

## European Social Dialogue Committee for the postal sector Work Programme 2017

### 1) Postal Sector Evolution (PSE) Working Group

#### 2017 funding demand “Trend research for the postal sector in 2030”

A funding demand has been submitted to the European Commission on 15 June under the budget heading “Industrial relations and social dialogue” for the project “Trend research for the postal sector in 2030”. The project (if accepted by the EC) is to be conducted in 2018-2019. Its main objective is to engage a prospective study between European social partners to establish 3 to 5 scenarios on the future of the postal sector, especially from a social perspective.

The analysis will cover the main evolutions in economy, technology, environment and society and their impact on organizational structure, culture and competencies as well as HR practices in the sector. One of the main questions to be studied is “what will be the postman/woman of the future”. Particular attention will be given to the impact of digitalization on the working environment and organization.

This prospective analysis that European social partners consider as very innovative has several objectives:

- an educational aspect so that social partners can better understand current but also future opportunities and challenges in the sector,
- an eye-opener exercise to grasp changes and disruptions in the wider economic and social environment,
- an anticipation exercise as by reflecting on challenges ahead, social partners will better grasp their complexity and interlinks,
- an exchange of different viewpoints as discussing the future should enable to free the debate considering that the EU member States are at a different stage of maturity.

The project’s main outcomes should be:

- a landscape of main change factors and main stakeholders,
- 3 to 5 scenarios on the future of the postal sector,
- Conclusions from social partners addressed to the stakeholders from the sector.

#### 2017 preparatory work

In 2017 to prepare this project, the working group will conduct preparatory work and research to establish a pre-selection of:

- External consultants with an expertise in prospective studies. The consultant should be in charge of ensuring the respect of the prospective methodology and of conducting each workshop
- Experts (internal and external ones) to intervene during the workshops in order to bring food for thought to social partners from a different perspective

#### Follow-up of EC initiatives

In accordance with its mandate, the PSE working group will also continue to monitor the main evolutions in the sector. This will consist in particular in following the discussions on the Commission proposal for a regulation on cross-border parcels delivery as well as the studies commissioned by the EC on the postal

sector to be launched in 2017, in particular the “Main developments in the postal sector”. The PSE Working Group will inform its members on legislative files that are related to the postal sector

## **2) Training and Health & Safety Working Group**

The main focus of the Working Group in 2017 will be the successful implementation of the accepted project: “Promoting European Social Dialogue in the postal sector in an enlarged Europe” co-financed by the European Commission. The Project will engage Capacity-building activities to raise awareness and disseminate the work of the social dialogue committee, in particular but not exclusively, in Central and Eastern Europe.

In the context of an ongoing period of transformation of the Postal sector, the project will principally analyse how postal operators and trade unions manage the increased digitalisation of their organisations and its impact on competences, and on training needs. The project will thus assist both employers and trade unions in having a better understanding of the impact digital tools have on work organisation patterns. Furthermore the project will help in building-up networks of representative social partners in the postal sector by promoting the outputs of the Social Dialogue Committee activities. In this sense it will enable a stronger engagement of respective social partners in these activities. The Project will also strive to bring forward the learnings of the e-commerce seminar of November 2015, linking its work to the activities engaged by the PSE Working Group.

This Project will enable the staging of three Regional Seminars and a Final Conference. The first semester of 2017 will be used to prepare the multiple Regional Seminars through the circulation of a questionnaire on digitalisation and enabling the joint assessment of the survey to in turn allow an exchange of best practices on digitalisation during the project’s implementation. A first Regional Seminar will be organised by the end of 2017 and the remainder events will be staged during the course of 2018.