



The European Social  
Dialogue Committee  
FOR THE POSTAL SECTOR

Comité Européen du  
Dialogue Social  
POUR LE SECTEUR POSTAL

## EUROPEAN SOCIAL DIALOGUE COMMITTEE FOR THE POSTAL SECTOR

### WORKING GROUP “TRAINING, HEALTH & SAFETY”

Bruxelles, 28 June 2017

**POST EUROP**  
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**UNI** europa  
post & logistics  
global  
union

## Work Program 2017

- Implementation of the funded project “ Promoting European Social Dialogue in the Postal Sector in an enlarged Europe (2 years project)
- Monitoring the impact of the digitalization on training and retraining needs and programs , with particular attention to e-commerce and parcel delivery

## Project “Promoting European Social Dialogue in the postal sector in an enlarged Europe”

- project signed at the end of January 2017
- Starting phase and costs as from February 2017
- Duration of the project: 24 months split in three phases (2017 – 2019)
- Preparatory phase of the first and second Regional seminar

## Project main topics

Analysis of the **digital transformation of the postal sector**. The objective is to get first-hand information on **how postal operators and trade unions have managed** to support **the increased digitalisation** of their organisations with impacts on **jobs and competences**, on the **work organisation** as well as on **training needs and methods**. It will in particular be interesting to have a better **understanding of the programmes of digital transformation** put in place within companies in terms of **training and cultural evolution**. In this framework, the **needs in terms of digital skills and new jobs** will be a key area of focus. Moreover it will be important to see the **impact of the digital tools and new technologies on the work organisation**. This topic will largely rely on the exchange of national good practices between European social partners during the regional seminars. The opportunities that the digital economy represents in terms of development of new activities, in particular the parcels' ones, in view of the growing e-commerce market should also be considered in the framework of the project.

The project will also focus on capacity-building activities to **raise awareness and disseminate the work of the postal services social dialogue committee**, in particular but not exclusively, in Central and Eastern Europe. The capacity-building aspects will entail presentations and explanations of the work and activities of the SDC as well as the dissemination of those through digital means via the dedicated website. Furthermore, it will enable the engagement of respective social partners in European social dialogue activities where there is often limited attendance and involvement in the work of the SDC.

Three phases for the project

Phase 1: **Preparation** of the Regional seminars

Phase 2: Staging of the **Regional seminars – “host” required for the last seminar**

- Seminar hosted by Czech Post in cooperation with postal Unions
- Seminar hosted by Lithuanian Post in cooperation with postal Unions
- Seminar hosted by a Candidate country –to be defined

Phase 3: Final **project report and final conference** in Bruxelles



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## Seminars Countries lists

Eastern Seminar	Baltic Seminar	Candidate country Seminar
Poland	Latvia	Albania
Slovakia	Estonia	Bosnia and Herzegovina
Slovenia	<b>Lithuania</b>	Montenegro
<b>Czech Republic</b>	Denmark	Serbia
Bulgaria	Sweden	FYROM
Romania	Finland	Greece
Hungary	United Kingdom	Spain
Germany	Ireland	Portugal
Belgium	The Netherlands	Italy
Austria	Luxembourg	Croatia
	France	Cyprus + Malta

Prague, 21-22 September  
2017

Vilnius, January 2018

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## Project Implementation Seminars Organization

### **1<sup>st</sup> Seminar In Prague (Czech Republic)**

21-22 September 2017, **Hotel Olšanka, Ltd.** 1000 Taboritska Street, Prague 3,13000

### **2<sup>nd</sup> Seminar in Vilnius (Lithuania)**

January 2018

3<sup>rd</sup> Seminar , in a candidate country, location tbd







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## What has been done

### Workshop Organization

- Project team phone meetings with the Czech Post as the hosting country
- Starting organization process of the first seminar together with Czech Post

### Questionnaire

- Preparation and circulation of a questionnaire among the Social Partners to get information and best practices to be shared in the seminars and in the final conference
- Second deadline for questionnaires collecting: 16 of June





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## Questionnaires received

From **employers**

**13 surveys/ 13 countries:** Ireland, Bulgaria, Slovenia, Cyprus, Czech Republic, Greece, Germany, Austria, Spain, Croatia, France, Italy

From **Unions**

**14 surveys/12 countries:** Latvia, Cyprus, Czech Republic, Estonia, Ireland, France (2), Belgium, Spain (2), Bulgaria, Slovakia, Portugal

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## 1<sup>st</sup> Seminar in Czech Republic, Prague

- **21 September, starting at 1,00 P.M. about**
- **22 September, closing at 5,00 P.M. about**
- Location: **Hotel Olšanka, Ltd.** 1000 Taboritska Street, Prague 3, 3000
- 40 participants about
- Interpretations: Czech, French, English, Germany, (Polish)  
to be confirmed accordingly to the participants

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## Main Next Steps

- **Beginning of July - Sending official invitation with seminar agenda**
- Deadline for seminar participation (first 10 days of August about)
- Questionnaire analysis- work in progress
- **By 20 of July : Speakers invitation**
- By August-first days of September: presentations on SDC structure, purposes and activities, impact of digitalization with particular stress on e-commerce and parcels delivery, impact of digitalization on training, retraining and skills needs
- In one document collection of SDC postal sector joint declarations for distribution



## 2° Regional Seminar in Vilnius, (Lithuania)

January 2018

First arrangements taken with Lithuania Post

Telco to be organized very soon to better define the next steps

