Agenda

• PSE project “Trend research for the postal sector in 2030”
  – Funding demand submission
  – Foreseen project implementation

• 2017 preparatory work
PSE project “Trend research for the postal sector in 2030”
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 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