

FINAL

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UNI
Post & Logistics
global union

UNI-Europa Post & Logistics – Committee Meeting

(Luxembourg, 29 April 2009)

Agenda Item 3) Report: European Social Dialogue

Since the last Committee Meeting in February, a meeting has taken place with the CSR and Training & Skills working groups meeting together.

One topic in a presentation by the Commission representative was the financial crisis and the conclusion that low skilled workers are affected worst. The postal sector faces challenges from the need for new skills and training because of the external influences (e-substitution and new technology) and the regulation of an open market.

The Commission also presented a new budget line called "Progress for Future Activities". The representative announced the proposal to establish sector councils to support the work of the Social Dialogue Committee. Both PostEurop and UNI commented that more details were needed before it was possible to ascertain if the proposal was something the SDC could support. It is also a matter for the Plenary not working groups to decide.

Training/Skills Development

Two studies from the commission "Jobs and Competences in the Post Sector in the EU: Future scenarios and Implications" and "New skills for new jobs" were presented by Ines Fortea from PostEurop and Montserrat Mir from UNI. The conclusions of the three implementation seminars of the Training and Skills joint statement were agreed at the December Plenary.

A new questionnaire was agreed to assess what progress there has been since the three seminars were held in 2007 and 2008. Distribution will take place in the next weeks. The results will demonstrate the requirements for future work and activities, which for UNI are lifelong learning and skills development.

Evolution of Postal Services

As reported to the last committee meeting the three seminars are now agreed with the first due to take place on 28 April in Brussels with both unions and employers from Belgium, France and the Netherlands participating.

5-6 Indep
20-6 Rip

The communication strategy agreed at the December Plenary is in the process of implementation

Accident Prevention

A joint statement is planned. It is intended to prepare a draft proposal for the June Plenary with a signing at the December. The work plan for 2009 is as reported to the last committee meeting

CSR

The main topics in the past have been the general approach to CSR, communication, diversity, equal opportunities but now PostEurop want to focus on environmental issues. The UNI members of the working group agreed that there was an urgent need to focus on quality of employment in the postal sector to complement the work of the Evolution of Postal Services working group

It was not possible to reach agreement at the meeting on 16 April and the Commission have agreed to support a special meeting of the CSR working group to assist in finding a resolution to the impasse

The completed questionnaires from the 2008 CSR Day will be evaluated and the result presented to the June Plenary.

The employers see three main challenges in the industry at the moment: liberalization, digitalization and environment challenges. The proposal by the employers to concentrate on environment aspects and the legal regulations of these did not have the acceptance of the UNI representatives. The UNI representatives agreed at their pre-meeting to focus on quality of employment issues

Exchange with Other Sectors

This working group has never met and as has been reported before PostEurop have attempted to disband the group. There is a clear need to establish closer working with the ETF given the co-operation with the ITF and the Vice President has advised the President that the working group cannot be disbanded and must meet in the near future

Suggestions on Future Work from the February Committee Meeting in Brussels:

The following issues were suggested by participants at the UNI Europa P&L Committee meeting held in Brussels on 16 February

“CSR”

- Sustainability / Environment and cooperation and exchange with other sectors where synergies exist;

“Training & Skills Development”

- Skills for temporary workers, training and development for career progression
- Life skills
- Apprenticeship on equality;

"Evolution of the Postal Sector"

- Casualisation, use of temporary workers, equal rules for all in every country
- Public services is the answer of the demands
- Young workers

"Accident Prevention"

- Dogs
- Stress,
- Post robberies
- Budget stress,
- TMS
- Weight
- Slips, trips, etc.;

"New Ideas / General"

- Sustainable development
- Strengthen communications with workers, young people and our structures
- Integration of sustainable development in the reconstruction of the sector
- Full-time vs. part-time jobs
- Green agenda (the carbon challenge)

Many of these issues are already integral to the programme of work agreed at the December Plenary. The question of sustainable development is the subject of a difference of opinion between PostEurop and UNI in the CSR working group. The employers wish to focus solely on matters such as carbon footprint whilst the UNI side are adamant that quality of employment is of vital importance. The recent developments in the Netherlands prove that we must not be sidetracked by the green agenda. This does not mean we should ignore the environmental aspects but it is a question of priorities