



UNI Post & Logistics Global Union Questionnaire Highlights



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In preparation for its 3rd World Conference in September 2011, UNI Post & Logistics asked its affiliate unions to complete a survey of issues affecting postal operators, postal workers and their unions. The survey focused on social conditions, gender equality, the effects of competition in the postal market and union administration in what is proving a transformative moment for postal workers the world over. Fifty-eight UNI member unions from forty-eight countries submitted surveys.

The following results should help give UNI P&L unions some insight into the conditions postal workers face in countries other than their own. Perhaps not surprisingly, the data clearly show divergent pay and conditions between North and South, developed and developing countries. Yet the data are perhaps most helpful in showing how the differences in countries in various stages of liberalization.

Wages

A large majority (83%) of unions report that their workers enjoy a minimum wage of some sort, either established by law or as a provision in a collective agreement. Most of these unions are in countries where the minimum wage is established nationally for all workers. Sixteen unions note that there is a minimum wage required via collective agreement.

In countries reporting a minimum wage, the average is US \$926 per month and the median minimum wage is \$506. Switzerland reported the highest minimum wage – roughly \$4500 per month. It has been observed that a country's minimum wage is often insufficient to meet basic living standards and often increases more slowly than cost of living. This study, however, has no control for purchasing power parity or cost of living, so it's not immediately clear if the minimum wage standards contribute sufficiently to a living wage in every instance.

In any event, most postal workers receive pay significantly above the minimum wage in their respective countries. On average among survey respondents, postal wages are 70-80% greater than minimum wage depending on function.

Norwegian postal workers receive the highest pay worldwide, with deliverers, processing workers and retail workers all making more than US \$5000 monthly. The other Scandinavian countries and North America account for the rest of the top five highest paid countries in the postal sector.

Among the three functions listed in the survey, postal retail clerks receive the highest wages on average – US \$ 1622 per month, 75 percent above the average minimum wage. The median wage for retail clerks was US \$1058, more than twice the median middle wage.

Deliverers are paid an average of US \$1570 per month. The median delivery wage among respondents was \$1085 per month.

Processing workers receive the lowest pay on average, \$1540 per monthly with a median monthly wage of \$1043.

The median global wage in the postal sector is US \$1033.

Conditions in the new competitors

Interestingly, several unions reported that wages were higher for workers in new competitors than for those in the incumbent operator in their country. They include Colombia, Egypt, South Africa and Pakistan. In Tunisia and Bulgaria wages in competing firms were relatively comparable to those in the incumbent post.

In Europe, the well-documented effects of liberalization are again supported by this study. Italian, German, Spanish and Swiss unions all report that workers at new competitors earn significantly less pay than those working for the incumbent post office; in certain cases in Spain, a worker in a competitive firm will earn as little as a third as much as someone doing the same work for Correos.

Organizing in a new environment

The survey reaffirms that the global trend toward liberalized postal markets has continued. Of the 58 responding unions, exactly half report that

they operate within a liberalized market and face competition. In addition to lowering average wages, competitive firms create other challenges for workers as well. Competitive firms employ significantly fewer women on average (27 percent) than the incumbent operator (35 percent). New competitors are also likely to be entirely non-union or very poorly organized. Survey respondents report that union density among competitors is just 14 percent compared to 74 percent density in incumbents.

The trend to liberalized markets requires a response by workers and their unions. Although 30 unions report that the postal union is responsible for organizing workers in new competitors, only 18 say they are currently engaged in organizing at new firms. Additionally, eleven unions report the transport union is organizing in competing firms and thirteen report a different union is engaged in those efforts.

Equality and diversity

The survey asked a number of questions about equality in both the workplace and in the union's administration. It also asked unions to identify any special programs in place for youth, handicapped persons and migrant workers.

On a global scale, men's and women's wages are roughly equal in the incumbent postal operators. Women earn on average US \$ 1668 per month; men earn US \$ 1676 per month. Also, as mentioned above, women fill approximately one-third of all positions within the incumbent post.

Not surprisingly, certain countries employ a much larger share of women than others. Eastern Europe leads the way in terms of women's share of the workforce – Bulgaria (74%), Czech Republic (75%), Poland (60%) and Romania (70%) all report particularly large shares of women in the postal workforce. Women hold relatively fewer posts in India (15%), Pakistan (5%), and Nepal (5%). CWU report women hold only 18 percent of positions in Royal Mail, the low watermark for Europe.

In the unions themselves, women hold a similar share of positions. Unions report that an average of 32 percent of their elected officials are women, with 30 percent of top positions (GS, Presidents, Vice Presidents, Heads of Department) going to women. Unions with a greater share of female membership often reflect that trend in their leadership; the Bulgarian and Czech unions elect female officials to more than 70 percent of their top posts. Denmark's HK Post & Kommunikation and Canada's PSAC also elect a disproportionate share of women to leadership positions – 73 percent and 75 percent, respectively.

Several unions reported specific problems women in the postal sector face in their country. Many unions report women commonly face sexual harassment in the workplace and are too often passed over for men for improved positions. The Canadian Union of Postal Workers reports that Canada Post's evaluation system is biased toward men which forces smaller women to work much harder just to keep up to the arbitrary standards.

Perhaps the most common concern for women workers are challenges that arise from staffing policies which place strain on a worker's work-life balance and her family responsibilities. While 37 unions report paid child leave, only 19 unions report the availability of childcare facilities at work.

Perhaps not surprising in light of the unique challenges they face, women postal workers receive support through special groups in fifty out of fifty-eight reporting unions. Most unions (47) also report having special groups for younger members as well. A significantly smaller proportion of unions report special groups for handicapped workers (16 of 58) and migrant workers (12 of 58). All but one (Mauritania) of the unions reporting groups for migrant workers are in Europe.

UNI Post & Logistics would like to thank NALC's Stephen DeMatteo for his work in putting together this analysis.

		Minimum Wage	Av. Men's Wage	% Above Min.	Av. Women's Wage	% Above Min.	Av. Wage New Competitor	% Above Min.	% on incumbent
NECSEU-Postal (Nepal)	NP	150	150	0.0%	150	0.0%			
CGSP POSTE (Belgium)	BE	2102	4800	128.4%	4800	128.4%			
Chunghwa Postal Workers Union (Taiwan)	TW	950	2000	110.5%	2000	110.5%			
Fénapostel (Mauritania)	MR	100					60	-40.0%	
FOECYT (Argentina)	AR	1100	1350	22.7%	1350	22.7%	1200	9.1%	-11.1%
GPF (Austria)	AT	1569							
TUFC (Bulgaria)	BG	198	367	85.2%	366.6	85.2%			
SYNTRAPOST (Burkina Faso)	BF	88	650	638.6%	650	638.6%			
CWU (Ireland)	IE	1647							
SLC-CGIL (Italy)	IT	1875	2301	22.7%	2301	22.7%	1796	-4.2%	-21.9%
POASA (Mauritius)	MU	150							
UPOW (Mauritius) 1	MU	250	600	140.0%	600	140.0%			
UPOW (Mauritius) 2	MU	250	300	20.0%	300	20.0%	350	40.0%	16.7%
OSZPTNS (Czech Republic)	CZ	490							
FNPT - UMT (Maroc)	MA	350	900	157.1%	900	157.1%			
SSA - NIPOST (Nigeria)	NG	115	333	189.1%	333.3	189.1%			
APPDEWU (Pakistan)	PK	50	50	0.0%	60	20.0%	100	100.0%	100.0%
SINDETELCO (Portugal)	PT	850	1565	84.1%	1565	84.1%			
SYTPOSTE (Sénégal)	SN	167	305	82.6%	305	82.6%			
SLFP Poste Belge (Belgique)	BE	2283							
SYNACOM (Cameroun)	CM		250		250				
PSAC (Canada)	CA								
STPC (Colombia)	CO	300	300	0.0%	300	0.0%	350	16.7%	16.7%
SYNAPOSTEL (Côte D'Ivoire)	CI	267							
HSP (Croatia)	HR	680							
PAU (Finland)	FI		3000		3000				
PSZ (Hungary)	HU	522	100	-80.8%	981	87.9%			
JPGU (Japan)	JP		3490		3490				
CWU (Kenya)	KE	217							
POSTKOM (Norway)	NO		5950		5793				
SL NSZZ Solidarnosc (Poland)	PL		995		1090				
FNTPC (Congo republic)	CD	300	800	166.7%	800	166.7%			

SYNDICOM (Switzerland)	CH	4500					4500	0.0%	
F3C-CFDT (France)	FR	1750	3530	101.7%	2990	70.9%			
VER.DI (Germany)	DE						2000		
NALC (USA)	US	1160							
F.S.P.C. (Romania)	RO	226	400	77.0%	400	77.0%			
FGPT - UGTT (Tunisie)	TN	300	400	33.3%	400	33.3%	300	0.0%	-25.0%
SYNACOM (Cameroun)	CM	60	250	316.7%	250	316.7%		-100.0%	-100.0%
General trade union of postal workers (Egypt)	EG	100	350	250.0%	350	250.0%	500	400.0%	42.9%
CWU (UK)	UK	1546							
FSC-CCOO (Spain)	ES	908	1417	56.1%	1417	56.1%	800	-11.9%	-43.5%
Fédération Panhellenic des associations postales (Greece)	GR	1080	1490	38.0%	1490	38.0%			
FO COM (France)	FR	1934	2240	15.8%	2317	19.8%			
PTTF PODKREPA (Bulgaria)	BG	200	400	100.0%	400	100.0%	260	30.0%	-35.0%
FNPO (India)	IN	450	700	55.6%	700	55.6%	100	-77.8%	-85.7%
Korean Postal Workers Union (South Korea)	KR	855	2800	227.5%	2800	227.5%			
CUPW (Canada)	CA		4018		4018				
SCWU (Swaziland)	SZ								
Israel Government Employees + PPT union (Israel)	IL	1146						-100.0%	
FENTECT(Brazil)	BR	1067							
Union of Postal Employees-PA.SY.DY(CYPRUS)	CY	1788	3500	95.7%	3500	95.7%			
HK/Post & Kommunikation (Denmark)	DK	3600	6500	80.6%	5800	61.1%			
SLP-CISL (ITALY)	IT		2295		2295		1350		-41.2%
COWUMA (MALAWI)	MW	100	180	80.0%	180	80.0%			
3F (Denmark)	DK	3530	4362	23.6%	4362	23.6%			
Union of Pos Malaysia Clerical Workers-UPCW (Malaysia)	MY	241							
Sector Postal de la Federation de Servicios (Spain)	ES	908							
Communication Workers Union (South Africa)	SA						1157		

		Employment in incumbent	Women	Union Density	Density in Competitor	Women in Competitors
NECSEU-Postal (Nepal)	NP	30,000	5%	50%	5%	10%
CGSP POSTE (Belgium)	BE	29,897	27%	75%		
Chunghwa Postal Workers Union (Taiwan)	TW	25,700	29%	100%		
Fénapostel (Mauritania)	MR	179	45%	90%	30%	35%
FOECYT (Argentina)	AR	18,500	20%	83%	68%	15%
GPF (Austria)	AT	24,000	35%	70%		
TUFC (Bulgaria)	BG	12,854	74%	80%		
SYNTRAPOST (Burkina Faso)	BF	978	33%	65%		
CWU (Ireland)	IE	10,129		99%	20%	
SLC-CGIL (Italy)	IT	158,000	55%	75%	75%	35%
POASA (Mauritius)	MU	1,100	20%	95%		
UPOW (Mauritius) 1	MU	1,200	50%	100%		
UPOW (Mauritius) 2	MU	1,200	25%	90%		
OSZPTNS (Czech Republic)	CZ	33,800	75%	40%	0%	
FNPT - UMT (Maroc)	MA	8,200	40%	77%	0%	2%
SSA - NIPOST (Nigeria)	NG	9,500	60%	60%		
APPDEWU (Pakistan)	PK	35,000	5%	100%	0%	20%
SINDETELCO (Portugal)	PT	12,473	34%	84%		
SYTPOSTE (Sénégal)	SN	2,300	53%	92%		
SLFP Poste Belge (Belgique)	BE	31,000	35%	90%		
SYNACOM (Cameroun)	CM	2,000	60%	30%	0%	
PSAC (Canada)	CA	60,000	45%	90%		
STPC (Colombia)	CO	3,500	45%	0%		40%
SYNAPOSTEL (Côte D'Ivoire)	CI	905	33%	44%		
HSP (Croatia)	HR	10,500	46%	90%		
PAU (Finland)	FI	22,500	40%	85%		
PSZ (Hungary)	HU	33,739	61%	55%		
JPGU (Japan)	JP	453,000		90%		
CWU (Kenya)	KE	3,478				
POSTKOM (Norway)	NO	25,000	46%	85%		
SL NSZZ Solidarnosc (Poland)	PL	94,000	60%	55%		
FNTPC (Congo republic)	CD	1,399	28%	75%		
SYNDICOM (Switzerland)	CH	42,000	45%	50%	5%	
F3C-CFDT (France)	FR	250,000	50%			
VER.DI (Germany)	DE	180,000	45%	75%	15%	80%
NALC (USA)	US	583,000	40%	85%		
F.S.P.C. (Romania)	RO	35,000	70%	90%		

FGPT - UGTT (Tunisie)	TN	11,000	35%	45%	1%	
SYNACOM (Cameroun)	CM	2,000	60%	30%	0%	40%
General trade union of postal workers (Egypt)	EG	50,000	30%	100%	0%	25%
CWU (UK)	UK	163,000	18%	90%		
FSC-CCOO (Spain)	ES	57,602	47%	75%	15%	20%
Fédération Panhellenic des associations postales (Greece)	GR	10,500	38%	98%		
FO COM (France)	FR	280,000	50%	30%	8%	
PTTF PODKREPA (Bulgaria)	BG	13,000	85%	80%	0%	
FNPO (India)	IN	211,019	15%	FNPO (25%) and NFPE (65%)		
Korean Postal Workers Union (South Korea)	KR	43,000	25%	90%	20%	
CUPW (Canada)	CA			99%		
SCWU (Swaziland)	SZ	238	67%	63%		
Israel Government Employees + PPT union (Israel)	IL					
FENTECT(Brazil)	BR	108,000	22%	70%		
Union of Postal Employees- PA.SY.DY(CYPRUS)	CY	518	35%	80%		
HK/Post & Kommunikation (Denmark)	DK	1,700	75%	89%		
SLP-CISL (ITALY)	IT	152,000	54%	80%	20%	20%
COWUMA (MALAWI)	MW	960	60%	50%	0%	
3F (Denmark)	DK	12,000	40%	80%	10%	10%
Union of Pos Malaysia Clerical Workers- UPCW (Malaysia)	MY	15,714	40%	98%		
Sector Postal de la Federation de Servicios (Spain)	ES	61,819	47%	70%		
Communication Workers Union (South Africa)	SA	17,000	58%	80%		

Women in Unions		<u>How many Union elected officials are female in your Trade Union ?</u>	<u>How many employees are female in your trade Union ?</u>	<u>How many Secretary Generals, Presidents, Vice Presidents and HODs are female in your Trade Union ?</u>	<u>How many female members do you have in your Trade Union ?</u>
Union / Country					
NECSEU-Postal (Nepal)	NP	15%	5%	20%	1%
CGSP POSTE (Belgium)	BE	40%	16%	28%	0%
Chunghwa Postal Workers Union (Taiwan)	TW	28.60%	0.06%	29%	0.08%
Fénapostel (Mauritania)	MR	40%	17%	49%	13%
FOECYT (Argentina)	AR	25%	5%	25%	3%
GPF (Austria)	AT	23.92%	20.11%	81.42%	16.60%
TUFC (Bulgaria)	BG	75%	90%	85%	50%
SYNTRAPOST (Burkina Faso)	BF	27.36%	30.76%	0%	
CWU (Ireland)	IE	22%	25%	42%	25%
SLC-CGIL (Italy)	IT	45%	40%	40%	36%
POASA (Mauritius)	MU	15%		15%	
UPOW (Mauritius) 1	MU		40%	10%	40%
UPOW (Mauritius) 2	MU		38%		38%
OSZPTNS (Czech Republic)	CZ	68%	60%	68%	3%
FNPT - UMT (Maroc)	MA	37%	11%	37%	34%
SSA - NIPOST (Nigeria)	NG	55%	20%		25%
APPDEWU (Pakistan)	PK	5.00%	1%	25%	0.10%
SINDELCO (Portugal)	PT	30%	30%	70%	
SYTPOSTE (Sénégal)	SN	32%	24%	32%	24%
SLFP Poste Belge (Belgique)	BE	5%	10%		38%
SYNACOM (Cameroun)	CM	50%	0%	30%	45%
PSAC (Canada)	CA	75%	70%	75%	70%
STPC (Colombia)	CO	40%	30%	40%	35%
SYNAPOSTEL (Côte D'Ivoire)	CI	19%	50%	3%	33%

HSP (Croatia)	HR	35%	100%	16%	46%
PAU (Finland)	FI	30%	55%	40%	49%
PSZ (Hungary)	HU	55%	70%	80%	67%
JPGU (Japan)	JP				
CWU (Kenya)	KE	24%	33%		40%
POSTKOM (Norway)	NO	50%	100%	50%	48%
SL NSZZ Solidarnosc (Poland)	PL	40%	50%	20%	55%
FNTPC (Congo republic)	CD	0%	35%	0%	0%
SYNDICOM (Switzerland)	CH			40%	
F3C-CFDT (France)	FR				50%
VER.DI (Germany)	DE	45%	50%	40%	43%
NALC (USA)	US	18%	60%		30%
F.S.P.C. (Romania)	RO	30%	70%	40%	70%
FGPT - UGTT (Tunisie)	TN	6%	2%	2%	0%
SYNACOM (Cameroun)	CM	50%	0%	30%	45%
General trade union of postal workers (Egypt)	EG	5%		2%	5%
CWU (UK)	UK		56%	22%	19%
FSC-CCOO (Spain)	ES	40%	40%	30%	52%
Fédération Panhellenic des associations postales (Greece)	GR	26%	75%	23%	37%
FO COM (France)	FR	30%	0%	30%	45%
PTTF PODKREPA (Bulgaria)	BG	65%	50%	30%	85%
FNPO (India)	IN				3%
Korean Postal Workers Union (South Korea)	KR	20%	25%	20%	25%
CUPW (Canada)	CA	28%		3%	43%
SCWU (Swaziland)	SZ	21%	100%	7%	36%
Israel Government Employees + PPT union (Israel)	IL				information not provided
FENTECT(Brazil)	BR			16%	information not provided
Union of Postal Employees-PA.SY.DY(CYPRUS)	CY	16%	35%	0%	33%
HK/Post & Kommunikation (Denmark)	DK	73%	60%	50%	75%
SLP-CISL (ITALY)	IT	13%	54%	0%	20%
COWUMA (MALAWI)	MW	35%	35%	30%	30%
3F (Denmark)	DK	22%		0%	40%
Union of Pos Malaysia Clerical Workers-UPCW (Malaysia)	MY	1%	100%	0%	60%
Sector Postal de la Federation de Servicios (Spain)	ES	40%		45%	46%
Communication Workers Union (South Africa)	SA	10%	50%	10%	48%