Agenda

• 2017 activities

• 2018 working program
2017 activities
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
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
Get inside e-commerce and new postal services with the POST MY MOOC online training...

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

<table>
<thead>
<tr>
<th>14:00</th>
<th>Start of the meeting</th>
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</thead>
</table>

**INTRODUCTION**

<table>
<thead>
<tr>
<th>14:00-14:30</th>
<th>Opening remarks</th>
<th>SDC/PSE Chairs/Vice Chairs</th>
</tr>
</thead>
<tbody>
<tr>
<td>14:30-16:15</td>
<td>Prospective methodology and main aims of the workshop</td>
<td>External consultant</td>
</tr>
</tbody>
</table>

**DEFINING THE CURRENT SITUATION**

| 16:15-18:00 | Exchange between European Social partners
- What are the key elements of the current situation? | NPOs & trade unions
External consultant |
## Mapping the Main Stakeholders

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>09:30-10:30</td>
<td>Exchange between European Social partners</td>
<td>NPOs &amp; trade unions, External consultant</td>
</tr>
<tr>
<td></td>
<td>Who are the main stakeholders and their role?</td>
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</tbody>
</table>

## Societal and Strategic Evolutions (External Input)

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>10:30-12:00</td>
<td>Expert(s) contribution</td>
<td>External experts</td>
</tr>
<tr>
<td></td>
<td>Q&amp;A</td>
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</tr>
</tbody>
</table>

### Lunch

**12:00**

**LUNCH**

## Main Issues at Stake

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>13.30-15:00</td>
<td>Wrap-up and involvement of expert(s) in the exchange</td>
<td>External experts, NPOs &amp; trade unions</td>
</tr>
<tr>
<td></td>
<td>Defining main issues at stake to be answered by the prospective research</td>
<td></td>
</tr>
<tr>
<td>15:00-16:30</td>
<td>Expert’s contribution</td>
<td>External experts, NPOs &amp; trade unions</td>
</tr>
<tr>
<td></td>
<td>Q&amp;A</td>
<td></td>
</tr>
<tr>
<td>16:30-17:00</td>
<td>Next steps</td>
<td>SDC Chair/Vice Chair</td>
</tr>
</tbody>
</table>
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
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