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

Athens regional workshop 3-4 May 2018
1. Main elements of the project

- An EU co-funded project of 18 months:
  - December 2014 to June 2016

- Project focusing on two topics:
  1. Social dialogue and CLAs to support the change process (session 1)
  2. E-commerce and new proximity services (session 2)
Topic 1: study on collective labour agreements (CLAs)

• Objectives:
  – Identify the key topics dealt with by social dialogue and better understand the process of social dialogue

• A selection of 16 national postal operators:
  – Austria, Belgium, Denmark, Estonia, Germany, Finland, France, Ireland, Italy, Netherlands, Poland, Portugal, Romania, Spain, Sweden, UK
2. Project’s main findings
Topic 1: main findings of CLAs’ analysis

• Collective labour agreements (CLAs) as a central tool to manage the change process in most NPOs
  – To mitigate the negative impacts of transformation
  – Positive measures to enable employees to benefit from the transformation

• The content of the CLAs differs significantly between EU Member States
  – Different national contexts, regulatory and industrial relations framework
  – NPOs face common challenges but at different stages of transformation
Main identified factors shaping the operators’ social transformation

- Evolution of statuses
- Wages
- Employment evolution
- Work organisation
- Training
- Mobility

Main social optimisation levers
3. Project’s main outputs
Project final report

• Content of the final report
  – Project’s main findings, key messages from European social partners, consultant analysis and all material presented

• A large dissemination:
  – Final report in English, French & German
  – Dissemination to internal and external stakeholders:
    • PostEurop, UNI
    • European Commission
Joint Declaration ‘The role of social dialogue in the transformation’

• Formalizes European social partners’ joint messages on social dialogue:
  – Principles on how an effective social dialogue at all levels is an essential lever for supporting the transformation
  – Find the balance between modernization, flexibility and good working conditions

• Also underlines the need to:
  – Enhance the knowledge of social partners on economic evolutions and e-commerce