



POSTAL MARKET THE NETHERLANDS FORMS OF EMPLOYMENT

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SOCIAL PARTNERS MAIL DELIVERY



–Trade unions:

- FNV
- BVPP
- CNV
- VHP2 (middle management)

– Employers:

- PostNL
- WPN – employers organisation representing new entrants, dominated by Sandd

PARCELS / PACKAGE DELIVERY



- Falls under professional road and transport sector;
- Employers' organisations TLN and EVO
- Trade Unions: FNV, CNV Unie
- However: market leader here also Post NL (own CBA with FNV, CNV, BVPP and VHP2)

CBA'S POSTAL SECTOR



PostNL

- CBA PostNL: 15.000 (70% full timers/30% part timers)
- CBA Mail deliverers: 25.000 part timers (8-12 hours a week) deliverers (at minimum wage, plus pension arrangement)
- CBA saturday deliverers: 1000 part time deliverers (phased out)

WLN (Sandd and other, mostly local operators)

- CBA new postal companies with yellow union: 25.000 parttimers; between 25% and 50% on labour contracts (legal minimum wage), >50% self employed (payment/piece)

COMPETITION MAIL DELIVERY



- Liberalisation of postal market combined with decreasing volumes in mail delivery;
- Fierce competition on price (ongoing)
- Business-model new companies:
 - Self-employed part-time deliverers with payment per piece/address.
Part time jobs for students, housewives and pensioners
 - 2 days a week delivery, most profitabele parts of the market (large bulkmail customers).

BRIEF HISTORY: EMPLOYMENT MAIL



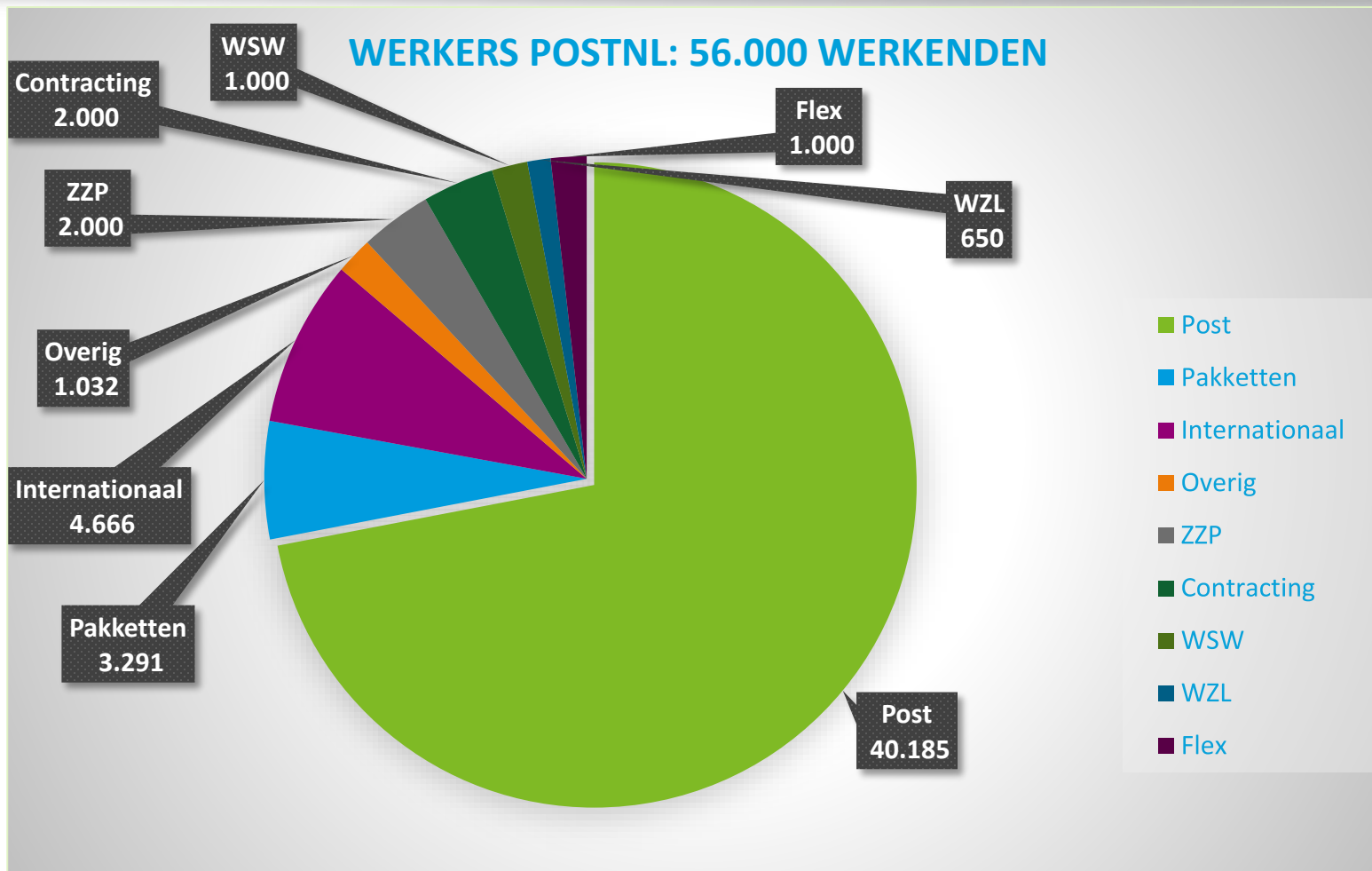
- number of traditional fulltime postmen at PostNL:
 - 2005: 20.000
 - 2011: 8.600
 - 2013: 5.600
 - 2016: 3.000
- number of part time deliverers at PostNL (av. 12 hours a week):
 - 2005: 6000
 - 2011: 14.100
 - 2013: 23.000
 - 2016: 25.000
- number of part time deliverers at Sandd:
 - 2016: 20.000 (20% employed/80% self employed: estimated)
- number of part-time delivers at others operators
 - 3.000 (estimate, mostly at 'WSW'-companies with labour contract)

COMPETITION PACKAGE DELIVERY



- Growing market (internet shopping)
- A lot of companies fighting for their share of the market;
- Competition on labour costs

POSTNL TOTAL VIEW



NEW FORMS OF EMPLOYMENT

- ZZP = Self Employed, 1000 fte, in mail delivery, but mostly package delivery
- WSW = social working place (disabled)
- Contracting: whole lines of e.g. sorting mail are managed by other companies;
- WZL = working without wage, this are people on social welfare who work for free (obligation from local government)

CHALLENGES FOR TRADE UNIONS



- Hard to organise new mail deliverers:
 - Very small contracts (average 12 hours a week)
 - Little possibilities for contact (no office or gathering place)
 - Diverse group: pensioners, students, house wives, people with more jobs
- Hard to organise self employed:
 - Diverse group;
 - Part sees themselves as entrepreneurs: not as employees
- Hard to organise solidarity
 - Constant reorganising: people fear for their jobs and their rights
 - Members are mostly older employees with good contracts

STRATEGY FOR TRADE UNIONS



- Focus on 'logistic crossroads':
Sorting centres (mail and packages) & Transport
- New methods: organising and mapping
- Lobby on legislation: stop on flex contracts
- Influence public opinion (social image PostNL)
- Cooperation with other sectors (flex, transport, social welfare, trade) to increase power
- Organising the chain: competition on labour costs also due to low prices from business clients

ACHIEVEMENTS



- Sub contractors are given possibility to get an employment contract;
- All new package deliverers get fixed contracts;
- Raise in payment sub contractors;
- Regulation / agreement working without wage: limited in duration;
- Political pressure on Sandd (by law) to lower percentage of flex workers;

CONCLUSIONS



- The combination of accelerated decline of mail volumes, increased automation and low cost competition is 'killing' for wages and other labour conditions, skill levels and employment levels without additional social regulation measures;
- Enforcement by government necessary;
- Dutch unions in the past have underestimated the effects and consequences of liberalisation in combination with accelerating volume decline.

LESSONS LEARNED



- Keep fighting for decent work, with decent pay at decent terms;
- Introduce competition models either not competing on the final mile delivery or compete on the final mile on equal terms and conditions to avoid “race to the bottom”;
- Organise the new workers;
- Concentrate on social agreements/programs helping workers from “work to work” and starting it sooner than later.

QUESTIONS?

