



**SECTORAL DIALOGUE COMMITTEE
POSTAL SERVICES**

**Minutes
Working Group Meeting
7 March 2017**

1. Opening of the session

Ms Jutta Rawe-Baeumer opened the meeting as the Chair of the SSDC. The vice-chair was Brian Scott.

2. Working group on training and health and safety

The members of the working group for the employers' organisations and the workers' organisations were nominated¹.

The work programme of the working group will be implemented through the new project "*Promoting European Social Dialogue in the Postal Sector in an enlarged Europe*"² which is a 2-year project that will focus on two main topics: the digital transformation of the postal sector and capacity-building activities to raise awareness and disseminate the work of the SSDC. The aim of the project is to achieve a joint vision of the postal sector and to recognise the social dialogue as an opportunity.

UNI Europa is the lead applicant of the project; Dimitris Theodorakis introduced the main practical steps of the project. B. Francesco Costa (Poste Italiane) who will chair the working group presented the work programme for 2017. He insisted that the project should demonstrate opportunities for the social dialogue and attract new participants in the social dialogue, notably from the new EU Member States and the candidate countries. A survey

¹ Members of the working group on training and health and safety

a) Employers' organisations

Margaux Meidinger	La Poste (FR)
Sonia Cota Melchor	Correos (Spain)
Ioana Marinescu	Posta Romana
George Papasteriadis	Hellenic Post S.A.-ELTA
Tsiartas	Cyprus Post
Savvides	Cyprus Post
Elaine Bermingham	AN Post
Heike Ausprung	DPDHL
B. Francesco Costa	Poste Italiane SpA

b) Workers organisations

Joaquin MARTINEZ	UGT Spain
Pat KENNY	CWU Ireland

² VS/2017/0004

will be launched among the social partners to identify the impacts of the digitalisation (April 2017) and the first seminar will in principle be organised in June if this is feasible or otherwise after summer.

It was also indicated that due to lack of time and capacity it will not be feasible to also include the thematic of health and safety issues in the work programme. However it is planned to monitor of the recent Commission's communication on health and safety³.

The Chair and Vice-chair concluded about the importance of this project, its added value in improving capacity building on social dialogue and they called for an active contribution from everyone.

3. Commission's proposal for a Regulation on cross-border parcel delivery services⁴

Harrie Temmink (Deputy Head of Unit in DG GROW.E2 - Public Interest Services dealing with postal affairs) updated the SSDC about the state of play in the Council and the EU Parliament regarding the draft Regulation on cross-border parcel delivery services.

The main issues under discussion focus on fine-tuning the articles on regulatory oversight, price transparency, assessment of tariffs, and third party access:

- i) Article 3 which defines the information to be provided by parcel delivery service providers, with a threshold of 50 employed persons to limit administrative burden;
- ii) Article 4, which aims at transparency of cross-border tariffs, is criticized because it is currently addressed only to the USPs;
- iii) Article 5 which sets out a methodology and scope for the affordability assessment of high cross border tariffs;
- iv) Article 6 which outlines the conditions for third party access to USPs cross-border networks to encourage more competition.

UNI Europa asked about how the subcontractors will be considered under the new Regulation. The trade unions also insisted about the perverse effects linked to the transparency requirements which should not only focus on the prices but should also take into account the working conditions and labour contracts. The employers' side commented about the limitation to USO products and argued that from a PostEurop perspective Article 5 should have the same scope as the third Postal Services Directive. Harrie Temmink replied that there is no intention to exclude the subcontractors, however the way to implement this is not yet fixed; he indicated that the Regulation should focus on basic services delivered by the traditional service providers (USPs) and that the labour conditions are considered in the calculation of affordable prices.

Harrie Temmink also gave an overview of the state of play regarding the study on the main developments in the postal sector, which is to be launched in spring 2017 to examine the developments in both the parcels and letter markets and to support the future report on the application of the Postal Services Directive. The study will also examine the employment and social aspects and the contractor will be asked to consult the SSDC. The Commission will also launch a second larger study on the EU parcel markets later in 2017 in the

³ "Safer and Healthier Work for All - Modernisation of the EU Occupational Safety and Health Legislation and Policy to follow the main policies of the European Union" COM(2017) 12 final

⁴ COM(2016) 285 final

framework of a so-called pilot project-initiative stimulated by the European Parliament (Internal Market Committee/IMCO).

4. Working group: Postal sector evolution activities

Margaux Meidinger (La Poste) will chair the working group; she presented the main points of the 2017 work programme on sector evolution (see slides).

One of the main outcomes of the project "*Mobilising Social Partners in a New Context*"⁵, which was finalised in 2016, is the social partners' *joint declaration on the role of Social Dialogue in the transformation*⁶ as well as the MOOC on e-commerce and new services. The final report of the project is now available in EN, FR and DE as well as in paper copies and the MOOC is accessible on the SSDC web site⁷.

The meeting was an opportunity to exchange on the 2017 work programme and to come to a consensus about for the future works. The issues to be addressed relate to the impact of digitalisation on the sector, organisation of work, disruption of the market and new postal services. Participants insisted on the need to also deal with the changes in the working environment.

The pros and cons about introducing a proposal for submission to the European Commission for a new project starting in 2018 to support the work programme on evolution of the activities in the sector were discussed.

The Chair concluded that digitalisation is an urgent topic to work on; the ways forward should be decided soon as digitalisation is producing its effects very quickly and should be addressed without delay. The working group will determine whether a new project could be introduced before the deadline of the call for proposals mid-June 2017.

5. AOB

- Sylvie Finné reminded that the 2017 Committee work programme should be provided to be published on the Commission website.
- The next meetings are planned on 28 June and 7 December 2017.

⁵ VS/2015/0054

⁶ <http://ec.europa.eu/social/main.jsp?catId=521&langId=en&agreementId=5484>

⁷ <http://www.postsocialdialog.eu/Home>

Participants 7/3/2017

<u>12</u> Employers (5 ♂, 7 ♀)			<u>14</u> Workers (9 ♂, 5 ♀)		
POSTEUROPE			UNI Europa Postal		
Ms Rawe-Bäumer	Jutta	DE	Mr Scott	Brian	UK
Ms Meidinger	Margaux	FR	Mr Theodorakis	Dimitris	BE
Mr Vivet	Emmanuel	FR	Mr Chevet	Stéphane	FR
Ms Ausprung	Heike	DE	Mr Crunchant	Régis	FR
Ms Marinescu	Ioana	RO	Mr Saverstam	Jens	SE
Mr Henry	Jan Bart	NL	Ms Mazák	Victoria	HU
Mr Hamel	Franck	FR	Mr McDonagh	Seán	IE
Mr Costa	Francesco	IT	Mr Koukal	Karel	CZ
Ms Bermingham	Elaine	IE	Ms Sourkova	Alena	CZ
Ms Cota Melchor	Sonia	ES	Mr Raposo	Enrique	ES
Ms Tyczynska	Aldona	PL	Ms Arganda	Violeta	ES
Mr Papasteriades	George	GR	Mr Arsenio	José	PT
			Ms Mazarska	Wieslawa	PL
			Ms Kangur	Kadri	EE

European Commission:

Ms Sylvie Finné (DG EMPL A2 social dialogue unit)

Mr Harrie Temmink, Camilla Olivius (DG GROW E2 Public Interest Services)