

Draft Resolution No. xxxx/PAPU/AC/XLIII/2025

**On Presentation to the 11th Ordinary Session of the PAPU Plenipotentiary Conference of
a Draft Resolution to Amend the Acts of the Union**

**The Administrative Council of the Pan African Postal Union (PAPU), meeting during its
43rd Ordinary Session from 24 to 25 June 2025 at the PAPU Tower, Arusha, United
Republic of Tanzania;**

Mindful of the provisions of Article 30(3) of the PAPU Convention;

Further mindful of the provisions of Articles 2(1) and 36(2) of the Detailed Regulations of the
PAPU Convention;

Having regard to the Rules of Procedure of the Administrative Council;

Having taken note of the proposed amendments to the Acts of the Union relating to gender
mainstreaming, rights of Member States, procedure for electing the Secretary General and
Assistant Secretary General, as well as the rights and obligations of Associate Members;

Desirous of remedying the shortcomings identified in the PAPU Acts;

Acknowledging that the proposed amendments are indeed related to the Acts of the Union;

Persuaded that these proposals are germane and aim to remedy the deficiencies in the Acts of
the Union;

Cognizant of the recommendation tabled by the Policy and Regulation Committee;

Mandated by Article 5(10) of the Detailed Regulations of the PAPU Convention;

HEREBY APPROVES:

That a draft resolution amending the Acts of the Union be submitted to the 11th Ordinary Session
of the Conference as presented hereinabove;

INSTRUCTS:

The PAPU General Secretariat to present the proposed amendments to the Plenipotentiary Conference during its next Ordinary Session.

Done in Arusha, United Republic of Tanzania, on 25th June 2025

Draft Decision No. xxxxx/PAPU/AC/XLIII/2025

Adopting Proposed Amendments to the PAPU Staff Rules and Regulations

The Administrative Council of the Pan African Postal Union (PAPU), meeting during its 43rd Ordinary Session from 24 to 25 June 2025 at the PAPU Tower, Arusha, United Republic of Tanzania;

Mindful of the PAPU Convention;

Further mindful of the provisions of Articles 5(4) and 14(3) of the Detailed Regulations of the PAPU Convention;

Considering the provisions of Rule 89 of the Staff Rules and Regulations;

Having regard to the Rules of Procedure of the Administrative Council;

Having noted the proposed amendments to the PAPU Staff Rules and Regulations

Desirous of remedying the shortcomings identified;

Acknowledging that the proposed amendments are indeed related to the PAPU Staff Rules and Regulations;

Persuaded that the proposed amendments are germane and seek to harmonize the provisions of the PAPU Staff Rules and Regulations, foster fairness in the management of PAPU human resources, improve effectiveness of disciplinary procedures while preserving, to the greatest extent possible, the rights of PAPU staff members, and implementing best practices in human resource management;

Cognizant of the recommendation tabled by the Policy and Regulation Committee;

Mandated by Article 5(4) and (10) of the Detailed Regulations of the PAPU Convention;

HEREBY DECIDES AS FOLLOWS:

Approves the proposed amendments to the PAPU Staff Rules and Regulations as annexed hereto.

INSTRUCTS:

The PAFU General Secretariat to implement this Decision.

Done in Arusha, United Republic of Tanzania, on 25th June 2025

Draft Decision No. xxxxx/PAPU/AC/XLIII/2025

Adopting the Proposed Amendment to the Rules of Procedure of the Administrative Council

The Administrative Council of the Pan African Postal Union (PAPU), meeting during its 43rd Ordinary Session from 24 to 25 June 2025 at the PAPU Tower, Arusha, United Republic of Tanzania;

Mindful of the provisions of Article 32 of the PAPU Convention;

Further mindful of the Detailed Regulations of the PAPU Convention;

Considering Rule 4(2) of Rules of Procedure of the Administrative Council;

Noting that the Bureau elected during the Ordinary Session of the Administrative Council held immediately prior to the Ordinary Session of the Plenipotentiary Conference will indeed have a term of office of less than one (01) year and very often of only a few days;

Having noted the proposed amendment to the Rules of Procedure of the Administrative Council;

Desirous of remedying the shortcomings identified;

Acknowledging that the proposed amendment is indeed related to the Rules of Procedure of the Council;

Persuaded that these proposals are germane and aimed at formally establishing a practice already prevailing in the Union;

Cognizant of the recommendation tabled by the Policy and Regulation Committee;

Mandated by Rule 24 of Rules of Procedure of the Administrative Council;

HEREBY DECIDES AS FOLLOWS:

Approves the proposed amendments to the Rules of Procedure of the Administrative Council as annexed hereto.

INSTRUCTS:

The PAPU General Secretariat to implement this Decision.

Done in Arusha, United Republic of Tanzania, on 25th June 2025

Draft Decision No. xxxxx/PAPU/AC/XLIII/2025
Establishing the PAPU Sustainable Development Task Force

The Administrative Council of the Pan African Postal Union (PAPU), meeting during its 43rd Ordinary Session from 24 to 25 June 2025 at the PAPU Tower, Arusha, United Republic of Tanzania;

Mindful of the PAPU Convention;

Further mindful of the Detailed Regulations of the PAPU Convention;

Having regard to the Rules of Procedure of the Administrative Council;

Considering that sustainable development is both an African and global priority, as reflected in the United Nations Agenda 2050 and the African Union Agenda 2063;

Further considering that a myriad of initiatives have been launched in various sectors, both nationally and internationally;

Noting that Africa's postal industry is a pivotal partner in fostering sustainable development;

Further noting that initiatives undertaken at PAPU level remain low-key and lacking in visibility;

Persuaded of the value and benefits of establishing a formal platform for sharing experiences and providing advice on sustainable development matters;

Cognizant of the recommendation tabled by the Policy and Regulation Committee;

Mandated by Rule 19 of Rules of Procedure of the Administrative Council;

HEREBY DECIDES AS FOLLOWS:

Formally establishes the PAPU Sustainable Development Task Force;

APPROVES:

The Terms of Reference of the Sustainable Development Task Force;

INSTRUCTS:

The PAPU General Secretariat to implement this Decision.

Done in Arusha, United Republic of Tanzania, on 25th June 2025

Draft Resolution No. xxxx/PAPU/AC/XLIII/2025
On Results of the Survey on Postal Regulation in Africa

The Administrative Council of the Pan African Postal Union (PAPU), meeting during its 43rd Ordinary Session from 24th to 25th June 2025 at the PAPU Tower in Arusha, United Republic of Tanzania;

Mindful of the provisions of Articles 9 and 12(2) of the PAPU Convention;

Further mindful of the provisions of Article 5(10) of the Detailed Regulations of the PAPU Convention;

Having regard to the Rules of Procedure of the Administrative Council;

Considering the inadequacy of information or documentation on postal regulation in Africa at the PAPU General Secretariat and the need to build baseline data to further compliment progress on implementing the Policy and Regulation Committee's Quadrennial Programme of Activities 2021/2022-2024/2025;

Having examined the findings from the postal regulation survey, as well as the identified tasks and recommendations arising therefrom;

Desirous of equipping the General Secretariat with a database to facilitate the development of postal regulation documents and policies;

Persuaded that the tasks and recommendations put forward are relevant to the African postal sector;

Cognizant of the recommendations tabled by the Policy and Regulation Committee;

Mandated by Article 5(10) of the Detailed Regulations of the PAPU Convention;

HEREBY APPROVES:

The tasks and recommendations drawn from the findings arising from the analysis of responses to the questionnaire on postal regulation in Africa, annexed hereto;

MANDATES:

The PAPU General Secretariat to work with the Thematic Teams, during Financial Year 2025/2026, to develop a Programme of Activities to be incorporated into the PAPU Quadrennial Programme of activities 2026/2027-2029/2030;

INSTRUCTS

The PAPU General Secretariat to implement this Decision.

Done in Arusha, United Republic of Tanzania, on 25th June 2025

Draft Recommendation No. xxx/PAPU/AC/XLIII/2025
On Results of the Survey on Postal Regulation in Africa

The Administrative Council of the Pan African Postal Union (PAPU), meeting during its 43rd Ordinary Session from 24th to 25th June 2025 at the PAPU Tower in Arusha, United Republic of Tanzania;

Mindful of the provisions of Articles 9 and 12(2) of the PAPU Convention;

Further mindful of the provisions of Article 5(10) of the Detailed Regulations of the PAPU Convention;

Having regard to the Rules of Procedure of the Administrative Council;

Having examined the findings from the postal regulation survey, as well as the challenges and recommendations arising therefrom;

Persuaded that the challenges and recommendations put forward are relevant;

Cognizant of the recommendation tabled by the Policy and Regulation Committee;

Mandated by Article 5(10) of the Detailed Regulations of the PAPU Convention;

HEREBY RECOMMENDS AS FOLLOWS:

1. To Ministries Responsible for Postal Services:

- i) Strengthen the independence and autonomy of Postal Regulators through legislative provisions that support their operational and financial sustainability;
- ii) Establish a national framework for regular consultation between postal sector stakeholders;
- iii) Introduce incentives to attract and boost investment in the postal sector;

2. To Postal Regulatory Authorities:

- i) Enhance oversight of postal operators' obligations and create a level playing field.
- ii) Track global developments in the postal industry and ensure proactivity of the sector against potential shocks
- iii) Monitor and evaluate postal regulatory activities to be able to share with the PAPU.

INSTRUCTS

The PAPU General Secretariat to coordinate, follow up the implementation this Decision and report to the Administrative Council.

Done in Arusha, United Republic of Tanzania, on 25th June 2025