



The European Social
Dialogue Committee
FOR THE POSTAL SECTOR

Comité Européen du
Dialogue Social
POUR LE SECTEUR POSTAL

POSTAL SECTOR EVOLUTION WORKING GROUP

7 December 2017

POST EUROP
YOUR LINE TO POSTAL EXPERTISE

UNI europa
post & logistics
global
union



The European Social
Dialogue Committee
FOR THE POSTAL SECTOR

Comité Européen du
Dialogue Social
POUR LE SECTEUR POSTAL

Agenda

- 2017 activities
- 2018 working program

POST EUROP
YOUR LINE TO POSTAL EXPERTISE

UNI europa
post & logistics
global
union



The European Social
Dialogue Committee
FOR THE POSTAL SECTOR

Comité Européen du
Dialogue Social
POUR LE SECTEUR POSTAL

2017 activities

POST EUROP
YOUR LINK TO POSTAL EXPERTISE

UAI europa
post & logistics
global
union



The European Social
Dialogue Committee
FOR THE POSTAL SECTOR

Comité Européen du
Dialogue Social
POUR LE SECTEUR POSTAL

Outputs of the PSE project “Mobilising social partners in a new context”

- Dissemination of the final report
 - Published in English, French & German:
 - 150 ENG + 75 FR + 50 DE
 - Dissemination to internal and external stakeholders



POST EUROP
YOUR LINE TO POSTAL EXPERTISE

UNI
europa
post & logistics
global
union



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

Outputs of the PSE project “Mobilising social partners in a new context”

- Dissemination of the MOOC
 - Available on the SDC website: <http://www.postsocialdialog.eu/MOOC>
 - 3 main sessions:
 - Main challenges in the postal sector
 - The e-commerce value chain
 - Developing new proximity services
- Both the main conclusions of the project and the MOOC are presented during the Training project
 - Continuity between SDC projects

POST MY MOOC

Get inside e-commerce and new postal services

The ONLINE TRAINING TOOL to know more about...

- ✓ THE POSTAL SECTOR CONTEXT
- ✓ E-COMMERCE OPPORTUNITIES
- ✓ NEW PROXIMITY SERVICES

3 HOURS , VIDEOS, INFOGRAPHICS...

WITH THE CONTRIBUTION OF THE EC, PostEurop, UNI, BPOST, DPDHL, LA POSTE FRANCE, POCZTA POLSKA, POSTNORD REPRESENTATIVES

JUST START NOW on
<http://www.postsocialdialog.eu/MOOC>



Get inside e-commerce and new postal proximity services with the POST MY MOOC online training...

Project co-funded by the European Commission





Funding demand

- Preparation and submission of new funding demand on 15 June “Trend research for the postal sector in 2030 »
- PostEurop as lead applicant, UNI as co-applicant
- Approval of the funding demand by the European Commission in November
- Budget :
 - 384 783.64€ (Union grant 90%)

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



The European Social
Dialogue Committee
FOR THE POSTAL SECTOR

Comité Européen du
Dialogue Social
POUR LE SECTEUR POSTAL

2018 Work program : implementation of PSE project “Trend research for the postal sector in 2030”

POST  EUROP
YOUR LINE TO POSTAL EXPERTISE

UAI  europa
post & logistics
global
union

Project main content

- 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 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.

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
 - Challenging or more desired scenarios
- On this basis, elaboration of conclusions by the European social partners to be shared with all stakeholders

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 implementation

- Calendar :
 - 18 month project : December 2017 to June 2019
 - Dec. 2017 - March 2018: Preparatory phase
 - Selection of consultant and kick-off meeting
 - April 2018 – Feb. 2019:
 - 3 workshops in Paris, Bonn and Warsaw (tbc)
 - March-June 2019 : an enlarged final workshop in Brussels with all major stakeholders
- Two reporting periods
 - Reporting period 1 : from month 1 to month 9
 - Reporting period 2 : from month 10 to month 18

Preparatory phase (Dec-March)

- Selection of consultant:
 - Establish a list of potential consultants to be approached
 - Call for proposals addressed to consultants
- Kick-off meeting with selected consultant and project team
- Preparation of workshops:
 - Establish the list of participants for the workshops
 - Selection of potential external experts for the workshops



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

First proposal for potential consultants to be approached

- SCENARIOS + VISION
 - Futuribles
 - Future Impacts Consulting
 - PROSPEKTIKER
 - Z_punkt
 - ScMI
 - Accenture
- Email request to be send to SDC members for suggestions

Draft agenda for seminars

- 3 workshops of 1,5 day each
 - Alternation of brainstorming between European social partners and inputs from external contributions
 - Monitored by the consultant

Draft agenda 1st seminar (Paris in May-June)

Day 1

14:00	Start of the meeting	
INTRODUCTION		
14:00-14:30	Opening remarks	SDC/PSE Chairs/Vice Chairs
14:30-16:15	Prospective methodology and main aims of the workshop	External consultant
DEFINING THE CURRENT SITUATION		
16:15-18:00	Exchange between European Social partners <ul style="list-style-type: none"> • What are the key elements of the current situation? 	NPOs & trade unions External consultant

Day 2

MAPPING THE MAIN STAKEHOLDERS

09:30-10:30	Exchange between European Social partners <ul style="list-style-type: none"> Who are the main stakeholders and their role? 	NPOs & trade unions External consultant
-------------	---	--

SOCIETAL AND STRATEGIC EVOLUTIONS (EXTERNAL INPUT)

10:30-12:00	Expert(s) contribution <ul style="list-style-type: none"> Q&A 	External experts
-------------	--	------------------

12:00 LUNCH

MAIN ISSUES AT STAKE

13.30-15:00	Wrap-up and involvement of expert(s) in the exchange <ul style="list-style-type: none"> Defining main issues at stake to be answered by the prospective research 	External experts NPOs & trade unions
15:00-16:30	Expert's contribution <ul style="list-style-type: none"> Q&A 	External experts NPOs & trade unions
16:30-17:00	Next steps	SDC Chair/Vice Chair



The European Social
Dialogue Committee
FOR THE POSTAL SECTOR

Comité Européen du
Dialogue Social
POUR LE SECTEUR POSTAL

Preparation of workshops : be ready to contribute

- Selection of potential external experts :
 - From different countries and backgrounds, external to postal sector
 - Topics:
 - Digitalisation, Robotisation
 - Artificial intelligence
 - Future of Work
 - Evolution of consumers' needs
 - Alternative vehicles and delivery
 - Trust in a digitalised world
 - Backgrounds:
 - Companies' experts
 - Think tanks
 - Universities

POST EUROP
YOUR LINE TO POSTAL EXPERTISE

UNI europa
post & logistics
global
union

Preparation of workshops : be ready to contribute

- Establish the list of participants (~20 European social partners):
 - A core group from a diversity of countries
 - Commitment to participate to majority of workshops
 - Plus changing participants
- Email to be sent to all SDC members