

SDC-“MOBILISING SOCIAL PARTNERS IN A NEW CONTEXT”

FINAL CONFERENCE

BUCAREST, 24-25 MAY

2016



FIRST PART

ACTIVITY DECLINE:
CAUSES

CAUSES FOR AN ACTIVITY DECREASE

1. LIBERALIZATION

2. IMPACT OF NEW TECHNOLOGIES

3. FINANCIAL CRISIS

LIBERALIZATION

- Spanish Postal market liberalized in 1964
- European Directives (1997, 2002, 2008) transposed into Spanish legislation in the postal laws 1998 and 2010 respectively.
- Spanish postal public company economic downturn against almost 2000 private operators, no diversification.

NEW TECHNOLOGIES IMPACT

- Changes in the production processes because of digitalization (consequences in employment)
- E-substitution impact: electronic invoice law. CCOO amendment in the Parliament.
- Correos, unaware and undiversified, remains in the letter monoculture. CCOO demands diversification.

FINANCIAL CRISIS

- Sharp GDP fall (9% between 2009 and 2014)
- This has impacted in Correos, compounded by Government austerity policies:
 - Breaking off the agreement with Deutsche Bank with no alternative.
 - Avoiding parcel bussiness, not boosting Correos Express.
 - Aproving a brutal e-invoice law in a country with 40% of the population with no access to the internet.

OUTCOME: ACTIVITY DECLINE

- Correos lost a 30% of the activity between 2008 and 2016.
- And more than 15000 jobs.

SECOND PART: THE UNION ACTION BEFORE A RECESSIONARY CLIMATE

- TO AVOID A LABOUR REFORM
- TO REGULATE THE ACCESS TO CORREOS
- TO REGULATE THE PROFESSIONAL PROMOTION AND
THE COMPANIE'S LEAVING

TO AVOID A LABOUR REFORM

- There have been many labour reforms in Spain, imposed by PSOE and PP, all of them responded with Strikes.
- The last strike was the most aggressive.
- CCOO, together with other unions, partly avoided this aggressiveness thank the *ultraactivity* clause.

ACCESS REGULATION

- Mobilization, then employment consolidation in 2016 and 2017.
- Temporary job bourses (no temporary agencies)
- Access throughout a competition

REGULATION IN MOBILITY AND PROMOTION

- Mandatory mobility and staff adjustments are regulated
- Contest for relocating and local adjustment
- Internal promotion for civil servants
- Contest for middle management (merits + training+ profile)

LEAVING REGULATION

- Staff at 65-67, civil servants at 60 (if 35 service years).
- Interministerial mobility
- Paid extended leaves for civil servants (recent agreement)
- CCOO keeps demanding reduction coefficient and a converging early retirement plan.
- During more than 30 years, we have avoided COLLECTIVE DISMISSALS thanks to negotiation.

**RIGHTS ARE NOT TO INHERIT,
BUT TO CONQUER
AND IF THEY ARE TAKEN AWAY,
WE WIN THEM BACK.**

