



The European Social  
Dialogue Committee  
FOR THE POSTAL SECTOR  
**Comité Européen du  
Dialogue Social**  
POUR LE SECTEUR POSTAL

# POSTAL SECTOR EVOLUTION WORKING GROUP

28 June 2017

**POST EUROP**  
YOUR LINE TO POSTAL EXPERTISE

**UNI** europa  
post & logistics  
global  
union



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# Agenda

- PSE project “Trend research for the postal sector in 2030”
  - Funding demand submission
  - Foreseen project implementation
- 2017 preparatory work



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# PSE project “Trend research for the postal sector in 2030”

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## Funding demand submission

- Process:
  - Funding demand submitted on 15 June
  - European Commission answer expected by November-December 2017
- PostEurop as lead applicant, UNI as co-applicant
- Budget :
  - 384 783.64€ (Union grant 80%)

# Funding demand submission

- Project team:
  - Employers:
    - Margaux Meidinger from Le Groupe La Poste
    - Katharina Kronenberg from Deutsche Post DHL Group
    - Elaine Bermingham from An Post
  - Trade unions:
    - Stéphane Chevet from CFDT
    - Brian Scott from Unite
    - Dimitris Theodorakis from UNI
- Support by an external consultant on prospective methodology

## Project implementation (if accepted by the EC)

- Calendar :
  - 18 month project : December 2017 to June 2019
  - 3 workshops in Paris, Bonn and Warsaw (tbc)
  - An enlarged final workshop in Brussels with all major stakeholders
- The prospective exercise is conducted in several steps
  - Workshop 1: definition of the current situation and the main issues at stake
  - Workshop 2 : determination of main change drivers
  - Workshop 3: elaboration of 3 to 5 scenarios
- Important role of the prospective expert to frame the process

## Project implementation (if accepted by the EC)

- Participation of a group of 20 to 25 European social partners
  - Important to have a diversity of countries represented
  - Important to have a core group attending each workshop
- 2 day workshops with 2 main parts:
  - 1) intervention from experts (internal and external) to bring food for thought to social partners
  - 2) a brainstorming exercise between the European social partners according to specific methodology

# Project main objectives

- Issues to be analysed
  - Main evolutions in **economy, technology, environment and society** and their **impact** on organizational structure, culture and competencies as well as HRM practices in the postal sector.
  - Future jobs in delivery and what will be the the postman/woman of the future.
  - **Implications from digitalisation** on know-how, philosophies and methodologies linked with the increased development of new forms of employment closely connected with robotisation/automation.
    - Different degree of digital maturity of NPOs and countries.
  - Diversification of NPOs' activities and impact on work organisation and jobs' needs needed to navigate through digital transformation and to flourish.
  - Which training modalities in the future for the postal sector” ?
    - Another possible alternative could be “training’ features in 2030”



## Project main objectives

- An innovative exercise
  - Reflection and brainstorming exercise among European social partners
  - Confrontation of different viewpoints, also depending on national situation
  - An appropriation exercise
  - An eye-opener exercise

## Project expected results

- Overview on landscape of main change factors and main stakeholders
- 3 to 5 scenarios on what will be the postal sector in Europe in 2030
  - Some extreme and some straight-forward scenarios to structure the debate
  - Desired and less-desired scenarios
- On this basis, elaboration of conclusions by the European social partners to be shared with all stakeholders

## 2017 preparatory work

- Second semester 2017 to be used to prepare the project
  - Research of prospective experts as possible consultants
  - Pre-selection of speakers for the workshops
- Exchange on speakers (internal or external experts) to be invited during workshops: what kind of profiles?
  - Strategy expert from postal companies
  - Experts on new technologies (R&D, innovation, start-ups)
  - Sociologists
  - Experts on digital transformation