



**SECTORAL SOCIAL DIALOGUE COMMITTEE MEETING  
FOR THE POSTAL SECTOR**

**PLENARY MEETING**

**ALBERT BORSCHETTE CONFERENCE CENTRE, BRUSSELS  
21 NOVEMBER 2014**

**DRAFT MINUTES**

**1. Opening of the session**

**2. Tribute to John Baldwin**

The participants paid tribute to Mr John Baldwin, the former vice-chair of the committee, who died earlier this year.

**3. Elections of SDC chair and vice-chair**

Ms Ausprung (POSTEUROPE) announced that POSTEUROPE would like Mr Bailly to remain in the position of the chair of the committee.

Mr Dematteo (UNI Europa) informed the participants that UNI Europa Post and Logistics was not able to take a formal decision concerning the nomination for the vice-chair of the committee at the meeting in October. Mr Saverstam will be the interim vice-chair until the formal decision is taken in February.

The nominations of Mr Bailly and Mr Saverstam as chair and vice-chair of the committee were unanimously approved.

**4. SDC 2015-2017 Strategy**



SDC draft strategy  
2015-2016 for Plenary

Mr Bailly (POSTEUROPE) held a brief presentation on the strategy of the committee for the years 2015-2016. He recalled the main phases the committee went through in the past, its main achievements and proposed initiatives and activities for the two following years.

**5. Signature of the Training Joint Declaration**

Mr Scott (UNI Europa) declared that social partners are well aware of the changes in the sector. The goal is to collect all available information and best practise examples and feed into the Commission policies. The initial declaration dates back to 2006. The negotiations were not easy but successful.

Mr Bailly concluded the discussion stating that companies that can manage change are the most successful.

The participants were of the opinion that social partners cannot be passive observers of the evolution of the postal sector. They need to act and actively shape and influence changes. The joint declaration was signed by Mr Bailly and Mr Saverstam in its original language – English.

## 6. 15<sup>th</sup> Anniversary of the Social Dialogue Committee



SDC 15 Anniversary  
presentation- Plenary

Mr Bailly summarised the evolution of the committee during the last 15 years – from its inception until today. He noted that POSTEUROPE does not bring together employers' federations but individual companies. Therefore, the organisation is closer to real economic activities.

The members of the committee explained briefly what different working groups worked on during the last 15 years. Mr Ramalhete (POSTEUROPE) recalled the work of the Enlargement WG which played an important role for the committee a decade ago. Ms Ausprung provided a brief overview of the work and achievements of the WG on Exchange with Other Sectors. She noted that the WG cooperated with several other committees including those in banking, telecom and transport sectors. At the later stage the strategy was changed and the committee invited representatives of different sectors to its meetings. Ms Mir Roca (UNI Europa) presented the work of the CSR WG. She mentioned that the group worked on numerous topics ranging from training to environment. It implemented projects and its work resulted in a publication. Mr Scott recalled what happened in the Training WG. Ms Castellarneau-Dupont (UNI Europa) reported on the development of the Occupational Health & Safety WG. Mr Saverstam (UNI Europa) summarised the work of the Postal Sector Evolution WG which was created in response to the Postal Directive and continues to operate.

Mr Roethig (UNI Europa) stated that the joint declaration on training shows that social dialogue can really make a difference. The postal sectors will continue to change rapidly in the following years and social dialogue will be essential to accompany this change. He noted that the European Commission is obliged to support social dialogue at both sectoral and cross-sectoral levels. The EU is a facilitator but the social partners are the drivers of the process. Social dialogue cannot be treated as a tool for European institutions.

Mr Szebeny (POSTEUROPE) declared that POSTEUROPE is proud that the SSDC for the Postal Sector was among the first to be established. Social dialogue has always played an important role for POSTEUROPE. The postal sector is in the middle of the transformation process and more investments in human capital are needed. Furthermore, this profound transformation requires involving all stakeholders who have interest in its successful character. Mr Szebeny identified three main achievements of the committee: declarations which set the milestones of cooperation; joint EU-funded projects; and concrete input into the third Postal Directive – the introduction of the social clause.

Mr Tricart (European Commission) congratulated the committee members on their achievements. He noted that a lot of work has been done to accompany change and develop mutual trust. Among new challenges there will be a question how to involve new entrants to the sector. The social partners will need to decide within their autonomy on how to proceed

with this issue but the structure should be adjusted to allow new companies to participate. Mr Tricart noted that the golden age of the social dialogue was when there was a maximum understanding between social partners themselves and between them and the Commission. Commissioners Dombovskis and Thyssen met with cross-sectoral social partners as an element of re-launching the social dialogue. It was announced that the Commission will organise a high-level event with national and European cross-sectoral and sectoral social partners in spring next year.

Ms Ausprung declared that the employers will continue to contribute to social dialogue at different levels, European, national, regional and local, to introduce positive changes in the sector. The employers will advise the Commission on legal measures and exchange information between national postal operators.

Mr Saverstam encouraged more people to contribute actively to the European Social Dialogue.

Mr Bailly thanked the European Commission, Mr Schwarz and his predecessors as well as Mr Tricart for their support for the social dialogue. He also thanked the social partner organisations.

Mr Schwarz (European Commission) informed the participants about the developments within the European Commission. DG Enterprise and Industry was merged with DG Internal Market and Services creating DG for Internal Market, Industry, Entrepreneurship and SMEs (DG GROW). The unit dealing with postal and online services was divided. The part for online services was moved to DG for Communications Networks, Content and Technology. The part for postal services stayed in DG GROW in a new unit responsible for public services. The head of unit did not change.

Mr Schwarz informed that participants that Eurofound will conduct a representativeness study for the sector in 2015. The first step will be to define what the postal sector is and choose the appropriate NACE code. The code will probably stay unchanged in comparison with the previous study. The social partners will be invited to comment on the study.

## **7. Postal Sector Evolution working group activities**

## **8. Training working group activities**

## **9. CSR/Health & Safety working groups activities**



PSE WG draft  
presentation plenary



SDC Training WG  
plenary meeting



Presentation  
Nov CSR\_HS\_21\_11\_14\_f

Ms Meidinger (POSTEUROPE) and Ms Ausprung held presentations on the activities and outcomes of the working groups in 2014. The presentations were followed by a discussion.

## **10. A.O.B**

Mr Bailly thanked the participants and closed the meeting.