

## European CSR news for the postal sector



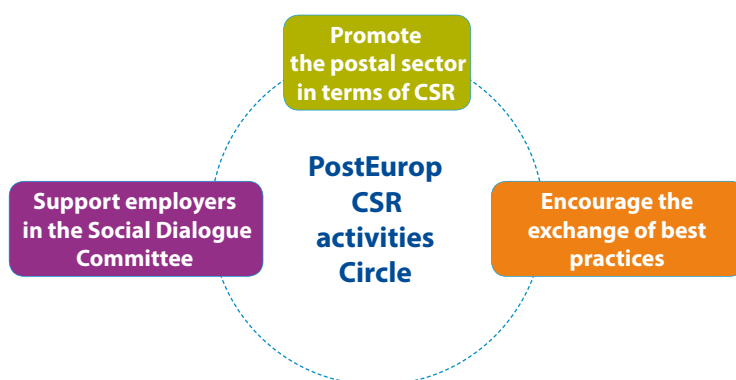
### PostEurop committed to create a dynamic Corporate Social Responsibility

PostEurop has made the choice to engage in Corporate Social Responsibility since 2006. Today, the publication of the third annual CSR Brochure of good practices has produced again a high-level of contributions from all members highlighting the sector's dynamism in CSR. The 48 practices collected this year show that CSR is a major preoccupation for postal operators throughout Europe.

This strong commitment from the postal sector through the CSR circle supports three main objectives:

- In a framework of continuous and rapid transformation, it is key to promote the innovativeness and modernity of the sector in the field of CSR towards both internal and external stakeholders,
- Employers should promote their capability of conducting a socially responsible adaptation through the European social dialogue which is a legal obligation,
- The continuous exchange of best practices between PostEurop Members enable to create a dynamic to develop always more innovative CSR solutions in the postal sector.

These objectives are levers to ensure the sustainable development of the sector and support growth opportunities.



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### Key figures

- Total of **146 CSR good practices from 31 PostEurop Members** collected and published in the 2013, 2014 and 2015 CSR Brochures
- **7 CSR Post & You newsletters** to ensure a regular update of the social and CSR initiatives at the EU level
- **23 projects** funded by the European Commission
- **9 Joint Declarations** signed among the European social partners of the sector





## EU & you



### Stress management project, final conference

The final conference of the Leonardo Da Vinci project "Training partnership for stress management in posts" took place on 26 June in Paris. It was a new opportunity to share the results of the project regarding the main stress factors identified by the project partners and to share training best practices.

Some of the main stress factors identified are time pressure and workload, uncertainty of the future, organisational injustice or work-life imbalance. The lack of participation in decision making and the lack of general appreciation were also identified. To deal with those stress factors 14 training best practices for the middle management have been shared all along the project.

For instance the "I feel good" campaign from Swiss Post which aims to maintain and promote the performance of its

employees, by increasing their knowledge and competence to act as regards mental health.

Likewise, the Hellenic Post training to help their middle management identify stress, detect warning indications, interpret, assess and deal with those situations.

In addition, La Poste France presented its new prevention and treatment protocol for sexual harassment and mobbing as well as the training associated to this programme to facilitate the detection of moral or sexual harassment and to be aware of its consequences.

The conference was also an opportunity to exchange information on stress management with other sectors thanks to the participation of the EU-OSHA, Edenred, Crossknowledge or D-Sides.



### The EU challenge to better legislate

The European Commission's programme for "Better Regulation" is seeking to reassure Eurosceptics and win the support of civil society by improving the legislative process' transparency.

To start with, the Commission will review its procedure for developing EU legislation. Currently all draft legislation undergoes a prior impact assessment by a European Commission staff with respect to the potential economic, social and environmental effects. These evaluations have been criticised for being too general and only an exercise in style. In the future, an examination committee of six members -three from the European administration and three experts- will assess the relevance of continuing legal initiatives. Then NGOs, trade unions and company representatives may provide recommendations, but the final decision remains in the hands of the European Commission, and in particular in those of its first Vice-President, Frans Timmermans, as guarantor of the process.

#### A democratic REFIT

The Commission is also seeking to lend more democratic legitimacy to the REFIT (regulatory fitness and performance programme) procedure, which aims to assess existing legislation with a view to simplifying laws or doing away with laws deemed useless. In response to general criticism about arbitrary decision making, a platform of stakeholders made up of 28 representatives from the Member States and around 20 representatives from civil society (NGOs, trade unions, company representatives) will be established to make concrete proposals to reform existing laws.



### A system of core social rights to benefit European citizens

The European Commission intends to develop a set of basic minimum rights in terms of social protection "so as to avoid a race to the bottom" and "so as to improve social convergence". The idea is that European citizens believe that European integration means more than just social dumping.

Continuing with its goal to reconcile the European citizen with the European Project, the Commission will work to design a set of social protection minimum standards in order to bolster the social

dimension of European economic integration. The Commissioner in charge of Employment and Social Affairs, Marianne Thyssen, gave examples such as the definition of a minimum level of unemployment benefit, a minimum salary, access to basic health care, etc.

However, no legislation will be forthcoming given existing limits to the EU's legal competency. The objective is to have coordination policies allowing faster social convergence so that Europe's citizens will also receive the benefits of European integration.





## European Posts



### Agreement at Deutsche Post DHL Group

On 5 July, the trade union Verdi and Deutsche Post DHL Group (DPDHL Group) reached a comprehensive collective agreement for the 140,000 German employees of the company. "What has been a tough and lengthy dispute is now over," stressed the head of Post – e-commerce – Parcel.

As a result of the negotiations employee protection against compulsory redundancies valid until 31 December 2015, will be extended by a further four years till 31 December 2019. Assurances have also been given that the already existing parcel

delivery staff will be kept under the legal roof of Deutsche Post AG. The current 38.5 weekly working hours will not be changed. The 140,000 employees will also get a multi-stage pay rise. On 1 October 2015 they will receive a €400 bonus. On 1 October 2016 they will get a 2% pay rise and another 1.7% rise on 1 October 2017. The collective agreement will expire on 31 January 2018 after a period of 32 months.

The discussions on the newly founded 49 regional DHL parcel delivery companies are now at an end: they will keep the legal form they had when they were founded.



### Poste Italiane sponsors an international environment meeting

The International Meeting "Environmental justice and climate change" took place in Rome on 11-12 September in view of the Conference on Climate, to be held in Paris in December. High level representatives of the Catholic Church, experts and leaders involved in the on-going international negotiations, as well as the Special Envoy of the French President for Protecting the Planet Nicolas Hulot joined the event as speakers.

Francesco Caio, Poste Italiane's CEO, delivered a speech on the last day of the Conference, presenting the key points of the 2020 company Business Plan which matches environmental protection with social inclusion and digital innovation. He pointed out that Poste Italiane's green strategy takes up Holy Father Pope Francis' Encyclical on Environment, being at the same time in line with UN directions. "A new sustainable economy model – Mr. Caio said - commits companies to face the challenge of climate change, poverty and inequality, by re-orienting their own business models and turning these threats into opportunities. A responsible company defines its business strategies also undertaking voluntarily issues such as quality of work, workers health care, respect for the environment and the pursuit of greater equity and social inclusion."

At the end of the meeting the Holy Father Pope Francis welcomed during his audience several Poste Italiane representatives of all levels. On this occasion Pope Francis was gifted the postmen's eco-friendly bike.



### Pay rise at Österreichische Post AG

On 18 June, Österreichische Post AG and representatives of the GPF Post and Telecommunications union agreed on an average salary increase of 2.2% including a guaranteed monthly minimum rise of

€40. For the lowest wages, this minimum guarantee is equal to a 3.4% rise. Bonuses and night-time pay will rise by 2.2%. The agreement covers the period from 1 July 2015 to 30 June 2016.

### PostEurop external interventions about CSR

- PostEurop participated to the automotive sector meeting "Joining forces to tackle the road transport CO<sub>2</sub> challenge" on 5 May organised by ACEA (European Automobile Manufacturers' Association) to share the eco-driving best practices of the postal sector
- Participation to the Workshop "Building a sustainable future" on 18 June organised by whatnext4u?
- Contribution to the book *Reinventing the Post, Building a Sustainable Future*, by Derek Osborn postal expert, with the article entitled "When the postal sector leads the way in CSR across Europe"
- Speaker at Confrontations Europe workshop "Jobs at the digital age" on 9 July





## News from member States



### Britain's new government to reform the right to strike

The Trade Union bill was a key part of Prime Minister, David Cameron's election manifesto. Presented to Parliament on 15 July, the bill seeks to tighten the voting conditions required before strike action can take place in the UK.

For a ballot to be valid it will need a 50% turnout. In designated essential services (health, education, transport, fire fighters, nuclear energy and border control) a second threshold will also operate, whereby 40% of the electoral body must vote in favour of the strike action.

Strike mandates will only be valid for four months and companies will be allowed to make use of agency workers to replace the strikers.

**A 50% minimum of participation for a strike ballot to be valid in the UK.**



### Estonia's social partners take up tripartite agreements

In May 2015, following a break during the country's financial crisis, Estonia's social partners concluded an agreement with the State for a new social pact to run for the period 2015-2016. The pact includes amendments to the law on industrial relations, revisions to the provision on partial unemployment and measures to promote part-time work. In addition, the pact seeks to create a compensation fund for those laid off on economic grounds and also to assess the current employment policy. A provision to promote training for employees and unemployed will be put in place. Future pay rises will take into account both the inflation rate and the productivity rate of the sector involved. Finally, public sector pay rises will not be higher than those in the private sector.



### More flexibility for Dutch workers

In April 2015, an amendment to the law on working time was adopted. It recognises the right for employees with at least 26 weeks of seniority to request a change in their working time, in the way it is being distributed, and where they carry out their work. A minimum of two-month notice is required before any changes are implemented and employers must reply within a month of the date for which the requested arrangements are scheduled.



### Changes to legislation on fixed term contracts in Poland

Polish law on fixed term employment contracts has been deemed not in compliance with Community law because it does not offer sufficient protection to workers employed on this kind of contracts. A new law aimed at remedying this was adopted this summer. It limits the maximum length of fixed term contract to 33 months and the maximum number of successive fixed term contracts workers to three. Apart from specific cases, should the new provisions be violated, then workers will be considered as being employed on regular permanent employment contracts. The new legislation also provides for a specific type of fixed term employment contract to be used when assessing new hires' qualifications.

## AGENDA

- **October 14, 2015:**  
2015 PostEurop CSR Coups de Cœur at the annual Plenary, Cyprus
- **November 17 & 18, 2015:**  
European Social Dialogue Committee training seminar on new services, Brussels
- **December 10, 2015:**  
Management Board meeting of PostEurop, Brussels

