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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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**TABLE 1.1: NUMBER OF BUSINESSES**

		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
<b>Denmark</b>	Commercial banks	-	-	-	-	-	-	-	-	-	-	-
	Savings banks	-	-	-	-	-	-	-	-	-	-	-
	Co-operative savings banks	-	-	-	-	-	-	-	-	-	-	-
	<b>Total</b>	152	152	150	145	136	127	108	112	109	105	101
<b>Finland</b>	Commercial banks	13	13	12	13	28	30	29	23	24	26	26
	Savings banks	40	39	38	35	34	33	33	32	24	24	25
	Co-operative savings banks	274	274	272	268	251	247	229	222	208	203	200
	<b>Total</b>	327	326	322	316	313	310	291	277	256	253	251
<b>Iceland</b>	Commercial banks	4	5	5	5	5	5	5	5	5	4	4
	Savings banks	24	21	15	13	11	10	9	8	7	4	4
	Co-operative savings banks	-	-	-	-	-	-	-	-	-	-	-
	<b>Total</b>	28	26	20	18	16	15	14	13	12	8	8
<b>Norway</b>	Commercial banks	30	45	47	44	40	42	40	40	39	43	40
	Savings banks	123	123	122	114	113	111	109	106	104	105	109
	Co-operative savings banks	-	-	-	-	-	-	-	-	-	-	-
	<b>Total</b>	153	168	169	158	153	153	149	146	143	148	149
<b>Sweden</b>	Commercial banks	52	50	56	55	56	51	52	53	55	67	68
	Savings banks	68	65	53	53	50	49	49	49	48	47	47
	Co-operative savings banks	2	2	2	2	2	2	2	2	2	2	2
	<b>Total</b>	122	117	111	110	108	102	103	104	105	116	117

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

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**

		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
<b>Denmark</b>	Commercial banks	58	58	55	-	-	-	-	-	-	-	-
	Savings banks	59	61	55	-	-	-	-	-	-	-	-
	Co-operative savings banks	26	25	22	-	-	-	-	-	-	-	-
	<b>Total</b>	143	144	132	126	122	100	83	81	78	74	71
<b>Finland</b>	Commercial banks	-	-	-	13	24	25	25	21	22	22	22
	Savings banks	-	-	-	35	34	34	32	32	24	24	25
	Co-operative savings banks	-	-	-	266	253	240	229	222	208	203	200
	<b>Total</b>	324	326	322	314	311	299	286	275	254	249	247
<b>Iceland</b>	Commercial banks	-	5	5	5	5	5	5	5	5	4	4
	Savings banks	-	21	15	13	11	10	9	8	7	4	4
	Co-operative savings banks	-	-	-	-	-	-	-	-	-	-	-
	<b>Total</b>	-	26	20	18	16	15	14	13	12	8	8
<b>Norway</b>	Commercial banks	15	18	19	20	21	21	19	19	18	22	15
	Savings banks	119	119	116	110	111	109	108	105	103	103	104
	Co-operative savings banks	-	-	-	-	-	-	-	-	-	-	-
	<b>Total</b>	135	137	135	130	132	130	127	124	121	125	119
<b>Sweden</b>	Commercial banks	26	24	25	25	25	25	28	24	29	29	29
	Savings banks	62	61	50	50	49	49	49	49	48	47	47
	Co-operative savings banks	-	-	-	-	-	-	-	-	-	-	-
	<b>Total</b>	88	85	75	75	74	74	77	73	77	76	76

Denmark The reduction from 2010 to 2011 can be attributed the merge of 16 co-operative savings banks into 1.  
From 2013 and onwards the method is revised and the figures from end of year. Excl. banks on the Faroe Islands.

Sweden Sweden has a few more commercial banks that are members of other employers' associations.

TABLE 1.3: NUMBER OF BRANCHES

		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
<b>Denmark</b>	Commercial banks	-	-	-	-	-	-	-	-	-	-	-
	Savings banks	-	-	-	-	-	-	-	-	-	-	-
	Co-operative savings banks	-	-	-	-	-	-	-	-	-	-	-
	<b>Total</b>	2.000	1.962	1.879	1.760	1.598	1.494	1.308	1.155	1.076	1.004	948
<b>Finland</b>	Commercial banks	-	-	-	-	-	-	-	-	-	-	-
	Savings banks	-	-	-	-	-	-	-	-	-	-	-
	Co-operative savings banks	-	-	-	-	-	-	-	-	-	-	-
	<b>Total</b>	1.646	1.626	1.672	1.602	1.605	1.576	1.546	1.273	1.204	1.112	1.063
<b>Iceland</b>	Commercial banks	-	94	92	85	87	92	81	81	74	79	76
	Savings banks	-	65	60	44	41	23	22	22	21	8	8
	Co-operative savings banks	-	-	-	-	-	-	-	-	-	-	-
	<b>Total</b>	-	159	152	129	128	115	103	103	95	87	84
<b>Norway</b>	Commercial banks	291	479	546	431	412	423	410	364	356	315	309
	Savings banks	943	781	784	753	745	735	717	697	686	676	644
	Co-operative savings banks	-	-	-	-	-	-	-	-	-	-	-
	<b>Total</b>	1.234	1.260	1.330	1.184	1.157	1.158	1.127	1.061	1.042	991	953
<b>Sweden</b>	Commercial banks	1.730	1.733	1.777	1.722	1.701	1.650	1.665	1.655	1.629	1.500	1.370
	Savings banks	217	217	210	212	182	180	174	167	145	145	144
	Co-operative savings banks	2	2	2	2	-	-	-	-	-	-	-
	<b>Total</b>	1.949	1.952	1.989	1.936	1.883	1.830	1.839	1.822	1.774	1.645	1.514

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 2016

	Denmark	Finland	Iceland	Norway	Sweden
<b>Population</b>	5.748.769	5.503.297	338.349	5.258.317	9.995.153

Source: Eurostat.

End of year.

TABLE 2.1: NUMBER OF EMPLOYEES IN MEMBER COMPANIES

		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Denmark	<b>Full-time</b>	33.949	35.259	36.803	35.119	33.791	33.650	33.017	31.474	31.194	30.407	30.103
	Males	18.124	18.949	19.701	18.974	18.333	18.355	18.117	17.378	17.315	16.892	16.892
	Females	15.826	16.310	17.102	16.145	15.458	15.294	14.900	14.096	13.879	13.514	13.211
	<b>Part-time</b>	7.464	8.129	8.237	8.186	7.614	7.359	6.805	6.077	5.727	5.610	5.434
	Males	898	1.129	1.192	1.227	1.171	1.085	1.047	1.083	1.112	1.218	1.224
	Females	6.566	7.001	7.045	6.959	6.443	6.274	5.758	4.994	4.615	4.392	4.210
	<b>Total</b>	<b>41.413</b>	<b>43.388</b>	<b>45.040</b>	<b>43.305</b>	<b>41.405</b>	<b>41.033</b>	<b>39.846</b>	<b>37.578</b>	<b>36.921</b>	<b>36.017</b>	<b>35.537</b>
	Females	<b>22.392</b>	<b>23.310</b>	<b>24.147</b>	<b>23.105</b>	<b>21.901</b>	<b>21.568</b>	<b>20.658</b>	<b>19.090</b>	<b>18.494</b>	<b>17.906</b>	<b>17.421</b>
Finland	<b>Full-time</b>	24.546	24.397	25.317	25.865	25.544	25.887	25.972	24.827	24.291	23.604	23.882
	Males	5.351	5.495	6.273	6.817	6.851	6.943	6.965	6.658	7.227	7.206	7.580
	Females	19.195	18.902	19.043	19.047	18.694	18.944	19.007	18.169	17.064	16.397	16.302
	<b>Part-time</b>	1.357	2.266	2.328	2.317	2.336	2.363	2.278	2.059	1.913	1.947	1.918
	Males	145	312	321	321	312	317	305	276	249	288	298
	Females	1.212	1.954	2.008	1.994	2.023	2.047	1.973	1.783	1.665	1.659	1.620
	<b>Total</b>	<b>25.903</b>	<b>26.663</b>	<b>27.645</b>	<b>28.180</b>	<b>27.880</b>	<b>28.251</b>	<b>28.250</b>	<b>26.886</b>	<b>26.204</b>	<b>25.551</b>	<b>25.800</b>
	Females	<b>5.496</b>	<b>5.807</b>	<b>6.594</b>	<b>7.138</b>	<b>7.163</b>	<b>7.260</b>	<b>7.270</b>	<b>6.934</b>	<b>7.475</b>	<b>7.494</b>	<b>7.878</b>
Females	<b>20.407</b>	<b>20.856</b>	<b>21.051</b>	<b>21.042</b>	<b>20.717</b>	<b>20.991</b>	<b>20.980</b>	<b>19.952</b>	<b>18.729</b>	<b>18.057</b>	<b>17.922</b>	
Iceland	<b>Full-time</b>	-	4.717	3.509	3.195	3.156	3.306	3.283	3.191	2.944	2.832	2.750
	Males	-	1.911	1.563	1.185	1.167	1.285	1.247	1.208	1.134	1.053	1.026
	Females	-	2.881	2.155	2.010	1.989	2.021	2.036	1.983	1.810	1.779	1.724
	<b>Part-time</b>	-	583	514	445	326	438	422	391	385	312	276
	Males	-	39	12	42	47	47	45	49	60	55	51
	Females	-	469	293	403	279	391	377	342	325	257	225
	<b>Total</b>	<b>4.300</b>	<b>5.300</b>	<b>4.023</b>	<b>3.640</b>	<b>3.482</b>	<b>3.744</b>	<b>3.704</b>	<b>3.582</b>	<b>3.329</b>	<b>3.144</b>	<b>3.026</b>
	Females	<b>1.650</b>	<b>1.950</b>	<b>1.575</b>	<b>1.227</b>	<b>1.214</b>	<b>1.332</b>	<b>1.292</b>	<b>1.257</b>	<b>1.194</b>	<b>1.108</b>	<b>1.077</b>
Females	<b>2.650</b>	<b>3.350</b>	<b>2.448</b>	<b>2.413</b>	<b>2.268</b>	<b>2.412</b>	<b>2.412</b>	<b>2.325</b>	<b>2.135</b>	<b>2.036</b>	<b>1.949</b>	
Norway	<b>Full-time</b>	17.955	18.053	20.527	20.520	20.604	21.341	21.046	20.802	20.579	20.345	20.598
	Males	9.196	9.090	10.392	10.356	10.379	10.734	10.495	10.399	10.225	10.091	10.243
	Females	8.759	8.963	10.135	10.164	10.225	10.607	10.551	10.403	10.354	10.254	10.355
	<b>Part-time</b>	2.791	2.505	2.285	1.342	1.974	1.852	1.580	1.455	1.409	1.578	2.147
	Males	246	249	255	183	267	268	280	326	313	313	474
	Females	2.545	2.256	2.030	1.159	1.707	1.584	1.300	1.129	1.096	1.265	1.614
	<b>Total</b>	<b>20.746</b>	<b>20.558</b>	<b>22.812</b>	<b>21.862</b>	<b>22.578</b>	<b>23.193</b>	<b>22.626</b>	<b>22.257</b>	<b>21.988</b>	<b>21.923</b>	<b>22.745</b>
	Males	<b>9.442</b>	<b>9.339</b>	<b>10.647</b>	<b>10.539</b>	<b>10.646</b>	<b>11.002</b>	<b>10.775</b>	<b>10.725</b>	<b>10.538</b>	<b>10.404</b>	<b>10.717</b>
Females	<b>11.304</b>	<b>11.219</b>	<b>12.165</b>	<b>11.323</b>	<b>11.932</b>	<b>12.191</b>	<b>11.851</b>	<b>11.532</b>	<b>11.450</b>	<b>11.519</b>	<b>11.969</b>	
Sweden	<b>Full-time</b>	28.654	28.523	28.859	28.424	27.304	28.319	27.944	27.899	29.154	29.510	29.791
	Males	14.538	14.506	14.417	14.320	14.005	14.508	14.306	14.166	14.863	14.971	15.026
	Females	14.116	14.017	14.442	14.104	13.299	13.811	13.638	13.733	14.291	14.539	14.765
	<b>Part-time</b>	7.917	7.891	7.994	7.617	6.979	6.480	5.960	5.378	5.175	5.150	4.487
	Males	914	1.126	1.250	1.234	1.236	1.123	1.017	902	880	884	714
	Females	7.003	6.765	6.744	6.383	5.743	5.357	4.943	4.476	4.295	4.266	3.773
	<b>Total</b>	<b>36.571</b>	<b>36.414</b>	<b>36.853</b>	<b>36.041</b>	<b>34.283</b>	<b>34.799</b>	<b>33.904</b>	<b>33.277</b>	<b>34.329</b>	<b>34.660</b>	<b>34.278</b>
	Males	<b>15.452</b>	<b>15.632</b>	<b>15.667</b>	<b>15.554</b>	<b>15.241</b>	<b>15.631</b>	<b>15.323</b>	<b>15.068</b>	<b>15.743</b>	<b>15.855</b>	<b>15.740</b>
Females	<b>21.119</b>	<b>20.782</b>	<b>21.186</b>	<b>20.487</b>	<b>19.042</b>	<b>19.168</b>	<b>18.581</b>	<b>18.209</b>	<b>18.586</b>	<b>18.805</b>	<b>18.538</b>	

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 of 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.

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

Finland Incl. all employees.

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

Norway 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. From 2015 definition changed to less than 100% employment.

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**

		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
<b>Denmark</b>	<b>Full-time frequency</b>	82,0	81,3	81,7	81,1	81,6	82,1	82,9	83,8	84,4	84,4	84,7
	Males	95,3	94,4	94,3	93,9	94,0	94,4	94,5	94,1	93,3	93,3	93,2
	Females	70,7	70,0	70,8	69,9	70,6	70,9	72,1	73,8	75,5	75,5	75,8
<b>Finland</b>	<b>Full-time frequency</b>	94,8	91,5	91,6	91,8	91,6	91,6	91,9	92,3	92,7	92,4	92,6
	Males	97,4	94,6	95,1	95,5	95,6	95,6	95,8	96,0	96,7	96,2	96,2
	Females	94,1	90,6	90,5	90,5	90,2	90,2	90,6	91,1	91,1	90,8	91,0
<b>Iceland</b>	<b>Full-time frequency</b>	-	89,4	89,4	87,8	90,6	88,4	88,6	89,1	88,4	88,4	90,9
	Males	-	98,0	98,0	96,6	96,1	93,9	96,5	96,1	95,0	95,0	95,3
	Females	-	86,0	86,0	83,3	87,7	85,0	84,4	85,3	84,8	84,4	88,5
<b>Norway</b>	<b>Full-time frequency</b>	86,5	87,8	90,0	93,9	91,3	92,0	93,0	93,5	93,6	92,8	90,6
	Males	97,4	97,3	97,6	98,3	97,5	97,6	97,4	97,0	97,0	97,0	95,6
	Females	77,5	79,9	83,3	89,8	85,7	87,0	89,0	90,2	90,4	89,0	86,5
<b>Sweden</b>	<b>Full-time frequency</b>	78,4	78,3	78,3	78,9	79,6	81,4	82,4	83,8	84,9	85,0	86,9
	Males	94,1	92,8	92,0	92,1	91,9	92,8	93,4	94,0	94,4	94,4	95,5
	Females	66,8	67,4	68,2	68,8	69,8	72,1	73,4	75,4	76,9	77,3	79,7

See note table 2.1.

**TABLE 2.3: RATIO OF FEMALE EMPLOYEES IN THE BANK SECTOR**

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
<b>Denmark</b>	54,1	53,7	53,6	53,4	52,9	52,6	51,9	50,8	49,7	49,7	49,0
<b>Finland</b>	78,8	78,2	76,1	74,7	74,3	74,3	74,3	74,2	71,5	70,7	69,5
<b>Iceland</b>	-	72,1	72,1	66,4	65,1	66,3	65,1	64,9	64,1	64,8	64,4
<b>Norway</b>	54,5	54,6	53,3	51,8	52,8	52,6	52,4	51,8	52,1	53,0	52,6
<b>Sweden</b>	57,7	57,1	57,5	56,8	55,5	55,1	54,8	54,7	54,1	54,3	54,1

See note table 2.1.

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

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
<b>Denmark</b>	85,6	86,6	86,4	91,1	93,0	93,5	94,5	93,2	92,9	91,6	89,2
<b>Finland</b>	90,2	88,2	82,8	85,7	89,8	88,5	89,6	91,8	90,8	90,0	88,2
<b>Iceland</b>	-	90,0	-	88,8	-	85,3	89,5	91,7	92,0	87,0	89,7
<b>Norway</b>	85,2	83,5	82,4	88,8	88,8	86,4	90,5	88,7	86,5	87,9	89,7
<b>Sweden</b>	89,2	87,7	85,0	90,9	89,7	86,5	91,6	91,8	93,5	92,4	89,8

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**

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
<b>Denmark</b>	2,5	3,1	3,0	3,1	3,0	2,8	2,7	2,6	2,6	2,9	3,0
Males	1,7	2,1	2,0	2,2	2,1	1,9	1,8	1,8	1,8	1,9	2,2
Females	3,3	4,1	3,9	3,9	4,0	3,7	3,6	3,5	3,5	3,9	3,9
<b>Finland</b>	3,1	3,3	3,4	3,7	3,7	3,8	3,8	3,4	3,7	3,5	3,8
Males	-	-	-	-	-	-	-	1,7	1,8	1,6	1,8
Females	-	-	-	-	-	-	-	4,0	4,1	4,2	4,1
<b>Iceland</b>	-	-	-	-	-	3,0	4,4	3,2	3,2	3,0	3,3
Males	-	-	-	-	-	-	-	2,1	2,2	1,7	2,2
Females	-	-	-	-	-	-	-	3,9	3,8	3,5	3,9
<b>Norway</b>	5,2	5,3	5,3	5,3	4,8	4,9	4,9	4,7	4,5	4,5	-
Males	3,5	3,4	3,5	3,4	3,1	3,1	3,2	3,1	2,8	2,6	-
Females	6,8	6,9	6,8	6,9	6,2	6,6	6,4	6,1	6,0	6,2	-
<b>Sweden</b>	3,4	3,0	3,3	3,0	2,9	2,8	2,3	2,7	3,0	2,6	2,7
Males	2,0	2,0	1,8	1,9	1,8	1,6	1,4	1,7	1,9	1,6	1,6
Females	4,4	3,8	4,3	3,8	3,9	3,7	3,0	3,5	3,9	3,4	3,6

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.

Until 2014: Lost day's work as a percentage of the agreed day's work. Lost day's work is absent days with sickness adjusted for employment and partial reported sickness. 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).

2015: Because of changed statistical reporting to SSB the usual statistic is unavailable. Absence is a share of absent employees due to sickness.

Not incl. own registered absence and is measured in headcount not on lost day's work.

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

TABLE 2.6: AVERAGE AGE

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
<b>Denmark</b>	43	43	43	44	44	44	44	44	44	44	44
Males	42	42	42	43	43	44	43	43	43	43	43
Females	43	44	44	44	45	45	45	44	45	45	45
<b>Finland</b>	46	45	45	45	45	44	44	44	44	44	44
Males	42	42	42	41	41	41	41	41	41	41	41
Females	46	46	46	46	46	45	45	46	46	46	46
<b>Iceland</b>	-	41	42	43	44	42	42	43	44	44	44
Males	-	38	39	41	42	40	40	41	41	42	41
Females	-	42	43	44	45	43	43	44	45	45	45
<b>Norway</b>	46	45	45	45	45	45	45	46	46	45	45
Males	46	45	45	45	45	45	45	45	45	45	44
Females	46	45	45	45	46	45	46	46	46	46	46
<b>Sweden</b>	44	44	44	44	44	44	44	44	44	44	44
Males	44	43	43	43	44	44	44	44	44	44	44
Females	45	44	44	44	44	44	44	44	45	45	44

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 2016

	Denmark	Finland	Iceland	Norway	Sweden
<b>20-24 years</b>	4,2	2,5	4,3	1,7	2,6
<b>25-29 years</b>	8,4	10,4	7,6	10,0	9,0
<b>30-34 years</b>	11,3	13,3	10,6	11,7	10,4
<b>35-39 years</b>	13,1	12,8	14,9	12,7	12,5
<b>40-44 years</b>	11,7	9,9	15,3	11,1	14,0
<b>45-49 years</b>	12,7	10,0	12,6	10,4	15,4
<b>50-54 years</b>	16,1	17,0	14,2	15,7	16,7
<b>55-59 years</b>	13,3	15,5	11,8	16,0	12,7
<b>&gt;59 years</b>	8,4	8,7	8,7	10,5	6,6

See note table 2.6



TABLE 2.8: AVERAGE MONTHLY PAY BY AGE

	Denmark	Finland	Iceland	Norway	Sweden
<b>All employees</b>					
National currency	48.060	4.484	764.041	50.100	47.850
Increase	2,1	1,8	6,5	3,5	3,1
<b>EUR, 2016</b>	<b>6.455</b>	<b>4.484</b>	<b>5.719</b>	<b>5.393</b>	<b>5.053</b>
<b>20-24 years</b>					
National currency	28.572	2.397	434.604	36.000	24.668
Increase	0,9	3,4	14,6	3,4	4,0
<b>EUR, 2016</b>	<b>3.838</b>	<b>2.397</b>	<b>3.253</b>	<b>3.875</b>	<b>2.605</b>
<b>25-29 years</b>					
National currency	36.258	2.918	528.953	42.100	29.857
Increase	1,9	6,1	5,0	2,2	4,6
<b>EUR, 2016</b>	<b>4.870</b>	<b>2.918</b>	<b>3.960</b>	<b>4.531</b>	<b>3.153</b>
<b>30-34 years</b>					
National currency	42.830	3.804	713.265	48.600	39.176
Increase	1,9	5,9	3,1	2,5	3,7
<b>EUR, 2016</b>	<b>5.753</b>	<b>3.804</b>	<b>5.339</b>	<b>5.231</b>	<b>4.137</b>
<b>35-39 years</b>					
National currency	48.721	4.720	859.317	52.300	46.237
Increase	2,4	3,6	7,4	3,4	2,5
<b>EUR, 2016</b>	<b>6.544</b>	<b>4.720</b>	<b>6.432</b>	<b>5.629</b>	<b>4.883</b>
<b>40-44 years</b>					
National currency	53.857	5.921	933.595	53.900	55.174
Increase	1,1	2,9	6,9	5,1	3,4
<b>EUR, 2016</b>	<b>7.234</b>	<b>5.921</b>	<b>6.989</b>	<b>5.802</b>	<b>5.827</b>
<b>45-49 years</b>					
National currency	53.912	5.315	894.255	52.800	53.824
Increase	3,3	0,9	14,0	3,5	3,3
<b>EUR, 2016</b>	<b>7.241</b>	<b>5.315</b>	<b>6.694</b>	<b>5.683</b>	<b>5.684</b>
<b>50-54 years</b>					
National currency	51.033	4.750	723.579	52.100	54.055
Increase	2,4	1,4	5,9	3,6	1,6
<b>EUR, 2016</b>	<b>6.854</b>	<b>4.750</b>	<b>5.416</b>	<b>5.608</b>	<b>5.709</b>
<b>55-59 years</b>					
National currency	47.925	4.611	655.760	50.500	50.867
Increase	3,6	1,5	5,6	4,8	3,1
<b>EUR, 2016</b>	<b>6.437</b>	<b>4.611</b>	<b>4.909</b>	<b>5.436</b>	<b>5.372</b>
<b>&gt;59 years</b>					
National currency	45.971	4.297	624.099	48.700	47.756
Increase	1,7	3,1	7,8	3,2	5,0
<b>EUR, 2016</b>	<b>6.175</b>	<b>4.297</b>	<b>4.672</b>	<b>5.242</b>	<b>5.043</b>

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. "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.

Sweden About 20% of employed had wage revision after the statistical reporting.

**TABLE 2.9: DISTRIBUTION BY MAIN TYPE OF EMPLOYMENT IN PERCENTAGE 2016**

	Denmark	Finland	Iceland	Norway	Sweden
Front office	48,8	63,2	49,5	-	48,5
Back office	9,2	9,3	12,1	-	10,4
Administration etc.	17,8	14,8	16,1	-	14,9
IT	8,8	7,0	14,5	-	13,0
Manegers/Executives	15,5	5,7	7,9	-	13,2

Denmark Denmark has a lower part of IT employees, as many IT tasks are outsourced.

**TABLE 2.10: AVERAGE MONTHLY PAY BY MAIN TYPE OF EMPLOYMENT 2016**

	Denmark	Finland	Iceland	Norway	Sweden
<b>All employees</b>					
National currency	48.060	4.484	764.041	50.100	47.850
Increase	2,1	1,8	6,5	3,5	3,1
<b>EUR, 2016</b>	<b>6.455</b>	<b>4.484</b>	<b>5.719</b>	<b>5.393</b>	<b>5.053</b>
<b>Front office</b>					
National currency	41.310	3.786	665.623	-	39.565
Increase	2,1	0,8	8,0	-	2,2
<b>EUR, 2016</b>	<b>5.549</b>	<b>3.786</b>	<b>4.983</b>	-	<b>4.178</b>
<b>Back office</b>					
National currency	44.803	4.432	621.690	-	41.957
Increase	2,9	1,9	6,0	-	3,9
<b>EUR, 2016</b>	<b>6.018</b>	<b>4.432</b>	<b>4.654</b>	-	<b>4.431</b>
<b>Administration etc.</b>					
National currency	48.452	5.167	776.133	-	50.375
Increase	1,7	1,3	3,0	-	3,6
<b>EUR, 2016</b>	<b>6.508</b>	<b>5.167</b>	<b>5.810</b>	-	<b>5.320</b>
<b>IT</b>					
National currency	51.738	5.024	839.076	-	46.780
Increase	2,1	0,5	3,0	-	2,2
<b>EUR, 2016</b>	<b>6.949</b>	<b>5.024</b>	<b>6.281</b>	-	<b>4.940</b>
<b>Manegers/Executives</b>					
National currency	67.851	9.852	1.438.938	-	81.004
Increase	1,5	3,0	8,0	-	2,2
<b>EUR, 2016</b>	<b>9.113</b>	<b>9.852</b>	<b>10.771</b>	-	<b>8.555</b>

See note table 2.8

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

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

Source: Eurostats Labour cost survey 2012 (LCS)

**TABLE 2.12: DISTRIBUTION BY LEVEL OF TRAINING/EDUCATION IN PERCENTAGE, 2016**

	Denmark	Finland	Iceland	Norway	Sweden
Basic school	4,3	-	9,1	3,8	2,7
Upper secondary schools and short-cycle higher education	61,7	47,4	16,8	37,7	43,0
Medium-cycle higher education and long-cycle university education	32,6	48,5	59,3	57,3	50,5
Others	1,5	4,1	14,8	0,8	3,8

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.

Sweden BAO conducted matching with educational data from Statistics Sweden for more reliable data. Earlier, education was self-reported.

**TABLE 2.13: EUR AVERAGE IN 2016**

	Denmark	Finland	Iceland	Norway	Sweden
<b>EUR rate</b>	744,52	100,00	13.359,00	929,06	946,89

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

TABLE 2.14: ANNUAL TRENDS OF WAGES FOR IDENTICAL EMPLOYEES

		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
<b>Denmark</b>	Pay increases from collective agreement	2,9	2,9	4,0	4,0	3,7	1,1	1,0	1,0	1,7	1,8	1,8
	Nominal pay increases	4,2	4,8	5,6	4,6	4,4	1,9	1,9	1,7	2,2	2,4	2,7
	Inflation	1,9	1,7	3,4	1,3	2,3	2,8	2,4	0,8	0,6	0,5	0,3
	Increase in real earnings	2,3	3,1	2,2	3,3	2,1	-0,9	-0,5	0,9	1,6	1,9	2,4
<b>Finland</b>	Pay increases from collective agreement	2,8	4,6	4,9	0,0	2,7	2,2	1,9	0,0	0,7	0,4	0,0
	Nominal pay increases	4,5	6,0	7,0	2,5	3,5	2,9	2,2	3,1	1,7	2,3	1,9
	Inflation	1,6	2,5	4,1	0,0	2,9	3,5	2,4	1,6	0,5	-0,2	0,4
	Increase in real earnings	2,9	3,5	2,9	2,5	0,6	-0,6	-0,2	1,5	1,2	2,5	1,5
<b>Iceland</b>	Pay increases from collective agreement	9,8	11,4	7,3	2,5	2,5	5,5	3,5	3,3	2,8	3,7	6,2
	Nominal pay increases	12,5	14,8	12,8	2,5	2,5	10,0	5,1	8,0	7,7	7,7	6,5
	Inflation	6,8	5,0	12,4	12,0	5,4	4,0	5,1	3,9	2,0	2,0	1,7
	Increase in real earnings	5,7	9,8	0,4	-9,5	-2,9	6,0	0,0	4,1	5,7	5,7	4,8
<b>Norway</b>	Pay increases from collective agreement	1,5	1,4	3,5	0,7	1,4	1,5	1,9	0,6	1,5	0,6	0,7
	Nominal pay increases	4,2	6,1	7,6	3,5	3,9	4,9	4,7	3,3	4,5	3,3	3,0
	Inflation	2,3	0,8	3,8	2,1	2,5	1,2	0,8	2,1	2,0	2,1	3,6
	Increase in real earnings	1,9	5,3	3,8	1,4	1,4	3,7	3,9	1,2	2,5	1,2	-0,6
<b>Sweden</b>	Pay increases from collective agreement	3,3	3,3	3,3	1,8	1,8	1,8	0,0	0,0	0,0	0,0	0,0
	Nominal pay increases	4,7	5,0	5,5	3,8	5,0	4,8	3,9	3,5	3,9	3,1	3,9
	Inflation	1,3	2,2	3,4	-0,3	1,3	2,6	0,9	0,0	-0,2	0,0	1,2
	Increase in real earnings	3,4	2,8	2,1	4,1	3,7	2,2	3,0	3,5	4,1	3,1	2,7

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. 2015 Nominal and collective pay increases measured september and inflation measured as calendar year average.

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.

Nominal pay increases measured september and inflation measured as calendar year average.

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 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 forward.

About 20% of employed had wage revision after the statistical reporting.

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

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
<b>Denmark</b>	17.926	20.622	21.784	22.963	23.809	24.345	23.790	23.425	23.221	23.196	23.728
<b>Finland</b>	995	1.104	1.213	1.239	1.282	1.316	1.352	1.372	1.356	1.235	1.290
<b>Iceland</b>	80.379	124.366	-	-	-	26.513	30.155	31.655	32.572	33.184	35.796
<b>Norway</b>	8.890	9.353	11.865	11.610	12.410	13.512	13.495	14.129	14.573	15.023	15.976
<b>Sweden</b>	17.304	19.842	19.385	19.768	19.896	20.513	20.256	20.658	21.946	22.659	22.611

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

Iceland

Incl. contributions for additional pension.

Norway

From 2004 incl. executives.

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

**TABLE 2.16: TOTAL ANNUAL PAYROLL COSTS IN MILLIONS OF EUR**

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
<b>Denmark</b>	2.403	2.768	2.922	3.082	3.196	3.268	3.190	3.141	3.115	3.110	3.187
<b>Finland</b>	995	1.104	1.213	1.239	1.282	1.316	1.352	1.372	1.356	1.235	1.290
<b>Iceland</b>	877	1.356	-	-	-	150	188	195	210	227	268
<b>Norway</b>	1.105	1.168	1.448	1.331	1.550	1.734	1.805	1.810	1.744	1.679	1.720
<b>Sweden</b>	1.870	2.145	2.021	1.863	2.203	2.272	2.350	2.388	2.412	2.423	2.388

See note table 2.15.

**TABLE 3.1: RATE OF ORGANISATION FOR BANKS AND BANK EMPLOYEES**

		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
<b>Denmark</b>	Banks	94,1	94,7	88,0	86,9	89,7	78,7	76,9	72,3	71,6	70,5	70,3
	Employees	83,1	79,8	77,7	79,3	80,3	80,5	79,9	80,0	79,7	77,9	-
<b>Finland</b>	Banks	99,1	100,0	100,0	99,4	99,4	96,5	98,2	99,4	99,0	99,0	98,4
	Employees	83,0	80,0	78,5	78,0	77,5	75,0	75,0	75,0	75,0	73,0	70,0
<b>Iceland</b>	Banks	-	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0
	Employees	-	97,6	94,9	98,0	98,0	98,0	98,0	98,0	99,9	100,0	100,0
<b>Norway</b>	Banks	88,2	79,9	81,5	84,2	86,3	85,0	85,2	84,9	84,6	84,5	79,9
	Employees	69,6	70,5	67,7	70,6	69,9	66,5	65,1	64,5	64,7	66,8	64,0
<b>Sweden</b>	Banks	72,1	72,6	67,6	68,2	68,5	72,5	74,8	70,2	73,3	65,5	65,0
	Employees	67,3	64,7	63,0	64,3	66,1	66,3	66,3	66,0	65,8	62,6	60,9

Denmark Source: FA, The Danish Financial Supervisory Authority and the Danish Financial Services' Union.

Covers employees organised in Danish Financial Services' Union.

Employees reduction in 2007 is due to change of method. Banks reduction 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 2005-members of FA (Finance Norway).

Sweden Source: 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**

		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
<b>Denmark</b>	People	113.600	109.900	101.100	177.000	217.800	220.900	218.400	201.900	191.200	180.400	186.100
	Percent	4,0	3,8	3,5	6,1	7,6	7,7	7,7	7,2	6,8	6,3	6,3
<b>Finland</b>	People	204.300	183.300	171.800	220.800	224.000	208.400	206.200	218.600	231.200	251.400	235.600
	Percent	7,8	6,9	6,4	8,4	8,5	7,9	7,8	8,3	8,8	9,6	9,0
<b>Iceland</b>	People	4.800	3.900	5.300	12.800	13.300	12.300	10.500	9.600	8.900	7.500	5.800
	Percent	2,9	2,3	3,0	7,4	7,7	7,1	6,1	5,5	5,1	4,2	3,1
<b>Norway</b>	People	82.100	61.800	65.500	79.300	90.800	83.800	83.000	91.600	94.200	117.700	128.600
	Percent	3,4	2,5	2,6	3,2	3,6	3,3	3,2	3,5	3,6	4,4	4,8
<b>Sweden</b>	People	335.000	296.600	303.300	407.300	423.700	388.900	399.700	408.900	407.300	383.900	364.600
	Percent	7,1	6,2	6,3	8,5	8,8	8,0	8,1	8,2	8,1	7,6	7,1

Source: Eurostats labour force survey (LFS).

**TABLE 3.3: MOST COMMON ANNUAL HOURS FOR FULL-TIME EMPLOYEES IN 2016**

	Denmark	Finland	Iceland	Norway	Sweden
<b>All measurements are in hours</b>					
Annual normal basic hours (weeks * hours)	1.924 (52*37)	1.924 (52x37)	1950 (52*37,5)	1.950 (52*37,5)	2.002 (52*38,5)
Holidays (weeks * hours)	222 (6*37)	222 (6*37)	225 (6*37,5)	187,5 (5*37,5)	208 (5,4*38,5)
Holidays falling on a weekday and other days reducing working hours	111	76	68	56,25	65
<b>Annual hours</b>	<b>1.591</b>	<b>1.626</b>	<b>1.658</b>	<b>1.706</b>	<b>1.729</b>

Denmark 6 weeks of holidays, instead of getting overtime payment is most common. Holidays falling on a weekday include five optional days

Norway Annual normal basic hours = 1,920 hours in connection with the calculation of pay.

Finland 6 weeks of holidays to people with 10+ years seniority is most common

## 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