



Draft Resolutions – CESI Trade Council Post and Telecoms

Vienna, August 25 2017

1. More fairness must be shown to older workers!

More and more companies, including those in the field of post and telecom, are trying to relieve themselves of older and more expensive workers and their methods are anything but fair. Instead of respecting and honouring the contribution made by colleagues who are the very people who helped to build up companies over the course of decades, such workers are perceived as sickly and costly.

Illnesses are on the rise amongst older workers due to the ever-increasing pressures of work and the wearing away of the musculoskeletal system through carrying tons of goods every day and in all weather conditions.

As a trade council 'Post and Telecom', we are calling for clear legal provisions which make it possible for people across Europe, including in the fields of post and telecommunications, also to be able to reach the beginning of the statutory retirement age feeling healthy and happy.

A small early pension was not and is not the goal of the workers whom we represent. We must mobilise all our resources to fight against poverty in old age.

This is why we are calling on all European institutions not to rob an increasingly elderly European population of its sense of pride.

Even in this globalised world, in which maximising profits is unfortunately the number one goal for many, the weaker, more elderly and those with special needs must not be forgotten in Europe.

European Confederation of Independent Trade Unions

Confédération Européenne des Syndicats Indépendants ★ Confederazione Europea dei Sindacati Indipendenti
Europäische Union unabhängiger Gewerkschaften ★ Confederación Europea de Sindicatos Independientes

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2. More work requires more pay!

For years now, rigorous staff reduction measures have been implemented in the post and telecom sector. Umpteen thousand jobs have been lost in the process. Whilst managers are now pocketing dream salaries for the companies' ever-increasing profits, the people who are being asked to do more every day are having to bear the brunt of higher inflation. All this whilst the shareholders are kept happy with the princely dividends the current interest rate affords them.

Things are going so far that, when companies choose to outsource or take in competitors and/or external companies offering cheap labour, wages are being forced even lower.

It cannot be possible for workers in the European Union who work full-time to be paid so little that they cannot even support *themselves* on what they earn, let alone afford to pay for anything else. The days when just one person working full-time could bring home the bacon for an entire family are long gone. There is no trace of the eco-social market economy which we fought to push through.

Europe must not end up an American social model, in which a person needs several jobs just in order to keep his head above water.

The members of the trade council 'Post and Telecom' also criticise the fact that the quality of services is getting worse year on year through a blind push to optimise profit.

The trade council demands that the increased work pressure is fully compensated and that a large share of the profit should benefit those who, in the final analysis, have helped to generate it.

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3. No employee should lose out due to digitisation!

Digitisation has already made a sizeable impact on our past and will continue to make a lasting impression on our future.

The world of work and working conditions, especially the social contacts amongst colleagues, will no longer be akin to the kind of relationships to which we trade unionists have been used over the last few years and even decades.

This is why we must now demand political decisions which ensure that all workers can also benefit from digitisation.

But we can only make a success of this if we try, in line with the social values which we hold dear, to also bring about social justice. We cannot allow the future to be marked by huge divides between the winners, who will be in well-paid jobs, and losers, who are either unemployed, working in precarious work or who have to live off benefits. This will lead directly to a division within our society.

This is why we, the social partners, have the great responsibility now of making it clear to the politicians that laws must be created across Europe which guarantee a just distribution of the available work.

Additionally, it must be guaranteed that profits generated through digitisation be given to the employees.

As the trade council 'Post and Telecom', we are therefore calling emphatically upon those politicians responsible to take political decisions here and now and adopt laws and directives so that those working in jobs which are particularly under threat in the post and telecom sector but also check-out assistants and taxi drivers do not need to fear a digital future. We must not head in the direction of further social dumping.

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4. Anytime, anywhere: For a better work-life-balance and synchronised free time in the age of digitalisation!

Digitalisation has changed and will continue to influence all aspects of our lives, foremost our working habits. Digitalisation creates mobile workers, home offices, flexible working hours, a free choice of a working place and access to e-mails and data from everywhere and at any given time.

At the same time, ensuring a good work-life balance becomes increasingly important to employees as well as for the self-employed. The opportunities created by digitalisation to re-organise and facilitate daily tasks and procedures and to be independent from compulsory attendance at physical places and at specified times can help to better arrange time to be spent with family and friends.

Digitalisation brings opportunities but also risks for EU citizens, like increased pressure to perform and to be available, and prolonged and unsocial working hours such as night and weekend work. In addition, a further individualisation of working hours reduces synchronised free time such as a work-free weekends and Sundays in particular, which is of paramount importance for citizens, their families and their participation and engagement in society.

By signing this resolution, I, as a Member of the European Parliament, a representative of a civil society organisation, trade union, employer organisation, church community or other, therefore commit myself to:

1. support and to take the necessary actions at the EU level to ensure, through the adoption, implementation and the proper application of already enshrined fundamental social rights in policies, that the opportunities provided by digitalisation will promote a better work-life balance;
2. protect workers' health and safety by promoting EU legislation which ensures sustainable and decent working hours, the necessary differentiation between working time and free time, the right to a life after and outside of work and the right to be unavailable;
3. support an EU digital market which balances flexibility and security so that work-life balance is ensured by decent working hours and a reliable right of unavailability;
4. promote synchronised free time and a common weekly day of rest for all EU citizens, which shall in principle be a Sunday, in order to enjoy a full participation in cultural, sports-related, social and religious life, to seek cultural enrichment and spiritual well-being, to engage in volunteering work and association-related activities and to strengthen social cohesion.

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