

# Collective agreements and social dialogue in a changing Swedish postal market



# Swedish model

**Two parts agreement**  
**Collective agreements**  
**Social dialogue**  
**Unemployment insurance**



# Mayor changes over 25 years

- Reduction in staff from 45000 to 20000
- On going change but also some big changes has lead to the reduction in staff
- All changes has been delt with in social dialogue and collective agreements

# Futurum

- **Agreement  
of help  
outside  
mobility**



# Futurum

- Volontary and open for everyone
- Leave your employment within the post
- Active help to look for new job opportunities or to study for a new career
- High rate of success
- Keep your salary
- Steering group from employers and unions

# 58+/Older employes

- Agreement that noone over 58 years could be made redundant
- Maning pool within the company
- Special solutions

# Retirement

Early retirement



# **Some other agreements that has helped change**

**Mobility agreement**

**Income safty**

**Agreements with  
new employers**

**Implementation/  
education of new  
ways of working**

