EUROPEAN SOCIAL DIALOGUE COMMITTEE FOR THE POSTAL SECTOR

1 December 2016
Brussels

Introduction

The introduction section of the proposal sets out the history to the work of the SDC and explains the work it has been involved in since 1999.

It focuses on transformation in a changing environment and the need to adapt to new skills requirements within the postal sector whenever possible in conjunction between employers and trade unions.

The introduction concludes by relating the most recent activity and that this funding demand will relate to new markets and the challenges facing the sector. It also refers to the focus of attention by the Commission on "A Digital Single Market Strategy for Europe" and how the postal sector is important in this context.

Expected Results

This section sets out the ambition that –

"This project is proposed jointly by employers' and workers' organisations and aims at implementing parts of the 2016 work programme of the SDC, as well as implementing measures to foster the implementation of European social dialogue outcomes, reinforce the SDC impact and visibility, and support the previous related projects follow-up and reporting."

It will do so by –

1. It will carry out measures to implement the European social partners' work programmes: in particular the organisation of regional round tables to exchange on SDC outcomes and inform of SDC activities as well as build-up networks of social partners in the postal sector.

2. The project will enable the staging of **3 regional events and a final conference**. The Regional events will enable the staging of capacity-building activities in order to raise awareness and disseminate the work of the SDC, in particular but not exclusively, in Central and Eastern Europe.

3. The Regional events will in parallel allow to improve the coordination, functioning and effectiveness of the SDC, including through the elaboration of a joint approach on postal social transformation, notably through the dissemination of the project "Mobilising social partners in a new context" results.

4. The project will enable the SDC to contribute to the employment and social and economic dimensions of the Europe 2020 Strategy, notably in monitoring the impact on the postal labour market of the Digital agenda for Europe and the Agenda for New Skills and Jobs.

5. The project will further disseminate the learnings of the e-commerce seminar held in November 2015 and enable the SDC to take into consideration the Application Report on the application of the Postal Services Directive by directly informing the social partners of postal operator's strategies.

Planning

When the project is agreed the work will continue in 4 stages. These are:

Phase 1: Preparation of the Regional seminars
- To include the work of the SDC in the sector in order that a "context" can be understood
- To provide a summary and explanation of what Social Dialogue is, its ambitions and ways of working

Phase 3: Staging of the Regional seminars – "hosts" required
- Seminar hosted by a Baltic state
- Seminar hosted by an Eastern country
- Seminar hosted by a Candidate country

Seminars' content

The project Steering Group will finalise the template for the regional seminars and identify relevant countries to intervene via a survey among SDC members

Two main topics
- Capacity-building
  - Presentations of SDC activities
  - Further dissemination of the e-commerce seminar learnings and the project "Mobilising social partners in a new context" results
- Digitalisation, with particular emphasis on e-commerce and parcel delivery and their effects in social terms:
  - Skilling needs of the postal workforce to adapt to the digital age: training in the use of new technologies and adaptation of service provision to a more digitalised user landscape
  - Ongoing digital transformation of postal operators to meet e-commerce prerogatives
  - Social transformation strategies and their implications in terms of training, re-training, up-skilling for the postal workforce.

Phase 4: Final project report and final conference –
- The Final project report will document the findings and outcomes of the Regional seminars and enable the further dissemination of the identified good practices.
- The Final Conference will enable the presentation of the project results to a wider interested audience as well as European policy-makers in the postal industry.

Calendar

- The project is expected to have a 24 month duration : 2017-2018

- The different phases of the project will not be totally subsequent ones. Some activities will be conducted in parallel in order to ensure that the available time is efficiently used by the social partners.

Alternatives

In the alternative, should the Commission not agree the funding demand then the Working Groups shall spend the first part of the year developing its work plan, including –

- PSE – Developments in the sector including ongoing evolutions

- Training, H&S – The impact of ongoing evolutions and also how to develop the work of the previous project.

Questions, Comment and Input