



EUROPEAN COMMISSION
DG Employment, Social Affairs and Inclusion

Employment and Social Governance
Social Dialogue

**SECTORAL DIALOGUE COMMITTEE
POSTAL SERVICES**

**Minutes
Plenary meeting 13 November 2020**

Due to the specific context of COVID-19 pandemic, the meeting took place through videoconference.

The meeting was held with the new version of the interactio system; it was very unstable. The interpreters faced difficulties because of issues with the sound. Some participants had problems with their connection and/or presentation because of the quality of their connection or headsets.

1. Opening of the session

Jurgen Joos (DPDHL) Interims-Chair Social Dialogue Committee Post Deutsche Post DHL Group, chaired the meeting. Mr José Oliveira (SNTCT) was the vice-chair. Both chairpersons were confirmed for the next 2 year term.

Minutes of the last meeting and draft agenda were adopted.

2. Update on initiatives related to the postal sector

Mr Jean-Yves Muylle, Head of Unit for the “Public Interest Services” unit in DG GROW, presented an update of the main EU initiatives related to the postal sector (slides attached).

The ex-post evaluation on the Postal Services Directive is being carried out. The public stakeholder consultation on the evaluation was open until 9 November 2020; the replies are being analysed and will be taken into account in the preparation of the evaluation.

The targeted consultation on the implementation of the Regulation (EU) 2018/644 on cross-border parcel delivery services was open until 15 November 2020. The replies are being analysed, including responses from the social partners and their members at national level, who were invited to take part in the consultation.



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Following a number of questions from participants, Mr Muylle clarified that the broad impacts of the COVID-19 crisis on the postal market will also be taken into account in the evaluation of the Postal Services Directive. Moreover the European Regulators Group for Postal

Services, which is an advisory group of the Commission, is collecting information about the measures taken by the postal sector as a result of the coronavirus outbreak and the operational impact of the pandemic at Member State level. For the evaluation it will be important to identify the causality link between impacts which are due to the Directive, and those which are due to external market developments.

The adoption of the ex-post evaluation on the Postal Services Directive and the implementation report on the Regulation on cross-border parcel delivery services are foreseen for the 2nd quarter 2021. As the evaluation on the Postal Services Directive was already announced in the updated 2020 Commission's Work Programme, it is not mentioned again in the 2021 CWP.

3. Presentation of social partners Joint Statement on the Postal Services Directive (PSD)

Katharina Kronenberg (DPDHL) presented the Joint Statement adopted by the social partners in the context of the consultation on the review of the Postal Services Directive¹. The statement is based on the joint contribution adopted last year; it recalls notably the request to the regulators to maintain the focus on the Universal Service Obligation (USO).

Margaux Meidinger, chair of the PostEurop Social Affairs Committee (SAC), highlighted the good internal cooperation on the employers' side, the HR experts and the regulatory experts of postal operators. The Joint Statement is aligned to the answer of PostEurop to the consultation on PSD. She stressed the good cooperation with UNI and CESI and recalled the importance of fair working conditions and social dialogue.

Dimitris Theodorakis, UNI Europa, indicated that the trade unions were very pleased about the adoption of the Joint Statement and its focus on the USO. UNI is looking forward to engage with the Commission for future work.

CESI was also fully involved and is happy with the negotiation process.

The social partners virtually signed the Joint Statement. Request for its translation will be sent to the Commission.

The Chair thanked the social partners for the good cooperation.

4. EU development regarding digital skills

Alexander RIEDL from DG CNECT presented the EU developments regarding digital skills.



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He encouraged the social partners to use the opportunity offered by the Recovery and Resilience Facility (RRF) to benefit from funding for skilling and re-skilling. Social partners can contact the Member States authorities in order to be included in their National Reform Programmes.

¹ <https://ec.europa.eu/social/main.jsp?catId=521&langId=en&agreementId=5693>

5. Training, Health & Safety WG Activities update

Dimitris Theodorakis on behalf of Barbaro Francesco Costa, chair of the Training, Health and Safety working group, up-dated on the implementation of the project 'Postal Skills and Work Environment in the Digital Era'. The project focuses on two key topics, anticipation of skill needs and impact of digitalisation on the working environment.

Questionnaires on three occupational profiles (back office postal operations, delivery of postal items with particular focus on e-commerce, post offices networks) are in preparation and the questionnaire on the first occupational profile has been sent out; replies to be sent to E&Y contractor (see slides).



SDC Training wg
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Margaux Meidinger stressed the importance of the project for successful digitalisation and asked to answer the questionnaire carefully.

6. COVID-19

George Papasteriades provided an up-dated about the COVID-19 situation in the EU and the set of actions in the postal sector (see in the above slides).

Jurgen Joos presented DPDHL COVID-19 containment and prevention measures.



DHL Covid.pdf

7. AOB

- Postal Sector Evolution WG update – presentation of the funding demand for the new project.
Margaux Meidinger, chair of the Working Group on Postal Sector Evolution (PSE), presented the objectives of the new project submitted in 2020 under the European call for proposals to support social dialogue. This project is the follow-up to the five scenarios, jointly developed in the previous PSE project. It will focus on the evolution of specific postal jobs in the context of the 5 scenarios.
Commission's decision on the funding demand is expected before the end of 2020 (to be confirmed).
- The SSDC meetings are planned on:
 - Thursday 4/2 WG (will be held as an online meeting)
 - Friday 25/6 WG
 - Wednesday 17/11 Plenary

Participants (from AGM)

Employers

1	IE	BERMINGHAM	Elaine
2	BG	TOTEVA	Kalina
3	ES	COTA MELCHOR	Sonia
4	HR	SULENTIC	Tomislav
5	HR	MOSTARCIC	Maja
6	PT	RAMALHETE	José pedro
7	DE	JOOS	Jurgen
8	DE	KRONENBERG	Katharina
9	EL	RIGA	Afroditi
10	EL	PAPASTERIADIS	George
11	HR	BOŽAC	Romina
12	FR	MARGAUX	Meidinger
13	FR	DEFAYE GENESTE	Christelle
14	AT	BACHMAIR	Ursula
15	PL	TYCZYNSKA	Aldona
16	NL	BLIKMAN	Hans
17	RO	MARINESCU	Ioana silvia
18	IT	COSTA	Barbaro francesco
19	FI	HEILIO	Anssi
20	NL	KEIJZER	Margriet
21	SE	BJÖRKBOM	Angelica

Workers

1	EU	MEERKAMP	Hendrik
2	AT	WIEDNER	Manfred
3	BE	TASSET	Thierry
4	FR	CRUNCHANT	Régis
5	IE	MCDONAGH	Sean
6	DE	SAYFFAERTH	Horst
7	EE	KANGUR	Kadri
8	FR	CHEVET-DEHAIL	Stéphane
9	FR	FIGUIERE	Sylvie
10	NO	ERTSAS	Cathrine
11	NL	VAN DELFT	Pepijn
12	FR	SIRIEYS	Alex
13	LT	DVARŽECKYTĖ	Regina
14	IL	OF GOVERNMENT EMPLOYEES	Israel union
15	EL	STOGIANNOS	Spiros
16	SE	SAVERSTAM	Jens
17	PT	ARSÉNIO	José
18	IT	PETITTO	Giuseppe mario
19	PT	OLIVEIRA	José
20	PL	MAZARSKA	Wieslawa
21	BG	TERZYISKA	Irina
22	EU	THEODORAKIS	Dimitris
23	BE	FONTEYN	Ann

European Commission

Jean-Yves Muylle, Head of Unit
 DG GROW/E2
 Camilla Olivius, DG GROW/E2
 Alexander RIEDL DG CNECT
 Sylvie Finné DG EMPL, Social dialogue unit