



EUROPEAN COMMISSION
DG Employment, Social Affairs and Inclusion

Employment and Social Governance
Social dialogue

**SECTORAL SOCIAL DIALOGUE
COMMITTEE
POSTAL SERVICES**

DRAFT Minutes of the Working Group meeting

8 April 2016

1) Welcome and approval of the agenda

The working group was chaired by Dominique Bailly (POSTEUROP). Brian Scott (UNI Europa Post & Logistics) attended as Vice-Chair of the Committee.

2) Introductory points

2.1. *Follow-up of the event organised by UNI Europa the future of the services industry*

Dimitris Theodorakis (UNI Europa) presented a draft paper on the follow-up of an event organised by UNI Europa on 30 November 2016 on "*Shaping the future of the services industry: the all-important role of social partners*". Draft concluding points have been presented by UNI Europa secretariat in order for the SSDCs covered by UNI Europa to agree on possible common positions. The overall aim of the initiative is to contribute to the European debate regarding the need to reinforce the sectoral social dialogue and to influence policy-making for the services industry in the framework of the single market.

Dominique Bailly commented that it is an important subject; the points raised are transversal and concern several policy fields. He said that the presented draft reflects the UNI Europa position. In that context it should be noted that the employers organisations are not organised for the service industry at European level as the trade unions are through the ETUC. It would therefore be difficult for the employers' side to take position on those proposals. The respective roles of the different organisations and the levels of mandate should not be confused. Although POSTEUROP cannot adopt the paper as such, it is relevant to inform the SSDC for postal services on this initiative.

2.2. *Committee web site*

Margaux Meidinger (POSTEUROP) presented the state of play regarding the Committee website. As already explained this website was attacked by a pirate organisation and had to be closed. The new site to be launched in some weeks should aim at presenting the outputs of the committee and at providing information about its activities. Initially pending questions such as, what would be its new structure and design, would it be also used for circulating meeting documents (through a access code section), what would be the sources of funding. The SSDC then decided that the new funding demand would not cover the website aspects as a new website had been set up. It was agreed that it would be important to have a committee web site offering a single point to access the information

related to the committee both for internal work and for external promotion. It was decided that two colleagues (from employers and trade unions) will be nominated to further develop the setup new site.

3) Working groups

Regarding the nomination of working groups' members and chairs, the deadline for POSTEUROP was on 20 April and for UNI Europa the process of nominations will be finalised by May 2016.

3.1. Health & Safety and Training working groups

Brian Scott presented initial draft ideas for a new project on capacity building for ESD in the Postal Sector to be submitted in the context of the European Commission's call for proposals "support for social dialogue"¹. The project title would be "*Promoting European Social Dialogue in the Postal Sector in an Enlarged Europe*" (see slides attached). It would be a two years project, with the possibility to involve an external expertise.

Dominique Bailly welcomed the presentation and the good preparation. The issues to consider further would be how to ensure a good level of involvement from members across the EU and how to ensure a good linkage with the past activities. He also underlined that it is important to have a concrete topic to and suggested addressing the subject of the digital transformation of the postal operators as specific content. This subject should be relevant to attract interest of people from both sides (employers and trade unions).

The Trade Union representative from France also insisted upon the need to address also the very concrete tasks (notably the local distribution level) and the working conditions that are developing because of the digital changes.

It was also discussed that 24 months duration for the project would be quite challenging for keeping the momentum and involvement in the project.

It was concluded that the project is on right track; bilateral exchanges will take place to finalise the project's proposal and content.

3.2. Postal sector evolution working group

Margaux Meidinger provided an up-date about the results of the project "Mobilising social partners in a new context" (see slides attached).

The "Massive Open Online Course (MOOC)" on e-commerce and new services based on the outputs of the November 2015 seminar is progressing. There will be 16 videos to ensure a wide dissemination; the example presented was well received.

The preliminary results of the study on collective labour agreements (CLAs), reflecting the responses to the questionnaires, are summarised in "country fiches" for the 16 countries of the study. It was agreed that the country fiches represent a very interesting

¹ The call was published on 15/04/2016 with a deadline for the 30 June 2016 <http://ec.europa.eu/social/main.jsp?catId=629&langId=en&callId=477&furtherCalls=yes>

source of information; however a check by postal operators and trade unions on the accuracy of the information gathered will be needed. On this basis common elements will be drawn for the final report. The final results will be presented at the conference that will take place the 24 - 25 of May 2016 in Bucharest. Inputs were also provided for the agenda of the conference.

4) AOB

- Information about the recently awarded research project funded through the 2015 EU budget line on improving expertise in the field of industrial relations were provided. The "NETPoste" project was initiated and will be managed by the ULB the Free University of Brussels; it will investigate, through sociological academic research, the trade union's strategies defined at national level to address the evolutions in the postal sector in five selected countries. The project's duration is two years; some trade union's organisations are associated; results will be presented to the Committee.
- The representativeness study is on-going, national reports have been checked and feedback will be provided to EUROFOUND.
- The date for the next plenary meeting is the Thursday 1st December 2016.

Annexes:

- Presentations on the Training, Health & Safety Working groups; the Postal Sector Evolution working group and the Committee website

Participants to the working group meeting on 8 April 2016

Women: 3, Men: 6

POSTEUROP			UNI Europa Postal		
Mr Bailly	Dominique	FR	Mr Scott	Brian	UK
Ms Meidinger	Margaux	FR	Mr Theodorakis	Dimitris	EU
Mr Blikman	Hans	NL	Ms Kangur	Kadri	EE
			Mr Hidalgo	Jesus	ES
			Mr Nassar	Chaker	SV
			Ms Arganda	Violeta	ES
			Mr Crunchant	Régis	FR
Employers: 3			Trade Union: 7		
European Commission: Mrs Sylvie Finné DG EMPL social dialogue unit					