



## OPERATIONS AND TECHNOLOGY COMMITTEE

PAPU/OTC/RG/01/2026 - Doc No. 2

### REMUNERATION WORKING GROUP

19<sup>TH</sup> JANUARY 2026 (VIRTUAL)

TIME: 09:00 (GMT)

### IMPLEMENTATION STATUS OF REMUNERATION WORKING GROUP ACTION PLAN

<b>1. Subject:</b> Remuneration Working Group Action Plan Implementation Status Report	<b>References/Paragraphs</b> <b>Operations and Technology Committee Action Plan 2025-2026</b>
<b>2. Decisions expected:</b> <ul style="list-style-type: none"><li>Note the Status of implementation of the WG Action Plan;</li><li>Adopt the Report;</li><li>Table the Report to the Operations and Technology Committee.</li></ul>	

#### 1.0 INTRODUCTION

The Remuneration Working Group implemented activities during the period 2025/2026 Financial Year, specifically in preparation for the 28<sup>th</sup> UPU Congress. **Annex 1** to this document presents the Status of Implementation of all activities of the Working Group for the year.

#### 2.0 ACTIVITIES UNDERTAKEN

The following are the main activities undertaken during the 2025/2026 financial year:

##### 2.1 Africa Position Paper and Decision Matrix on the 28<sup>th</sup> Congress Remuneration Proposals

The General Secretariat circulated the 28<sup>th</sup> UPU Congress Proposals, Recommendations, and Decision Matrix Framework to the African Lead Countries for the various Postal Operations Council (POC) and Council of Administration (CA) Committees, as well as to Standing Groups and Task Forces for inputs. The proposals relating to the remuneration of letter post and parcel post, as well as basic and supplementary services, were analyzed by Egypt as the Africa Lead Country for the Integrated Remuneration Group (IRG).

The analysis covered the key elements of each Congress document and Proposal, implications for Africa, and the recommendations for African Member States for guidance in decision-making during Congress. The Congress

Remuneration proposals were presented as part of the Matrix during the 2<sup>nd</sup> Africa Coordination Meeting on UPU Congress Proposals, held on 28<sup>th</sup> August 2025.

Following the submission of the 28<sup>th</sup> UPU Congress Proposals, Recommendations, and Decision Matrix Framework by the Lead countries and the presentation of the same during the Africa Coordination Meetings held to prepare for the Congress, the General Secretariat consolidated the input from Member States into the Decision Matrix Framework for Africa on the 28<sup>th</sup> UPU Congress Proposals.

The Decision Matrix Framework was circulated to Member States and used as a guide for Africa's decisions during the Congress.

## **2.2 28<sup>th</sup> UPU Congress Participation**

PAPU Member States actively participated in the 28<sup>th</sup> UPU Congress, held in September 2025 in Dubai, UAE, and defended remuneration proposals that positively impact Designated Operators in Africa.

The Congress, which approved, among others, resolutions on Remuneration for the next Cycle, as follows:

- Integrated Product Plan (IPP) 2026-2029.
- Integrated Remuneration System (IRS) 2026-2030.
- Integrated Remuneration Plan (IRP) 2026-2029.

## **2.3 US Executive Order Suspending Duty-Free *de minimis* on Imports**

On 30<sup>th</sup> July 2025, the President of the United States of America signed an Executive Order suspending the *de minimis* duty-free exemption for all imports into the US, regardless of value, country of origin, or mode of transport, effective 29<sup>th</sup> August 2025. The implementation of the Executive Order has significant operational and financial implications for African Postal operators sending parcels and small packets to the USA.

An urgent Africa Coordination Meeting was organized on the US Executive Order (EO) Suspending Duty-Free *de minimis* on Imports on 21<sup>st</sup> August 2025, to discuss the implications of the Executive Order on Africa and to proffer the way forward. During the meeting, a joint Supply Chain and Remuneration Working Group Task Team was established to analyze and advise the African Postal Sector on the implications of implementing and complying with the US Order. A Team was established and comprised Algeria, Egypt (Chair), Malawi, Cameroon, Côte d'Ivoire, the Democratic Republic of the Congo (DRC), Ghana, Nigeria, and Senegal.

The Team met, discussed the Executive Order and its implications for Africa, the mitigatory measures needed, and then prepared a Report, which was presented to Member States.

## **3.0 RECOMMENDATIONS**

The Working Group, Designated Operators, and the General Secretariat are encouraged to continue implementing remuneration activities approved by the Congress.

#### **4.0 DECISIONS EXPECTED**

The Working Group is hereby requested to:

- Note the Status of implementation of the WG Action Plan;
- Adopt the Report;
- Table the Report to the Operations and Technology Committee.



## ANNEX 1

### OPERATIONS AND TECHNOLOGY ACTION PLAN FOR THE 2025-2026 PERIOD

#### REMUNERATION WORKING GROUP

S/N	KEY RESULT AREA	MILESTONE	PERIOD	Done	WIP	Not Done
<b>REMUNERATION</b>						
1.	<b>Strategic Remuneration Issues for the 28<sup>th</sup> UPU Congress</b>	i) Analyze Remuneration Proposals to be submitted to Congress.	Aug 2025			
		ii) Prepare Africa Position Paper on Remuneration Matters	Aug 2025			
		iii) Attend Congress and defend the African position	Sept 2025			