

### European CSR news for the postal sector



#### A new social impetus for Europe



Since 1 November, a new Commission is steering the European Union. Mr. Juncker appears to be a President who wants to give the EU a “Triple A” social rating. He is seeking to go back to Europe’s fundamental roots and take up once again the 1957 European Community’s founding fathers’ spirit that once balanced the social and economic spheres at the heart of Europe’s development. Therefore, the European Commission’s new President is committed to working as hard on both social and economic development.

The President who wants to be the “Social Dialogue President” will rely on two Commissioners, Marianne Thyssen and Valdis Dombrovskis (c.f. article p. 2). They will be responsible for ensuring that reforms required by the Member States and efforts made by the people are socially acceptable. Reconciling the citizen with the European project is the new European Commission’s number one priority, which has been qualified as “Europe’s last chance”.

Given the current context, addressing the issue of 25 million unemployed Europeans demands urgent attention. However, the new Commission will not stray from the public deficit reduction model. Rules over debt reduction and political austerity will not be relaxed. They will nevertheless be accompanied by a growth programme including an investment plan of more than €300 billion coming from both public and private funds spread over three years.

This money will be used to finance infrastructure projects and to prepare the EU for the challenges of new technological advances, the green economy, and employment transition. This investment programme will in particular focus on energy transition within the framework of the climate agreement concluded by the 28 European leaders (c.f. article p.2).



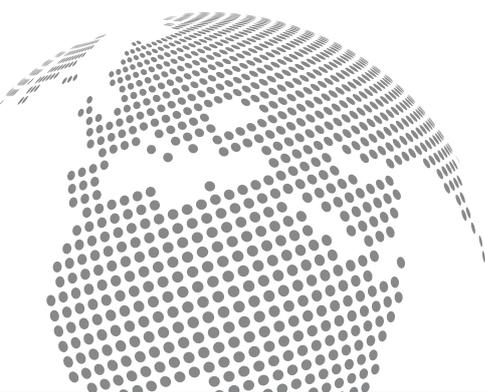
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## Post & you

and the PostEurop circle  
wish you a great year 2015



# EU & you



## The social team for the "last chance" European Commission

**Number one priority: employment, growth and investment.** Jyrki Katainen, former Prime Minister of Finland, is the Vice-President in charge of Employment, Growth, Investment and Competitiveness. He is responsible for designing the €300 billion investment plan promised by President Juncker (c.f. first page). He will work on this with another Vice-President, the former Prime Minister of Latvia, Valdis Dombrovskis who is in charge of the Euro and Social Dialogue.

**Reforms, certainly, but socially acceptable ones.** Both Vice-Presidents have to push through measures aimed at guaranteeing that coordinating economic policies results in a rise in competitiveness and translates into real jobs. The former French Finance Minister, Pierre Moscovici and the Flemish Christian Democrat Marianne Thyssen (Commissioner for Economic Affairs and for Social Affairs, respectively) are attached to the two Vice-Presidents. Significantly,

they have to ensure that reforms demanded by Brussels do not put the general population into great difficulties.

**Still more reforms but with social dialogue.** Pairing economic governance with social

the European level, the social partners will be involved in the diagnosis of the economic situation, which will then serve as the framework within which reforms will be developed. At the national level the social partners will be consulted on proposed reform recommendations as designed by the European executive.

**Another priority: the Energy Union.**

One of the Juncker Commission's priorities will be to reduce energy dependence and lead an ambitious policy against global warming. This priority is entrusted to Vice-President Maros Šefcovic, former Slovakian Vice-President in the Barroso Commission. He will lead the energy team to which the former Spanish Minister for Agriculture, Miguel Arias Cañete, the newly designated Commissioner for Climate and Energy is attached. Similarly attached is the new Commissioner for Environment, maritime and fishing affairs, the Maltese Karmenu Vella.



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## A climate agreement that sets the standard for the rest of the planet

**F**or several years, the EU has attempted to take a leading role in international climate negotiations. The next key date is December 2015 in Paris\*. At stake for the Heads of State and the European governments was the agreement on a set of common objectives for the future European policy to combat global warming. The objectives would be ambitious enough to raise standards for the upcoming climate negotiations. "Job done" – an agreement was concluded

at the 23-24 October Council meeting, during which the European leaders fixed three targets for 2030. They agreed that greenhouse gas emissions should be reduced (vis-à-vis 1990) by at least 40%. At least 27% of the energy savings should also be realized by 2030. Renewable energy sources in the "energy mix" should reach at least 27% by the same date. These targets replace the so-called "3 by 20" (20% for each of the targets) negotiated in 2009, which had a horizon of 2020. This

"action framework as regards climate and energy for 2030" still has to be approved by the European Parliament.

*"The United Nations Climate Change Conference, COP21, will be held in Paris, France, from 30 November to 11 December 2015."*





## European Posts



### PostEurop CSR "Coups de Cœur"

During the PostEurop Plenary Assembly in San Marino on 24 September, the first "CSR Coups de Cœur" were awarded in three areas: Environment, Employee and Society. These practices were selected among the 55 best practices of the second edition of the Brochure of CSR good practices, which was presented during the Plenary. The "Coups de Cœur" was an opportunity to further highlight the central role of the postal sector in Corporate Social Responsibility.

The Environment "Coup de Cœur" went to bpost for their "Eco-Driving Challenge" which enables to engage employees in applying a sustainable driving behaviour. The award of the Employee category went to the breast cancer prevention campaign of Česká Pošta, which encourages female employees to perform regular check-ups and mammographies. Finally, Royal Mail received the award for the Society category for their programme which promotes the participation of younger employees in collecting money for their charity fund of the year.



*"It is highly important to recognize such a campaign as it has already saved two lives, thanks to early diagnosis."*

*Marta Horakova - Česká Pošta*

*"We expect that all bpost employees will promote eco-driving, each and every day, and encourage their colleagues to join the efforts in order to drive responsibly."*

*Koen Van Gerven - CEO bpost.*

*"Youngsters of the company are deeply involved in this graduate fundraising challenge and even "sponged their managers"; they have raised around £150,000 for Prostate Cancer UK."*

*David Pilkington - Royal Mail*



### Salary changes in Posten Norge AS

General negotiations at Posten Norge AS last spring saw 3 million crowns (€355,015) given over to local negotiations. Demands for higher salaries dominate, as did demands for more days off and changes to pension contributions. The agreement attributes a general rise in salaries from 1 April 2014 of 10,700 crowns (€1,256.60) in gross annual salary up to a maximum amount of 491,500 crowns (€58,137) and a rise of 2.2% for salaries in excess of this. The agreement also attributes 3 million crowns to individual

salary rises and adjustments, with the split having just been finalized.

The Postkom union (Norwegian Union for Post and Telecommunications) is satisfied with the negotiations but the upcoming months promise to be unsettling as the government has just presented its project to liberalise the postal sector, which runs contrary to the union's opinion.



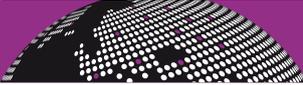
### PostEurop CO<sub>2</sub> emission Communication

According to the Cooperation Agreement signed between IPC and PostEurop, and with the participation of the UPU, PostEurop has published the CO<sub>2</sub> emissions consolidated 2012 data for PostEurop members. The total emissions of the 39 participants for the report of the calendar year 2012 are 4871 500 tonnes of CO<sub>2</sub>. The information relates to three scopes covering direct, indirect and subcontracted emissions for common postal activities for all operators, which includes mail, parcel, post offices and financial activities at a domestic level.



### Poste Italiane to use e-recruitment to face the Christmas rush

In order to best tackle the rush which comes with the end of year festivities, Poste Italiane will recruit 1,452 people across the country, using e-recruitment only. Those interested in applying for one of these temporary contracts for a duration of two or three months, are invited to visit the company website, which contains a special section for online recruitment. Once they have registered, the applicants can send their CV. If their profile fits the requirements for one of the 1,246 postman positions or the 206 sorting office jobs, they will be sent an online aptitude test, devised by SHL, an Italian company specialising in talent assessment. Those successful in the online test will advance to the final stage of the selection process.



## News from member States



### New outlook for the Danish trade unions

The 2015 finance law raises to 6,000 crowns (nearly €806) the amount by which income tax can be deducted for contributions made to a trade union. This new level will allow most unionized workers to fully deduct their union contributions. The previous government had reduced the tax deductible amount to 3,000 crowns, a move thought to have been motivated by a desire to accelerate the trend started in the 2000s of unionized workers moving from traditional unions to “yellow” unions.

“Yellow” unions hardly existed in the 1990’s but prospered afterwards when the traditional unions lost their monopoly control over unemployment insurance programs. It was from then that these new organizations sought to offer members reduced membership’s fees and access to low cost unemployment insurance benefits and other benefits in situations where employees were in conflict with employers.

The membership fees offered were lower because these organizations did not ask to be social partners and consequently did not have to incur the costs related to collective bargaining. The large union confederations hope that this measure will help stop the membership hemorrhage they are currently experiencing.



### Croatia’s labour law reform

The new law allows for the extension of work time to 50 hours per week and even up to 60 hours if allowed by a collective agreement. The organization of these working hours has also been made more flexible so that employers can spread the time in an irregular way for one year only should the needs of the business arise. In addition, temporary incapacity for work such as paid leave time can no longer suspend the notice of termination given for dismissals, which itself cannot exceed 6 months. This is an important move forward for employers who criticized abuses over sick leave so as to delay the effective end of an employment contract.

Separately, compensation payments attributed by a judge in cases of unfair dismissal cannot be less than 3 months’ pay and not be greater than 8 month pay versus 18 months previously. Finally, temporary work agencies can now place workers for an uninterrupted 3-year period (versus 1 year previously) for the same position in the same company.



### More efficient employment policies in Spain

In Spain, autonomous communities manage their own employment policies. It is precisely this decentralized approach that the Government, via its “Employment activation strategy for 2014-2016”, is trying to coordinate within this new framework that it is currently implementing. The strategy sets out the objectives and the action priorities and also lays down a basis for principles and minimum services whilst at the same time leaving the regions free to develop their own instruments.

The objectives of the strategy for 2014-2016 are improvement in youth employability and reinsertion into the workforce of the most vulnerable groups such as the long-term unemployed and those over 55. Another government objective is to increase the efficiency of employment services and to guarantee permanent monitoring of both the services being offered and the results of the regions’ own policies. Control mechanisms and justification for fund usage are bolstered. In fact, the success of each regions initiative will be monitored and their results on the ground will determine how funds will be distributed the following year. From 2015, 60% of funds supporting employment will be transferred to the regions based upon objectives achieved the previous year.

## AGENDA

- **27, 28, 29 January 2015:** Multilateral visit of the Stress Management Leonardo Da Vinci Project in Bern
- **2 February 2015:** European Social Dialogue Committee meeting
- **March 2015:** PostEurop Management Board

