



European Social Dialogue Committee for the postal sector Work Programme 2019

1) Postal Sector Evolution (PSE) Working Group

Implementation of the project “Trend research for the postal sector in 2030”

In accordance with its mandate, the PSE working group will continue monitoring the main evolutions in the sector. The implementation of the project “Trend research for the postal sector in 2030” will be pursued and finalised in 2019. Its main objective is to engage a prospective study between European social partners to elaborate jointly 3 to 5 scenarios on the future of the postal sector, especially from a social perspective. The analysis will question how the main evolutions in economy, technology, environment and society will impact the postal sector in terms of organizational structure, working environment, culture and competencies as well as HR practices. In this framework, one of the main questions under study is “what will be the postman/woman of the future”. The main part of the project implementation consists of 3 workshops between April 2018 and February 2019 to go through the main steps of the prospective analysis.

Final project results will be presented during a Final Conference during first semester in 2019 with a wider audience. This time will be dedicated to bringing each scenario to life and to helping social partners and expert participants to reflect and exchange on the potential consequences of each of the scenarios on the postal sector. Then, prospective study results ought to be submitted jointly by the social partners to the European Commission’s, DG Employment to bring thoughts on the evolution of work in the sector, and DG GROW to input into the ongoing discussions on the future of the postal services sector (Review of the Postal Services Directive). This will be done through bilateral meetings between the European social partner representatives and the Commission services. Project results should also feed into the next funding call of proposal in 2020.

Under the 2020 funding call, the SDC would like to build on the results from “Trend research for the postal sector in 2030” and focus on the potential impact of future scenarios on a specific target population to analyse the evolution of specific occupational profiles and their work environment. The specific occupational profiles will be determined jointly by social partners. The project will seek to address risks, opportunities and operational consequences within each of the developed scenarios. This would allow the social partners to come to a more tangible understanding of the future needs of employees and their environments in the sector.

2) Training and Health & Safety Working Group

Finalisation of the project “Promoting European Social Dialogue in the postal sector in an enlarged Europe” and preparation for the next funding call

The implementation of the EC funded project: “Promoting European Social Dialogue in the postal sector in an enlarged Europe” ended in the first quarter of 2019. The project engaged capacity-building activities to raise awareness about the SDC for the postal sector. It disseminated its rules of work, activities, and



outcomes while spreading the opportunities for the members of the postal SDC, in particular but not exclusively, in Central and Eastern Europe.

The Project' Report publication and circulation amongst the main European stakeholders, will conclude the 2-year period of the initiative's implementation. The project pursued the analysis of the context of transformation in the sector, notably the process of digitalisation and the development of e-commerce. Through the project, the social partners addressed postal development scenarios and their impact on competences, training needs, training and retraining methods in work organisation. The project combined in that sense the prerogatives of the two Working Groups of the SDC. It helped postal social partners to engage in capacity-building on Social Dialogue as a tool to seek appropriate solutions to face postal transformation.

The 2019 funding call will see a project proposal under the auspices of the Training and Health & Safety Working Group, combining this projects' results and the ongoing PSE project. The SDC will pursue social dialogue capacity-building activities with a strong focus on the digitalisation of the sector and the anticipation of skills required in terms of training and re-training.

The next funding demand which will continue addressing the impact of digitilisation on training programmes, will primarily focus on future digital skills requirements in the postal sector. One aim is to identify key occupational profiles for the postal sector and to match digital skills acquisition programmes (training and re-training) to meet those specific skills needs. The Project Steering Group will be tasked to identify the occupational profiles and determine how the needed digital skills would be investigated. Social partners approach training provision as a lifelong learning process. As such, the next project aims at mapping needed occupational profiles in the postal sector for the future and at matching digital and non-digital skills needs illustrating requirements of training/re-training programmes to support these jobs in the future. The aim is to develop a concrete tool, like a repository, to reference good practices in terms of training and re-training implemented programmes.

Another topic of equal importance for the next project is to analyse the opportunities for employees of working in a digitally developed environment (technology/robots etc.) and the impact the digitalisation of their occupational profiles has on their working conditions. Emphasis will be placed on the health aspects of postal work and the impact technology has had or will have on their working environment. This will offer a better understanding to social partners of how employees can benefit from technology and to also understand the risks associated with the digital transformation of the identified occupational profiles.

In 2019, the "Training, Health & Safety" working group will seek to jointly finalise and adopt a Joint Declaration that will contain the main conclusions of the project underlining the role of digitalization on postal sector' training activities.



3.) Other SDC initiatives

This could consist of regulatory and legislative discussions that affect the sector including: discussions on the implementation of the Regulation on cross-border parcel delivery services; follow-up of the two Studies commissioned by the EC on the postal sector (Main Developments Study, and WIK Parcels Study); relevant ERGP Report and opinion of the Review of the Regulatory Postal Framework and ERGP Study on User needs' evolution; preparatory discussions on the adoption of the Application Report expected for 2020.

To encourage and promote social dialogue within the postal and allied services sector and to contribute to the development of jobs and to the improvement of working conditions of those working in this sector, the SDC will seek to organise, with the assistance of the Commission services, joint Thematic Workshops with other established and relevant for its work Sectoral Social Dialogue Committees, notably regarding e-Commerce and Logistics, throughout 2019 and 2020.

To enable the concrete follow-up of joint declarations adopted by the SDC, PostEurop and UNI Europa Post & Logistics will develop internally a communication strategy encouraging the participation of their respective memberships to SDC meetings and activities. The SDC will also take stock of and reflect on jointly adopted documents.

The SDC anticipates social change in the sector through the collection of social regulation frameworks, by following the main social evolutions in the sector, through supporting change management and by monitoring the continued provision of universal postal services. This activity reinforces social dialogue within the SDC offering the social partners the possibility of collecting and exchanging studies, analysis and concrete examples of activities. This capacity-building role of the SDC will be pursued, notably through the implementation of the SDC projects.

Furthermore, the SDC could consider proposals made by its members on the feasibility to engage a reflection on a label shared among employers and postal trade unions for the delivery of postal items. This discussion should take into consideration comparable initiatives in other sectors, possible positive effects and costs of such a potential initiative.