

Session 2: Wage policies

Consists everywhere in Europe of a basic salary and variable salary:

- Basic salary: differs per function group, level within each function group depends on age, qualifications, years of experience
- Basic salary: Topped up with holiday pay or a 13th month
- Variable salary: Comprises different types of remuneration:
 - Allowances depending on atypical working time arrangements
 - Performance-related pay

Wage trends

- ➔ Salary packages have been simplified: less function groups, less allowances: Postal services as public organisations originally provided up to 100 different allowances...
- ➔ Performance-based variable components not always for all staff (may include delivery (DE) or only commercial staff (NL))
- ➔ Increased share variable salaries: allowances dependent on atypical work (night, weekend...) and/ or performance
- ➔ In some countries lower wages for new employees.

Wage levels

Salaries reached comparatively low levels (cf. Forba)???

Table 6: Average wages at former monopolists compared to other wages (2012)

Country	Average wage former monopolist, in euro	Average wage industry and service, in euro	Average wage transportation and storage, in euro	Former monopolist wage as % of industry and service	Former monopolist wage as % of transportation and storage
CZ	856		951		90
EE	540		832		65
FR	2,279	2,905		78	
HU	673	822		82	
IE	3,000	3,842	3,360	78	89
IT	2,233		2,309		97
LT	411		714		58
NL	2,700	3,816	3,453	71	78
PL	761		739		103
RO	384	489	512	78	75
SI	1,530		1,460		105
SK	638	899	796	71	80
NO	4,501		4,758		95

Flexibility in context

- Labour market flexibility is a broader trend in Europe
- Example: Part-time work

