



EUROPEAN COMMISSION
DG Employment, Social Affairs and Inclusion

Employment and Social Governance
Social Dialogue

**SECTORAL DIALOGUE COMMITTEE
POSTAL SERVICES**

Minutes

Working group meeting 3 July 2018

1. Opening of the session

Ms Jutta Rawe-Baeumer (DPDHL) opened the meeting as the Chair of the SSDC. She introduced the new co-chair of the SSDC Mrs. Irena Liepina, President of LSAB trade union from Latvia.

2. Up-dated of the study Dynamic Development of Cross-border E-commerce through Efficient Parcel Delivery

The consultant WIK (represented by Antonia Niederprüm) gave an update on the ongoing study “Dynamic Development of Cross-Border E-Commerce through Efficient Parcel Delivery” launched by the Commission. The study should improve the understanding on the state-of-play and the developments in the EU delivery markets and the needs of consumers and e-retailers in relation to cross-border e-commerce and delivery services. It should provide input for the evaluation report on the regulation on cross-border parcel delivery services (2020) and for the report on the application of the Postal Services Directive (expected 2019/2020). (see slides)

The trade unions deplored the lack of attention paid to employment conditions in the study. They indicated that the scope of the study is too limited and should better cover e-commerce, notably the new activities of the incumbent operators in e-Commerce and the new companies in the sector (including the issue of subcontracting) and the working conditions. They stressed the need to improve the quality of the employment analysis in the sector as working conditions represent a key factor regarding the future competitiveness in the sector. Good practices linked to the identification of the market trends and innovative employment solutions need to be identified. In their views, the current scope and quality of the study will not be appropriate to inform the future decision regarding the regulation on cross-border parcel delivery services and the Postal Services Directive.

The employers asked to better distinguish between cross border / domestic and parcel / letter delivery. They asked that the human resource departments of postal operators are included for the foreseen interviews as well as the experts' panel on employment. They also underline the importance to consider the positive measures, such as training, put in place by postal companies to support the parcels' development. The chair also raised the

question of the criteria used in the study such as “efficient parcel delivery”; the methodology to assess and draw conclusions should be improved.

DG GROW clarified the use of the study to support the evaluation report on the regulation on cross-border parcel delivery services and the report on the application of the Postal Services Directive. A specific study to cover postal services should also be launched. DG GROW encouraged the social partners to provide useful information, data and references to relevant reports. They invited the social partners to participate at the two forthcoming stakeholders’ events (Delivering for the Future: Workshop on Developments in the Postal Sector) to be organised by the Commission on 19 September, and the European Regulators Group for Postal Services' high-level stakeholder forum (When digital meets postal – Evolution or revolution) on 20 September in Brussels.

The chair concluded hoping that the comments provided were useful and will be taken into account.

3. Training and health and safety working group

Francesco Costa, chair of the Training and health and safety group, provided an update on the ongoing project "Promoting social dialogue in an enlarged Europe". He presented the outcomes from the Athens' workshop as well as the upcoming project's final conference to take place on 3 December in Brussels. The social partners are considering issuing a joint declaration as an output of the project (see slides).

4. Postal sector evolution working group

For the working group on Postal sector evolution, Margaux Meidinger, chair of the group presented the ongoing project "Trend research for the postal sector" with in particular the list of key factors agreed upon in the Paris workshop (see slides).

The consultant in charge of this project, Z_Punkt, presented its methodology as well as examples from prospective analysis in other companies (see slides).

This prospective project is aiming to look at future challenges and build several scenarios. The chair concluded that the aim is not to describe a picture of the future but to look at various aspects and guide the social partner’s views on what developments to take into account. This would be a dynamic perception of possible impacts in the sector.

5. AOB

- The next SSDC meeting is planned on 4 December 2018.

Participants 3rd July 2018

| 10 POSTEUROP (5♂, 5 ♀) | | | 17 UNI Europa Postal (11♂, 6 ♀) | | |
|--|-----------|----|--|----------|----|
| Ms Kronenberg | Katharina | DE | Ms Liepina | Irena | LV |
| Ms Meidinger | Margaux | FR | Mr Theodorakis | Dimitris | BE |
| Ms Rawe-Baeumer | Jutta | DE | Mr Chevet | Stéphane | FR |
| Mr Vivet | Emmanuel | FR | Mr Crunchant | Régis | FR |
| Mr Papasteriades | George | GR | Ms Joseph | Sylvie | FR |
| Mr Joos | Jurgen | DE | Ms Fleurence | Isabelle | FR |
| Ms Savva | Christina | GR | Mr Clauwaert | Henk | BE |
| Mr Costa | Francesco | IT | Ms Martin | Pascale | BE |
| Ms Cota Melchor | Sonia | ES | Mr McDonagh | Sean | IE |
| | | | Mr Arsenio | José | PT |
| | | | Mr Oliveira | José | PT |
| | | | Mr Sayagues | José | ES |
| | | | Ms San José | Lidia | ES |
| | | | Mr de Paz | Antonio | ES |
| | | | Mr Benitez | José | ES |
| | | | Ms Broos | Cornelia | CH |
| | | | Mr Rauch | Sigrun | DE |
| <p><u>External experts:</u> Mr Christian Gruenwald (SDC-Z_punkt GmbH WIK - Ms Antonia Niederprüm</p> <p><u>European Commission:</u> Ms Camilla OLIVIOUS (DG GROW) Ms Sarah BARRACLOUGH (DG GROW) Ms Anouk DOLFEN (DG GROW) Ms Sylvie FINNE (DG EMPL A2 - social dialogue unit)</p> | | | | | |