmark	15,912	16,276	17,926	20,622	21,784	22,963	23,809	24,345	23,790	23,425	23,221
Finland	870	905	995	1,104	1,213	1,239	1,282	1,316	1,352	1,372	1,356
Iceland	-	-	80,379	124,366	-	-	-	26,513	30,155	31,655	32,572
Norway	8,167	8,227	8,890	9,353	11,865	11,610	12,410	13,512	13,495	14,129	14,573
Sweden	14,878	15,605	17,304	19,842	19,385	19,768	19,896	20,513	20,256	20,658	21,946

Denmark The time series is changed from the 2013 edition of the statistics compared to previous editions. Previously, payroll for employees in companies covered by the collective agreement for the banking sector. Now, payroll for employees in the banks excl. IT companies and other companies. The population differs from the number of employees in table 2.1, because payroll is based on annual salary statistics.
Incl. pension.

Finland Excl. overtime payment
Incl. contributions for additional pension.

Iceland From 2004 incl. executives.

Norway From 2008 incl. full-time employees outside wage agreements.

TABLE 2.16: TOTAL ANNUAL PAYROLL COSTS IN MILLIONS OF EUR

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Denmark	2,139	2,184	2,403	2,768	2,922	3,082	3,196	3,268	3,190	3,141	3,115
Finland	905	995	995	1,104	1,213	1,239	1,282	1,316	1,352	1,372	1,356
Iceland	-	-	877	1,356	-	-	-	150	188	195	210
Norway	983	1,027	1,105	1,168	1,448	1,331	1,550	1,734	1,805	1,810	1,744
Sweden	1,710	1,682	1,870	2,145	2,021	1,863	2,203	2,272	2,350	2,388	2,412

See notes table 2.15

Norway Figures for 2012 have been revised in 2014 statistics.

LABOUR MARKET STATISTICS

TABLE 3.1: RATE OF ORGANISATION FOR BANKS AND BANK EMPLOYEES

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Denmark											
Banks	89.0	94.4	94.1	94.7	88.0	86.9	89.7	78.7	76.9	72.6	71.8
Employees	86.0	86.1	83.1	79.8	77.7	79.3	80.3	80.5	79.9	80.0	79.7
Finland											
Banks	97.0	97.5	99.1	100.0	100.0	99.4	99.4	96.5	98.2	99.4	99.0
Employees	-	-	83.0	80.0	78.5	78.0	77.5	75.0	75.0	75.0	75.0
Iceland											
Banks	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Employees	95.0	-	-	97.6	94.9	98.0	98.0	98.0	98.0	98.0	99.9
Norway											
Banks	90.3	87.1	88.2	79.9	81.5	84.2	86.3	85.0	85.2	84.9	84.6
Employees	70.9	69.8	69.6	70.5	67.7	70.6	69.9	66.5	65.1	64.5	64.7
Sweden											
Banks	73.8	73.3	72.1	72.6	67.6	68.2	68.5	72.5	74.8	70.2	73.3
Employees	73.7	71.7	67.3	64.7	63.0	64.3	66.1	66.3	66.3	66.0	65.8

Denmark Source: FA, The Danish Financial Supervisory Authority and the Danish Financial Services' Union.
Covers employees organised in Danish Financial Services' Union.
Reduction for employees in 2007 is due to change of method. Reduction for banks in 2011 is partly due to merge of 16 co-operative savings banks into 1.
2013 figure for employees is revised in the 2014 edition.

Finland Source: Federation of Finnish Financial Service and Financial Sector Union Finland.

Norway 2004: Bank and insurance. 2005-members of FA (Finance Norway).

Sweden Source: 2005 -The Swedish Bankers Association and The Union of Financial Sector Employees. 2006- The Swedish Bankers Association and BAO.
The entire BAO area for employees.
The real level of organization of banks are slightly higher, because a small number of banks in Sweden are members of other employers' associations.

TABLE 3.2: NUMBER OF PERSONS AND RATE OF UNEMPLOYMENT ON NATIONAL BASIS

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Denmark											
People	150,500	139,400	113,600	109,900	101,100	177,000	217,800	220,900	218,400	201,900	191,200
Percent	5.3	4.9	4.0	3.8	3.5	6.1	7.6	7.7	7.7	7.2	6.8
Finland											
People	275,500	219,600	204,300	183,300	171,800	220,800	224,000	208,400	206,200	218,600	231,200
Percent	10.4	8.5	7.8	6.9	6.4	8.4	8.5	7.9	7.8	8.3	8.8
Iceland											
People	6,500	4,100	4,800	3,900	5,300	12,800	13,300	12,300	10,500	9,600	8,900
Percent	4.1	2.6	2.9	2.3	3.0	7.4	7.7	7.1	6.1	5.5	5.1
Norway											
People	100,700	104,100	82,100	61,800	65,500	79,300	90,800	83,800	83,000	91,600	94,200
Percent	4.3	4.4	3.4	2.5	2.6	3.2	3.6	3.3	3.2	3.5	3.6
Sweden											
People	308,000	367,100	335,000	296,600	303,300	407,300	423,700	388,900	399,700	408,900	407,300
Percent	6.8	7.9	7.1	6.2	6.3	8.5	8.8	8.0	8.1	8.2	8.1

Source: Eurostats labour force survey (LFS).
 From the 2013 edition the figures are revised due to a change in source.

TABLE 3.3: ANNUAL HOURS FOR FULL-TIME EMPLOYEES IN 2014

All measurements are in hours	Annual normal basic hours	(weeks * hours)	Holidays	(weeks * hours)	Holidays falling on a weekday and other days reducing working hours	Annual hours
Denmark						
Worked for one year	1,924	(52*37)	185	(5*37)	133	1,606
Those who are entitled to most holidays	1,924	(52*37)	222	(6*37)	133	1,569
Finland						
Worked in one year	1,924	(52*37)	185	(5*37)	65	1,674
Those who are entitled to most holidays	1,924	(52*37)	259	(7*37)	65	1,600
Iceland						
Worked in one year	1,950	(52*37.5)	188	(5*37.5)	98	1,665
Those who are entitled to most holidays	1,950	(52*37.5)	225	(6*37.5)	98	1,628
Norway						
Worked in one year	1,950	(52*37.5)	187.5	(5*37.5)	78.8	1,684
Those who are entitled to most holidays	1,690	(52*32.5)	195	(6*32.5)	68.3	1,427
Sweden						
Worked in one year	2,002	(52*38.5)	208	(5.4*38.5)	96	1,698
Those who are entitled to most holidays	2,002	(52*38.5)	231	(6.0*38.5)	96	1,675

Denmark Holidays falling on a weekday include five optional days
 Norway Annual normal basic hours = 1,920 hours in connection with the calculation of pay.

LIST OF DEFINITIONS IN GENERAL

Definitions relates to the figures for the present year. Breaks occur in some of the series and are described in footnotes.

Definition of commercial banks, savings banks and co-operative savings banks:

- Commercial banks = banker, affärsbanker, aktiebolag, företagningsbanker
- Savings banks = sparekasser, sparbanker
- Co-operative savings banks = andelskasser, andelsbanker

Branches of foreign banks are included.

In these statistics, all three categories are referred to as banks and their sector is referred to as the banking sector.

BANK STATISTICS

TABLE 1.1

Number of businesses in the Nordic countries distributed among commercial banks, savings banks and co-operative savings banks.

TABLE 1.2

Number of businesses, which are members of an employers' associations in the Nordic countries, distributed among commercial banks, savings banks and co-operative savings banks.

TABLE 1.3

Includes all branches and head offices in the banking sector, i.e. also non-members.

TABLE 1.4

Number of citizens measured in the Nordic countries.

EMPLOYEE STATISTICS

TABLE 2.1

Full-time: Employees working full-time.

Part-time: Employees working less than full-time.

TABLE 2.2

The calculations are made on the basis of the figures in table 2.1.

Full-time frequency:

Number of full-time employees in per cent of the total number of employees.

TABLE 2.3

Percentage of female employees

TABLE 2.4

Percentage of employees at sector level, which are identical with last years employees.

TABLE 2.5

Own sickness, thus maternity leave and absence due to a child's sickness are not included.
 Calculated as the relationship between periods of sickness and workhours.
 Definition of workhours varies among the countries.

TABLE 2.6

Average age in full years

TABLE 2.7

Percentage age distribution.

TABLE 2.8

Average monthly pay distributed by age. Includes ordinary salary, disadvantage payments, bonuses, gross earnings scheme etc.
 Excluding overtime payment and pension.

TABLE 2.9

Percentage distribution by main type of employment.
 Front office: typically customer service with no managerial responsibility.
 Back office: typically administration of trade, payments and customer service with no managerial responsibility.
 Administration: typically secretarial/staff work, product and market development, trade and credit functions but with no managerial responsibility.
 IT: employees with computer work, e.g. programmers, systems designers, etc. with no managerial responsibility.
 Managers/Executives: Employees with managerial responsibility. However, not the management board.

TABLE 2.10

Average monthly pay by main type of employment based on the same principles as table 2.9.
 Includes ordinary salary, disadvantage payments, bonuses, gross earnings scheme etc.
 Excluding overtime payment and pension.

TABLE 2.11

Companies with 10 employees or more in the sector financial service activities, except insurance and pension funding.

TABLE 2.12

Percentage distribution by level of education.

TABLE 2.13

Yearly average EUR conversion rate.

TABLE 2.14

Pay increases obtained through collective agreement:

The annual pay according to collective agreements negotiated at the central level.

Trend of nominal wages and salaries:

The trend of average pay for identical bank employees expressed in percentages.

Inflation:

The trend of the actual retail prices of goods and services forming part of private consumption, i.e. the trend of the consumer price index.

Drop/increase in real earnings:

= trend of nominal wages and salaries - changes in the consumer price index (i.e. inflation).

TABLE 2.15

Number of employees is based on the same principles as table 2.1.

Total annual payroll costs consists of:

- pay
- overtime payment
- supplements, including: holiday supplement, supplement for work at inconvenient hours, bonuses etc.

TABLE 2.16

Table 2.15 converted to Euro based on the conversion rates in table 2.13.

LABOUR MARKET STATISTICS**TABLE 3.1**

Rate of organisation, banks: (banks, which are members of an employers' association / total number of banks in the country) * 100.

Rate of organisation, employees: (employees, who are members of a trade union / total number of employees) * 100.

If the total number of employees are not known, the number of employees in member businesses is used.

TABLE 3.2

People:

Number of persons aged 15-64 who were without work and available for work during the reference week.

Percentage:

= (Unemployed in the reference week / labour force in the reference week) * 100

TABLE 3.3

Possible working hours for a fulltime employee in a given year, excl. trainees.

