



Representativeness of the European social partner organisations:

Postal and courier activities sector

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This study provides information designed to encourage sectoral social dialogue in the postal and courier activities sector. The aim of Eurofound's series of studies on representativeness is to identify the relevant national and supranational social partner organisations in the field of industrial relations in selected sectors. Top-down and bottom-up analyses of the sector in the EU28 covered in the study show that the UNI Europa Post & Logistics and PostEurop are the most important European level social partner organisations in the sector.

Country codes

AT	Austria	FI	Finland	NL	Netherlands
BE	Belgium	FR	France	PL	Poland
BG	Bulgaria	HR	Croatia	RO	Romania
CY	Cyprus	HU	Hungary	SE	Sweden
CZ	Czech Republic	IE	Ireland	SI	Slovenia
DE	Germany	IT	Italy	SK	Slovakia
DK	Denmark	LT	Lithuania	UK	United Kingdom
EE	Estonia	LU	Luxembourg		
EL	Greece	LV	Latvia		
ES	Spain	MT	Malta		

Introduction

The aim of this representativeness study is to identify the relevant national and supranational social actors (that is, the trade unions and employer organisations) in the postal and courier activities sector, and to show how the national actors relate to the sector's European interest associations of labour and business. The impetus for this study, and for similar studies in other sectors, arises from the aim of the European Commission to identify the representative social partner associations to be consulted under the provisions of the [Treaty on the Functioning of the European Union](#) (TFEU) and to be eligible for participation in European sectoral social dialogue committees. The effectiveness of the European social dialogue depends on whether its participants are sufficiently representative in terms of the sector's relevant national actors across the EU Member States.

Overview of the process and methodology

The study followed the methodology described in Eurofound (2015).

Demarcation of the sector

Every sector is demarcated in terms of [Statistical Classification of Economic Activities in the European Community](#) (NACE) (Rev. 2) codes. All existing sectoral social dialogue committees have been demarcated with a NACE code, which defines the scope of economic activities covered by the committee. The NACE code to be applied in each sectoral representativeness study is confirmed by the European Commission after consultation with the social partners.

In this study, the postal and courier activities sector is defined as embracing NACE (Rev. 2) 53.10 and 53.20. This includes the following activities:

- 53.10 Postal activities under universal obligation;
- 53.20 Other postal and courier activities.

Criteria for inclusion in the study

European associations are analysed via the top-down approach if they:

- are on the European Commission's list of interest organisations to be consulted on behalf of the sector under Article 154 TFEU;
- and/or participate in the sector-related European social dialogue.

The Commission may decide to include other EU sector-related organisations in the study, if relevant (for example, a sector-related organisation that has recently requested to be consulted under Article 154 TFEU).

A **national association** is considered to be a relevant sector-related interest association if it meets both criteria A and B:

- A. The association's domain relates to the sector.
- B. The association is either:
 - affiliated to a European level organisation, which is analysed in the study within the top-down approach (independent of their involvement in collective bargaining); or, if not,
 - regularly involved in sector-related collective bargaining.

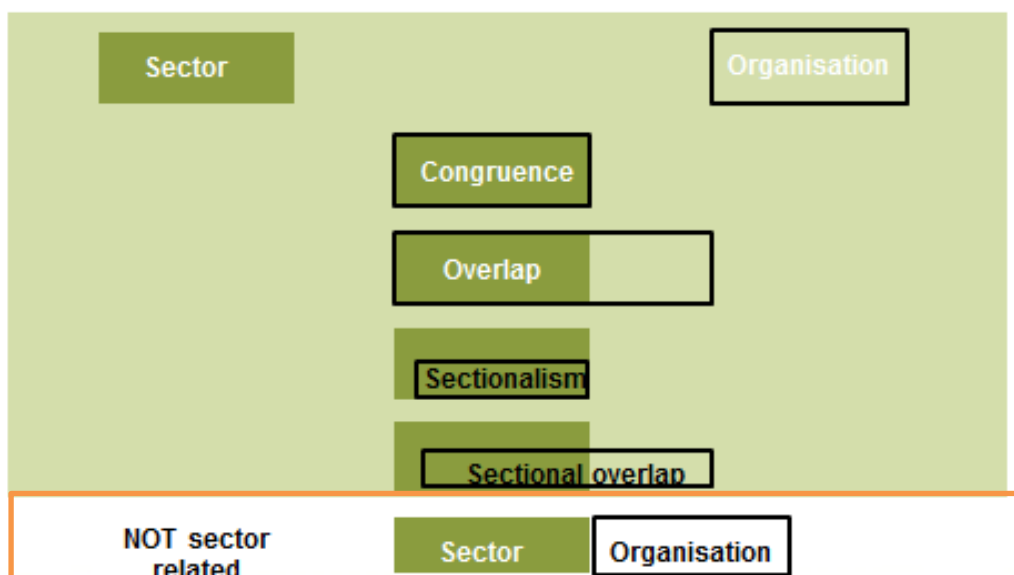
Carrying out the study

The information used in this study was collected by Eurofound's Network of European correspondents in a series of 28 national contributions. The national correspondents, who are all industrial relations experts, are required to gather data on all relevant organisations at national level and to approach them by telephone or email, using standardised questionnaires. While the questionnaires are in English, correspondents can interview or contact the organisation in the relevant national language. The questionnaires completed by the national correspondents.

Determining sector-relatedness

European and national social partners are considered to be ‘sector-related’ if their membership domain relates to the sector in one of the ways shown in Figure 1. Put simply: any organisation organising membership in the sector is deemed to be sector-related.

Figure 1: Sector-relatedness of social partner organisations: four possible domain patterns



Economic and employment characteristics and trends

Economic background

Postal services in the EU have been gradually liberalised since 1997 when the Postal Services Directive ([97/67/EC](#)) opened up about 3% of the regulated national mail services markets to competition. Its amendment by Directive 2002/39/EC and Directive 2008/06/EC led to the progressive liberalisation of the postal sector, with obligatory full market opening in 2010 and for some Member States in 2012 (European Commission, 2015).

The liberalisation process was concerned with ‘national post activities’, that is, the collection, classification, transport and delivery (domestic or international) of postal items. A report on the application of the Postal Services Directive stated that:

Member States are required to provide for the collection and delivery of letters and parcels on at least five working days each week, with a specified quality at all points in their territory. The number of Member States where this frequency requirement is exceeded (i.e. with delivery on six days) is declining.

(European Commission, 2015, p. 4)

However, the liberalisation process is not concerned with ‘courier activities other than national post activities’. These have developed freely and competitively to a large extent outside the public system.

As parcel services were never part of the previously reserved area, competition appears to have developed to a greater extent in the parcel market than in the letter market. ‘Express’ operators such as UPS, DHL, TNT and FedEx as well as courier companies who traditionally focused more on value-added business to business (B2B) services are increasingly developing their business to consumer (B2C) services to take advantage of the growth in e-commerce, and new companies are entering the market.

(European Commission, 2015, p. 7)

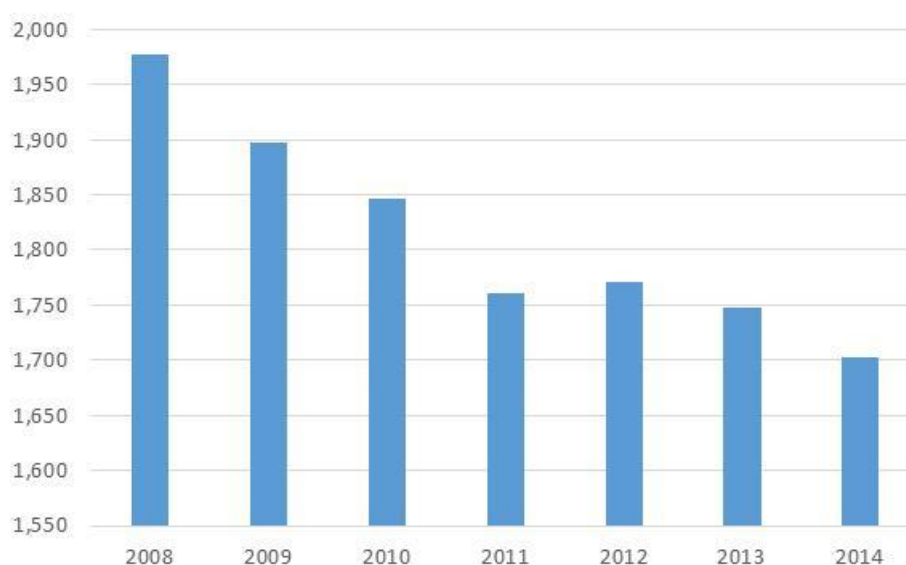
Across the EU28, there were 52,599 postal and courier services enterprises in 2011 (the last year with available figures). These enterprises generated €59 billion of value added according to Eurostat’s Structural Business Statistics database. The sector is dominated by large enterprises (that is, those employing 250 or more people). In 2010, the 342 large enterprises classified in the sector provided 89.9% of the value added and employed 88.2% of the workforce (Eurostat, 2015).

Around 19 out of every 20 enterprises within the EU28’s postal and courier activities sector were classified within other postal and courier activities (Group 53.2). Nevertheless, postal activities under universal service obligation (Group 53.1) was still the largest of the two subsectors with almost three-fifths (58.7%) of the sectoral workforce and nearly two-thirds (64.5%) of the value added generated in 2012. This subsector also recorded higher labour productivity (€36,000 per person employed) in 2012 than that recorded for other postal and courier activities (€28,000 per person employed), although both subsectors recorded labour productivity ratios that were below the averages for the non-financial business economy and transportation and storage services (Eurostat, 2015).

The postal and courier activities sector has been characterised by widespread changes, many of them associated with the full opening of mail markets since 2010–2012 that were previously dominated by national postal monopolies. Further massive changes could be on the way as, in May 2016, the European Commission proposed a so-called ‘comprehensive approach to stimulating cross-border e-commerce’ (European Commission, 2016) that would also apply to suppliers in the sector and including price cuts and obligatory network access. Change is also being driven by technological innovation and the fall in the volumes of letter mail due to changing patterns of communication and the electronic substitution of physical letters resulting from the rise in electronic communication (Dieke et al, 2013).

As a result of these different processes, employment in the postal and courier activities sector has decreased in past years; Figure 2 shows the evolution in annual employment in the EU28 from 2008 to 2014. According to EU-LFS annual data, employment in the postal and courier activities sector fell by 14% between 2008 and 2014. Sectoral employment decreased every year in this period except from 2011 to 2012, when it increased slightly (0.5%). The most pronounced annual drops in employment were recorded in 2009 (4%) and 2011 (4.6%).

Figure 2: Evolution of annual employment in the postal and courier activities sector, EU, 2008–2014 (thousands)



Source: Eurostat, EU-LFS.

Employment characteristics and trends

According to the Eurostat European Labour Force Survey (EU-LFS), the postal and courier activities sector employed 1,698,300 people in 2014, representing around 0.8% of total employment in the European Union. Men make up the majority of employment, accounting for 59% of the total workforce.

Tables 1 and 2 provide a general overview of the development of the sector from 2008 to 2013 (or the closest year with available data).

Table 1 presents figures on total employment (2013), differences in employment from 2008 to 2013 as a percentage of female employment, as a percentage of total employment in the sector (2013) and employees as a percentage of employment in the sector (2013). Table 2 presents figures on companies and differences in companies from 2008 to 2013.

Table 1: Employment in the postal and courier activities sector 2013

	Total employment	Differences in employment 2008-2013 (%)	Female employment as a % of total employment in the sector	Share of employees in employment in the sector (%)	Share of sectoral employment as a % of total employment in the economy	Source	Data
AT	25,643	-12.9	33.0	98.3	0.7	Statistik Austria, Leistungs- und Strukturstatistik ab 2008	NACE 53.1 and 53.2
BE	26,236	na	33.3	100.0	0.1	Bpost	NACE 53.1
BG	17,434	-5.6	63.1	105.7	0.8	National Statistical Institute (NSI)	NACE 53.1 and 53.2
CY	1,345	na	na	na	0.4	Business Register (2013)	NACE 53.1 and 53.2
CZ	48,500	6.8	67.4	99.2	1.0	Czech Statistical Office (ČSÚ), LFS	NACE 53.1 and 53.2
DE	309,000	-13.9	39.8	75.4	0.7	Federal Statistical Office (Destatis), micro census	NACE 53.1 and 53.2
DK	30,311	-2.8	32.7	96.1	1.1	Statistikbanken.dk (RAS300)	NACE 53.1 and 53.2
EE	3,648	-12	na	na	0.8	Statistics Estonia on the basis of annual statistical questionnaire 'EKOMAR'	NACE 53.1 and 53.2
EL	14,127	-29.4	36.2	95.3	0.4	Hellenic Statistical Authority (EL.STAT) (2nd quarter)	NACE 53.1 and 53.2
ES	97,200	-22.3	36.5	94.2	0.6	Spanish LFS	NACE 53.1 and 53.2
FI	20,135	-7.3	na	na	0.8	Statistics Finland: Structural business and financial	NACE 53.1 and 53.2

	Total employment	Differences in employment 2008-2013 (%)	Female employment as a % of total employment in the sector	Share of employees in employment in the sector (%)	Share of sectoral employment as a % of total employment in the economy	Source	Data
						statement statistics Official Statistics of Finland, LFS	
FR	na	na	na	na	na		
HR	12,076	-4.8	46.6	99.7	0.9	Croatian Bureau of Statistics and TEB business information	NACE 53.1 and 53.2
HU	43,800	4.8	57.8	99.3	1.1	Central Statistical Office (KSH)	NACE 53.1 and 53.2
IE	na	na	na	na	na		
IT	161,240	-3.8	na	0.1	0.7	National Institute of Statistics (Istat), National Structural Business Statistics	NACE 53.1 and 53.2
LT	na	na	na	na	na		
LU	1,117	na	9.6	100.0	0.2	General Social Security Inspectorate (IGSS)	NACE 53.1 and 53.2
LV	5,458	-24.9	74.1	99.9	0.0	Central Statistical Bureau of Latvia (CSP) annual survey of enterprises and institutions	NACE 53.1 and 53.2
MT	871	12.4	na	98.7	na	National Statistics Office (NSO)	NACE 53.1 and 53.2
NL	70,000	na	52.2	91.4	0.8	Central Statistical Office (CBS), Statline	NACE 53.1 and 53.2
PL	96,168	-24.0	na	na	0.6	Report on postal services market in 2008 and 2013, Office of Electronic Communication	NACE 53.1 and 53.2

	Total employment	Differences in employment 2008-2013 (%)	Female employment as a % of total employment in the sector	Share of employees in employment in the sector (%)	Share of sectoral employment as a % of total employment in the economy	Source	Data
						s UKE)	
PT*	16,756	-11.2	34.4	99.0	0.4	Censos 2001 and 2011	NACE 53.1 and 53.2
RO	37,723	-14.0	52.2	100.0	0.8	National Institute of Statistics (INSSE)	NACE 53.1 and 53.2
SE	na	na	na	na	na		
SI	6,934	-8.4	35.5	96.1	0.8	Statistical Register of Employment (SRDAP)	NACE 53.1 and 53.2
SK	21,700	0.0	72.8	97.2	0.9	Statistical Office of the Slovak Republic (ŠÚ SR), LFS	NACE 53.1 and 53.2
UK	344,300	-0.4	22.1	89.3	1.1	Office for National Statistics (ONS), LFS (4th quarter)	NACE 53.1 and 53.2

Notes: * Years 2001 and 2011. na = not available.

Source: National statistics; Eurofound's Network of European correspondents, 2015.

Table 2: Total number of companies in the postal and courier activities sector

	Number of companies in 2013	Differences in number of companies 2008–2013 (%)	Source	Data
AT	451	10.3	Statistik Austria, Leistungs- und Strukturstatistik ab 2008	NACE 53.1 and 53.2
BE	NA	NA		
BG	691	123.6	NSI	NACE 53.1 and 53.2
CY	181	72.4	Business Register (2013)	NACE 53.1 and 53.2
CZ	557	-27.5	ČSÚ, Business Register	NACE 53.1 and 53.2
DE	15,823	na	Destatis, company register	NACE 53.1 and 53.2
DK	1391	8.8	Statistikbanken.dk (GF2)	NACE 53.1 and 53.2
EE	89	74.5	Statistics Estonia on the basis of annual statistical questionnaire 'EKOMAR'	NACE 53.1 and 53.2
EL	275	-57.4	EL.STAT (2nd quarterly)	NACE 53.1 and 53.2
ES	6774	16.6	DIRCE	NACE 53.1 and 53.2
FI	355	14.9	Statistics Finland, structural business and financial statement statistics	NACE 53.1 and 53.2
FR	2977	158.9	National Institute of Statistics (Insee), annual statistics of companies (ESANE)	NACE 53.1 and 53.2
HR	20	42.9	Obtained on demand by National Regulatory Agency	NACE 53.1 and 53.2
HU	155	-9.4	National Media and Infocommunications Authority (NMHH), register on postal service providers	NACE 53.1 and 53.2
IE	na	na		
IT	2,422	13.0	Istat, National Structural Business Statistics	NACE 53.1 and 53.2
LT	820	15.0	Eurostat, annual detailed enterprise statistics for services (NACE Rev. 2 H–N and S95), Division 53	NACE 53
LU	51	0.0	Répertoire des entreprises du STATEC	NACE 53.1 and 53.2
LV	95	137.5	CSP annual survey of enterprises and institutions	NACE 53.1 and 53.2
MT	32	39.1	NSO	NACE 53.1 and 53.2
NL	6,245	34.3	CBS Statline	NACE 53.1 and 53.2
RO	368	na	National Agency for the Management and Regulation of Communications	NACE 53.1 and 53.2
PL	275	50.3	UKE	NACE 53.1 and 53.2
PT	446	48.2	Statistics Portugal	NACE 53.1 and 53.2

	Number of companies in 2013	Differences in number of companies 2008–2013 (%)	Source	Data
SE	2449	1.2	Statistics Sweden	NACE 53.1 and 53.2
SI	330	-4.6	Statistical Register of Employment	NACE 53.1 and 53.2
SK	589	120.6	ŠÚ SR, company registry	NACE 53.1 and 53.2
UK	12,775	4.6	Figures refer to VAT and/or PAYE (income tax deduction at source) based enterprises only	NACE 53.1 and 53.2

Note: na = not available.

Source: national statistics; Eurofound's Network of European correspondents, 2015.

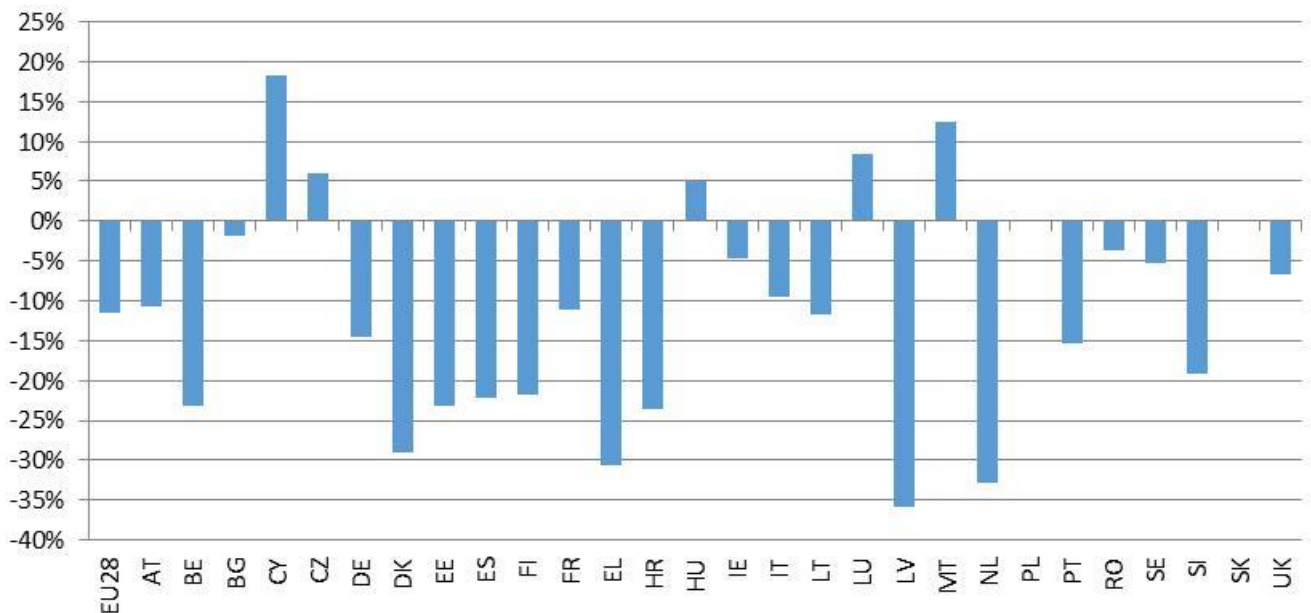
Data collected through Eurofound's Network of European correspondents on employment evolution in the sector between 2008 and 2013 are available for all Member States apart from Belgium, France, Ireland, Lithuania, Luxembourg and Sweden (Table 1). For the 22 EU Member States where information was available, figures show that only five countries recorded an increase in employment: the Czech Republic (7%), Hungary (5%), Malta (12%) and the Netherlands (1%). In Slovakia, employment remained stable. The remaining countries recorded a drop in employment in the same period. Countries recording the most dramatic employment drop (more than 20%) were Spain (-22%), Greece (-29%), Latvia (-25%) and Poland (-24%).

Conversely, the number of companies in the postal and courier activities sector increased between 2008 and 2013 in most of the Member States for which data are available (Table 2). All apart from the Czech Republic, Greece, Hungary and Slovenia recorded an increase in the number of companies. This could reflect a process of company fragmentation as a result of full liberalisation. However, full market opening was regulated in 2010 and for some Member States in 2012. Thus, an increase in the number of companies is not related to a positive employment trend but to the liberalisation process.

Figure 4 illustrates the share of employees in employment in the countries with available data for 2008 and 2013 from the EU-LFS. The figures mostly corroborate those extracted from national sources except for Germany where the share of employees in employment derived from the EU-LFS is significantly higher at around 97% in both years compared with only around 75% from national figures.

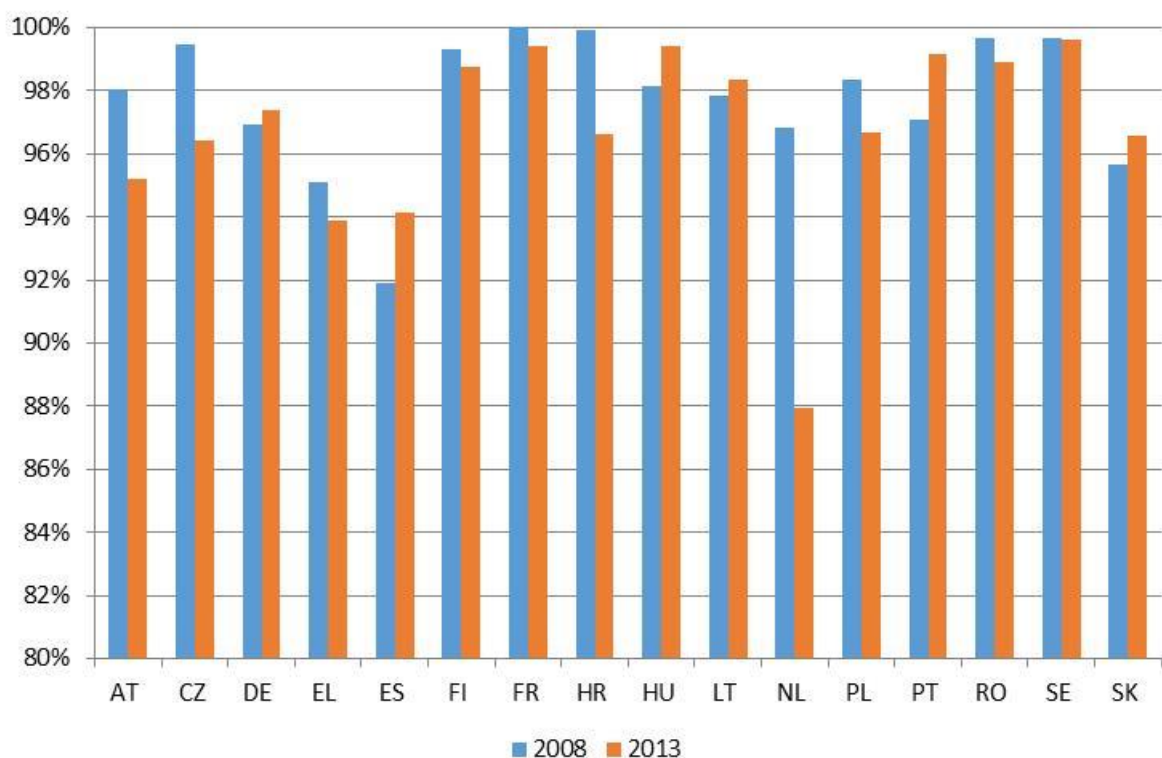
Figure 4 also shows that the share of employees in employment has remained relatively stable in the majority of the countries over the period. The only exception is the Netherlands where there was a significant decrease from 97% in 2008 to 88% in 2013.

Figure 3: Evolution of annual employment across EU Member States, 2008–2013 (% change)



Source: Eurostat, EU-LFS.

Figure 4: Share of employees in employment in EU Member States, 2008 and 2013 (%)



Note: Reliable data for both years were not available for Belgium, Bulgaria, Cyprus, Estonia, Ireland, Italy, Latvia, Luxembourg, Malta, Slovenia and the UK.

Source: Eurostat, EU-LFS.

National level of interest representation

The national level analysis of interest representation looks at the membership domain and strength of organisations, and their roles in collective bargaining and public policymaking.

Membership domain and strength

This study focuses on the quantitative data on membership and relative strength within the postal and courier activities sector listed in Table 3. These data were collected through Eurofound's Network of European correspondents.

Table 3: Definitions of membership

Type of organisation	Membership	Density
Trade union	<ul style="list-style-type: none"> Number of active members in employment Number of active members in employment in the postal and courier activities sector 	<ul style="list-style-type: none"> Sectoral density: Number of active members in employment in the postal and courier activities sector divided by the total number of employees in the postal and courier activities sector
Employer organisation	<ul style="list-style-type: none"> Number of member companies Number of employees working in member companies Number of member companies in the postal and courier activities sector Number of employees working in member companies in the postal and courier activities sector 	<ul style="list-style-type: none"> Sectoral density (companies): Number of member companies in the postal and courier activities sector divided by the total number of companies in the sector Sectoral density (employees): Number of employees working in member companies in the postal and courier activities sector divided by the total number of employees in the postal and courier activities sector

Trade unions or employee interest representation

The study identified a total of 103 trade unions that met the criteria to be included.

At least one sector-related trade union was identified in all EU28 Member States. One sector-related trade union was recorded in 5 countries, 2 in 6 countries, 3 in 5 countries, and 4 or more in 12 countries. Accordingly, a pluralistic structure exists in most Member States. However, the trade union landscape is very fragmented in countries such as France with nine trade unions, Italy with eight, the Netherlands with seven, Portugal with six, Spain with six and Sweden with six (Table 4).

Table 4: Number of trade unions per country

Number of trade unions	Countries
1	CZ, LV, MT, RO, SI
2	EE, EL, HR, LT, PL, SK
3	AT, BE, BG, DE, LU
4 or more	CY, DK, ES, FI, FR, HU, IE, IT, NL, PT, SE, UK

Data on the domains and membership strength of the different trade unions in the postal and courier activities sector are presented in Table A1 and A2 in the annex. The tables list all sector-related organisations that are either involved in collective bargaining and/or affiliated to UNI Europa Post & Logistics.

The names and abbreviations of the 103 sector-related trade unions are given in Table A10 in the annex.

Collective bargaining

A total of 97 out of the 103 trade unions with available information are involved in sector-related collective bargaining (see Table A2 in the annex). This implies that 95% of the trade unions identified take part in collective bargaining in the postal and courier activities sector. At least one trade union is involved in sector-related collective bargaining in each Member State.

Domain patterns

Only seven trade unions (around 7% of all the unions) demarcate their domain in a way that is **congruent** with the sectoral definition. This implies that statistical definitions of business activities in the sector differ from the lines along which employees identify their interests.

Sectional overlap is the most extended domain pattern in the postal and courier activities sector, occurring in 39% of cases (40 trade unions). This is often a result of domain demarcations that focus on certain categories of employees who are then organised across several sectors, including activities outside the postal and courier activities sector such as telecommunications, transport and public sector activities. Employee categories are specified by various parameters mostly related to employment status such as:

- white-collar workers (HK and IDA in Denmark, YTN and Pro in Finland, CFDT Cadres and CGC La Poste in France, VHP2 in the Netherlands, SI in Sweden);
- blue-collar workers (vida in Austria, 3F in Denmark, TEAM-liitto in Finland, Community in the UK).

Several unions only cover postal activities under universal service obligation which, in some countries, implies that they only claim to recruit members in one publicly owned postal company (GPF in Austria, CGSP/ACOD POSTE and SLFP/VSOA POSTE in Belgium, RSRH in Croatia, OEKDY-SEK in Cyprus, CPSU in Ireland, Syndicat des P & T in Luxembourg). A few unions are only active in some regions (ELA-Gizalan in the Basque Country in Spain).

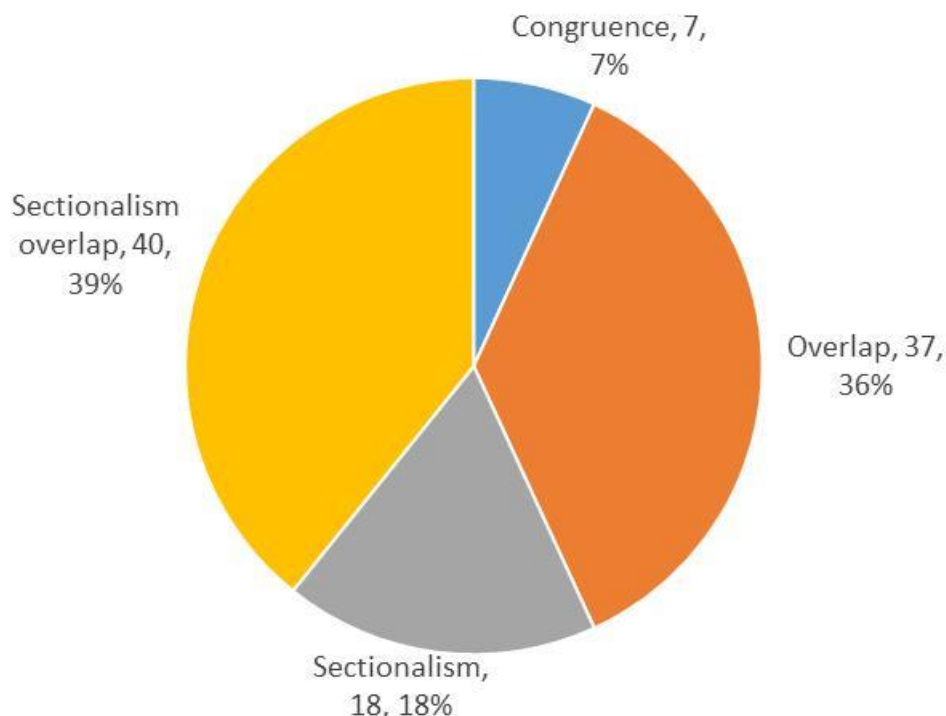
Overlap occurs in 36% of cases (37 trade unions) and is explained by the two main different modes of demarcation. The first one, which only affects three trade unions, refers to general or relatively general cross-sectoral domains (GPA-djp in Austria, GWU in Malta and Unite in the UK). The second and more frequent mode relates to various forms of multisector domains. In some cases, the domain includes most of the service activities (ver.di in Germany), but also more specific sectors such as:

- telecommunications, information technology (IT) services and newspaper/magazine distribution services (OS ZPTNS in Czech Republic);
- telecommunication, service and IT (ESTAL in Estonia);
- cash handling and business support activities (PAU in Finland);
- telecommunications (CGT FAPT in France, LRDPs in Lithuania, SNTCT in Portugal, CWU in the UK).

Sectionalism is recorded in 18 trade unions (18%). It is explained by a domain demarcation that only cover some specific activities within the postal and courier activities sector such as postal activities under universal service obligation, which in some countries implies that they only claim to recruit members in one publicly owned postal company (UPEP-CY in Cyprus, P.O.S.T. in Greece, POFÉSZ in Hungary, CSI-F Correos in Spain) or some employee categories within the sector such as blue-collar workers (SMERY in Finland) or white-collar workers, professionals and managers (CGC La Poste in France).

The domain description of all the trade unions is shown in Table A3 in the annex. Figure 5 summarises the domain pattern of trade unions in the postal and courier activities sector.

Figure 5: Domain pattern of sector-related trade unions in the postal and courier activities sector



Source: Author's elaboration according to national contributions prepared by Eurofound's Network of European correspondents, 2015.

Membership figures and organisational strength within the sector

Membership of a sector-related trade union is voluntary in all 28 EU Member States. All countries record at least one trade union.

The number of active trade union members differs widely, ranging from 200,000 in the case of ver.di in Germany to 16 for SEGDA MELIN-PEO in Cyprus. This considerable variation reflects differences in the size of the economy and the comprehensiveness of the membership domain rather than the ability to recruit members.

Therefore, density is a more appropriate measure of membership strength for comparative analysis. In this context, it should be noted that density figures in this section refer to net ratios, which means that they are calculated on the basis of active members (employees) only, rather than taking into account all union members (those in a job and those who are not). This is mainly because research usually considers net union densities as more informative than gross densities, since the former measure tends to reflect unionisation trends among the employees more quickly and accurately than the latter (only employees are capable of taking industrial action).

When looking at sector density (again referring only to active members), it is important to differentiate between the trade unions' sectoral density and their domain density. The domain or overall density must be higher than the sectoral density if a trade union organises a particular part of the sector (that is, where the trade union's membership domain is sectionalised) and equally if a trade union organises the whole sector as it is defined in this study (that is, where the trade union's membership domain is congruent). This study looks only at sectoral density. As the employment data provided for Belgium only covers postal activities under universal obligation (NACE code 53.1), sectoral density was not calculated for Belgian trade unions.

Sectoral density rates are available for 59% of the sector-related organisations covered (61 out of the 103 trade unions identified by this study).

Statistics show that:

- sectoral density exceeds 65% in only three of the 61 trade unions (PAU in Finland, FSCP in Romania, SDPZ in Slovenia);
- 8 of the 61 trade unions (13%) claim to represent between 40% and 65% of the employees in the sector (for example, SMU in Finland, SIPTU in Ireland, FZZMiR in Poland);
- 7 of the 61 trade unions (11%) claim to represent between 20% and 40% of the employees in the sector;
- 11 of the 61 trade unions (18%) claim to organise between 10% and 20% of employees in the sector;
- 32 of the 61 trade unions (52%) record a sector density rate of less than 10% of employees in the sector.

Based on this analysis, it can be stated that low sectoral densities prevail in the sector since 68% of the 61 organisations for which information is available record a density lower than 20%.

Employer organisations

The study identified a total of 23 sector-related employer organisations. One employer organisation is recorded in one country (Denmark), two in two countries (the Netherlands, Slovenia), three in four countries (Finland, Italy, Spain, Sweden) and five in one country (Austria) (Table 5).

Table 5: Number of employer/business organisation per country

Number of employer organisations	Countries
1	DK, LU
2	NL, SI
3	ES, FI, IT, SE
5	AT

Membership data for the employer organisations in the postal and courier activities sector are presented in Tables A4 and A6 in the annex. Sectoral employer organisations are identified in only nine EU Member States: Austria, Denmark, Finland, Italy, Luxembourg, the Netherlands, Slovenia, Spain and Sweden.

The names and abbreviations of the 23 sector-related employer organisations are given in Table A11 in the annex.

Collective bargaining

All the employer organisations recorded in the nine Member States are involved in collective bargaining (see Table A5 in the annex).

Domain patterns

Sectional overlap is the most widespread domain pattern, occurring in 52% of the cases (12 organisations). It is usually explained by a domain demarcation that excludes postal activities under universal obligation and covers other activities outside the sector such as:

- transport (FSP and FGBG in Austria, TLN in the Netherlands, BA in Sweden);
- mass media (Medieföretagen in Sweden);
- mass media and the graphic arts industry (VKL in Finland).

It is also the result of employer organisations only covering some very specific sector-related activities associated with other sectors. For instance, VÖZ in Austria, which represents companies specialising in the production and publishing of newspapers and magazines, also covers newspaper delivery services; FGWM in Austria covers advertising material delivery services as a section of the advertising industry it represents. Sectional overlap is also explained by domain demarcations that cover some kind of companies only such as small and medium enterprises (SMEs) in several sectors (CAN in Italy).

Sectionalism occurs in 31% of the cases (7 organisations), being caused by domain demarcations that cover only specific subsectors within the postal and courier activities such as:

- private postal delivery activities (ASEMPRE in Spain);
- other postal and courier activities (SKE RY in Finland, WPN in the Netherlands, AEM in Spain,);
- mailing companies (ANEB in Spain);
- postal services as subcontractors of the biggest postal company (FISE ASSOPOSTE in Italy).

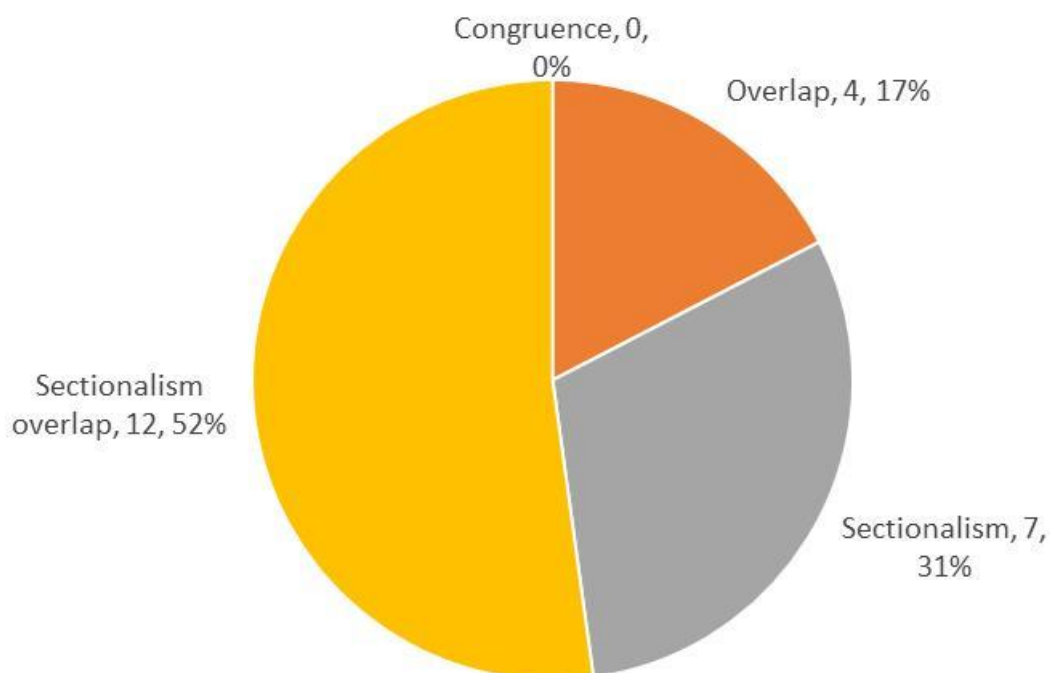
It is also explained by domain demarcation that covers only private companies within the sector (FISE ARE in Italy).

Overlap, which occurs in 17% of the cases (4 organisations) arises from employer organisations that cover different sectors and activities outside the postal and courier activities sector such as all manufacturing industry and a large part of the transport sector (DI in Denmark), most of the service sector (PALTA in Finland), road transport (ZPZ in Slovenia), or have a cross-sectoral domain (ZDS in Slovenia).

No employer organisation shows a membership domain that is more or less **congruent** with the sector definition. The domain description of all the employer organisations is presented in Table A6 in the annex.

Figure 6 summarises the domain pattern of employer organisations in the postal and courier activities sector

Figure 6: Domain patterns of sector-related employer organisations/business associations in the postal and courier activities sector



Note: N = 23.

Source: Author's elaboration according to national contributions from Eurofound's Network of European correspondents, 2015.

Membership figures and organisational strength within the sector

Membership of the sector-related employer organisations is voluntary in all the countries that record employer organisations except in Austria.

Sectoral domain densities for companies are available for 14 organisations (61%). Statistics show that the density is below 11% in all cases.

Sectoral domain densities for employees are available for eight organisations (35%). Statistics show that the density is below 10% in all cases except in three organisations: PALTA (97%) and VKL (21%) in Finland, and Almega Tjänsteförbunden in Sweden (58%). However, there are doubts about the reliability of the density rates of the Finish employer organisations given that the sum of their density rates is greater than 100%.

These figures indicate that relatively low sectoral densities prevail in terms of both companies and employees.

Companies

Companies have exceptionally been included in this study because the European employer organisation, PostEurop, only affiliates companies. According to the selection criteria, all companies affiliated to this European level employer association are included in the study irrespective of whether or not they are involved in collective bargaining.

The study identified a total of 28 sector-related companies – one in each EU Member State. All the companies are members of PostEurop and 20 of them are publicly owned companies. In other cases, the companies are partially privatised or have the status of semi-state companies (Austrian Post Company, Bulgarian Posts plc and The Post in Ireland). The other five companies – Deutsche Post AG in Germany, Maltapost plc in Malta, PostNL in the Netherlands, CTT in Portugal and the Royal Mail

Group in the UK – are in private ownership. In the majority of Member States, even though the company is private, the government still has control over stamp prices via tariff regulation.

All the companies recorded are involved in or covered by sector-related single-employer collective bargaining except Posti Oy in Finland, which is only covered by a multi-employer collective agreement. Česká pošta s. p. in the Czech Republic and Pošta Slovenije, d.o.o. in Slovenia are covered by both single and multi-employer collective bargaining.

Membership data for companies in the postal and courier activities sector are given in Tables A8 and A9 in the annex.

Collective bargaining

All the 28 companies recorded in the sector are involved in collective bargaining (see Table A8 in the annex). All but one are exclusively involved in single-employer collective bargaining, although in some cases are also covered by multi-employer collective bargaining concluded by employer organisations on behalf of them; this situation applies, for instance, to Česká pošta s. p. in the Czech Republic and Pošta Slovenije, d.o.o. in Slovenia. Posti Oy in Finland is indirectly involved in multi-employer collective bargaining by means of its affiliation to an employer organisation.

Domain patterns

Overlap is the most widespread domain and is recorded in 17 companies (61% of companies). The domain pattern is explained by domain demarcations that cover diverse sectors outside postal and courier activities such as:

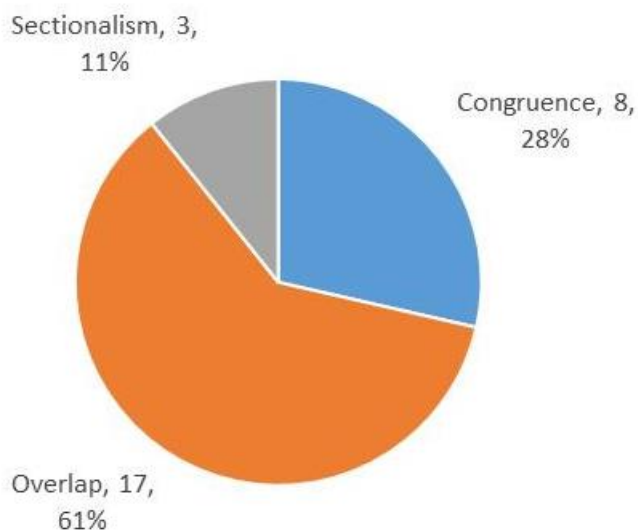
- bank and insurance activities (FGWM in Belgium, La Poste in France, ELTA in Greece, The Post in Ireland, Poste Italine SpA in Italy, Poczta Polska in Poland);
- transport and printing (Omniva in Estonia);
- e-commerce (Posti Oy in Finland, PostNL in the Netherlands);
- payment services, retail services, digital TV service and electronic services (Hrvatskaposta in Croatia);
- logistics, financial intermediation and electronic services (Lietuvos paštas in Lithuania, CTT in Portugal, Pošta Slovenije, d.o.o. in Slovenia);
- financial services and telecommunications (EPT in Luxembourg).

Sectionalism occurs in three of the cases (11% of companies). It is caused by domain demarcations that cover only postal activities under universal service obligation (Post AG, Česká pošta s. p. in the Czech Republic and Correos y Telégrafos in Spain).

Only eight companies (28%) show a membership domain that is more or less **congruent** with the sector definition. This means that the domain of these companies focuses largely on the postal and courier activities sector as defined for the purpose of this study. These companies are Bulgarian Posts plc, Cyprus Post, Deutsche Post AG, Post Danmark, Hungarian Post Ltd, CNPR/ Pošta Română and PostNord in Sweden.

The domain description of all the companies is presented in Table A7 in the annex. Figure 7 summarises the domain pattern of companies in the postal and courier activities sector.

Figure 7: Domain patterns of companies in the postal and courier activities sector



Note: N = 28.

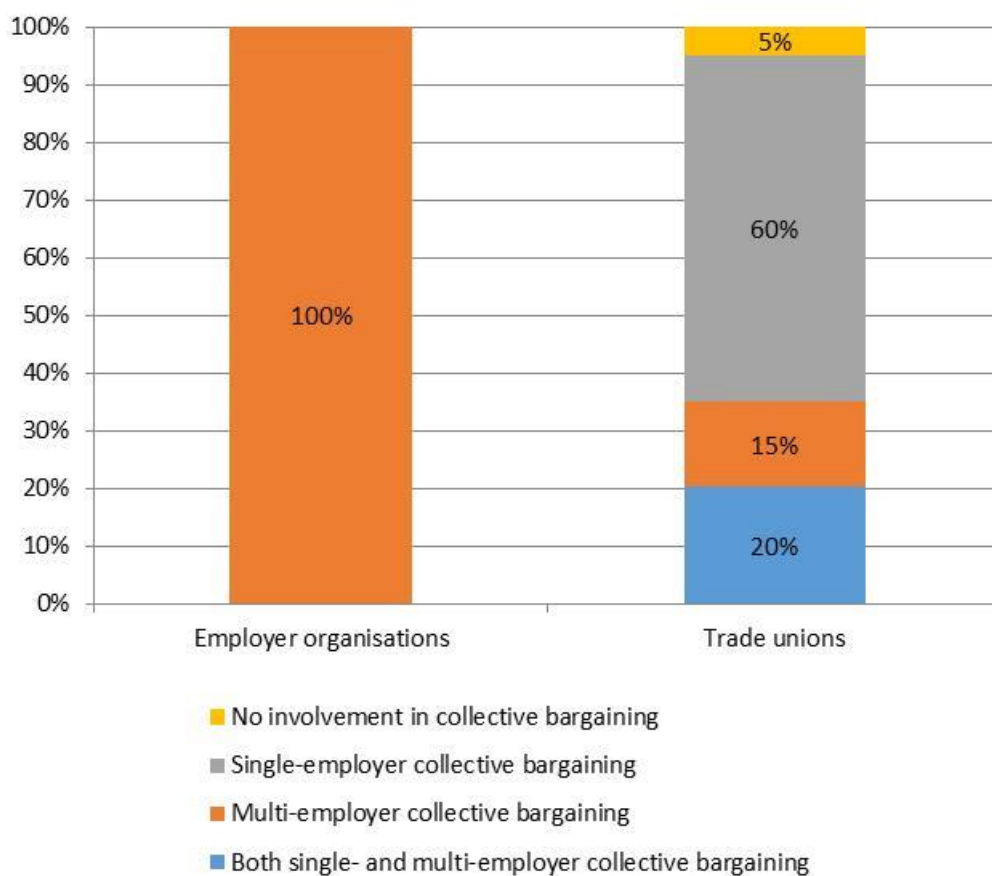
Source: Author's elaboration according to national contributions from Eurofound's Network of European correspondents, 2015.

Collective bargaining and its actors

Of the sector-related trade unions with available information, 95% participate in collective bargaining; 60% participate in single-employer bargaining, 20% participate in both single- and multi-employer bargaining, and 15% participate in multi-employer bargaining (Figure 8).

All the employer organisations with available information (23) participate in collective bargaining and all participate in multi-employer collective bargaining.

The trade unions and employer organisations engaged in sector-related collective bargaining are listed in Tables A2 and A5 in the annex, respectively.

Figure 8: Involvement of sector-related trade unions and employer organisations in different forms of collective bargaining (%)

Note: Percentage of total organisations within the study.

Source: Author's elaboration according to national contributions prepared by Eurofound's Network of European correspondents, 2015.

The importance of collective bargaining as a means of employment regulation is measured by calculating the total number of employees covered by collective bargaining as a proportion of the total number of employees within a certain segment of the economy (see Traxler et al, 2001). Accordingly, the sector's rate of collective bargaining coverage is defined as the ratio of the number of employees covered by any kind of collective agreement to the total number of employees in the sector. Table 6 provides an overview of the system of sector-related collective bargaining in the 28 EU Member States.

Table 6: System of sectoral collective bargaining for companies, 2015

Country	CBC (%) (estimates)	Share of MEB (%) (estimates)	Extension practices*
AT	90–100	80–90	0
BE	100	0	0
BG	63.2	0	0
CY	100 (public sector) 8 (private sector)	0	0
CZ	66	na	0
DE	70	0	0
DK	85	MEB prevailing	0
EE	65	0	0
EL	100 (public sector) 20 (private sector)	0	0
ES	78	MEB prevailing	2
FI	100	99	2
FR	100	0	2
HR	80	0	0
HU	70	0	n/a
IE	50	0	0
IT	100	10	1
LT	75	0	0
LU	na	na	2
LV	77	0	2
MT	80	0	0
NL	90	10	2 (only for some collective bargaining)
PL	90	0	0
PT	55	0	0
RO	76	0	0
SE	95	MEB prevailing	2
SI	100	MEB prevailing	2
SK	68	0	0
UK	64	0	n/a

*Notes: CBC = collective bargaining coverage: employees covered by a collective agreement as a percentage of the total number of employees in the sector. MEB = multi-employer bargaining; SEB = single-employer bargaining; * 0 = no practice, 1 = limited/exceptional, 2 = pervasive. Cases of functional equivalence are put in parenthesis. na = not available; n/a = not applicable.*

Source: Author's elaboration according to national contributions prepared by Eurofound's Network of European correspondents, 2015. Collective bargaining coverage

All EU Member States record some form of collective bargaining in the postal and courier activities sector. In general, there is a very low degree of centralisation of collective bargaining; only in 10 Member States do social partners bargain at both multi-employer and single-employer levels. Even in countries that tend to record high degree of centralisation such as Austria, single-employer bargaining coverage is 80%. In the remaining 19 countries, single-employer is the only bargaining level.

The level of sector's collective bargaining coverage is available for all the EU28 countries (Table 7). In general, high collective bargaining coverage rates prevail in those countries for which data are available.

A first group of 12 countries (Austria, Belgium, Croatia, Denmark, Finland, France, Italy, the Netherlands, Malta, Poland, Slovenia and Sweden) have a collective bargaining coverage rate of over 80%. In the case of Belgium, the 100% collective bargaining coverage rate is the result of a cross-sectoral agreement. No information is available on the actual coverage of the sector-related company collective agreement existing in this country.

A second group of 13 countries (Bulgaria, the Czech Republic, Estonia, Germany, Hungary, Ireland, Latvia, Lithuania, Portugal, Romania, Slovakia, Spain and the UK) have collective bargaining coverage rates of between 45% and 80%.

A third group of two countries (Greece and Cyprus) provide separate figures for public and private postal and courier workers. In both countries, the collective bargaining coverage for public workers is close to 100% as a result of the single-employer bargaining concluded in the publicly owned companies, Hellenic Post S.A and Cyprus Post. In contrast, workers in the private sector companies record a collective bargaining coverage rate equal to 20% in Greece and 8% in Cyprus.

In most of the countries, a low degree of centralisation of collective bargaining coexists with a high collective bargaining coverage. This situation is relatively uncommon, albeit not exceptional, having also been detected in sectors such as civil aviation and railway infrastructure (Eurofound, 2011). It is likely that the importance of public or semi-public companies with consolidated collective bargaining traditions contributes to explaining this phenomenon.

Table 7: Company collective bargaining coverage and collective bargaining level, 2013

Collective bargaining level	Collective bargaining coverage			
	>80%	45–80%	<20%	Not available
MEB				
Both SEB and MEB	AT, DK, FI, IT, NL, SE, SI	CZ, ES		LU
SEB	BE*, CY (public sector), EL (public sector) FR, HR, MT, PL	BG, DE, EE, HU, IE, LT, LV, PT, RO, SK, UK	CY (private sector), EL (private sector)	

*Note: * In Belgium, there are only company collective agreements in the sector. The collective bargaining coverage rate of 100% is derived from a cross-sectoral collective agreement.*

Source: Author's elaboration according to national contributions prepared by Eurofound's Network of European correspondents, 2015.

Participation in public policy

Interest associations may influence public policy in two ways.

- They may be consulted by the authorities on matters affecting their members.
- They may be represented on 'corporatist' – in other words tripartite, committees and policy consultation boards.

This study considers only cases of consultation and corporatist participation that relate explicitly to sector-specific matters. Consultation processes can be wide-ranging and therefore the organisations consulted by the authorities may vary according to issues or changes in government. Moreover, consultation may be occasional rather than regular.

Trade unions or interest representations

A total of 59 of the 73 (81%) sector-related trade unions with available data are consulted. Authorities consult unions in all the countries in which there are sector-related unions except in Estonia and Portugal; information was not available for the trade unions in Hungary. Some 23 trade unions are consulted on a regular basis in nine Member States (Finland, France, Germany, Italy, Latvia, the Netherlands, Romania, Slovakia and Sweden).

Since a multi-union system has been established in 23 of the 25 countries covered by the study, the authorities favouring certain trade unions over others cannot be ruled out, nor can unions competing for participation rights. Thus in Austria, Bulgaria, Finland, France, Greece, Spain and Sweden, only some of the sector-related trade unions are consulted.

The sector-related trade unions consulted, together with whether this is regular or on ad hoc basis, are indicated in Table A2 in the annex.

Employer organisations or business associations

Authorities consult 8 of the 12 (64%) employer organisations for which information is available.

Employer organisations are consulted by the government in all the countries with sector-related organisations apart from Spain; information was not available in Slovenia. Only one organisation in the Netherlands (TLN) and one in Sweden (BA) are consulted on a regular basis.

From the seven countries with a multi-organisation system where a practice of consultation is recorded, at least one employer organisation is excluded from these practices in Finland and Sweden. The sector-relation employer organisations consulted, together with whether this is regular or on ad hoc basis, are indicated in Table A5 in the annex.

Tripartite participation

Genuine sector-specific bodies have been established in 9 of the 28 EU Member States. Sector-specific bodies (bipartite or tripartite) are found in Belgium, Denmark, Finland, Hungary, Italy, Latvia, the Netherlands, Slovakia and Spain (Table 8).

Looking at the scope of activity of the tripartite and bipartite bodies, bodies are found dealing with topics such as:

- environmental issues (Denmark);
- health and safety (Finland, Italy);
- general sector-related issues related to economic or legislation issues (Hungary, Slovakia, Spain);
- training (Italy, Netherlands);
- pension funds (Italy, Netherlands);
- equal opportunities (Italy).

Table 8: Tripartite and bipartite sector-specific boards of public policy, 2015

	Name of body and scope of activity	Type	Origin	Trade unions participating	Employer organisations participating
BE	Joint committee composed of several working groups	Bipartite	Statutory	SLFP/VSO POSTE CSC/ACV – Transcom CGSP/ACOD POSTE	BPOST
DK	Working Environment Council for Transport and Wholesale	Bipartite	Statutory	HK; Trade and Labour (FOA) Danish Railway Workers' Union (DJF) Confederation of Professionals in Denmark (FTF)	Employers' Association of the Danish Petroleum Industry (BOA)
ES	High Council Postal Courier Services	Tripartite (public administration is included with two representatives)	Statutory (Decree 1188/2011)	ELA-Gizalan CCOO UGT Galician Trade Union Confederation (CIG)	ASEMPRE AEM Sociedad Estatal Correos y Telégrafos, SA (2 members) Spanish Association of International Couriers (AECI) Spanish Business Association Fractional Load (AECAF)
FI	Centre for Occupational Health's Occupational Safety Sector Group for Transport and Logistics The group, under which a 'Post and Telecommunications Safety Branch Committee' functions, has a mandate to plan training courses, projects and campaigns within the field of occupational health and safety in the sector.	Tripartite	Agreement	PAU Pro Transport Workers' Union (AKT) Finnish Aviation Union (IAU) Finnish Ship Officers' Union (FSOU)	PALTA Finnish Port Operators' Association (FPOA) Employers' Federation of Road Transport (ALT) Finnish Shipowners' Association (FSA)
HU	Sectoral dialogue committee for postal activities	Bipartite	Agreement	PSZ POFÉSZ	Hungarian Post Ltd

	Name of body and scope of activity	Type	Origin	Trade unions participating	Employer organisations participating
IT	Ente Bilaterale per la Formazione e Riqualificazione Professionale in Poste Italiane SpA (vocational training)	Bipartite	Agreement – NCBA 11 January 2001	SLC-CGIL; SLP-CISL; UIL Poste FAILP-CISAL SAILP-CONFESAL UGL Comunicazioni	Poste Italiane
	Osservatorio Paritetico Nazionale (observatory)	Bipartite	Agreement	SLC-CGIL; SLP-CISL; UIL Poste FAILP-CISAL SAILP-CONFESAL UGL Comunicazioni	Poste Italiane
	Comitato per le Pari Opportunità (CPO) (equal opportunities)	Bipartite	Agreement – NCBA 11 January 2001	SLC-CGIL; SLP-CISL; UIL Poste FAILP-CISAL SAILP-CONFESAL UGL Comunicazioni	Poste Italiane
	Organismo Paritetico Nazionale per la salute e la sicurezza sui luoghi di lavoro (health and safety)	Bipartite	Agreement – 16 September 2003	SLC-CGIL; SLP-CISL; UIL Poste FAILP-CISAL SAILP-CONFESAL UGL Comunicazioni	Poste Italiane
	Fondoposte (pension fund)	Bipartite	Agreement – NCBA 11 January 2001	SLC-CGIL; SLP-CISL; UIL Poste FAILP-CISAL SAILP-CONFESAL UGL Comunicazioni	Poste Italiane
	Fondo di Previdenza a Capitalizzazione per i Dirigenti di Aziende Industriali	Bipartite	Agreement – NCBA 9 March 1999	Federmanager	Confindustria
	(Previndai) (pension fund)	Bipartite	Agreement – NCBA 9 March 1999	Federmanager	Confindustria
	Assidai (health fund)	Bipartite	Agreement – NCBA 15 June 2012	Public Function branch of the General Confederation of Italian Workers (FP-CGIL); Italian Transport Federation –Italian Confederation of Workers' Trade Unions (FIT-CISL) UIL Trasporti Environmental Hygiene Sector of the Italian Confederation of Autonomous Workers' Unions	Federambiente

	Name of body and scope of activity	Type	Origin	Trade unions participating	Employer organisations participating
	Previambiente (pension fund)	Bipartite	Agreement – NCBA 20 February 1996	(FIADEL-CISAL) SLC-CGIL; SLP-CISL; UIL Poste UIL Trasporti	FISE ASSOPOSTE
	Commissione paritetica nazionale per le relazioni industriali (observatory, equal opportunities)	Bipartite	Agreement – NCBA 8 February 2011	SLC-CGIL; SLP-CISL; UIL Poste UIL Trasporti	CNA
LV	National Tripartite Cooperation Council (NTSP) – Transport Subcommission	Tripartite	Statutory	Free Trade Union Confederation of Latvia (LBAS)	LDDK
NL	Pensioenfonds Vervoer: pension fund for the transport and logistics sector	Bipartite	Agreement	CNV, FNV	TLN Royal Dutch Transport (KNV) (railway transport and transport of people)
	Sector Instituut Transport en Logistiek: education and training, mobility, health and safety, job and wage rating for the transport and logistics sector	Bipartite	Agreement	CNV FNV	TLN
	Stichting Naleving Cao Postverspreiders (SNCP): association for compliance with the WPN CBA	Bipartite	Agreement	BVPP CNV FNV	WPN
	Stichting Sociaal Fonds Postverspreiders (SSFP): funding the SNCP and related activities, as well as education and training within the postal delivery branch	Bipartite	Agreement	BVPP CNV FNV	WPN
	Stichting Opleidings- en Ontwikkelingsfonds Beroepsgoederenvervoer (SOOB): education and training within the transport and logistics sector	Bipartite	Agreement	CNV FNV	TLN Association for Vertical Transport (VVT)

	Name of body and scope of activity	Type	Origin	Trade unions participating	Employer organisations participating
SK	Sectoral body for electronic communications and postal services – deals with issues related to the sectors such as legislative changes, including labour and social security legislation, sector-related policy documents.	Tripartite	Agreement	Trade unions (SOZ PT, OZ PaL and SOZ P) are represented by the joint Association of Trade Unions of Transport, Post Offices and Telecommunication	Union of Transport, Posts and Telecommunications (UDPT)

Notes: The names of organisations not included among the organisations identified as representative of the sector by this study are given in full. NCBA = National Collective Bargaining Agreement.

Source: Author's elaboration according to the national contributions prepared by Eurofound's Network of European correspondents, 2015.

European level of interest representation

At European level, eligibility for consultation and participation in social dialogue is linked to three criteria laid down in Commission Decision 98/500/EC on the establishment of Sectoral Dialogue Committees promoting the Dialogue between the social partners at European level (European Commission, 1998). Accordingly, social partner organisations must have the following attributes. They must:

- relate to specific sectors or categories and be organised at European level;
- consist of organisations which are themselves an integral and recognised part of Member States' social partner structures, have the capacity to negotiate agreements, and be representative of several Member States;
- have adequate structures to ensure their effective participation in the work of the committees.

In terms of social dialogue, the constituent feature is the ability of such organisations to negotiate on behalf of their members and to conclude binding agreements. Accordingly, this chapter on European associations of the postal and courier activities sector analyses these organisations' membership domain, the composition of their membership and their capacity to negotiate.

As outlined in greater detail below, one sector-related European association on the employee side (UNI Europa Post & Logistics) and one on the employer side (PostEurop) are members of the European Sectoral Social Dialogue Committee for the postal and courier activities sector and are listed by the European Commission as social partner organisations consulted under Article 154 TFEU. Hence, the following analysis concentrates on these organisations.

Membership domain

According to its website, UNI Post & Logistics is one of UNI Global Union's sectors and deals specifically with the postal and logistics industry. With more than 2.5 million members worldwide, UNI Post & Logistics is one of UNI's biggest sectors. Information on the membership domain of UNI Europa Post & Logistics is not available on the UNI Global Union website.

PostEurop is the trade association that has been representing European public postal operators since 1993. It represents 52 members in 49 countries and territories. Collectively, it operates 175,000 retail counters, employs 2.1 million people and links 800 million people daily.

Membership composition

UNI Europa Post & Logistics

Table 9 documents a list of membership-related trade unions for UNI Europa Post & Logistics drawn from the national contributions. This membership list is confined to the sector-related associations of EU Member States and hence does not include trade unions affiliated to European level organisations that do not have any members in the postal and courier activities sector. The membership of the employee organisations is obtained through the membership list provided by the organisations and a further check of the membership lists published on the organisations' websites.

Table 9: Sector-related trade unions affiliated to UNI Europa Post & Logistics

	Trade union	Collective bargaining	Geographical coverage
AT	GPF	Yes, SEB	Whole country
BE	SLFP/VSOA POSTE	Yes, SEB	Whole country
	CGSP/ACOD POSTE	Yes, SEB	Whole country
	CSC/ACV – Transcom	Yes, SEB	Whole country
BG	PTTF Podkrepa	Yes, SEB	Whole country
	TUFC	Yes, SEB	Whole country
CY	UPEP-CY	Yes, SEB	Whole country
CZ	OS ZPTNS	Yes, both SEB and MEB	Whole country
DE	ver.di	Yes, SEB	Whole country
DK	3F	Yes, both SEB and MEB	Whole country
	DM	Yes, SEB	Whole country
	HK	Yes, both SEB and MEB	Whole country
	IDA	Yes, SEB	Whole country
EE	ESTAL	Yes, SEB	Whole country
EL	O.I.Y.E	No	Whole country
	P.O.S.T	Yes, SEB	Whole country
ES	ELA-Gizalan	Information not available	Only the Basque Country region
	FSC-CCOO	Yes, both SEB and MEB	Whole country
	FSP-UGT	Yes, both SEB and MEB	Whole country
FI	PAU	Yes, both SEB and MEB	Whole country
	Pro	No	Whole country
FR	CFDT Cadres	No	Whole country
	CGT FAPT	Yes, SEB	Whole country
	F3C CFDT	Yes, SEB	Whole country
	FO COM	Yes, SEB	Whole country
	UGICT CGT	No	Whole country
HR	HSP	Yes, SEB	Whole country
HU	PSZ	Yes, SEB	Whole country
IE	AHCPS	Yes, SEB	Whole country
	CPSU	Yes, SEB	Whole country
	CWU	Yes, SEB	Whole country
IT	SLC-CGIL	Yes, both SEB and MEB	Whole country
	SLP-CISL	Yes, both SEB and MEB	Whole country
	UIL Poste	Yes, both SEB and MEB	Whole country
LT	LRDPS	Yes, SEB	Whole country
LU	LCGB	Yes, SEB	Whole country

	Trade union	Collective bargaining	Geographical coverage
	OGB-L	Yes, SEB	Whole country
	Syndicat des P & T	Yes, SEB	Whole country
LV	LSAB	Yes, both SEB and MEB	Whole country
MT	GWU	Yes, SEB	Whole country
NL	FNV	Yes, both SEB and MEB	Whole country
	CNV	Yes, both SEB and MEB	Whole country
PL	NSZZ Solidarność	Yes, SEB	Whole country
PT	SINDETELCO	Yes, SEB	Whole country
	SINTTAV	Yes, SEB	Whole country
	SNTCT	Yes, SEB	Whole country
RO	FSCP	Yes, both SEB and MEB	Whole country
SE	SEKO	Yes, MEB only	Whole country
	SI	Yes, MEB only	Whole country
	ST	Yes, MEB only	Whole country
	Unionen	Yes, MEB only	Whole country
SK	OZ PaL	Yes, SEB	Whole country
UK	CWU	Yes, SEB	Whole country
	Unite	Yes, SEB	Whole country
	USDAW	Yes, SEB	Whole country
	GMB	Yes, SEB	Whole country

Source: Author's elaboration according to national contributions prepared by Eurofound's Network of European correspondents, 2015.

At least one sectoral affiliation to UNI Europa Post & Logistics is found in 27 of the 28 EU Member States. No sector-related affiliation to UNI Europa Post & Logistics is recorded in Slovenia.

UNI Europa Post & Logistics has 56 direct affiliations. Accordingly, 54% of the trade unions listed in Tables A1 and A2 in the annex are directly affiliated to UNI Europa Post & Logistics. Of the 56 trade unions affiliated to UNI Europa Post & Logistics, 51 are involved in sector-related collective bargaining. Pro in Finland, CFDT Cadres and UGICT CGT in France, and O.I.Y.E in Greece are not involved, while information about ELA-Gizalan in Spain was not available.

All the unions affiliated to UNI Europa Post & Logistics cover the sector in all the regions of their countries apart from ELA-Gizalan in Spain, which is only active in the Basque Country region.

The coverage of organisations affiliated to UNI Europa Post & Logistics in the postal and courier activities sector (54%) is slightly below the coverage recorded by some other European trade unions present in other European Sectoral Social Dialogue Committees; see, for example, the representativeness studies on agriculture (71%), furniture (67%), construction (62%), textile and clothing (62%), chemical (57%) and woodworking (55%) sectors. It is therefore relevant to check if some relevant or major national trade unions are not covered. For this purpose, it can be assumed that major trade unions are those that are active in the whole country, conduct collective bargaining, have a relatively high level of membership and have opportunities to intervene in the national decision-making process.

An analysis of those organisations not affiliated to UNI Europa Post & Logistics reveals there are 47 trade unions not covered in 20 Member States. Of these, 46 trade unions are involved in collective

bargaining; the exception is Subcopartners in the Netherlands. All 46 trade unions cover the whole country except DSC in Bulgaria, which is only active in some regions, and LPDPS in Lithuania which is only active in the company Lietuvos paštas. Accordingly, there are 44 trade unions that are active in the whole country and are involved in sector-related collective bargaining that are not affiliated to UNI Europa Post & Logistics. As far as the sectoral density of these trade unions is concerned, most of them record densities lower than 20%. The highest density rates are recorded by RSRH in Croatia (30%), ZZ PP in Poland (21%) and SDPZ (80%) in Slovenia. Moreover, these three trade unions are consulted by public authorities. Thus, they could be considered important trade unions that are not covered by UNI Europa Post & Logistics, particularly SDPZ in Slovenia where UNI Europa Post & Logistics does not have any affiliations.

PostEurop

PostEurop has 28 affiliations in all 28 EU countries. Table 10 lists all the companies in the post and courier activities sector that are members of PostEurop. All the companies are involved in or covered by sector-related single-employer collective bargaining except Posti Oy in Finland, which is only covered by a multi-employer collective agreement. Česká pošta s. p. in the Czech Republic and Pošta Slovenije, d.o.o. in Slovenia are covered by both single- and multi-employer collective bargaining.

Table 10: Postal and courier activities companies affiliated to PostEurop, 2015

	Company	Collective bargaining	Geographical coverage
AT	Post AG	Yes, SEB	Subsidiaries in 12 countries: Austria, Bosnia and Herzegovina, Bulgaria, Croatia, Germany, Hungary, Montenegro, Poland, Romania, Serbia, Slovakia and Turkey
BE	Bpost	Yes, SEB	Belgium
BG	Bulgarian Posts plc	Yes, SEB	Bulgaria
CY	Cyprus Post	Yes, SEB	Cyprus
CZ	Česká pošta s. p. (ČP)	Yes, both SEB and MEB	Czech Republic
DE	Deutsche Post AG	Yes, SEB	Operates in more countries though Deutsche Post DHL Group
DK	PostNord Denmark	Yes, SEB	Denmark, Sweden, Norway, Finland
EE	Omniva	Yes, SEB	Estonia and Latvia: Omniva SIA Lithuania: Omniva UAB
EL	ELTA	Yes, SEB	Greece
ES	Correos y Telégrafos S.A.	Yes, SEB	Spain
FI	Posti Oy	Yes, MEB	Denmark, Estonia, Germany Latvia, Lithuania, Norway, Poland, Russia, Slovakia and Sweden
FR	La Poste	Yes, SEB	La Poste Group operates in France and French overseas territories, as well as having a presence in over 40 countries (mainly in Germany, the Netherlands and Poland)
HR	Hrvatska pošta	Yes, SEB	Croatia
HU	Hungarian Post Ltd	Yes, SEB	Hungary
IE	The Post	Yes, SEB	Ireland
IT	Poste Italiane SpA	Yes, SEB	Italy
LT	Lietuvos paštas	Yes, SEB	Lithuania

	Company	Collective bargaining	Geographical coverage
LU	POST Luxembourg	Yes, SEB	Luxembourg
LV	Latvijas Pasts	Yes, SEB	Not applicable
MT	MaltaPost plc	Yes, SEB	Malta
NL	PostNL	Yes, SEB	Belgium: PostNL Germany: Postcon Italy: Nexive UK: Whistl UK PostNL's subsidiary, Spring Global Mail, is a joint venture with the Royal Mail Group in the UK.
PL	Poczta Polska	Yes, SEB	Poland
PT	CTT	Yes, SEB	Portugal
RO	C.N. Poșta Română S.A.	Yes, SEB	Romania
SE	PostNord	Yes, SEB	Australia, Finland, France, Germany, Hong Kong, Netherlands, Norway, Poland, Singapore, UK, USA
SI	Posta Slovenije d.o.o.	Yes, both SEB and MEB	Slovenia
SK	Slovenska Posta	Yes, SEB	Slovakia
UK	Royal Mail Group	Yes, SEB	Royal Mail Group has a subsidiary, General Logistics Systems (GLS), which is headquartered in the Netherlands and operates a parcel delivery service in European countries other than the UK. GLS has subsidiaries in Austria, Belgium, Croatia, the Czech Republic, Denmark, Finland, France, Germany, Hungary, Ireland, Italy, the Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia and Spain, and operates through partner companies in other European countries.

Source: Author's elaboration according to national contributions prepared by Eurofound's Network of European correspondents, 2015.

With regard to the question of whether important organisations in the sector may be not be covered by PostEurop, attention should be drawn to the fact this European employer organisation used to represent public postal operators, some of which have been privatised in recent years. Accordingly, all the employer organisations recorded in the study are not covered by PostEurop.

Capacity to negotiate

European sectoral social partners should be able to prove their capacity to negotiate on behalf of their members and to enter into 'contractual relations, including agreements' (Article 155 TFEU), that is, the capacity to commit themselves and their national affiliates. This criterion refers to the capacity to negotiate agreements as provided for in Article 155 TFEU; negotiating other types of joint texts such as joint opinions, frameworks of action and guidelines is not considered to be sufficient in this context.

A European organisation has the capacity to negotiate such an agreement if it has received a mandate to do so from its affiliates, or if it can receive such a mandate in accordance with a given mandating procedure.

The mandate/mandating procedure can be either statutory (that is, laid down in the statutes (constitution) of the organisation or annexed to them) or non-statutory (that is, laid down in secondary (formal) documents, such as rules of procedures, memoranda of understanding or decisions by the governing bodies of the organisation). The mandate should give the terms of the conditions and the procedure for the European social partner organisation to be given the authorisation to enter into a specific negotiation, as well as for the ratification of a possible agreement. If no such formal mandating procedure can be identified, it should be considered that the condition concerned is not fulfilled.

In order to check this criterion, the European social partners from the postal and courier activities (that is, UNI Europa Post & Logistics and PostEurop) were asked to provide proof of their statutes or any other written documentation, describing their mandate and capacity to negotiate as well as the ratification procedures in place.

UNI Europa Post & Logistics

The only legal statutes available and provided to Eurofound were the statutes of UNI Europa, the mother federation of UNI Europa Post & Logistics (UNI Europa, 2011). However, these statutes refer explicitly to collective bargaining and negotiating agreements, stating that one of the objectives of the organisation is ‘undertaking collective bargaining and negotiating agreements in the region upon mandate of the UNI Europa Executive Committee’ (Article 3-O). Accordingly, UNI Europa’s Executive Committee has a mandate to negotiate agreements on behalf of its members.

PostEurop

PostEurop’s legal statutes do not refer to collective bargaining and negotiating of agreements as part of the organisation’s goals (PostEurope, 2016). When describing the Management Board, the negotiation of agreements is noticeably absent in the legal statutes among its competences and responsibilities. Accordingly, at this stage, it is not possible to state that PostEurop has a general statutory mandate to negotiate agreements on behalf of its members. Moreover, PostEurop also seems to lack a non-statutory mandate to negotiate agreements on behalf of its members. Secondary (formal) documents regulating the mandate or mandating procedure, such as rules of procedures, memoranda of understanding or decisions by the governing bodies of the organisation were not found.

Beyond these formal elements, it should be noted that PostEurop has signed nine joint documents within the framework of the European Sectoral Social Dialogue Committee for the postal sector since its creation. The procedure applied for these signatures can be summarised as follow:

Each document to be signed is shared within the Social Affairs Committee (SAC) of PostEurop which gathers the employers who represent PostEurop in European social dialogue. As stated in the SAC Rules of Procedure, ‘the Chair shall report on Committee activities to the [...] Management Board direct. [...] The Committee Members are authorised to take decisions in the relevant area of behalf of the enterprises concerned.’ PostEurop Board is in particular informed of the signature of joint documents through regular progress reports on the activities of all its working groups.

Other European organisations

An additional step in assessing the representativeness of European organisations is to study the ‘other European organisations’ to which the sector-related trade unions and employer organisations are affiliated. This step allows for a complete weighting of the organisations present at European level.

As reported through the bottom-up approach, the national, European and international affiliations of the trade unions in the postal and courier activities sector are listed in Table A2 in the annex. This approach identified one sector-related and one potentially sector-related other European level organisations. It should be noted that the bottom-up approach can be expected to underestimate the number of organisations affiliated to a European confederation or organisation.

According to the bottom-up approach, the European Confederation of Independent Trade Unions (CESI) is a sector-related European organisation covering at least three countries. This meets the requirement stated in Article 1 of Commission Decision on the establishment of Sectoral Dialogue Committees promoting the Dialogue between the social partners at European level that social partners must be ‘representative of several Member States’ (European Commission, 1998). CESI is reported to be present in 11 Member States, affiliating 14 trade unions in Austria, Croatia, France, Germany, Hungary, Italy, Lithuania, Luxembourg, the Netherlands, Slovakia and Spain (Table A2 in the annex). Accordingly, it affiliates 14% of the trade unions that meet the criteria to be included in the study.

Although the CESI website lists more Member States where it has affiliates, the activities covered by the organisations affiliated in the other Member States fall outside the postal and courier activities sector.

The bottom-up approach also suggests that the European Public Service Union (EPSU), which may be also sector-related as a result of the existence of publically owned postal companies in several countries, is present in seven Member States (Austria, Belgium, Cyprus, Denmark, Malta, Sweden and the UK).

Thus CESI, and to some extent EPSU, can be considered a relatively relevant competitor to UNI Europa Post & Logistics on the employee side.

A similar review of the membership of the national employer/business associations can be derived from Table A5 in the annex. In this case, no organisation with affiliates in at least three countries was found.

Conclusions and summary

Top-down and bottom-up analyses of the postal and courier activities sector in the 28 EU Member States show that UNI Europa Post & Logistics and PostEurop are currently the most important European level social partner organisations within the sector based on their membership

Analyses of the legal statutes of both organisations reveal that UNI Europa Post & Logistics has a statutory mandating procedure to negotiate agreements on behalf of its members, as per Article 155 TFEU. At present, PostEurop has neither a statutory mandate/mandating procedure nor a (formal) non-statutory mandate to negotiate agreements on behalf of its members as per Article 155 TFEU.

However, PostEurop has signed, following a specified internal procedure, nine joint documents in the context of the European Sectoral Social Dialogue Committee in the postal and courier activities sector.

Summary

Top-down and bottom-up analyses of the postal and courier activities sector in the 28 EU Member States show that UNI Europa Post & Logistics and PostEurop are currently the most important European level social partner organisations within the sector based on their membership.

On the employee side, 103 trade unions that meet the criteria to be included were identified in the 28 EU Member States. Accordingly, a pluralistic structure exists in most of the countries and the union landscape is very fragmented in countries such as France (nine trade unions), Italy (eight trade unions), the Netherlands (seven trade unions), Portugal (six trade unions), Spain (six trade unions) and Sweden (six trade unions).

On the employer side, sectoral employer organisations were identified in only nine EU Member States: Austria, Denmark, Finland, France, Italy, the Netherlands, Slovenia, Spain and Sweden. In addition, 28 postal companies (one in each of the 28 Member States) are affiliated to PostEurop and meet the criteria to be included in the study.

The domain demarcation of both the trade unions and employer organisations shows that sectional overlap is the most widespread domain. Most of the companies are either public ownership companies (20) or semi-state owned companies (3). For the companies, overlap is the most widespread domain pattern. It is recorded in 17 companies (61%) and is explained by domain demarcations that cover diverse sectors outside postal and courier activities, usually bank and insurance activities.

The trade unions record relatively low sectoral densities, with 68% of the organisations with available information having a density lower than 20%. On the employer side, very low densities prevail,

especially in terms of companies, where the density is below 11% in all cases. In terms of employees, sectoral density is below 10% in all cases except in three organisations: PALTA (97%) and VKL (21%) in Finland, and Almega Tjänsteförbunden in Sweden (58%).

In most Member States, a low degree of centralisation of collective bargaining coexists with high collective bargaining coverage rates. Thus, only in 10 Member States (Austria, the Czech Republic, Denmark, Finland, Italy, Luxembourg, the Netherlands, Slovenia, Spain and Sweden) do social partners bargain at both single- and multi-employer level, while in the other Member States, social partners bargain exclusively at company level. In terms of collective bargaining coverage, 12 Member States record rates exceeding 80% (Austria, Belgium, Croatia, Denmark, Finland, France, Italy, Malta, the Netherlands, Poland, Slovenia and Sweden), while 13 Member States record rates that oscillate between 45% and 80% (Bulgaria, the Czech Republic, Germany, Estonia, Hungary, Ireland, Latvia, Lithuania, Portugal, Romania, Slovakia, Spain and the UK).

More trade unions (81%) than employer organisations (64%) are consulted by national governments on sector-related issues. Genuine sector-specific bodies, whether bipartite or tripartite, have been established in just 9 of the 28 EU Member States.

The top-down and bottom-up analyses reveal the following issues with regard to the current two sectoral European level social partner organisations scrutinised in this study.

UNI Europa Post & Logistics has 56 direct affiliations in all EU Member States apart from Slovenia. Accordingly, 54% of the trade unions identified in this study are directly affiliated to UNI Europa Post & Logistics. A total of 51 of the 56 trade unions affiliated to UNI Europa Post & Logistics are involved in sector-related collective bargaining and all the trade unions cover the sector in all the regions of their countries except for ELA-Gizalan in Spain, which is only active in the Basque Country region. Only RSRH in Croatia, ZZ PP in Poland and SDPZ in Slovenia can be considered major trade unions not covered by UNI Europa Post & Logistics given their relatively high sectoral density (very high in the case of SDPZ), participation in collective bargaining and involvement in consultation on sector-related issues.

PostEurop has 28 affiliations in all 28 EU Member States. All of them are involved in or covered by a form of collective bargaining. All the companies recorded are involved in or covered by sector-related single-employer collective bargaining.

Analyses of the legal statutes of both organisations reveal that UNI Europa Post & Logistics has a statutory mandating procedure to negotiate agreements on behalf of its members, as per Article 155 TFEU. At present, PostEurop has neither a statutory mandate/mandating procedure nor a (formal) non-statutory mandate to negotiate agreements on behalf of its members as per Article 155 TFEU.

However, PostEurop has signed, following a specified internal procedure, nine joint documents in the context of the European Sectoral Social Dialogue Committee in the postal and courier activities sector.

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Annex 1: Details of individual organisations

Trade unions

Table AI: Domain coverage and membership of trade unions in the postal and courier activities sector, 2015

	Trade union	Domain coverage	Type of membership	Active members total	Active members in the sector
AT	GPF	Sectional overlap	Voluntary	23,900	13,400
	GPA-djp	Overlap	Voluntary	275,455	3,200
	vida	Sectional overlap	Voluntary	139,919	na
BE	CGSP/ACOD POSTE	Sectional overlap	Voluntary	na	6,974
	SLFP/VSOA POSTE	Sectional overlap	Voluntary	na	6,500
	CSC/ACV – Transcom	Sectional overlap	Voluntary	na	na
BG	TUFC	Sectional overlap	Voluntary	9,000	8,500
	PTTF Podkrepa	Sectional overlap	Voluntary	3,300	2,800
	DSC	Sectional overlap	Voluntary	2,050	238
CY	UPEP-CY	Sectionalism	Voluntary	389	389
	OEKDY-SEK	Sectional overlap	Voluntary	7,922	70
	PASYEK-PEO	Sectional overlap	Voluntary	5,080	27
	FTPAAW-SEK or OMEPEGE-SEK	Sectional overlap	Voluntary	5,661	25
	SEGDAMELIN-PEO	Sectional overlap	Voluntary	7,400	16
CZ	OS ZPTNS	Overlap	Voluntary	12,500	10,268
DE	ver.di	Overlap	Voluntary	2,039,931	200,000
	DPVKOM	Overlap	Voluntary	35,879	15,000
	CGPT	Overlap	Voluntary	na	na
DK	3F	Sectional overlap	Voluntary	253,430	10,965
	HK	Sectional overlap	Voluntary	193,537	1,170
	DM	Sectional overlap	Voluntary	30,000	28
	IDA	Sectional overlap	Voluntary	60,000	na
EE	ESTAL	Overlap	Voluntary	734	578
	ETTA	Overlap	Voluntary	4,300	na
EL	P.O.S.T.	Sectionalism	Voluntary	6,400	6,800
	O.I.Y.E.	Sectional overlap	Voluntary	45,842	1,110
ES	FSC-CCOO	Overlap	Voluntary	na	na
	FSP-UGT	Overlap	Voluntary	na	15,000
	ELA-Gizalan	Sectional overlap	Voluntary	30,017	na
	FEP-USO	Overlap	Voluntary	25,000	na

	Trade union	Domain coverage	Type of membership	Active members total	Active members in the sector
	CSI-F Correos	Sectionalism	Voluntary	9,000	9,000
	Sindicato Libre	na	Voluntary	na	na
FI	PAU	Overlap	Voluntary	16,000	14,852
	YTN	Sectional overlap	Voluntary	158,501	600
	Pro	Sectional overlap	Voluntary	74,000	400
	TEAM-liitto	Sectional overlap	Voluntary	27,000	1,000
	SMERY	Sectionalism	Voluntary	400	400
FR	CFDT Cadres	Sectional overlap	Voluntary	58,000	na
	CGT FAPT	Overlap	Voluntary	na	na
	F3C CFDT	Overlap	Voluntary	na	na
	FO COM	Overlap	Voluntary	na	na
	UGICT CGT	Sectional overlap	Voluntary	80,000	na
	SUD PTT	Overlap	Voluntary	na	na
	UNSA-Postes	Congruence	Voluntary	na	na
	CFTC Postes et Télécoms	Overlap	Voluntary	na	na
	CGC La Poste	Sectionalism	Voluntary	na	na
HR	HSP	Sectionalism	Voluntary	5,857	5,857
	RSRH	Sectional overlap	Voluntary	7,248	3,600
HU	PSZ	Congruence	Voluntary	8,414	8,414
	POFÉSZ	Sectionalism	Voluntary	2,406	2,406
	MAPÉSZ	Sectionalism	Voluntary	1,200	1,200
	POMÉSZ	Sectionalism	Voluntary	na	na
	Postal Interest Representation '92	Sectionalism	Voluntary	296	296
IE	CWU	Overlap	Voluntary	na	9,000
	CPSU	Sectional overlap	Voluntary	na	370
	PSEU	Sectional overlap	Voluntary	na	na
	AHCPS	Sectional overlap	Voluntary	na	na
	IPU	Sectionalism	Voluntary	1,100	1,100
IT	SLC-CGIL	Overlap	Voluntary	100,000	2,800
	SLP-CISL	Congruence	Voluntary	69,397	69,397
	UIL Poste	Congruence	Voluntary	26,989	26,989
	UIL Trasporti	Overlap	Voluntary	117,846	na
	UGL Comunicazioni	Overlap	Voluntary	na	na
	ASSIDIPOST – Federmanager	Sectionalism	Voluntary	na	na
	SAILP-CONFSAL	Sectionalism	Mixed	na	na

	Trade union	Domain coverage	Type of membership	Active members total	Active members in the sector
	FAILP-CISAL	Congruence	Voluntary	na	na
LT	LRDPS	Overlap	Voluntary	2,000	1,200
	LPDPS	Sectionalism	Voluntary	600	600
LU	Syndicat des P & T	Sectional overlap	Voluntary	na	na
	OGB-L	Sectional overlap	Voluntary	na	na
	LCGB	Sectional overlap	Voluntary	na	na
LV	LSAB	Overlap	Voluntary	3,425	1,500
MT	GWU	Overlap	Voluntary	39,201	na
NL	BVPP	Overlap	Voluntary	5,500	4,500
	CNV	Overlap	Voluntary	350,000	na
	De Unie	Overlap	Voluntary	50,000	na
	FNV	Overlap	Voluntary	1,100,000	na
	LBV	Overlap	Voluntary	12,500	130
	Subcopartners	Sectionalism	Voluntary	3,000	3,000
	VHP2	Sectional overlap	Voluntary	na	na
PL	NSZZ Solidarność	Sectionalism	Voluntary	13,000	13,000
	ZZ PP	Sectionalism	Voluntary	20,000	20,000
PT	SINDETELCO	Overlap	Voluntary	3,255	2,038
	SNTCT	Overlap	Voluntary	7,226	na
	SINTTAV	Overlap	Voluntary	6,206	na
	SINQUADROS	Overlap	Voluntary	475	310
	SINCOR	Sectionalism	Voluntary	na	na
	SITIC	Overlap	Voluntary	na	na
RO	FSCP	Congruence	Voluntary	25,000	25,000
SE	SEKO	Sectional overlap	Voluntary	79,371	16,547
	ST	Sectional overlap	Voluntary	63,847	2,942
	SI	Sectional overlap	Voluntary	116,000	250
	Ledarna	Overlap	Voluntary	93,000	300
	Transport	Sectional overlap	Voluntary	56,000	na
	Unionen	Sectional overlap	Voluntary	492,578	1,000
SI	SDPZ	Overlap	Voluntary	na	5,300
SK	OZ PaL	Congruence	Voluntary	4,100	4,100
	SOZ PT	Overlap	Voluntary	880	380
UK	CWU	Sectional overlap	Voluntary	181,961	122,254
	Community	Sectional overlap	Voluntary	24,547	2,507
	GMB	Sectional overlap	Voluntary	617,064	na

	Trade union	Domain coverage	Type of membership	Active members total	Active members in the sector
	USDAW	Sectional overlap	Voluntary	424,543	1,449
	Unite	Overlap	Voluntary	1,240,000	6,395

Note: ^a See Table A3 for a more detailed description of the membership domain of trade unions in the sector. na = not available.

Table A2: Density, collective bargaining, consultation and affiliations of trade unions in the postal and courier activities sector, 2015

	Trade union	Sectoral density (%)	Collective bargaining	Consultation		National, European and international affiliations
AT	GPF	53.2	Yes, SEB only	No	na	ÖGB (Austrian Trade Union Federation) UNI Europa Post & Logistics, CESI
	GPA-djp	12.7	Yes, MEB only	Yes	On ad hoc basis	ÖGB UNI Europa, IndustriALL Europe, EPSU, EFFAT (European Federation of Food, Agriculture and Tourism Trade Unions), EFJ (European Federation of Journalists) IndustriALL Global, UNI Global
	vida	na	Yes, MEB only	na	na	ÖGB EFFAT, ETF, EPSU ITF (International Transport Workers' Federation), IUL (International Union of Foodworkers), UNI Global, PSI (Public Services International)
BE	CGSP/ACOD POSTE	na	Yes, SEB only	Yes	On ad hoc basis	FGTB/ABVV (Belgian General Federation of Labour) UNI Europa Post & Logistics UNI Global
	SLFP/VSOA POSTE	na	Yes, SEB only	Yes	On ad hoc basis	CGSLB/ACLVB (Federation of Liberal Trade Unions of Belgium) UNI Europa Post & Logistics, EPSU UNI Global
	CSC/ACV – Transcom	na	Yes, SEB only	Yes	On ad hoc basis	CSC/ACV (Central Confederation of Christian Trade Unions) UNI Europa Post & Logistics International: Information not obtained
BG	TUFC	46.1	Yes, SEB only	Yes	On ad hoc basis	CITUB (Confederation of Independent Trade Unions in Bulgaria) UNI Europa Post & Logistics UNI Global
	PTTF Podkrepa	15.2	Yes, SEB only	No	na	CL Podkrepa (Confederation of Labour 'Podkrepa') UNI Europa Post & Logistics

	Trade union	Sectoral density (%)	Collective bargaining	Consultation		National, European and international affiliations
						UNI Global
	DSC	1.3	Yes, SEB only	No	na	ADTU (Association of Democratic Trade Unions)
CY	UPEP-CY	28.9	Yes, SEB only	Yes	On ad hoc basis	PASYDY (Pancyprian Union of Public Servants) UNI Europa Post & Logistics UNI Global
	OEKDY-SEK	5.2	Yes, MEB only	Yes	On ad hoc basis	SEK (Cyprus Workers' Confederation) EPSU PSI
	PASYEK-PEO	2.0	Yes, MEB only	Yes	On ad hoc basis	PEO (Pancyprian Federation of Labour) TUI-PSA (Trade Union International – Public Service and Allied)
	FTPAAW-SEK or OMEPEGE-SEK	1.9	Yes, SEB only	Yes	On ad hoc basis	Cyprus Workers Confederation (SEK) ETF ITF
	SEGDAMELIN-PEO	1.2	Yes, SEB only	Yes	On ad hoc basis	PEO IDC (International Dockworkers Council), TUI
CZ	OS ZPTNS	21.3	Yes, both SEB and MEB	Yes	On ad hoc basis	ČMKOS (Czech-Moravian Confederation of Trade Unions) UNI Europa Post & Logistics UNI Global
DE	ver.di	47.2	Yes, SEB only	Yes	On regular basis	DGB (German Confederation of Trade Unions) UNI Europa Post & Logistics UNI Global
	DPVKOM	3%	Yes, SEB only	Yes	On regular basis	Dbb (German Civil Service Association) CESI
	CGPT	na	Yes, SEB only	Yes	On regular basis	CGB (Confederation of Christian Trade Unions) CESI (via CGB), CESI (via Eurofedop)
DK	3F	37.6	Yes, both SEB and MEB	Yes	On ad hoc basis	LO (Danish Confederation of Trade Unions) UNI Europa Post & Logistics, ETF, NTF (Nordic Transport Workers' Union), EFFAT, EPSU, EFBWW (European Federation of Building and Woodworkers) ITF, PSI, UNI Global, BWI (Building and Wood Worker's International)
	HK	4.0	Yes, both SEB and	Yes	On ad hoc basis	LO UNI Europa Post & Logistics, EPSU

	Trade union	Sectoral density (%)	Collective bargaining	Consultation		National, European and international affiliations
			MEB			UNI Global
	DM	0.1	Yes, SEB only	Yes	On ad hoc basis	OAQ (Organisations of Public Employees in Denmark) UNI Europa Post & Logistics UNI Global
	IDA	na	Yes, SEB only	Yes	On ad hoc basis	Akademikerne UNI Europa Post & Logistics UNI Global
EE	ESTAL	15.9	Yes, SEB only	No	na	EAKL (Estonian Trade Union Confederation) UNI Europa Post & Logistics PTTI (Postal, Telegraph and Telephone Internationale), UNI World
	ETTA	na	Yes, both SEB and MEB	No	na	None ETUI (European Trade Union Institute), ETF ITF
EL	P.O.S.T.	50.5	Yes, SEB only	Yes	On ad hoc basis	GSEE (General Confederation of Greek Labour) UNI Europa Post & Logistics UNI Global
	O.I.Y.E.	8.2	No	No	na	GSEE UNI Europa Post & Logistics UNI Global
ES	FSC-CCOO	na	Yes, both SEB and MEB	No	na	CCOO (Trade Union Confederation of Workers' Commissions) UNI Europa Post & Logistics UNI Global
	FSP-UGT	16.4	Yes, both SEB and MEB	No	na	UGT (General Workers' Union) UNI Europa Post & Logistics UNI Global
	ELA-Gizalan	na	na	na	na	ELA (Basque Workers' Solidarity) UNI Europa Post & Logistics UNI Global
	FEP-USO	na	Yes, both SEB and MEB	No	na	USO (Unión Sindical Obrera)
	CSI-F Correos	9.8	Yes, SEB only	Yes	On ad hoc basis	CSI-F (Independent Trade Union of Civil Servants) CESI
	Sindicato Libre	na	Yes, SEB only	na	na	Information not available
FI	PAU	73.8	Yes, both SEB and	Yes	On regular	UNI Europa Post & Logistics, NPU (Nordic Postal Union) Union Network

	Trade union	Sectoral density (%)	Collective bargaining	Consultation		National, European and international affiliations
			MEB		basis	UNI Global.
	YTN	3.0	Yes, MEB only	No	na	Akava (Confederation of Unions for Professional and Managerial Staff in Finland)
	Pro	2.0	No	Yes	On regular basis	STTK (Finnish Confederation of Professionals) UNI Europa Post & Logistics UNI Global
	TEAM-liitto	5.0	Yes, MEB only	Yes	On regular basis	SAK (The Central Organisation of Finnish Trade Unions) (among others) IndustriALL Europe IndustriALL Global
	SMERY	2.0	Yes, MEB only	na	na	No affiliations
FR	CFDT Cadres	na	No	No	na	CFDT (French Democratic Confederation of Labour) UNI Europa Post & Logistics, Eurocadres (Council of European Professional and Managerial Staff) UNI Global
	CGT FAPT	na	Yes, SEB only	Yes	On ad hoc basis	CGT (General Confederation of Labour) UNI Europa Post & Logistics UNI Global
	F3C CFDT	na	Yes, SEB only	na	na	CFDT (French Democratic Confederation of Labour) UNI Europa Post & Logistics UNI Global
	FO COM	na	Yes, SEB only	na	na	CGT-FO (CGT-Force Ouvrière) UNI Europa Post & Logistics UNI Global
	UGICT CGT	na	No	na	na	CGT UNI Europa Post & Logistics, Eurocadres
	SUD PTT	na	Yes, SEB only	na	na	SUD (Solidarity Trade Union)
	UNSA-Postes	na	Yes, SEB only	na	na	UNSA (National Federation of Independent Unions) Eurocadres (through UNSA's affiliation)
	CFTC Postes et Télécoms	na	Yes, SEB only	Yes	On ad hoc basis	CFTC (French Confederation of Christian Workers) CESI
	CGC La Poste	na	Yes, SEB only	na	na	CGE-CGC (French Confederation of Management – General Confederation

	Trade union	Sectoral density (%)	Collective bargaining	Consultation		National, European and international affiliations
						of Executives) CEC European Managers (through CFE-CGC's affiliation)
HR	HSP	48.6	Yes, SEB only	Yes	On ad hoc basis	NHS (Independent Trade Unions of Croatia) UNI Europa Post & Logistics, ETUC (European Trade Union Confederation) ITUC (International Trade Union Confederation), UNI Global
	RSRH	29.9	Yes, SEB only	Yes	On ad hoc basis	NHS CESI, ETUC ITUC
HU	PSZ	19.3	Yes, SEB only	na	na	LIGA (Democratic League of Independent Trade Unions) UNI Europe Post & Logistics UNI Global
	POFÉSZ	5.5	Yes, SEB only	na	na	MOSZ (National Federation of Workers' Councils) CESI
	MAPÉSZ	2.8	Yes, SEB only	na	na	LIGA
	POMÉSZ	na	Yes, SEB only	na	na	MOSZ
	Postal Interest Representation '92	0.7	Yes, SEB only	na	na	No affiliations
IE	CWU	59.7	Yes, SEB only	Yes	On ad hoc basis	ICTU (Irish Congress of Trade Unions) UNI Europa Post & Logistics
	CPSU	2.5	Yes, SEB only	Yes	On ad hoc basis	ICTU UNI Europa Post & Logistics
	PSEU	na	Yes, SEB only	Yes	On ad hoc basis	ICTU
	AHCPS	na	Yes, SEB only	Yes	On ad hoc basis	ICTU UNI Europa Post & Logistics
	IPU	7.3	Yes, SEB only	Yes	On ad hoc basis	ICTU
IT	SLC-CGIL	1.4	Yes, both SEB and MEB	Yes	On ad hoc basis	CGIL (General Confederation of Italian Workers) UNI Europa Post & Logistics UNI Global
	SLP-CISL	34.9	Yes, both SEB and MEB	Yes	On regular basis	CISL (Italian Confederation of Workers' Trade Unions) UNI Europa Post & Logistics UNI Global

	Trade union	Sectoral density (%)	Collective bargaining	Consultation		National, European and international affiliations
	UIL Poste	13.6	Yes, both SEB and MEB	Yes	On regular basis	UIL (Union of Italian Workers) UNI Europa Post & Logistics UNI Global
	UIL Trasporti	na	Yes, both SEB and MEB	Yes	na	UIL ETF ITF
	UGL Comunicazioni	na	Yes, both SEB and MEB	na	na	UGL (General Workers' Union) CESI
	ASSIDIPOST – Federmanager	na	Yes, SEB only	na	na	Federmanager
	SAILP-CONFSAL	na	Yes, SEB only	na	na	CONFSAL (General Confederation of Autonomous Workers' Trade Unions) CESI
	FAILP-CISAL	na	Yes, both SEB and MEB	na	na	CISAL (Italian Confederation of Workers' Autonomous Trade Unions)
LT	LRDPS	14.9	Yes, SEB only	Yes	On ad hoc basis	LPSK (Lithuanian Trade Union Confederation) UNI Europa Post & Logistics UNI Global
	LPDPS	7.5	Yes, SEB only	Yes	On ad hoc basis	LDF (Lithuanian Labour Federation) UNI Europa, CESI UNI Global
LU	Syndicat des P & T	na	Yes, SEB only	Yes	On ad hoc basis	CGFP (General Confederation of Civil Servants) UNI Europa Post & Logistics, CESI UNI Global
	OGB-L	na	Yes, both SEB and MEB	na	na	OGB-L (Luxembourg Confederation of Independent Trade Unions) UNI Europa Post & Logistics International: Information not obtained
	LCGB	na	Yes, both SEB and MEB	na	na	LCGB (Luxembourg Confederation of Christian Trade Unions) UNI Europa Post & Logistics International: Information not obtained
LV	LSAB	27.5	Yes, both SEB and MEB	Yes	On regular basis	LBAS (Free Trade Union Confederation of Latvia) UNI Europa Post & Logistics
MT	GWU	na	Yes, SEB only	Yes	On ad hoc basis	Not applicable UNI Europa Post & Logistics, EPSU, ETUC, EURO WEA (European Workers' Education Association), FERPA (Federation of Europe Retired Personnel Association), Eurocadres,

	Trade union	Sectoral density (%)	Collective bargaining	Consultation		National, European and international affiliations
						ETF, EFBWW, EMF (European Metalworkers' Federation), EFFAT PSI, ITUC, ILO (International Labour Organisation), ITF, IUF (International Union of Food, Agriculture, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Association), OFBWW (International Federation of Building and Wood Workers), IMF (International Metalworkers' Federation), ICEM (International Federation of Chemical, Energy, Mining and General Workers' Union, ITGLWF (International Textiles, Garment and Leather Workers' Federation), UNI Global, IFM (International Federation of Musicians), IFWEA (International Federation of Workers, Education)
NL	BVPP	7.0	Yes, SEB only	Yes	On ad hoc basis	CESI (via Eurofedop)
	CNV	na	Yes, both SEB and MEB	Yes	On regular basis	UNI Europa Post & Logistics, CESI UNI Global
	De Unie	na	Yes, MEB only	na	na	None EMF IMF
	FNV	na	Yes, both SEB and MEB	Yes	On regular basis	Not applicable UNI Europa Post & Logistics, ETF, ITF, UNI Global
	LBV	0.2	Yes, MEB only	na	na	No affiliations
	Subcopartners	4.7	No	Yes	On ad hoc basis	None None, though there is a partnership with Belgian counterpart Subcopartners Belgium
	VHP2	na	Yes, SEB only	na	na	VCP (Trade Union Federation for Professionals) ETUC (indirectly, through VCP)
PL	NSZZ Solidarność	13.5	Yes, SEB only	Yes	On ad hoc basis	The Independent and Self-Governing Trade Union 'Solidarity' UNI Europa Post & Logistics UNI Global
	ZZ PP	20.8	Yes, SEB only	Yes	On ad hoc basis	OPZZ (All-Poland Alliance of Trade Unions) European: None International: None
PT	SINDETELCO	12.3	Yes, SEB	No	na	UGT (General Workers' Union)

	Trade union	Sectoral density (%)	Collective bargaining	Consultation		National, European and international affiliations
			only			UNI Europa Post & Logistics UNI Global
	SNTCT	na	Yes, SEB only	na	na	CGTP-IN (General Confederation of Portuguese Workers – National Trades Union) UNI Europa Post & Logistics International: Information not available
	SINTTAV	na	Yes, SEB only	na	na	CGTP-IN UNI Europa Post & Logistics International: Information not available
	SINQUADROS	1.9	Yes, SEB only	No	On ad hoc basis	Information not available
	SINCOR	na	Yes, SEB only	na	na	Information not available
	SITIC	na	Yes, SEB only	na	na	Information not available
RO	FSCP	66.3	Yes, both SEB and MEB	Yes	On regular basis	BNS (National Trade Unions Block) UNI Europa Post & Logistics, ETUC ITUC (extension due to ETUC membership), UNI Global
SE	SEKO	43.9	Yes, MEB only	Yes	On regular basis	LO (Swedish Trade Union Confederation) UNI Europa Post & Logistics, ETF, EBTF (European Federation of Building and Woodworkers), EPSU ITF, UNI Global, BWI, PSI
	ST	7.8	Yes, MEB only	Yes	On regular basis	TCO (Confederation of Professional Employees) UNI Europa Post & Logistics, ETF PSI, UNI Global, ITF
	SI	0.7	Yes, MEB only	Yes	On ad hoc basis	SACO (Swedish Confederation of Professional Associations) UNI Europa Post & Logistics, IndustriALL Europe, FEANI (Fédération Européenne d'Associations Nationales d'Ingenieurs) IndustriALL Global, UNI Global
	Ledarna	0.8	Yes, MEB only	No	na	None CEC European Managers, ETF ITF
	Transport	na	Yes, MEB only	Yes	On regular basis	LO UNI Europa, EPSU, ETF PSI, ITF, UNI Global
	Unionen	2.7	Yes, MEB only	Yes	On ad hoc basis	TCO UNI Europa Post & Logistics, EFFAT,

	Trade union	Sectoral density (%)	Collective bargaining	Consultation		National, European and international affiliations
						ETF, IndustriALL Europe UNI Global, ITF, IndustriALL
SI	SDPZ	79.6	Yes, both SEB and MEB	Yes	On ad hoc basis	ZSSS (Association of Free Trade Unions of Slovenia) ETUC Not applicable
SK	OZ PaL	19.4	Yes, SEB only	Yes	On regular basis	KOZ SR (Confederation of Trade Unions of the Slovak Republic) UNI Europa Post & Logistics UNI Global
	SOZ PT	1.8	Yes, SEB only	Yes	On regular basis	KOZ SR CESI (via Eurofedop) None
UK	CWU	39.7	Yes, SEB only	Yes	On ad hoc basis	TUC (Trades Union Congress) UNI Europa Post & Logistics UNI Global
	Community	0.8	Yes, SEB only	na	na	TUC, GFTU (General Federation of Trade Unions) IndustriALL Europe IndustriALL Global, UNI Global.
	GMB	na	Yes, SEB only	na	na	TUC UNI Europa Post & Logistics, EFBWW, EFFAT, European Federation of Public Service Unions (EPSU), ETF, IndustriALL Europe UNI Global, BWI, IndustriALL Global, PSI, ITF, IUF (International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers)
	USDAW	0.5	Yes, SEB only	Yes	On ad hoc basis	TUC UNI Europa Post & Logistics, EFFAT, ETF, IndustriALL Europe UNI Global, IndustriALL Global, ITF, IUF
	Unite	2.1	Yes, SEB only	Yes	On ad hoc basis	TUC UNI Europa Post & Logistics, EFBWW, EFFAT, EPSU, ETF, IndustriALL Europe UNI Global, BWI, IndustriALL Global, IUF, ITF, PSI

Notes: MEB = multi-employer bargaining; SEB = single-employer bargaining. na = not available.

Table A3: Domain coverage and description of trade unions in the postal and courier activities sector, 2015

	National association	Domain coverage	Domain description
AT	GPF	Sectional overlap	Employees of the Post Company group
	GPA-djp	Overlap	White-collar workers in all sectors of the private economy
	vida	Sectional overlap	Blue-collar workers in other postal and courier activities, transport, social, personal and health services and private services
BE	CGSP/ACOD POSTE	Sectional overlap	Public postal company and all public sector activities
	SLFP/VSOA POSTE	Sectional overlap	Public postal company and all public sector activities
	CSC/ACV – Transcom	Sectional overlap	Public postal company and transport, communications and cultural sectors
BG	TUFC	Sectional overlap	Workers in some companies concerned with postal and courier activities and telecommunications
	PTTF Podkrepa	Sectional overlap	Workers in some companies concerned with postal and courier activities and telecommunications
	DSC	Sectional overlap	Some workers and regions (not specified) in concerned with postal and courier activities and telecommunications
CY	UPEP-CY	Sectionalism	Civil servants employed by Cyprus Post
	OEKDY-SEK	Sectional overlap	Hourly paid workers employed by Cyprus Post and in the public sector
	PASYEK-PEO	Sectional overlap	All hourly paid workers employed in the public sector
	FTPAW-SEK or OMEPEGE-SEK	Sectional overlap	All workers in the private sector
	SEGDAELIN-PEO	Sectional overlap	All workers in the private sector
CZ	OS ZPTNS	Overlap	All workers in postal and courier, telecommunications, IT services, newspaper/magazine distribution services and state postage and duty stamps printing companies
DE	ver.di	Overlap	Workers in most of the services
	DPVKOM	Overlap	Workers and civil servants of Deutsche Post AG as well as subcontractors and other companies
	CGPT	Overlap	All workers in postal and courier and telecommunications and logistics
DK	3F	Sectional overlap	Blue-collar workers in all sectors
	HK	Sectional overlap	White-collar workers in many different sectors
	DM	Sectional overlap	White-collar workers in central administration and employees with a university degree in humanistic disciplines

	National association	Domain coverage	Domain description
	IDA	Sectional overlap	Engineers in the private and public sectors
EE	ESTAL	Overlap	All workers in postal and courier, telecommunication, service and IT
	ETTA	Overlap	Workers in postal and courier, bus drivers, road workers, mechanics, ambulance workers, communal workers and aviation workers
EL	P.O.S.T.	Sectionalism	Employees in HELLENIC POST S.A. and its subsidiaries
	O.I.Y.E.	Sectional overlap	Workers in the private postal companies of all sizes
ES	FSC-CCOO	Overlap	All workers in postal and courier, public administration, transport, paper, graphical industry and telecommunications companies
	FSP-UGT	Overlap	All workers in postal and courier, public administration, mass media and health sector
	ELA-Gizalan	Sectional overlap	All workers in postal and courier, public administration, mass media, public transport, health, police and education in the Basque Country region
	FEP-USO	Overlap	All workers in postal and courier, public administration and health
	CSI-F Correos	Sectionalism	Workers in the publicly owned company Correos y Telégrafos S.A.
	Sindicato Libre	na	Postal and telecommunications
FI	PAU	Overlap	All workers in postal and courier, cash handling and business support activities
	YTN	Sectional overlap	White-collar workers, specialist, supervisory and managerial positions in the commercial, service and industrial sectors
	Pro	Sectional overlap	White-collars in the postal and courier, industry, financial, service, ICT and communications sectors.
	TEAM-liitto	Sectional overlap	Mostly blue-collar workers in different sectors, including postal and courier, basic chemicals, glass and ceramics, rubber, plastics and chemical products, publishing and textiles
	SMERY	Sectionalism	Blue-collar workers in postal activities under universal obligation
FR	CFDT Cadres	Sectional overlap	Professional and managers in all sectors
	CGT FAPT	Overlap	All workers in postal and courier and telecommunications
	F3C CFDT	Overlap	All workers in postal and courier, communication, live performance, press, audiovisual
	FO COM	Overlap	All workers in postal and courier and telecommunications
	UGICT CGT	Sectional overlap	White-collar workers in most sectors

	National association	Domain coverage	Domain description
	SUD PTT	Overlap	All workers in postal and telecommunications
	UNSA-Postes	Congruence	All workers in postal and courier activities
	CFTC Postes et Télécoms	Overlap	Workers in telecommunications, call centres, civil servants working in former public companies (Orange, France Telecom, La Poste) + some companies within the Group La Poste depending on different national collective agreements on road transport (for Chronopost a subsidiary of Groupe La Poste)
	CGC La Poste	Sectionalism	White-collar workers, professional and managers in postal and courier activities sector
HR	HSP	Sectionalism	Workers in private postal and courier companies
	RSRH	Sectional overlap	Workers in public companies
HU	PSZ	Congruence	All workers in postal and courier activities
	POFÉSZ	Sectionalism	Workers at Hungarian Post Ltd
	MAPÉSZ	Sectionalism	Workers at Hungarian Post Ltd
	POMÉSZ	Sectionalism	Workers at Hungarian Post Ltd
	Postal Interest Representation '92	Sectionalism	Workers at Hungarian Post Ltd
IE	CWU	Overlap	Workers in postal and courier, telecommunications sector, IT, retail communications and call centres.
	CPSU	Sectional overlap	Lower grade workers in the civil service
	PSEU	Sectional overlap	Middle-ranking workers in the civil service
	AHCPS	Sectional overlap	Management grades in the civil service
	IPU	Sectionalism	Postmasters
IT	SLC-CGIL	Overlap	Workers employed in postal and courier, information and communication services and in arts, entertainment and recreation activities
	SLP-CISL	Congruence	Workers in postal and courier activities
	UIL Poste	Congruence	Workers in postal and courier activities
	UIL Trasporti	Overlap	Workers in postal, courier, freight and passenger transport, warehousing activities, integrated waste management services and cleaning services
	UGL Comunicazioni	Overlap	Workers in postal and courier activities and entertainment industry
	ASSIDIPOST – Federmanager	Sectionalism	Managers of the publicly owned Poste Italiane Group
	SAILP-CONFISAL	Sectionalism	Workers of the publicly owned Poste Italiane Group
	FAILP-CISAL	Congruence	Workers in postal and courier activities sector
LT	LRDPS	Overlap	Workers in postal and courier activities and telecommunication

	National association	Domain coverage	Domain description
	LPDPS	Sectionalism	Workers at Lithuanian Post
LU	Syndicat des P & T	Sectional overlap	Workers in telecommunications and postal financial services in the public postal company
	OGB-L	Sectional overlap	Not specified
	LCGB	Sectional overlap	Not specified
LV	LSAB	Overlap	Workers in postal and courier activities, logistics, telecommunication, IT, radio and TV workers, as well as other people employed in information processing and transmission and employed in other spheres, students of education institutions
MT	GWU	Overlap	Workers in private sector
NL	BVPP	Overlap	Mostly postal deliverers and those left from time when national postal service also offered banking and telecom services
	CNV	Overlap	Intersectoral trade union covering nearly all sectors of economic activity
	De Unie	Overlap	Intersectoral trade union covering nearly all sectors of economic activity
	FNV	Overlap	Intersectoral trade union covering nearly all sectors of economic activity
	LBV	Overlap	Intersectoral trade union covering nearly all sectors of economic activity
	Subcopartners	Sectionalism	Collection, transport and delivery of parcels and packages by subcontractors
	VHP2	Sectional overlap	Middle and higher technical personnel in all technical sectors
PL	NSZZ Solidarność	Sectionalism	Workers at the public company Poczta Polska
	ZZ PP	Sectionalism	Workers in the public company Poczta Polska
PT	SINDETELCO	Overlap	Workers in the postal and courier activities, graphic industry, communications and so on
	SNTCT	Overlap	Workers in postal and courier activities, communications and telecommunications
	SINTTAV	Overlap	Workers in postal and courier activities, communication, telecommunication and arts
	SINQUADROS	Overlap	Workers in postal and courier activities and telecommunications
	SINCOR	Sectionalism	Workers at Portugal Post
	SITIC	Overlap	Workers in postal and courier activities, bank, communication and media sectors
RO	FSCP	Congruence	Workers in postal and courier activities
SE	SEKO	Sectional overlap	Blue-collar workers in government services and privatised government services
	ST	Sectional overlap	Civil servants in the entire governmental sector
	SI	Sectional overlap	Graduate engineers in all sectors

	National association	Domain coverage	Domain description
	Ledarna	Overlap	Managers in all sectors
	Transport	Sectional overlap	Blue-collar workers in postal and courier activities, transport and security workers in general
	Unionen	Sectional overlap	White-collar workers in private sector
SI	SDPZ	Overlap	Workers in postal and courier activities, road transport and telecommunications
SK	OZ PaL	Congruence	Workers in postal and courier activities
	SOZ PT	Overlap	Workers in postal and courier activities, telecommunications, maintenance of buildings and construction
UK	CWU	Sectional overlap	Non-managerial grades in postal and courier activities, telecommunication and financial services
	Community	Sectional overlap	Blue-collar delivery and sorting workers in postal and courier activities, textiles and clothing, the steel and wire industries, betting shops, justice and custodial services and social care/charity work
	GMB	Sectional overlap	All sectors
	USDAW	Sectional overlap	Workers in private postal and courier activities, retail and distribution, along with areas such as food processing and manufacturing, catering, chemical processing, pharmaceuticals, warehouses, clerical work, dairy processing and call centres
	Unite	Overlap	All sectors

Employer organisations

Table A4: Domain coverage and membership of employer/business organisations in the postal and courier activities sector, 2015

	Employer organisation	Domain coverage	Type of membership	Companies total	Companies in the sector	Employees total	Employees in the sector
AT	FSP	Sectional overlap	Compulsory	1,716	na	23,649	na
	FGBG	Sectional overlap	Compulsory	15,050	na	73,578	na
	VÖZ	Sectional overlap	Voluntary	58	na	na	na
	FGWM	Sectional overlap	Compulsory	27,022	na	29,847	na
	WKÖ – BS Handel	Sectional overlap	Compulsory	146,100	na	481,270	na
DK	DI	Overlap	Voluntary	10,000	30	1,000,000	

	Employer organisation	Domain coverage	Type of membership	Companies total	Companies in the sector	Employees total	Employees in the sector
ES	ASEMPRE	Sectionalism	Voluntary	74	74	na	
	AEM	Sectionalism	Voluntary	720	720	22	22
	ANEB	Sectionalism	Voluntary	na	na	na	na
FI	PALTA	Overlap	Voluntary	1,725	5	150,000	19,526
	VKL	Sectional overlap	Voluntary	300	17	na	4,293
	SKE RY	Sectionalism	Voluntary	23	23	na	
IT	FISE ASSOPOSTE	Sectionalism	Voluntary	30	30	1,600	1,600
	FISE ARE	Sectionalism	Voluntary	30	30	6,000	6,000
	CNA	Sectional overlap	Voluntary	440,000	100	2,000,000	1,000
LU	Groupement Transports luxembourgeois	Sectional Overlap	Voluntary	230	50	na	na
NL	TLN	Sectional overlap	Voluntary	5,600	300	na	12,000
	WPN	Sectionalism	Voluntary	8	8	na	
SE	Almega Tjänsteförbunden	Sectional overlap	Voluntary	3,900	4	155,000	22,056
	Medieföretagen	Sectional overlap	Voluntary	650	12	41,000	4,000
	BA	Sectional overlap	Voluntary	7,800	14	74,000	2,541
SI	ZPZ	Overlap	Voluntary	na	na	na	na
	ZDS	Overlap	Voluntary	na	na	na	na

Note: ^a See Table A6 for a more detailed description of the membership domain of employer organisations to the sector. na = not available.

Table A5: Density, collective bargaining, consultation and affiliations of employer organisations in the postal and courier activities sector, 2015

	Employer organisation	Sectoral density (%)		Collective bargaining	Consultation		National, European and international affiliations
		Companies	Employees				
AT	FSP	na	na	Yes, MEB only	na	na	WKÖ (Austrian Federal Economic Chamber)
	FGBG	na	na	Yes, MEB only	na	na	WKÖ (Austrian Federal Economic Chamber)
	VÖZ	na	na	Yes, MEB only	na	na	ENPA (European Newspaper Publishers' Association)
	FGWM	na	na	Yes, MEB only	na	na	WKÖ; EACA (European Association of Communications Agencies)
	WKÖ – BS Handel	na	na	Yes, MEB only	na	na	WKÖ
DK	DI	2.2	na	Yes, MEB only	Yes	On ad hoc basis	DA (Confederation of Danish Employers) Business Europe BIAC (Business and Industry Advisory Committee to the OECD)
ES	ASEMPRE	1.1	na	Yes, MEB only	na	na	No affiliations
	AEM	10.6	0.0	Yes, MEB only	No	na	EEA (European Express Association)
	ANEB	na	na	Yes, MEB only	na	na	No affiliations
FI	PALTA	1.4	97.0	Yes, MEB only	No	na	EK (Confederation of the Finnish Industries)
	VKL	4.8	21.3	Yes, MEB only	Yes	On ad hoc basis	EK; Intergraf (European Federation for Print and Digital Communication), EMMA (European Magazine Media Association), ENPA Member of following organisations through its member organisations: WAN-IFRA (World Association of Newspapers and News Publishers), IPI (International Press Institute), FIPP (International Federation of the Periodical Press), CMA (Content Marketing Association)
	SKE RY	6.5	na	Yes, MEB only	na	na	Information not available
IT	FISE	1.2	0.8	Yes, MEB	Yes	On ad	FISE (Service Industry

	Employer organisation	Sectoral density (%)		Collective bargaining	Consultation		National, European and international affiliations
		Companies	Employees				
	ASSOPOSTE			only		hoc basis	Federation)
	FISE ARE	1.2	3.0	Yes, MEB only	Yes	On ad hoc basis	FISE
	CNA	4.1	0.5	Yes, MEB only	Yes	On ad hoc basis	
LU	Groupe ment Transports luxembourgeois	2.064409579	na	Yes, MEB only	Yes	On ad hoc basis	CLC (Luxembourg Confederation of Commerce); IRU (International Road Union)
NL	TLN	4.8	18.8	Yes, MEB only	Yes	On regular basis	VNO-NCW (Confederation of Netherlands Industry and Employers) IRU
	WPN	0.1	na	Yes, MEB only	na	na	No affiliations
SE	Almega Tjänsteförbundet	1.1	58.5	Yes, MEB only	No	na	Confederation of Swedish Enterprises, Almega
	Medieföretagen	3.3	10.6	Yes, MEB only	No	na	Confederation of Swedish Enterprise, Almega
	BA	3.8	6.7	Yes, MEB only	Yes	On regular basis	Transport Group of the Confederation of Swedish Enterprises IRU, CORTE (Confederation of Organisations in Road Transport Enforcement)
SI	ZPZ	na	na	na	na	na	GZS (Chamber of Commerce and Industry of Slovenia) iFreightMED (Intermodal Freight Services Development Committees), FIATA (International Federation of Freight Forwarders Associations), CLECAT (European Association for Forwarding, Transport, Logistics and Customs Services)
	ZDS	na	na	Yes, MEB only	na	na	Business Europe IOE (International Organisation of Employers), BIAC

Note: na = not available.

Table A6: Domain coverage and description of employer organisations in postal and courier activities sector, 2015

	Employer organisation	Domain coverage	Domain description
AT	FSP	Sectional overlap	Companies operating in other postal and courier activities, transport agency and forwarding activities, including transport consulting
	FGBG	Sectional overlap	Companies operating in other postal and courier activities and road transport activities
	VÖZ	Sectional overlap	Companies specialising in newspaper delivery services as a subactivity of NACE 53.2, production and publishing of newspapers and magazines
	FGWM	Sectional overlap	Companies specialising in advertising material delivery services as a subactivity of NACE 53.2, advertising industry, including direct mailing, advertisement companies, event marketing, sponsoring agencies, public relations agencies, multi-media agencies and so on
	WKÖ – BS Handel	Sectional overlap	Companies specialising in trading with newspapers and magazines as well as newspaper and magazine delivery by wholesale trade to retail companies as a subactivity of NACE 53.2 and commerce activities
DK	DI	Overlap	All manufacturing industry and a large part of the transport sector in which post is included
ES	ASEMPRE	Sectionalism	Mostly SMEs in the private postal delivery activities subsector
	AEM	Sectionalism	Companies operating in other postal and courier activities
	ANEB	Sectionalism	Mailing companies (mostly SMEs)
FI	PALTA	Overlap	Companies operating in postal and courier activities, logistics, information and communication, service and maintenance, business and professional services, administration and support services and entertainment and recreation
	VKL	Sectional overlap	Companies operating in other postal and courier activities, mass media and the graphic arts industry
	SKE RY	Sectionalism	Companies operating in other postal and courier activities
IT	FISE ASSOPOSTE	Sectionalism	Companies providing postal services as subcontractors for Poste Italiane SpA
	FISE ARE	Sectionalism	Private companies in postal and courier activities sector
	CNA	Sectional overlap	Private SMEs and craftspeople operating in industry and service sectors
LU	Groupement Transports luxembourgeois	Sectional overlap	Private companies in road transport and logistics sector, including NACE 53.2 code activities
NL	TLN	Sectional overlap	Companies in other postal and courier activities and professional road transport sectors

	Employer organisation	Domain coverage	Domain description
	WPN	Sectionalism	Companies operating in other postal and courier activities
SE	Almega Tjänsteförbunden	Sectional overlap	All companies in the sector except small courier services and a large number of private sector service industries, including airport services, railroad infrastructure, private security and domestic services
	Medieföretagen	Sectional overlap	Companies in other postal and courier activities and media sector
	BA	Sectional overlap	Companies in the sector where the core business idea is road transportation and/or logistics
SI	ZPZ	Overlap	Companies in postal and courier activities and road transport sectors
	ZDS	Overlap	All companies

Companies

Table A7: Domain coverage and employees of companies in the postal and courier activities sector, 2015

	Companies	Domain coverage	Employees total	Employees in the sector
AT	Post AG	Sectionalism	18,000	18,000
BE	Bpost	Overlap	26,236	na
BG	Bulgarian Posts plc	Congruence	11,126	11,126
CY	Cyprus Post	Congruence	685	685
CZ	Česká pošta s. p. (ČP)	Sectionalism	31,742	31,742
DE	Deutsche Post AG	Congruence	209,000	na
DK	Post Danmark	Congruence	12,000	12,000
EE	Omniva (EP)	Overlap	2,370	1,800
EL	ELTA	Overlap	7,008	7,008
ES	Correos y Telégrafos S.A.	Sectionalism	54,000	54,000
FI	Posti Oy	Overlap	18,025	17,425
FR	La Poste	Overlap	152,464	na
HR	Hrvatska pošta	Overlap	9,309	7,653
HU	Hungarian Post Ltd	Congruence	30,211	30,211
IE	The Post	Overlap	10,024	10,024
IT	Poste Italiane SpA	Overlap	140,000	140,000
LT	Lietuvos paštas	Overlap	5,900	na
LU	POST Luxembourg	Overlap	2,960	1,403
LV	Latvijas Pasts	Congruence	4171	3808
MT	Maltapost plc	Overlap	650	620

	Companies	Domain coverage	Employees total	Employees in the sector
NL	PostNL	Overlap	47,661	46,007
PL	Poczta Polska	Overlap	83,467	na
PT	CTT	Overlap	12,448	na
RO	CNPR/ Poșta Română	Congruence	27,000	27,000
SE	PostNord	Congruence	23,200	23,200
SI	Pošta Slovenije, d.o.o.	Overlap	6,095	6,095
SK	SP, a.s.	Overlap	14,264	14,264
UK	Royal Mail Group	Overlap	144,000	140,000

Note: na = not available.

Table A8: Collective bargaining and affiliations of companies in the postal and courier activities sector, 2015

	Company	Collective bargaining	National, European and international affiliations
AT	Post AG	Yes, SEB only	WKÖ (Austrian Federal Economic Chamber) PostEurop UPU (Universal Postal Union)
BE	Bpost	Yes, SEB only	FEB-VBO (Belgian Federation of Employers) PostEurop UPU
BG	Bulgarian Posts PLC	Yes, SEB only	AICB (Association of Industrial Capital in Bulgaria) PostEurop UPU
CY	Cyprus Post	Yes, SEB only	No national affiliation PostEurop UPU
CZ	Česká pošta s. p. (ČP)	Yes, both MEB and SEB	No national affiliation PostEurop UPU
DE	Deutsche Post AG	Yes, SEB only	BDA (Confederation of German Employers' Associations) PostEurop UPU, IPC (International Post Corporation)
DK	Post Danmark	Yes, SEB only	DI (Confederation of Danish Industry) PostEurop UPU
EE	Omniva (EP)	Yes, SEB only	No national affiliation PostEurop UPU, IPC
EL	ELTA	Yes, SEB only	ACCI (Athens Chamber of Commerce &

	Company	Collective bargaining	National, European and international affiliations
			Industry), CSR Hellas (Hellenic Network for Corporate Social Responsibility), Hellenic Institute of Customer Service, Hellenic–Italian Chamber of Commerce of Athens, EASE (Association of Chief Executive Officers) PostEurop, PUMed (EuroMED Postal Union) UPU, IPC
ES	Correos y Telégrafos S.A.	Yes, SEB only	No national affiliation PostEurop UPU
FI	Posti Oy	Yes, MEB only	PALTA PostEurop UPU
FR	La Poste	Yes, SEB only	No national affiliation PostEurop UPU
HR	Hrvatska pošta	Yes, SEB only	No national affiliation PostEurop, PUMed, Višegrad Postal Group, Eurogiro UPU
HU	Hungarian Post Ltd	Yes, SEB only	STRATOSZ (National Association of Strategic and Public Utility Companies) PostEurop UPU
IE	The Post	Yes, SEB only	Ibec PostEurop UPU
IT	Poste Italiane SpA	Yes, SEB only	Confindustria PostEurop UPU
LT	Lietuvos paštas	Yes, SEB only	Investors' Forum, LPK (Confederation of Lithuanian Industrialists), LVK (Lithuanian Business Confederation), BPU (Baltic Postal Union) (including its Quality Fulfilment Committee), PostEurop UPU, IPC
LU	POST Luxembourg	Yes, SEB only	Fedil (Business Federation Luxembourg) PostEurop, ETNO (European Telecommunications Network Operators' Association) UPC, UPU
LV	VAS 'Latvijas Pasts'	Yes, covered by SEB	No national affiliation PostEurop UPU, IPC
MT	Maltapost plc	Yes, SEB only	No national affiliation

	Company	Collective bargaining	National, European and international affiliations
			PostEurop, PUMed UPU
NL	PostNL	Yes, SEB only	AWVN (General Employers' Association Netherlands) PostEurop UPU
PL	Poczta Polska	Yes, SEB only	Employers of Poland Pracodawcy RP PostEurop UPU
PT	CTT	Yes, SEB only	No national affiliation PostEurop UPU
RO	CNPR/ Poșta Română	Yes, SEB only	No national affiliation PostEurop UPU
SE	PostNord	Yes, SEB only	Almega Service Associations PostEurop UPU
SI	Pošta Slovenije, d.o.o.	Yes, both MEB and SEB	ZDs (Association of Employers of Slovenia) PostEurop UPU
SK	SP, a.s.	Yes, SEB only	No national affiliation PostEurop UPU
UK	Royal Mail Group	Yes, SEB only	No national affiliation PostEurop UPU

Table A9: Domain coverage and description of companies in the postal and courier activities sector, 2015

	Companies	Domain coverage	Domain description
AT	Post AG	Sectionalism	All postal activities under universal service obligation according to NACE 53.10 and, via its subsidiaries, some activities within the NACE 53.20
BE	Bpost	Overlap	Postal and courier activities, bank and insurance activities, shopping delivery activities
BG	Bulgarian Posts plc	Congruence	Postal and courier activities
CY	Cyprus Post	Congruence	Postal and courier activities
CZ	Česká pošta s. p. (ČP)	Sectionalism	Provision of postal activities under universal service obligation
DE	Deutsche Post AG	Congruence	Postal and courier activities

	Companies	Domain coverage	Domain description
DK	Post Danmark	Congruence	Postal and courier activities
EE	Omniva (EP)	Overlap	Postal and courier activities, printing of brochures, printed advertises and other printing, post bank services (bank transactions at postal offices), developing e-services for companies (digital space for billing and other documents)
EL	ELTA	Overlap	Postal and courier activities, financial products and services, retail products and so on
ES	Correos y Telégrafos S.A.	Sectionalism	Postal activities under universal obligation
FI	Posti Oy	Overlap	Postal and courier and e-commerce (NACE 82.9 Business support service activities n.e.c.)
FR	La Poste	Overlap	Postal and courier activities and banking sector
HR	Hrvatska pošta	Overlap	Postal and courier activities, payment services, retail services, digital TV service and electronic services (e-post, e-postcard, online selling)
HU	Hungarian Post Ltd	Congruence	Postal and courier activities
IE	The Post	Overlap	Postal and courier activities and some financial services, such as foreign exchange, banking and bill payments
IT	Poste Italiane SpA	Overlap	Postal and courier activities, financial and insurance activities
LT	Lietuvos paštas	Overlap	Postal and courier activities, logistics, financial intermediation and electronic services
LU	POST Luxembourg	Overlap	Postal services, postal financial services, telecommunications
LV	Latvijas Pasts	Congruence	na Postal and courier activities
MT	Maltapost plc	Overlap	Postal and courier activities and other sectors not specified
NL	PostNL	Overlap	Postal and courier activities and limited printing and online marketing services
PL	Poczta Polska	Overlap	Postal and courier, banking and insurance services
PT	CTT	Overlap	Postal activities under universal service obligation and other postal and courier activities and also mobile phones and logistics
RO	CNPR/ Poșta Română	Congruence	Postal and courier activities
SE	PostNord	Congruence	Postal and courier activities
SI	Pošta Slovenije, d.o.o.	Overlap	Postal and courier, financial, logistics and other services (retail)
SK	SP, a.s.	Overlap	Postal and courier, financial services, provision of state administration services (in the framework of new Integrated Service Point for Citizens), advertisement activities, selling tickets to live performance events and selling lotteries.
UK	Royal Mail Group	Overlap	Postal and courier, data (for example, address files), stamps and 'collectables'

Note: na = not available.

Annex 2: Organisation names and abbreviations

Table A10: Trade union organisation names

Country	Abbreviation	Full name
AT	GPF	Union of Post and Telecommunications Employees
	GPA-djp	Union of Salaried Employees, Graphical Workers and Journalists
	vida	Vida Trade Union
BE	CGSP/ACOD POSTE	General Confederation of Public Services – Post
	SLFP/VSOA POSTE	Liberal Trade Union of Civil Servants
	CSC/ACV – Transcom	Confederation of Christian Trade Unions – Transcom
BG	TUFC	Trade Union Federation of Communications
	PTTF Podkrepa	PTTF Podkrepa
	DSC	Democratic Syndicate of Communications
CY	UPEP-CY	Union of Postal Employees/ Pancyprrian Union of Public Servants
	OEKDY-SEK	Federation of Government, Military and Civil Services Workers
	PASYEK-PEO	Pancyprrian Government and Military Workers Trade Union
	FTPAW-SEK or OMEPEGE-SEK	Federation of Transport, Petroleum and Agriculture Workers of Cyprus
	SEGDAMELIN-PEO	Cyprus Agricultural, Forestry, Transport, Port, Seamen and Allied Occupations Trade Union
CZ	OS ZPTNS	Trade Union of Workers in Postal, Telecommunication and Newspaper Services
DE	ver.di	United Services Union
	DPVKOM	Communication Union DPV
	CGPT	Christian Union for Postal Services and Telecommunications
DK	3F	United Federation of Danish Workers
	HK	Union of Commercial and Clerical Employees in Denmark
	DM	Danish Association of Postgraduates
	IDA	Danish Society of Engineers
EE	ESTAL	Estonian Communication and Service Workers' Trade Union
	ETTA	Estonian Transport and Road Workers' Trade Union
ES	FSC-CCOO	Citizenship Services Federation of the Trade Union Confederation of Workers' Commissions
	FSP-UGT	Service Public Federation of the General Workers' Union
	ELA-Gizalan	Basque Workers' Solidarity
	FEP-USO	Public Workers' Federation of the Trade Unionist Confederation

Country	Abbreviation	Full name
	CSI-F Correos	Independent and Civil Servants Trade Union
	Sindicato Libre	Free Trade Union of Postal and Telecommunications
FI	PAU	Finnish Post and Logistics Union PAU
	YTN	Federation of Professional and Managerial Staff
	Pro	Trade Union Pro
	TEAM-liitto	Industrial Union TEAM
	SMERY	Interest Organisation for Finnish Advertising Deliverers
FR	CFDT Cadres	CFDT Professionals and Managers
	CGT FAPT	National Federation of Employees in Postal and Telecommunication Activities
	F3C CFDT	Federation of Communication, Consultancy and Culture
	FO COM	Force Ouvrière – Communications
	UGICT CGT	General Union of Engineers, Managers and Technicians – General Confederation of Labour
	SUD PTT	Post and Telecommunications Federation – Trade Union Solidarity
	UNSA-Postes	National Union of Autonomous Trade Unions – Post
	CFTC Postes et Télécoms	Federation of French Christian Workers' Confederation – Post and Telecommunications
	CGC La Poste	General Confederation of Professional and Managerial Staff – La Poste
EL	P.O.S.T.	Panhellenic Federation of Postal Associations
	O.I.Y.E.	Greek Federation of Private Employees
HR	HSP	Croatian Trade Union of Postal Workers
	RSRH	Trade Union of Croatian Post and Telecommunication Workers
HU	PSZ	Postal Trade Union
	POFÉSZ	Independent Interest Representation Alliance of Postal Workers
	MAPÉSZ	Trade Union of Hungarian Postal Workers
	POMÉSZ	Postal Employees' Union
	Postal Interest Representation '92	Postal Interest Representation '92
IE	CWU	Communication Workers' Union
	CPSU	Civil and Public Services Union
	PSEU	Public Services Executive Union
	AHCPS	Association of Higher Civil and Public Servants
	IPU	Irish Postmasters Union
IT	SLC-CGIL	Communication Workers' Union – General Confederation of Italian Workers
	SLP-CISL	Postal Workers Union – Italian Confederation of Workers' Trade Unions

Country	Abbreviation	Full name
	UIL Poste	Italian Union of Postal workers
	UIL Trasporti	Italian Union of Transport Workers
	UGL Comunicazioni	Communication Workers – General Workers’ Union
	ASSIDIPOST – Federmanager	Trade Union of Managers of the Poste Italiane Group – Federmanager
	SAILP-CONFSAL	Italian Independent Postal workers Trade Union – CONFSAL
	FAILP-CISAL	Autonomous Federation of Italian Postal Workers
LT	LRDPS	Lithuanian Communication Workers’ Trade Union
	LPDPS	Trade Union of AB ‘Lietuvos paštas’ employees
LU	Syndicat des P & T	Syndicate of P & T Unions
	OGB-L	Independent Trade Union Confederation of Luxembourg
	LCGB	Luxembourg Confederation of Christian Unions
LV	LSAB	Communication Workers’ Trade Union
MT	GWU	General Workers’ Union
NL	BVPP	Association for Postal Personnel
	CNV	National Federation of Christian Trade Unions
	De Unie	The Union
	FNV	Federation of Dutch Trade Unions
	LBV	National Interest Association
	Subcopartners	Subcopartners; ‘subco’ is an abbreviation for ‘subcontractor’
	VHP2	Association Higher Personnel 2
PL	NSZZ Solidarność	Inter-company organisation Polish Post, The Independent and Self-Governing Trade Union ‘Solidarity’
	ZZ PP	Trade Union of the Post Employees
PT	SINDETELCO	Democratic Union of Communication and Media Workers
	SNTCT	National Union of Post and Telecommunications Workers
	SINTTAV	National Union of Telecommunication and Audiovisual Workers
	SINQUADROS	Union of Technical Staff of Communications
	SINCOR	Independent Post Union of Portugal
	SITIC	Independent Union of Industry and Communication Workers
RO	FSCP	Federation of Postal and Communication Trade Unions
SE	SEKO	Swedish Union for Service and Communications Employees
	ST	Union of Civil Servants
	SI	Swedish Association of Graduate Engineers
	Ledarna	Association for Managerial and Professional Staff

Country	Abbreviation	Full name
	Transport	Swedish Transport Workers Union
	Unionen	Unionen
SI	SDPZ	Slovene Trade Union of Transport and Communications Workers
SK	OZ PaL	Posts and Logistics Trade Union Association
	SOZ PT	Slovak Posts and Telecommunications Trade Union Association
UK	CWU	Communication Workers' Union
	Community	Community
	GMB	GMB
	USDAW	Union of Shop, Distributive and Allied Workers
	Unite	Unite the Union

Table A11: Employer organisation names

Country	Abbreviation	Full name
AT	FSP	Association of Freight Forwarding Companies
	FGBG	Association for Forwarding of Goods Trades
	VÖZ	Austrian Newspaper Association
	FGWM	Professional Association of Advertising and Market Communication Industry
	WKÖ – BS Handel	Austrian Federal Economic Chamber – Commerce Branch
DK	DI	Confederation of Danish Industry
ES	ASEMPRE	Professional Association of Postal Delivery and Manipulation
	AEM	Spanish Association of Courier Companies
	ANEB	National Association of Mailing Companies
FI	PALTA	Service Sector Employers
	VKL	Federation of the Finnish Media Industry
	SKE RY	Association for Delivery of Direct Advertisements and Free Newspapers
IT	FISE ASSOPOSTE	National Association of Postal Services Companies
	FISE ARE	Association of Postal and Parcel Delivery Services Companies
	CNA	National Confederation of Crafts and Small and Medium Enterprises
LU	Groupement Transports luxembourgeois	Luxembourg Transports' Organisation
NL	TLN	Transport and Logistics Netherlands
	WPN	Netherlands Post Distribution Employers' Federation
SE	Almega Tjänsteförbunden	Almega Service Associations
	Medieföretagen	Media Industries Employers Association
	BA	Swedish Road Transport Employers' Association
SI	ZPZ	Transport and Communications Association
	ZDS	Association of Employers of Slovenia

Table A12: Company names

Country	Abbreviation	Full name
AT	Post AG	Austrian Post Company
BE	Bpost	Belgian Postal Group
BG	Bulgarian Posts plc	Company's name, original language
CY	Cyprus Post	Cyprus Post
CZ	Česká pošta s. p. (ČP)	Czech Post, state enterprise
DE	Deutsche Post AG	Deutsche Post AG
DK	Post Danmark	PostNord Denmark
EE	Omniva (EP)	Omniva (EP)
EL	ELTA	Hellenic Post S.A. (ELTA S.A.)
ES	Correos y Telégrafos S.A.	Correos y Telégrafos S.A.
FI	Posti Oy	Posti Group (formerly Itella)
FR	La Poste	La Poste
HR	Hrvatska pošta	Croatian Post
HU	Hungarian Post Ltd	Hungarian Post Ltd
IE	The Post	An Post
IT	Poste Italiane SpA	Poste Italiane SpA
LT	Lietuvos paštas	Lithuanian Post
LU	POST Luxembourg	Luxembourg Post
MT	Maltapost plc	Maltapost plc
NL	PostNL	Post Netherlands
PL	Poczta Polska	Polish Post
PT	CTT – Correios de Portugal, S.A.	Postal Services of Portugal
RO	CNPR/ Poșta Română	Romanian Post
SE	PostNord	PostNord
SI	Pošta Slovenije, d.o.o.	Slovenian Post
SK	SP, a.s.	Slovak Post
UK	Royal Mail Group	Royal Mail Group

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