

European Social Dialogue Committee for the postal sector Work Programme 2018

1) Postal Sector Evolution (PSE) Working Group

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

The project “Trend research for the postal sector in 2030” will be conducted in 2018-2019. 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”.

In 2018, the preparatory phase of the project as well as the brainstorming workshops will take place. The preparatory phase, till March, will consist in selecting a consultant with an expertise in the prospective methodology. The project team will meet the selected consultant will meet at the project kick-off meeting to further agree on the project implementation.

The main part of the project implementation will consist in 3 main workshops between April 2018 and February 2019 to go through the main steps of the prospective analysis (tbc with the consultant):

- Workshop 1 (May-June): definition of the current situation and the main issues at stake
- Workshop 2 (September-October): determination of main change drivers
- Workshop 3 (January-February): elaboration of 3 to 5 scenarios

The workshops lasting 1, 5 day each consists in an alternation of brainstorming between European social partners and inputs from external experts. The consultant will have an essential role to support the workshops by framing and moderating the debate.

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 proposed regulation on cross-border parcels delivery as well as the studies commissioned by the EC on the postal sector. It will in particular follow the results and input to the study “Main developments in the postal sector 2013-2016” as well as follow the results and input to the ‘Dynamic development of cross-border e-commerce through efficient parcel delivery’ study. The input will be coordinated through the European Commission, involving also the European Regulators Group for Postal Services (ERGP) and the assigned study tenderers.

2) Training and Health & Safety Working Group

Continued Implementation of the project “Promoting European Social Dialogue in the postal sector in an enlarged Europe”

The implementation of the EC funded project: “Promoting European Social Dialogue in the postal sector in an enlarged Europe” will remain also in 2018 the core activity of the “Training, Health & Safety” working group. This project engages capacity-building activities to raise awareness about the European social dialogue committee for the postal sector. It aims to disseminate its rules of work, activities, outcomes while spreading the opportunities for the members of the postal SDC, in particular but not exclusively, in Central and Eastern Europe.

This project, following the timelines agreed, held in Prague on 21-22 September 2017 its first regional seminar. More than 30 experts both from Employers and Unions participated in the successful event.

In 2018, the implementation of the project will follow the following steps:

- Regional seminar in Vilnius from 18 to 19 January 2018 (Baltic countries)
- Regional seminar in Athens from 3 to 4 May 2018 (European Union candidate countries)
- Final Conference in Brussels

The Project’ Report publication and circulation amongst the main European stakeholders, last phase of the project, will conclude the 2-year period of the initiative’s implementation (February 2017 – February 2019).

In the remaining 2 regional seminars, the project will continue to analyse the context of transformation of the Postal sector, notably the process of digitalisation and the huge development of e-commerce which led postal operators and trade unions to manage the postal development scenario and its impact on competences, training needs, training and retraining methods in work organisation. Furthermore, the project will help postal social partners engage in capacity-building on Social Dialogue as a tool to seek appropriate solutions to face postal transformation. From this point of view, and mainly after the experience of the seminar in Prague, the promotion of the outputs of the Social Dialogue Committee activities confirms its key role as one of the most important target of the project. The efforts of the Social partners through this initiative will be also to attract new members in the SDC activities in order to give support to the social dialogue in their respective countries.