



EUROPEAN COMMISSION
DG Employment, Social Affairs and Inclusion

Employment and Social Governance
Social Dialogue

**SECTORAL DIALOGUE COMMITTEE
POSTAL SERVICES**

**Minutes
Plenary meeting 4 December 2018**

1. Opening of the session

Ms Jutta Rawe-Baeumer (DPDHL) welcomed the participants. Minutes of the last meeting and draft agenda were adopted.

2. Appointment of chair and vice-chair

The newly elected vice-chair of the SSDC is Mr José Oliveira, International Secretary SNTCT from Portugal, who replaces Mrs. Irena Liepina.

Ms. Jutta Rawe-Baeumer (DPDHL) was entrusted by the employers to continue her mandate as chair of the SSDC.

3. Up-date on initiatives related to the postal sector

Mr Raphaël Goulet, Head of Unit of DG GROW/E2 “Public Interest Services” presented the main ongoing EU initiatives related to the postal sector (see slides).

He provided an update on the state of play of the implementation of the Regulation on cross-border parcel delivery services (EU) 2018/644, which entered into force on 22/5/2018 and two related acts adopted by the Commission:

a) the Commission Implementing Regulation (EU) 2018/1263 of 20/9/2018 establishing the forms for the submission of information by parcel delivery service providers pursuant to Regulation (EU) 2018/644 of the European Parliament and of the Council;

b) the Communication from the Commission on guidelines to national regulatory authorities on the transparency and assessment of cross-border tariffs, COM/2018/838 of 12 December 2018, pursuant to Regulation (EU) 2018/644 and Commission Implementing Regulation (EU) 2018/1263.

The representative of La Poste group enquired about the objectives of the data collection foreseen under the new Regulation and how the information collected, in particular on employment issues, will be used. Mr. Goulet explained that the Regulation on cross-border parcel delivery services has three specific objectives:

- i) Increased regulatory oversight related to parcel delivery services;
- ii) Make cross-border parcel tariffs more transparent;

- iii) Assessment of certain tariffs in order to identify those that are unreasonably high. The provision of information under Article 4 includes employment related data.

The implementation of the Regulation will be subject to an evaluation by mid-2020, which will also take on board the study on the Development of Cross-Border e-Commerce through Parcel Delivery, which will be finalised in February 2019.

Regarding the review process of the Postal Services Directive (PSD), Mr Goulet explained that the evaluation of the EU postal regulatory framework will notably build on the study on *Main Developments in the Postal Sector 2013-2016*, published in September 2018 (see next point), as well as on a new study on *User Needs in the Postal Sector*, to be launched by the end of this year. It is foreseen to finalise the Commission's Report on the application of the PSD as well as the Report on the implementation of the Regulation on cross-border parcel delivery services by mid-2020.

The social partners asked what would be the involvement of the postal services SSDC. Mr Goulet informed that the next public workshop on developments in the postal sector will take place on 29 January 2019 in Brussels to which all relevant stakeholders, including social partners, are invited.

The chair summarised the discussions on the initiatives in the postal sector and on behalf of the Social Partners expressed interest in exploring opportunities to provide inputs to the review processes on the Postal Services Directive and on the Regulation on Cross-border Parcel Delivery Services.

4. Study on The Main Developments in the Postal Sector 2013-2016

Copenhagen Economics presented the study (see slides), which was commissioned by the European Commission (DG GROW/E2) and published at a public workshop on 19 September 2018¹.

Questions were raised regarding the increase of total employment and type of employment. It was confirmed that the use of subcontracted workers by USP has increased. Participants indicated that the national figures would be useful as well as analysis of wage differential of different forms of employment. Replying to a question on cost / benefit analysis, the social cohesion benefit of the USO and the quality of the services, Copenhagen Economics also indicated that the analysis of the impact of the different changes of the USO on the benefits should still be improved.

5. Training and health and safety working group

Francesco Costa, chair of the Training and health and safety group, presented the final event of the project "Promoting social dialogue in an enlarged Europe" (see slides) which took place on 3 December 2019 in Brussels. At this occasion, a representative of DG CONNECT provided a presentation of future skills needs related to digitalisation. Francesco Costa underlined that this project was an opportunity to attract social partners from several EU Member States and from candidate countries; in the future the aim will be to continue to work with partners from candidate countries. In addition, CORREOS informed about the recent award they won on digital training.

¹ https://ec.europa.eu/growth/content/study-main-developments-postal-sector-2013-2016-0_en

Francesco Costa indicated that the social partners agreed to sign, mid-2019, a joint declaration on the importance of digital skills and training. The trade union side welcomed the opportunity to commit through joint declarations and asked to foresee a monitoring mechanism of the implementation of social dialogue non-binding joint outcomes. UNI-Europa also indicated that the committee should contribute to influence the preparation of future Commission's initiatives and that this could require additional possibilities for meetings.

A future two years project will be introduced under the Commission call for proposals to be published in spring 2019, the topics still need to be defined regarding possible work on future skills as well as on the impact of new technologies on the work force including on working conditions and health & safety at work.

It was also discussed the opportunity to acknowledge the achievements of the postal service SSDC at the occasion of the 20 years celebration of the creation of the committee².

The chair concluded that it would be a good idea to celebrate the 20 years of the SSDC and to reflect about the SSDC's achievements reached (notably through joint declarations) and to share the related initiatives carried out in different EU Member States which were inspired by the work of the SSDC. This could be subject of a small publication / leaflet.

The work programme of the working group will be further discussed and later defined taking into account the topics discussed above.

6. Postal sector evolution working group

Margaux Meidinger, chair of the working group on Postal sector evolution, presented the ongoing project "Trend research for the postal sector" aiming to look at future challenges and build related scenarios. The last workshop took place in Bonn to discuss how the factors identified could evolve and how to consider them for the definition of the scenario on the future of the sector.

The consultant in charge of this project, Z-Punkt, presented the intermediate results of the scenario process. He explained that the social partners have agreed on the general key factors of evolution to define a set of four plausible and realistic scenarios (see slides).

The project will be finalised by June 2019. In January 2019 a workshop in Warsaw will aim at the finalisation of the possible scenarios. The scenarios should determinate some trends on how the postal sector could look like in 2030. The final event was foreseen in Brussels. However, the social partners are thinking about an alternative location. The social partners would like to involve the European Commission's representatives in view for them to take part in an open reflection about the future scenarios to consider for the preparation of future EU initiatives. It was stressed that it would be an innovative opportunity to engage directly with the Commission's representatives in the logic of the project on the possible future scenarios of the sector.

UNI Europa reflected on whether the scenarios will be defined in a sufficient precise way to be useful to contribute to the design of the new initiatives by the European Commission and in particular, if the scenarios will provide concrete inputs for the EU regulatory developments notably regarding issues such as the review of the Postal Service Directive

² See the rules of procedure adopted with the Commission's decision to create the Committee: <https://ec.europa.eu/social/main.jsp?catId=521&langId=en&agreementId=161>

(see above point 3). The trade unions asked to involve also other EU decision-makers such as Members of the European Parliament.

Sylvie Finné (DG EMPL social dialogue) reminded how the Commission is preparing the EU initiatives, through better regulation principles based on consultations and impact assessment and indicated that the method suggested to involve the Commission representatives might be challenging.

The chair responded by saying that the Commission should deal with the evolution of the postal sector and may be interested to hear reflections of the social partners. This exercise may be an opportunity to see how the Commission is considering the inputs by the social partners.

7. AOB

- There was a discussion about the participation of PostEurop (representative employers EU level organisation)³ in the work of the SSDC and its representation at the meetings. The employers explained that several people: Ms. Rawe-Bäumer, Mr. Vivet and Ms Meidinger have a formal role within PostEurop and thus represent the organisation. Sylvie Finné indicated that an issue is that since one year there is no more representatives attending the SSDC meetings for PostEurop. UNI-Europa also raised the issue of the mandate for PostEurop representation. The chair concluded that is it a bureaucratic issue and that it will be solved.
- The two years' work programme was not agreed and will be submitted in due time through written procedure after internal validation process.
- The next SSDC meetings are planned on Friday 15 March, Wednesday 19 June and Friday 6 December 2019.

8. Participants

The participants' list is available under the Advanced Gateway Meeting System (AGM)

³ <http://www.posteurop.org/SD>