

Contents

Preface	v
Part A. Background	
<hr/>	
Multinational banking: A historical context	3
1.1 Genesis and definition of MNBs	3
1.2 Organisational and geographical forms	5
(a) OECD countries	9
(b) Developing countries	10
(c) Responsiveness to local needs	13
(d) Financial centres	14
1.3 Expansion of multinational banking	17
1.4 Scale and regional distribution	19
1.5 Recent developments	25
1.6 Summary	27
Part B. Economic aspects of employment	
<hr/>	
Employment and manpower policies	31
2.1 The level and evolution of employment in MNBs	31
2.2 The volume of employment in MNBs	41
2.3 The behaviour of the top 100	37
2.4 Recent employment trends compared with the past	43
(a) Quantitative assessment	43
(b) Qualitative assessment	44
2.5 Summary	52
Employment structure	55
3.1 Introduction	55
3.2 Expatriate staff	55
3.3 Women workers	57
3.4 Part-time employment	63
3.5 Occupational structure	64
3.6 Summary	70
Part C. Social aspects of employment	
<hr/>	
Training	75
4.1 Importance of training	75
4.2 Forms and volume of training	76

4.3	Framework of training: A national perspective	78
4.4	Training for different categories of banking personnel	81
	(a) Management	81
	(b) Clerical staff	83
	(c) Programmes and computer specialists	84
	(d) Newly hired staff	84
4.5	Training differences in home and host country	86
	(a) Differences	86
	(b) Workers' role	88
4.6	Collaboration with national training institutions	88
4.7	Summary	90
5.	Wages and conditions of employment	93
5.1	Introduction	93
5.2	Remuneration	93
	(a) Methods of salary fixing	94
	(b) Elements of remuneration	97
	(c) Level of remuneration	99
5.3	Fringe benefits	100
	(a) Retirement benefits	100
	(b) Life, accident and disability insurance	102
	(c) Health insurance and medical benefits	102
	(d) Social welfare benefits, sports and cultural facilities	103
	(e) Financial privileges	105
5.4	Working hours and annual leave	106
	(a) Hours of work and time off	107
	(b) Annual vacation and holidays	110
5.5	Health and safety	112
5.6	Impact of new technology	113
5.7	Security problems	114
5.8	Summary	116
6.	Industrial relations	117
6.1	Introduction	117
6.2	Membership of employers' associations	117
6.3	Unionisation of employees	120
6.4	Union recognition	123
6.5	Collective bargaining practices	126
6.6	Substantive coverage of collective agreements	128
6.7	Disputes settlement procedure	129
6.8	Employee information, consultation, and participation in decisions	132
6.9	Experience with the Tripartite Declaration	135
6.10	Summary	136

Part D. MNBs in the 1990s

7.	Conclusions	141
7.1	Overview	141

7.2	Economic aspects of employment	141
	(a) Quantitative changes	141
	(b) Qualitative changes	143
7.3	Social aspects of employment	145
	(a) Training	145
	(b) Wages and working conditions	145
	(c) Industrial relations	146
7.4	Concluding remarks	147
Appendix 1:	Appendix tables	149
Appendix 2:	List of banks, employers' organisations, workers' organisations and governments which replied to the questionnaire	157

List of tables

1.1	Ownership pattern of a number of multinational banks' foreign networks by home country, 1985	7
1.2	Legal restrictions on foreign bank entry, 1960-81	8
1.3	Comparison between the ownership pattern of multinational banks' foreign networks in industrialised market economy countries and in developing countries, by home country (percentages)	12
1.4	Foreign banks' network in the main international financial centres, 1980	16
1.5	Number of major multinational banks represented in the main financial centres, 1975	16
1.6	Multinational banking presence world-wide, 1978-79	20
1.7	Foreign banking presence of selected OECD countries, 1960-81 (number at year end)	22
1.8	Foreign banks' assets (percentage of total assets of all banks operating in selected countries), 1960-81	23
1.9	Transnationality of 25 banks with a major role in organising syndicated credit	24
1.10	Foreign network of the 100 largest banks, 1985	26
2.1	Divergence between asset and employment ranking, selected banks, 1988	32
2.2	Major cross-border acquisitions in financial markets, 1982-87	33
2.3	Employment share of the top 500 banks, 1984	36
2.4	Employment growth of the top 100 banks, 1981-88 (ranked by assets)	39
2.5	Employment growth from 1981 to 1988 of the top 100 banks of 1988 (ranked by 1988 figures)	39
2.6	Percentage distribution of the top 100 banks, 1981-88	40
2.7	World-wide ranking of Japanese banks, by asset size, 1981-88	43
2.8	Number of branches and agencies owned by foreign banks world-wide, 1961-78	45
2.9	Evolution of offshore United States banking, 1960-85	45
2.10	Evolution of London as a host for foreign banks, 1971-85	45
3.1	Women as a percentage of full-time employees, by organisation level, in Canadian chartered banks, 1975 and 1984	60
3.2	Analysis of the Midland Bank's staff by sex and grade	61
Appendix table 1	Home-country control on the opening of domestic banks' establishments abroad	141
Appendix table 2	The top 100 banks, 1988 compared with 1984	153

List of figures

2.1	Financial strength of the 34 largest British, Canadian, Japanese and United States banks, 1970-84	41
3.1	The evolving occupational structure in banking, 1970s and 1990s	65

Note to tables

Not known or not applicable.

Zero or negligible or not applicable.