

OUR VISION FOR POSTAL SERVICES IN EUROPE






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The review of the postal regulatory framework in the beginning of 2020 will determine the future of postal services in Europe. It is up to the European decision makers to choose what will happen with postal services and how we will use our postal networks in the future.

Postal services, or services of general economic interest, contribute to the overarching principles of economic and social inclusion, regional cohesion and consumer protection and therefore have a political and societal role, otherwise not provided by the market. Postal services serve the basic needs of citizens and therefore, very often, they are not market oriented. **Postal services follow the principles of democracy, non-discrimination, proportionality, affordability and are demand driven.** The postal regulatory framework ensures a certain quality of services for all citizens of the European Union.

Moreover, postal services are still the second biggest employer in most of the EU member states. Postal companies have the reputation of being good employers with good working conditions and decent salaries. Postmen and women are often viewed as reliable and trustworthy active members in our communities.

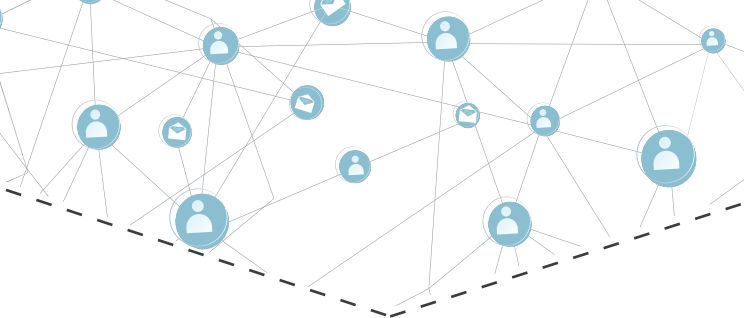


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OUR POST 3.0

INSTEAD OF DESTROYING THE POSTAL NETWORK, UNI EUROPA POST & LOGISTICS PROPOSES NEW USES OF POSTAL SERVICES FOR THE 1.87 MILLION WORKERS AND OUR UNIQUE NETWORK IN THE EUROPEAN UNION. WE CAN START BY BUILDING UPON OUR EXISTING REPUTATION AND QUALITIES.





TIMES HAVE CHANGED...

The postal environment is very different now than it was 15 years ago. In addition to technological developments and changing consumer demands, the introduction of competition in the postal market has put pressure on jobs and terms and conditions of employment for postal workers. Average salaries have decreased, employment levels have fallen, and work-related stress has risen. These changes have been driven by artificially injected competition and a shift towards profit orientation and shareholder structures in a service which was supposed to be public and universal for all citizens. **While postal companies are still the second biggest employers, many postmen and women today are living at minimum-wage levels and often under precarious working conditions.**

The letter market is shrinking by an average of 4.2% per annum in Europe. Big companies and also governments are increasingly moving towards electronic forms of communication. At the same time e-commerce is booming and the role of parcels for citizens but also for our economy is growing. The postal network with its post offices and outlets and 1.87 million workers ensure the daily delivery of letters and parcels to every household in the EU. Dedicated and skilled postal workers have direct contact with European citizens on a daily basis. UNI Europa Post & Logistics wants to harness and leverage this unique characteristic of the postal networks when planning the future of European postal services.

Postal services have played a crucial role in the political and economic development of the EU. Postal services ensure communication, social cohesion and political participation. The European Commission and other stakeholders, however, are currently pushing for a one-sided and unsuitable regulatory response: to reduce the scope and obligations of postal services and to destroy the principle of a universal service and the original mission of general economic interest in all our countries and regions. They propose to leave the decision over minimum services and minimum quality requirements to national governments. This approach not only entails turning away from further European integration but it will also lead to the loss of reliable postal services which are vital to social cohesion and a productive economy..



POST MUST BE INNOVATIVE AND INCLUSIVE



The postal network is unique with access points in the form of post offices and personal contacts with all citizens at minimum 5 days a week. The postal networks can assuredly offer services to the citizens in addition to the delivery of postal items. **Posts have the potential to connect people and citizens and to ensure basic civil and administrative services even in rural areas.**

In Poland, the Post became the biggest private security provider by upskilling postal workers. In France post provides universal financial services guaranteeing all citizens a minimum access to financial services. In Ireland, post provides an electronic platform for local producers, SMEs to sell their products online. Most postal companies have diversified into Logistics either by acquiring existing companies or establishing their own Logistics branches (Le Groupe La Poste with DPD GeoPost, Royal Mail with GLS) and consolidating their market positions. Deutsche Post DHL for example offers supply chain solutions for big customers like Volkswagen. A further example of diversification and alternative use of the network can be found in Denmark, where there is a statutory requirement that citizens and businesses must be able to receive Digital Post from the authorities.

As a network expert, the Danish Post delivers a kind of digital universal service by providing digital mailboxes to all citizens. In Portugal, the post provides electricity and gas metering services whereby the postman and woman report and index the electricity and gas meters of the citizens. Within the EU there are already many examples of non-traditional services provided by the postal network. Let's look at the new services, launch them further and create something new...

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POST MUST BE GREEN AND SUSTAINABLE



The postal network can contribute in reducing emissions by replacing individual traffic in cities. Instead of using private cars to get grocery or bulkier shopping home, it could be delivered centrally by post in modern electric vehicles. Instead of having 5 parcel service providers like UPS, DHL or DPD in your street delivering parcels, the post, like in Austria, could collect them at the border of the city and deliver them in city centres. Many short-distance drives by cars could be done by post in a more sustainable way and reduce in that way individual traffic emissions.

But posts can be even more green: In many countries post is providing recycling services like in Switzerland they collect Nespresso cups or in Singapore electronic trash. In Canada, the post offices are used for providing a network to charge electric vehicles. In Greece, post offices are equipped by solar panels providing and producing green energy. The UPU together with UNI Post&Logistics plan to launch a recycling campaign to inform citizens in the world about correct recycling via post offices. **Let's invest in a green network with sustainable solutions and create something new...**

POST MUST BE SOCIAL, RELIABLE AND TRUSTWORTHY!

As an employer but also as a service provider, national posts must remain good employers with decent salaries for the 4.5 million postal workers and their dependent family members in Europe. Traditionally posts have offered full-time employment. Posts must be enabled to limit recourse to part-time employment and precarious working conditions. Recourse to outsourcing and use of self-employed must be limited and negotiated within the social dialogue instances. The postal sector has traditionally exhibited a high degree of social dialogue and cooperation between employers and trade unions. This social cooperation model needs to be strengthened and promoted. Only well-paid, adequately trained workers with job security and future career paths can provide quality services to citizens.

Citizens trust their postmen and women. 90% of citizens choose the post to send their letters and parcels! They believe post is reliable and trustworthy not only to transport their letters and parcels but also for other services as well. For example, in Finland and France the post offers a service to check on elderly people and family members. Having well trained and skilled people working in post makes it easy for them to adapt to new services and tasks. Let's invest in our people and create added value, something new for the citizens...



POST MUST HAVE A PRICE

Our unique network with 1.87 million workers and post offices in almost all EU countries needs secure financing to adapt and be developed further. All the services listed previously can contribute to the sustainable financing of the postal networks. Each national government should support the network and seek to guarantee a sustainable financing basis to ensure social cohesion and appropriate citizen services where needed. Moreover, parcels and letters delivery have a price. Consumers must be able to make an informed choice over which provider to choose if there is competition. Currently this is not the case and the consumer cannot make an informed choice as there are no enforceable rights for receivers and senders hold dominant market positions. Free delivery offers mean that the total cost of the purchase is hidden from the consumers. The growth of e-Commerce and cross-border online sales needs to be leveraged by the postal operators to obtain a secure financing basis for our postal networks. This is part of our vision for the future of post.

Where do we see our postal network and postal workers in 30 years? Will there still be letters? What will be the role of the post 3.0 in the future? You have a responsibility as a political decision maker to work for the good of the people in Europe. Our postal workers are also consumers and citizens. Postal users are part of our society. The postal network can help us to bring the European idea forward. To boost European integration by further inter-connecting people and showcasing that postal unions have a vision and innovative ideas on how to harness the existing postal networks, strengthen them and develop them further.

UNI Europa Post&Logistics can support you in developing these visions for post. WE can bring you in touch with your national postal trade union. Be part of the campaign. Be part of the movement to ensure high quality jobs and services in the EU! Let's be creative and visionary and create something new together...

