

Session 1: Employment

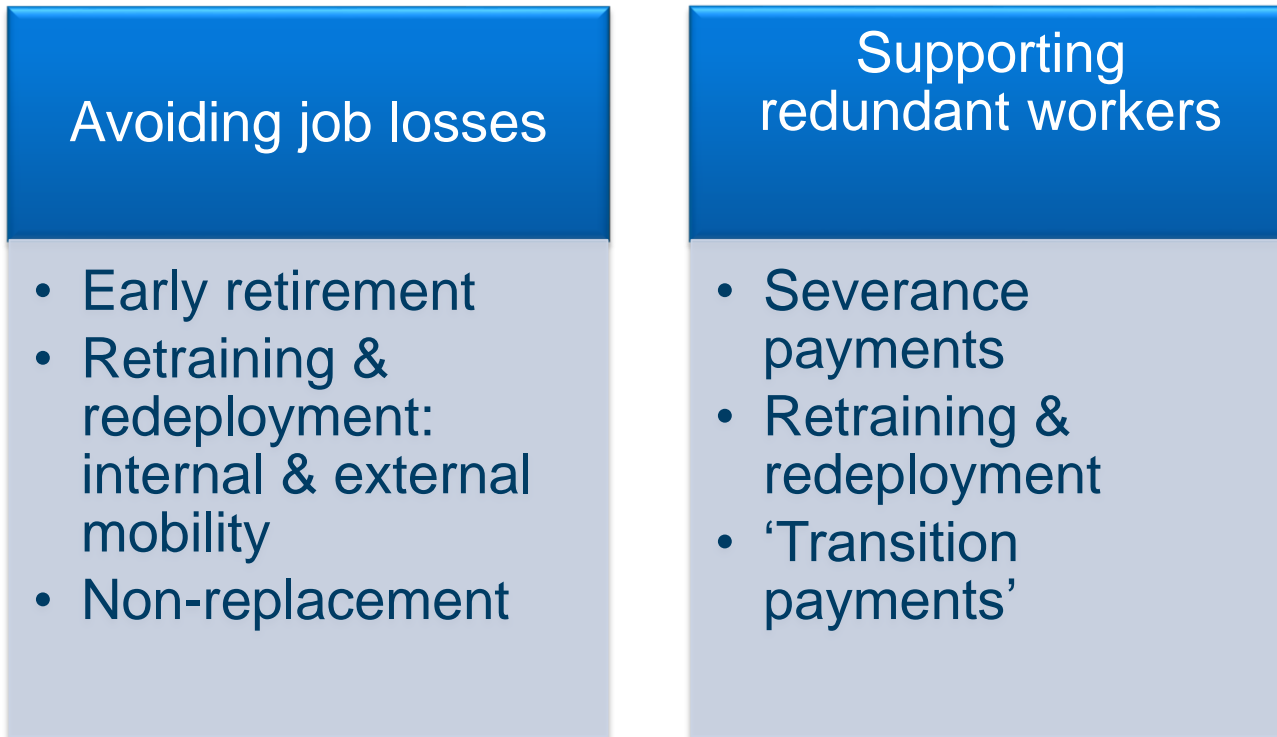
Employment trends in the European postal sector

Employment levels in the European postal decreased significantly

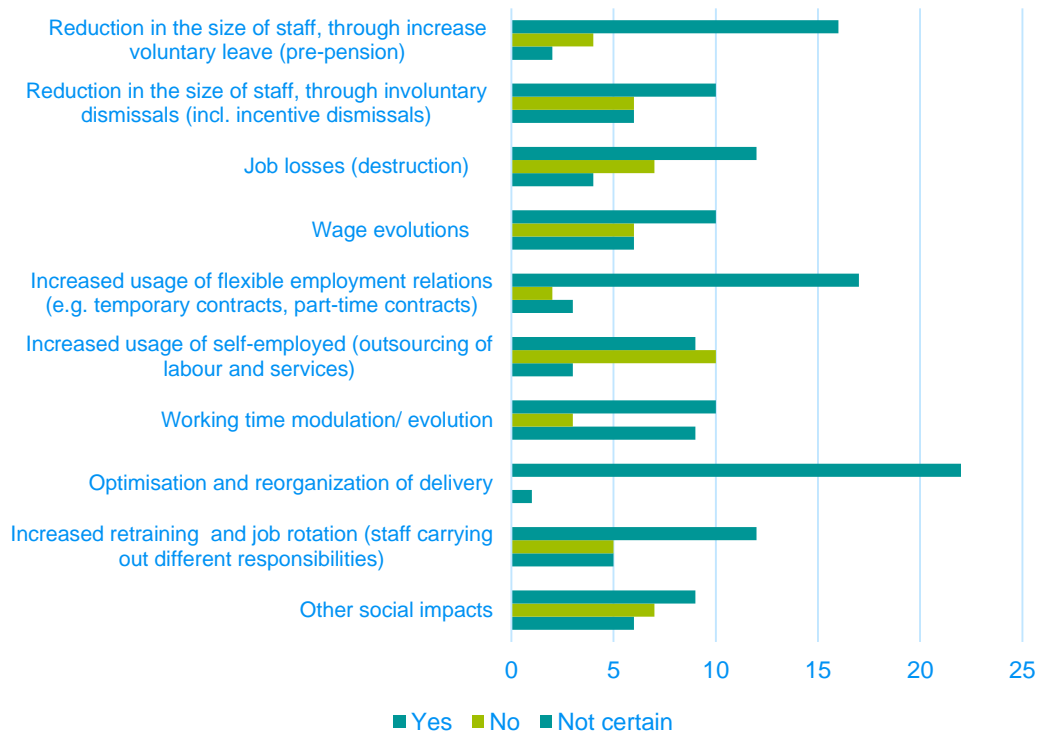
- Reduction in employment not necessarily via involuntary dismissals:
 - Reduction mainly via natural attrition supported in some case by voluntary leave programs
 - Still possible thanks to the high average age of postal employees
- Guarantees against lay-offs/ job security in several CLAs: UK, EI, DE (employer's concessions)
- Job security in exchange of increased flexibility (mobility): DP DHL, RM
- Increased usage of flexible forms of labour: e.g. fixed (baremic) versus auxiliary mailmen at bpost, part-time deliverers in PostNL.

Avoiding job losses & supporting redundant workers

A variety of measures negotiated by social partners and laid down in CLAs:



Employment impacts



Source: Ecorys 2015 survey (n=40)