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## Resolution of the CESI's 'Post and Telecoms' Trade Council on remedies to problematic developments in the field of new forms of work

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The growing trend of digitalisation will also drastically affect the world of work in the fields of postal services and telecommunications in different ways: on the one hand, new business and competition models will appear, whereas on the other, the contents of work and the organisation of production and work processes will be transformed. The trade council is keeping a close eye on these challenges, but also notes that there will be some positive changes. Amongst other advantages, it will be possible to achieve a better work-life for the workers, as well as create flexible forms of work and home office options.

However, the trade council also highlights developments in these “new forms of work” that are not acceptable. For instance, in some telecommunications companies, in the name of “optimisation of labour”, some tasks and posts will be outsourced to service providers, who will only receive guaranteed contracts from the telecommunications companies for a predetermined duration of time. These service providers may take the form of individual workers or groups of individuals. The tasks performed will be the sole responsibility of workers who were formerly employees.

The trade council strongly rejects this type of “new forms of work”, because this is how both new models of employment are created that are clearly fake forms of self-employment. In this way, telecommunications companies are placing the burden of risk onto former employees, without providing any security in the long term. This new form of self-employment also increases the risk of job loss for the workers and poverty in old age. We strongly reject these forms of employment.

The “Post and Telecom” trade council demands the following:

- 1. Employers should not outsource such tasks to others and place the burden of risk onto the workers.**
- 2. Policy-makers should define clear regulations and specify what “employees” and “self-employment” are, to protect workers from false self-employment.**
- 3. Regulations must be adopted to ensure that self-employed workers benefit from the same protection as employees.**

The trade council therefore expressly demands that political decisions finally be taken and laws and guidelines be adopted in order to ensure that employment parties that are at risk due to digitalisation, such as employees in the postal and telecommunications sectors, as well as cashiers and taxi drivers, may live without fear of a digital future. We cannot permit further social dumping to take place.