Social Dialogue at the Czech Post

The European Social Dialogue Committee for the Postal Sector

First Regional Workshop

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The Czech Post, state-owned enterprise (SOE), and the Trade Union of Employees in Postal, Telecommunication and Newspaper Services
The Czech Post, SOE

- Was created along with the emergence of the independent Czech Republic on 1 January, 1993; the original Czechoslovak Communications company split into Czech and Slovak Post.
- State-owned enterprise operating postal services in the Czech Republic
- With around 30,000 employees, it is the largest Czech company based on the number of employees.
- Its activity is regulated by the Postal Services Act and the Czech Telecommunication Office as a state authority.
- The founder is the Ministry of the Interior of the Czech Republic.
Social Dialogue at the Czech Post

Forms of the Social Dialogue and Cooperation

- Collective bargaining on the conclusion of a Collective Agreement
- Codecision, negotiation, providing information
- Managing the Fund of Cultural and Social Needs (benefits)
- Rights and obligations of both parties to protect employees and to guarantee and control their working conditions
- Collaboration on CSR activities
- Representatives of Trade Unions as elected representatives of employees at the Supervisory Board of the Czech Post
The Czech Post, SOE, considers the trade unions to be important partners, and maintaining a partner social dialogue and social cohesion within the company is a permanent effort of the management.

- Fundamental rights and obligations are included in the Labor Code
- Special Act for Collective Bargaining Purposes
- The plurality of trade unions (8 subjects, a total of 80 basic organizations) and their unbalanced robustness (3 members vs. 7,700 members)
- Some trade unions operate outside the Czech Post, SOE
- Trade unions’ activities materially ensured by the employer
- A special job position is created for the co-ordination of cooperation between trade union partners
Conditions of Social Dialogue at the Czech Post, SOE from the trade unions´point of view

- Social dialogue with the employer is continuous
- We continuously discuss organizational measures and receive information
- In our enterprise - mainly collective bargaining and Corporate Collective Agreement
- The goal is to achieve consensus beyond the applicable laws in key areas
- Working hours, wage growth and payroll system, employment rate, work safety and security, pace and amount of work, length of leave (holidays), insurance, contractual relationships, awareness, use of social fund and others.
- The collective agreements is, by law, negotiated only by the trade unions, but all employees benefit from it.
- All trade unions must act in accord
Where does social dialogue go?

- Currently, an adequate wage level of the national post operator’s employees is needed to be achieved.
- Wages are below the national economy level and well below most EU Member States level.
- It is important to focus the social dialogue within the EU on this area.
- The key to further successful development of the social dialogue at the EU level is the adjustment of wage conditions to the European level.
- The cooperation of all Member States is an absolute necessity for further development.
Trade Union of the Employees in the Postal, Telecommunication and Newspaper Services