



Cultural diversity barometer PostNL

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CBS / PostNL - 2021



Concepts

Individual with a migration background – Individual who has at least one parent that was born abroad. A distinction is made between individuals who themselves were born abroad (the first generation) and individuals who were born in the Netherlands (the second generation). In addition, a distinction is made between individuals with a western migration background and individuals with a non-western migration background.

Individual with a Dutch background – Individual who has two parents that were born in the Netherlands, regardless of the country of birth of the specific individual.

Individual with a non-western migration background – Individual with a migration background from one of the countries in Africa, Latin America and Asia (excluding Indonesia and Japan) or Turkey.

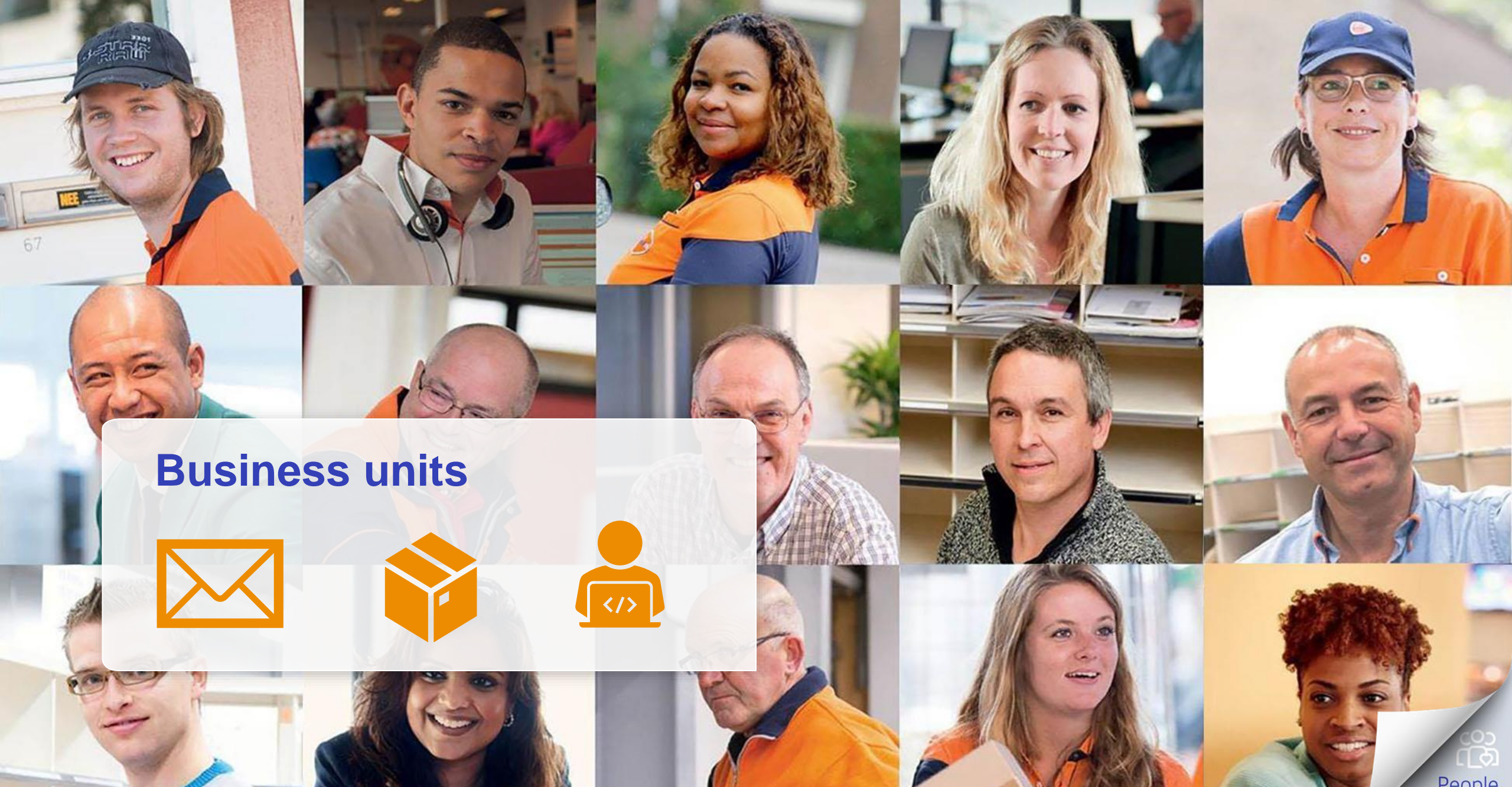
Based on their socio-economic and socio-cultural position, individuals with a migration background from Indonesia and Japan are included in the Western migration background. These individuals are mainly people born in the former Dutch East Indies and employees of Japanese companies and their families.

Individual with a western migration background – Individual with a migration background from one of the countries in Europe (excluding Turkey), North America, Oceania, Indonesia and Japan.

Based on their socio-economic and socio-cultural position, individuals with a migration background from Indonesia and Japan are included in the western migration background. These individuals are mainly people born in the former Dutch East Indies and employees of Japanese companies and their families.

Employee - Employee that PostNL Nederland includes in the population of this study.



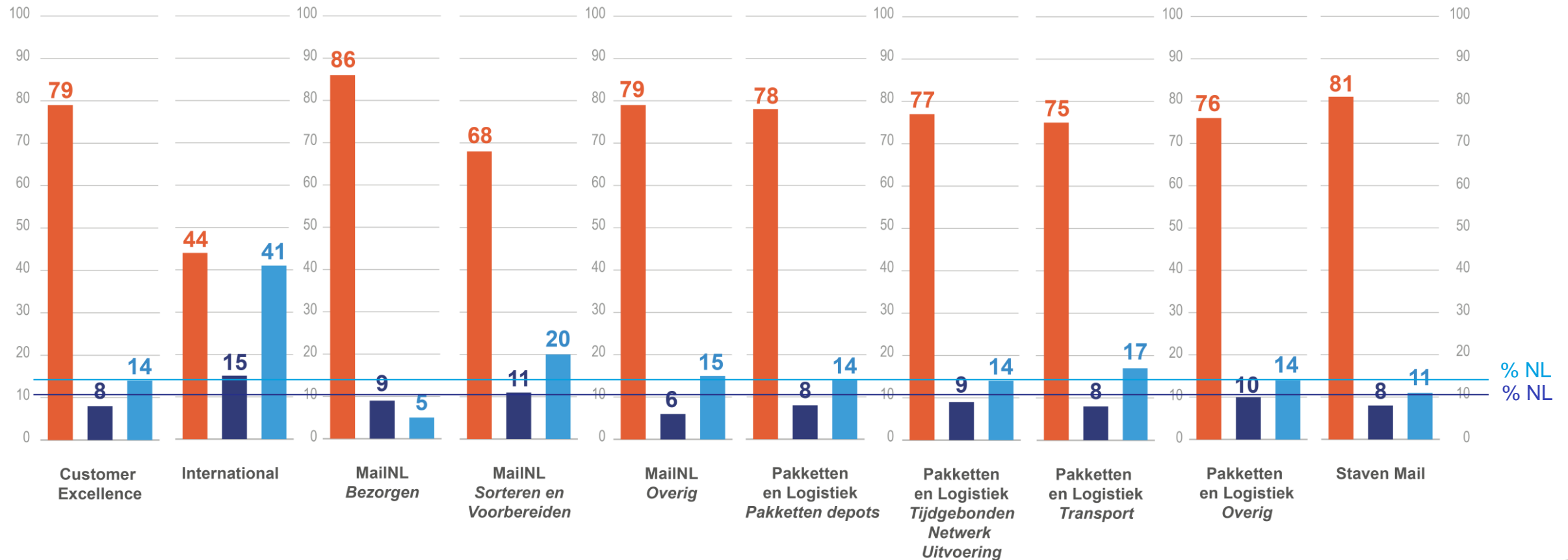


Cultural diversity by business unit / Percentages of employees PostNL

● Dutch migration background

● Western migration background

● Non-western migration background



Bron: CBS febr. 2021



Age and gender

CO3
16-67

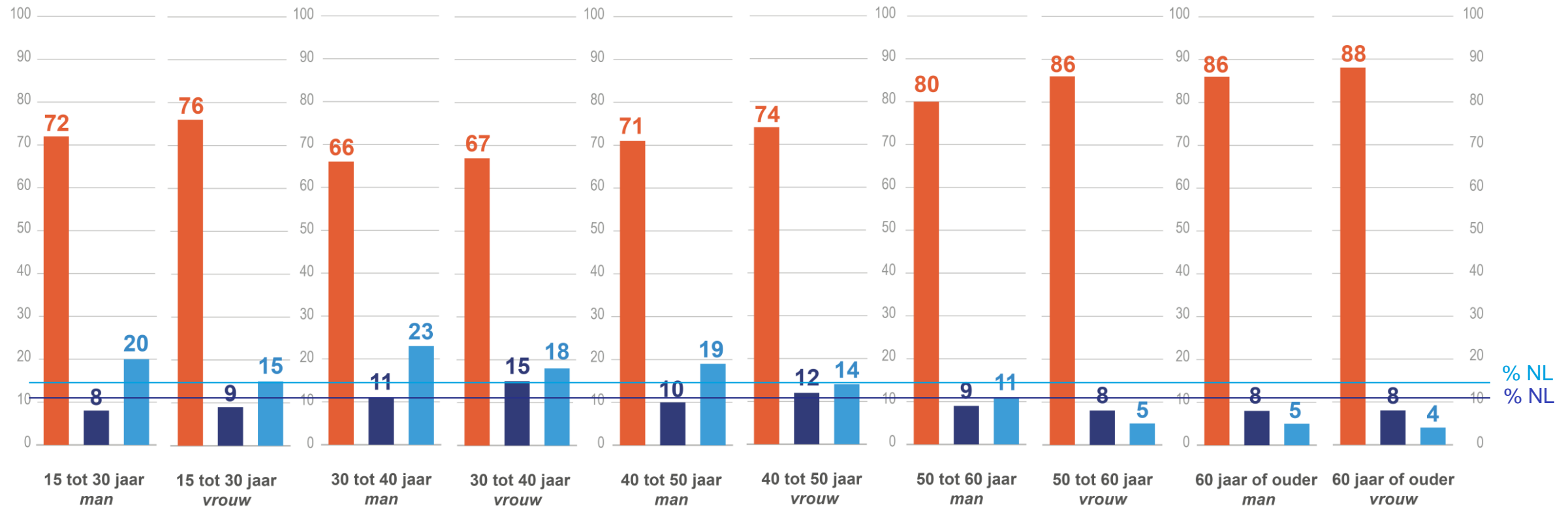


Cultural diversity by age and gender / Percentages of employees PostNL

● Dutch migration background

● Western migration background

● Non-western migration background



Bron: CBS febr. 2021