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**REPORT ON THE ACTIVITIES OF  
THE PAN-AFRICAN POSTAL UNION  
GENERAL SECRETARIAT  
2022-2023**

# REPORT ON THE ACTIVITIES OF THE PAN AFRICAN POSTAL UNION GENERAL SECRETARIAT 2022/23

## 1. PREAMBLE

1.1 Pursuant to Article 9, paragraph 17 of the PAPU Acts of the Union, the Secretary General is required to present to the Administrative Council (AC) an annual report on the activities of the General Secretariat between the two (2) Council Sessions. This Report will cover the activities undertaken during the period 2022/2023.

1.2 The activities of the General Secretariat in the past year were executed in pursuit of the fulfilment of Article 9 of the Convention of the Union that outlines the objectives of the Union being to:

- i. Foster Development Cooperation among Member States in the area of postal services;
- ii. Promote and facilitate access to quality universal postal services;
- iii. Promote and facilitate reform of the postal sector;
- iv. Promote and facilitate technical assistance in the postal sector;
- v. Promote and advance common positions of Member States on postal issues;
- vi. Promote research and development in the postal sector;
- vii. Promote regional projects for developing the African Postal network;
- viii. Promote the development of new postal products and services;
- ix. Promote the sustainable development of the postal sector;
- x. Promote affirmative action in the development of the postal sector.

## 2. STRATEGIC ISSUES

### 2.1 PAPU TOWER

The PAPU Tower Project will shape the activities of the Union in a big way in the immediate and future years to come. The Tower will provide wide opportunities for revenue generation, office accommodation for the general Secretariat, convivial working environment, Centre for Africa Postal strategy, Centre for leading research for the postal sector, bold statement on the intention of the postal sector as a life-long partner for African citizens and a developmental tool for African Governments. The tower will be the epitome of African postal digitalization and modernization.

The General Secretariat will pursue all avenues of opportunities that the Tower presents for the Union.

### 2.2 Union Membership Drive

Three countries showed interest in joining the Pan African Postal Union and all necessary action was taken to facilitate the process.

**2.2.1 Mauritius:** The Ministry responsible for the Post invited the PAPU Secretary General to participate in the 130<sup>th</sup> Anniversary celebrations commemorating the founding of Mauritius Post held in October

2022. The Secretary General met the Government leaders that included the Minister, the Prime Minister and the President of the country who all showed interest in joining the Union. The last action was the provision of the required information by the General Secretariat.

**2.2.2 Rwanda:** The authorities expressed the desire to pursue the process of joining the Union. The requisite documents were sent and information obtained by the PA

**2.2.3 South Sudan :** During the visit by the African Ambassadors accredited to United Republic of Tanzania, His excellency the Ambassador of south Sudan was engaged on the matter of joining the Union. He showed interest and requested for a Note Verbal to be sent to the Embassy. This was done and we await a response.

### **2.3 Non-Payment of Mandatory Contributions**

The Union continues to suffer financial prejudice due to non-payment of mandatory contributions by some Member States. This has an effect of slowing down Union activities as these can not be funded either on time or completely.

### **2.4 Environmental Risks**

During the period under review the postal sector was in Africa was affected by a number of risks

**2.4.1 *Natural Disasters: Prominently was occurrence of Tropical Cyclone Freddy, which affected Madagascar, Malawi, Mozambique, and Zimbabwe.***

**2.4.2** Cyber Crime was an issue to reckon with in some parts of the continent including the PAPU Website's illegal intrusion by unknown malicious hackers on 13th March 2023 who managed to block visitors to the site and instead diverted them to another site

**2.4.3** Floods: There was also an incident of flooding in the Democratic Republic of the Congo (DRC) in the Month of May 2023. The floods were caused by torrential rainfall affecting the eastern Democratic Republic of the Congo, causing rivers to burst their banks and overflow resulting in flash floods, casualties, and severe damage. Although post offices or post-office employees were not directly affected by the floods, there was a drop in the number of postal activities due to the effects of the disaster.

**2.4.4** Civil Unrest: The continent has continued to witness an upsurge in Civil unrest with some countries getting a rapid deterioration in their civil unrest risk profiles between 2022-Q2 and 2023-Q2, marking the continent's largest annual increase for six years ago. The impact of this unrest has reverberated throughout the region and correspondingly to all sectors, the Post included.

## **3. FINANCIAL MANAGEMENT**

### **3.1 Financial Performance**

The overall financial performance for the Union indicates an unaudited operating surplus amounting to United States Dollars six hundred twenty-two thousand, five hundred and fifty-three (**USD 622,553**). The surplus is buoyed by the mandatory contribution to PAPU House equity cash which is recognized as additional revenue to the Union. The unaudited surplus is higher than the United States Dollars one hundred sixty-six thousand, nine hundred and thirty-eight (USD 166,938) achieved during the 2021/2022 financial year.

### **3.2 Revenue Sources for the Union.**

**3.3** The Union's revenue is derived from the following main sources:

- i) Mandatory contributions made by Member States in accordance with the scale of assessment established by the Conference
- ii) Mandatory contributions of Associate Members
- iii) Voluntary contributions from Member States and Associate Members
- iv) Donations from non-Member States and organizations
- v) Revenue derived from products and activities implemented by the Union
- vi) Income generated from investments approved by the Council
- vii) Penalties/fines levied for breach of the Convention
- viii) Sundry income

### **3.4 Union Contributions Received**

**3.4.1** There are 21 out of 45 member states that paid their mandatory contributions amounting to USD 785,887.38 (56.5%) out of the expected invoiced amount of USD 1,390,690.77 which is the budgeted income from Member States for 2022/2023 financial year.

**3.4.2** Five (5) Member States paid arrears of contributions for previous years amounting to United States Dollars four hundred twelve thousand, one hundred and thirty six, Cents thirty seven (USD 412,136.37).

**3.4.3** The United States Postal Service and Dubai Ports World paid their annual mandatory Contribution as Associate Members., AsaaseGPS has not paid annual mandatory contribution for the past four consecutive years and has not given any reason for its noncompliance with the Convention of PAPU. In the meantime, Dubai Ports World has withdrawn its membership from the Union after clearing all its outstanding for three (3) years.

**3.4.4** The total mandatory contributions received during the financial year amounts to USD 1,290,864.49. This amount is equivalent to 85.3% of the USD 1,514,172 budgeted mandatory contributions for the 2022/2023 financial year.

**3.4.5** Revenue from other sources of income such as donations/grants, investment income, penalties/fines levied for breach of the Convention, revenue from products and services as well as sundry income amounted to 1,906.80. These sources generated of the expected USD 151,440.00.

**3.4.6** The total equity cash contribution received as mandatory equity cash contribution to PAPU House is USD 449,999.93. The outstanding arrears to date amount to USD 316,245.34.

**3.4.7** The total income received in 2021/2022 financial year is USD 1,279,920.55 or 77% of the USD 1,664,850.00 budgeted for the year.

### **3.5 Union Expenditure**

**3.5.1** Article 16 of the Convention stipulates that the expenditure of the Union shall be made up of expenses relating to the following:

- i) Sessions of the Conference, the Council, and meetings of the Administrative and Technical Committees;
- ii) Running of the General Secretariat;

- iii) Implementation of the Programme of Activities of the Union;
- iv) Any other activities relating to the objectives of the Union and approved by the Plenipotentiary Conference and/or the Administrative Council.

**3.5.2** The total unaudited expenditure for the 2022/2023 financial year amounts to United States Dollars one million, one hundred and forty thousand, two hundred and twenty-five only (**USD 11,140,225**) representing 75% of the United States Dollars one million, seven hundred and forty-five thousand and forty-five only (**USD 1,516,005**), appropriated for the year. The expenditure has been kept at this level due to non-receipt of the remaining budgeted funds and some other pre-planned physical programmes that were held online.

## **4. OPERATIONS AND TECHNOLOGY**

### **4.1 REMUNERATION ACTIVITIES**

#### **4.1.1 Remuneration Workshops**

The UPU organized Remuneration Workshops for the Africa Region and the Arab Region, incorporating North African Countries, from 16<sup>th</sup> to 17<sup>th</sup> December 2022 in Abuja, Nigeria, and from 15<sup>th</sup> to 16<sup>th</sup> March 2023 in Cairo, Egypt, respectively.

The workshops aimed at enlightening Designated Operators on the remuneration systems approved by the 3<sup>rd</sup> Extra-Ordinary Congress in Geneva in 2019 and at the 27<sup>th</sup> Ordinary Congress held in Abidjan in 2021 to ensure the correct application of the approved rates.

PAPU General Secretariat participated at Abuja workshop.

#### **4.1.2 Letter Post Remuneration Questionnaire**

Following the adoption of the Action Plan of the Operations and Technology Committee during the 40<sup>th</sup> Ordinary Session of the PAPU Administrative Council held in Kinshasa, Democratic Republic of Congo (DRC), the Remuneration Working Group (RG) developed a questionnaire to assess the implementation of Letter Post Remuneration systems approved by Congress in Africa.

The objective of circulating the questionnaire was for the Working Group to have a clear picture, once more, of the situation for African countries to informatively plan and articulate the position of African in the work of the UPU Remuneration Integration Group (RIG).

The General Secretariat prepared a report on the analysis of the responses received from twenty three (23) Designated Operators representing 51% of PAPU Member States.

### 4.1.3 EMS Remuneration Meeting

The General Secretariat in collaboration with Egypt organised a Remuneration Working Group meeting to discuss EMS remuneration and its relation and implication on African countries' terminal dues. Egypt has drafted a proposal to explore the possibility of using EMS domestic rates as the base for calculating the terminal dues rates for UPU Member States with subsidized domestic rates for letter mail and especially Group IV countries

## 4.2 DIGITALIZATION AND INNOVATION

### 4.2.1 AU Study on Improvement of Digitalization of Postal Services in Africa

The African Union Commission (AUC) in collaboration with PAPU and UPU commissioned a study funded by the French Government to assess the level of digitalization in the African Post and came up with recommendations to be implemented across the continent.

The report on the Study was circulated by the African Union Commission and a validation workshop was organised in collaboration with PAPU and the UPU on 31<sup>st</sup> March 2023.

The implementation stage of the project will commence once AUC has finalised the administrative issues and programme.

### 4.2.2 Status on Digitalization of Postal Services in Africa

One main activity being implemented on digitalization is the Study on Improvement of Digitalization of Postal Services in Africa. A Questionnaire on the **Status of Implementation of Digitalization of Postal Services in Africa** mainly stemming from the recommendations of the study was approved by the Digitalization and Innovation Working Group during its meeting on 25<sup>th</sup> April 2023.

The objective of the questionnaire was to elicit and collect information on the Digitalization of Postal Services in Africa with a view to establishing the status in Member States and using the information obtained as a baseline for interventions.

The General Secretariat prepared a status report from twenty six (26) responses received representing 58% of PAPU Member States. Follow up is being done with the outstanding Member States and the report will be updated accordingly.

### 4.3 PHILATELIC ACTIVITIES

A number of activities were carried under the Promotion of Philately Working Group in implementation of the PAPU Action Plan 2022-2025 as indicated below:

#### 4.3.1 African Philately Conference

PAPU, in collaboration with the UPU and the Government of the Republic of South Africa, organized the 1<sup>st</sup> African Philately Conference in Cape Town, South Africa, from 9<sup>th</sup> to 10<sup>th</sup> November 2022 at the International Convention Centre under the theme, “**Philately: Digitalization and Business Model.**”

A Philatelic Exhibition was also held on the sidelines of the Conference from 8<sup>th</sup> to 12<sup>th</sup> November 2022. The exhibition was organized by the Fédération Internationale de Philatélie (FIP). Stamp collectors, Designated Operators, UPU, and other partners participated in the exhibition.

The Cape Town Conference was successfully concluded, and a proposal was made that the African Philatelic Conference should be an Annual Event hosted on a rotational basis by any PAPU Member State.

Morocco has since offered to host the 2<sup>nd</sup> African Philately Conference from 21<sup>st</sup> to 22<sup>nd</sup> November 2023 in Rabat and preparations for the event are underway.

#### 4.3.2 Digitalization of Philately Activities

Following the signing of a Memorandum of Understanding (MoU) between PAPU and StampsDaq in July 2022 during the 40<sup>th</sup> Ordinary Session of the Administrative Council, PAPU organized a Webinar in collaboration with the latter on 31<sup>st</sup> August 2022. The main objective of the Webinar was to demonstrate how the crypto stamps platform works.

To date, Cote d'Ivoire and Botswana have collaborated with StampsDaq on digitalisation of the Designated Operator's stamps.

#### 4.3.3 Forthcoming Events

The following forthcoming philatelic events to be held in the year 2023:

- i) 2<sup>nd</sup> Africa Philatelic Conference, 21<sup>st</sup> to 22<sup>nd</sup> November 2023, Morocco;
- ii) UPU 18<sup>th</sup> Philately Competition Class, 27<sup>th</sup> November to 2<sup>nd</sup> December 2023 Bangkok, Thailand.

#### 4.3.4 Joint Stamp Issue on the Commissioning of the PAPU Tower

In line with the consolidated PAPU Action Plan for the period 2022-2025, the Union has a leeway to participate in joint stamp issues to promote African heritage and events. To that effect, the Promotion of Philately Working Group proposed the issuance of a joint commemorative Stamp to mark the commissioning of the PAPU Tower on by the President of the United Republic of Tanzania, Her Excellency Dr. Samia Suluhu Hassan.

The Theme for the joint stamp issue: **“PAPU Joint Stamp on Commissioning of the PAPU Tower”** and Seven (7) Designated Operators namely; Algeria, Egypt, Morocco, Nigeria, Tanzania, Senegal and Zimbabwe are participating in the issuance of the physical stamp

Further to the above, StampsDaq offered to issue a crypto stamp on behalf of interested Member States to mark the event. The cost of issuing the crypto stamp would be borne by StampDaq and its Partners and a percentage of the proceeds from the sale of the crypto stamps would be donated to PAPU.

Five (5) Designated Operators expressed interest to issue the crypto stamp. These were Angola, Cote d’Ivoire, Liberia, Nigeria and Zimbabwe.

## **4.4 SUPPLY CHAIN ACTIVITIES**

### **4.4.1 Advanced Security Certification**

The UPU in collaboration with PAPU organised the Advanced Security Training Workshop for Postal Security Experts from 28<sup>th</sup> to 30<sup>th</sup> September 2022 in Arusha, Tanzania. The workshop which was sponsored by the United States Postal Services (USPS) was organized in collaboration with the UPU World Customs Organization (WCO) and International Narcotics Control Board (INCB).

The workshop called for the strengthening of collaboration among stakeholders including UPU, WCO and INCB, with a view to identifying synergies that can be explored to enhance security and facilitation of flawless customs procedures thereby improving supply chain integration.

The UPU conducted two review missions in Malawi and Togo in July 2023 to assess their compliance with Security standards S58 and S59. The countries await the results of the assessments.

### **4.4.2 Electronic Advance Data (EAD)**

The General Secretariat participated in the Electronic Advance Data (EAD) and Customs Declaration System (CDS) Workshop held from 21<sup>st</sup> to 23<sup>rd</sup> February 2023 in Zanzibar, United Republic of Tanzania. The workshop was organized by the UPU within the framework of the Operational Readiness for e-commerce (ORE) project.

The Workshop, funded by the United States of America, aimed at improving EAD compliance in Africa since no country was achieving the EAD targets for goods entering the United States. Therefore, there was concern and

urgency to improve the African Region's EAD performance to reach achievement levels of at least 90% - 95% per country by the end of 2023.

#### **4.4.3 PAPU/AFRAA Task Force Activities**

The PAPU-AFRAA Task Force was created by the Operations and Technology Committee to deal with mail transportation issues in Africa. The Task Force consists of Postal representatives from the five (5) African sub-regions as well as representatives from the African Airlines Association (AFRAA).

In that respect the Postal representatives are from Cameroon, Kenya, Nigeria, South Africa and Tunisia. The Task Force which is chaired by Kenya held its meeting in April 2023. In summary, the Task Force discussed the following main issues:

- Recapping of the Terms of Reference (ToRs) for the Task Force;
- Action Plan for the Period 2022-2025;
- Service Level Agreements between DOs and Airlines;
- Exchange of EDI Messages with Airlines;
- Payment of Conveyance Dues by DOs;
- Report of the Q4 AFRAA Cargo Task Force Meeting.

To date the General Secretariat has been collaborating with the AFRAA Secretariat in a number of areas including on the following:

- i) Review of the Memorandum of Understanding (MoU) is in progress;
- ii) Implementation of the PAPU/AFRAA Task Force Action Plan;
- iii) PAPU General Secretariat participated in the AFRAA Network and Cargo Committee meeting held on 6<sup>th</sup> October 2023

#### **4.4.4 Operational Readiness for E-commerce (ORE 3)**

In accordance with the UPU Regional Development Plan for the African Region for 2022–2025, the UPU International Bureau prepared an Operational Efficiency and E-Commerce Development (ORE 3) Regional Project for implementation by Member States.

To launch the implementation of the activities included in the Project Work Plan, the IB, in coordination with PAPU and some African Sub-Regional Postal bodies, organized a Project start-up Workshop from 13<sup>th</sup> to 15<sup>th</sup> December 2022 in Abuja, Nigeria.

All Member States are participating in the project. Annual workshops will be held for the project for the English-speaking countries, French-Speaking countries as well as the Arab-speaking countries which include the North African countries.

The General Secretariat which plays a coordinative role in collaboration with the UPU in participates in the regional workshops and will also take part in conducting review missions to assess the status of implementation of the project in Member states.

## **5. The African Postal Regulators Conference,**

PAPU organized, in collaboration with the Posts and Telecommunications Regulatory Authority (ARTP) of Senegal, under the aegis of the Ministry of Communications, Telecommunications and the Digital Economy, in cooperation with the Universal Postal Union (UPU), The first African Postal Regulators Conference which was held on 23 May 2023 at the King Fahd Hotel in Dakar, Senegal. The Conference Theme was **“Regulation in the digital era for a sustainable postal sector”**.

The Conference sub-themes were the following:

- “Postal development prospects in the digital era: Securing Universal Access and levelling the playing field”.
- “Leveraging technology to build a Postal Ecosystem accommodating private players and securing financial viability for designated operators”.
- “Unpacking emerging regulatory challenges in an evolving postal industry”.

This Conference heralded a new era for the treatment of regulatory matter within the Union as this platform proved to be very conducive for an effective interaction of Regulatory Authorities.

## **6. OPENING UP OF THE UPU TO WIDER POSTAL SECTOR PLAYERS**

The PAPU TaskForce on the Opening Up of the UPU to Wider Postal Sector Players worked very closely with the General Secretariat to keep Members informed on this very topical subject matter as well as involving the General Membership of PAPU in paving the way forward.

Among the activities that were carried out were:

- The organizing of virtual meetings for Members
- The African Forum on the Opening up of the UPU. This Forum has speakers from Canada, Italy, Australia and Egypt representing perspectives from PUMED
- The General Secretariat produced a document on the Opening Up of The Universal Postal Union (UPU) To Wider Postal Sector Players: GENESIS AND ROADMAP.

- The Genesis and Roadmap document came in three consecutively upgraded versions which traced the subject matter to the original Doha Congress Decision of 2012.
- The Document analyzed the UPU Governance structure, Defined the Opening up subject, analyzed the national postal sector and its Stakeholders, included experiences from other Regions.
- The next phase before the Extra Ordinary Congress in October would be to look at the packages being put forward as proposals to UPU and afford members the chance to formulate a reaction.

## 7. KEY PROJECTS

### 7.1 PAPU Tower Project Completion Phase

The PAPU Tower was completed and handed over to the Client on 11<sup>th</sup> August 2023. The iconic building has 167 Car parking lots, 3 sets of standby electricity generators that are capable of working non-stop for 24 hours, Water storage tanks, Garbage collection points and cooking gas storage point. There are 6 lifts one of which is a fire-resistant lift that can be used for rescue operations if the building catches fire. There is a cargo lift that is dedicated to ferrying cargo and bulky goods for tenants, 2 dumbwaiter lifts that will be used to link the kitchen and dining areas on 16<sup>th</sup> Floor and 16<sup>th</sup> floor mezzanine as well on 2<sup>nd</sup> floor and 3<sup>rd</sup> floor. There is also an escalator that links the shopping areas on the ground and first floor. Most spaces in the building will be used as office spaces. This notwithstanding, there is a state-of-the-art conference hall with capacity for 400 delegates and five breakaway collapsible conference rooms. These conference rooms are supplemented by a VVIP and another VIP meeting room that can conveniently host Heads of Delegations consultation meeting.

### 7.2 Project Financials

The cost of construction to date including variations is **TZS 53,248,534,873.08 (USD 22,186,889.53)** VAT inclusive. Part of the VAT component of the project totaling **TZS 6,044,080,613.65 (USD 2,518,366.92)** was settled by the host country given that PAPU as a diplomatic institution is exempted from taxes in the United Republic of Tanzania. It is expected that the Government will refund the remaining VAT that arose from the variations due to the increase in the scope of the project.

### 7.3 Payment of Mandatory PAPU House Project Contributions

Twenty-three (23) Member States settled their mandatory equity cash contribution amounting to USD 493,835.71 in line with Plenipotentiary Conference resolution **No.02/PAPU/PC/X/2021 on *Contribution of equity cash towards PAPU House building Project***. Twenty two (22) Member States have not made any

contribution towards the project and the total outstanding mandatory equity cash contribution is USD 316,245.34.

## **8. DEVELOPMENT COOPERATION AND STAKEHOLDER ENGAGEMENT**

In pursuit of establishing Stakeholder Collaboration in line with provisions of Chapter VIII, Development Cooperation of the Convention of the Union, the Pan African Union collaborated with a number of key Stakeholders in order to meet the programme of activities of the Union and create a framework for cooperation that is beneficial to the Union and its Membership.

### **8.1 Collaboration with Universal Postal Union (UPU)**

#### **8.1.1 Integrated Index for Postal Development (IPD) Report**

The Integrated Index for Postal Development (2IPD) Report was released by the UPU. The 2IPD report for 2022 ranked 172 countries with Switzerland retaining top position followed by Germany. Africa was the region with the highest number of countries (28) catching up with Switzerland. Cameroon was ranked top in Africa with Egypt getting a special mention. Members are urged to continue to work on improving the network efficiency and quality of service

#### **8.1.2 Presentations by IB at PAPU Events**

As part of the General Secretariat collaboration with UPU, the International Bureau of the UPU made Presentations on different topical areas of their expertise in the different PAPU Committee meetings during the 40<sup>th</sup> Administrative Council.

#### **8.1.3 Coordination Meetings with the Restricted Unions for CA Sessions**

In line with the UPU's development and cooperation policy for 2022–2025, as approved by the 27th UPU Congress, PAPU participated in the Coordination meetings for CA S2 and S3 organized by the IB. The objective of the meetings was to strengthen coordination between the UPU and Restricted Unions by promoting a shared vision that allows the latter to play a more active role in influencing the development of the postal sector in all regions. They also focus on the level of implementation of the global development and cooperation strategy for 2022-2025, planned activities and preparations for the extra Ordinary Congress.

#### **8.1.4 Introduction of UPU Sub Regional Field Experts**

The UPU organized a meeting on 6<sup>th</sup> December 2022 with its Restricted Unions in the African Region. During the meeting, the UPU Development Cooperation Directorate introduced the Field Experts appointed within the African Region. The UPU reiterated its commitment to work with all Restricted Unions in Africa on all

programmes and projects that affect the region. Restricted Unions were urged to inform UPU in advance of any activities in their regions as well as provide information on their focal points.

## **8.2 Collaboration with the African Union (AU)**

### **8.2.1 Validation Workshop on the Study on Improving the Digitization of Postal Services in Africa**

A study on improving the digitization of postal services in Africa was conducted by the African Union Commission (AUC) in collaboration with UPU, France and PAPU within the framework of the AU Digital Transformation Strategy in Africa. The project was being funded by La Poste France to the tune of 1.5 million Euros.

The following ten (10) countries are taking part in the study: Northern Africa (Egypt and Mauritania), Western Africa (Ghana and Benin), Central Africa (Cameroon and Congo Brazzaville), Eastern Africa (Kenya and Madagascar) and Southern Africa (South Africa and Zimbabwe).

The Study Report has since been finalized and validation was done on 31<sup>st</sup> March 2023. Implementation will commence once approvals are granted by the AUC authorities. In the meantime PAPU issue a questionnaire to all Member States with a view to establish the baseline situation regarding the digitalization of the postal sector in Africa. The information will be handy when coordinating the implementation of the Report.

### **8.2.2 The African Union Reform Assignment**

As part of the reform project of the African Union, Deloitte was entrusted with the responsibility of restructuring its Specialized Technical Agencies while giving impetus and more life to the relationship between them. The main objective of the assignment was to restructure the African Union's Specialized Agencies to meet the organization's priorities through analysis, review and updating of mandates, functions and roles.

It is in this context that PAPU was involved in a series of engagements with the team from Deloitte to accomplish the assignment. The engagements included submission of information and documents as well as holding online meetings for purposes of beefing up the information submitted.

The assignment was carried out under the supervision of the African Union Institutional Reform Implementation Unit.

### **8.2.3 African Union Digital ID African Committee of Experts Meetings**

PAPU participated in the 1<sup>st</sup> African Committee of Experts for Digital ID (ACED) on 21<sup>st</sup> September 2022 during which Terms of Reference (ToRs) of the ACED, the Roadmap and election of the Bureau with Kenya and Ethiopia, being Chair and Vice chair, respectively to coordinate and provide guidance on the way forward among others.

PAPU also participated in the 2<sup>nd</sup> online meeting held from 7<sup>th</sup> to 8<sup>th</sup> December 2022. The meeting was aimed at discussing and improving the draft assessment survey questionnaire as well as have preliminary understanding of digital ID landscape in Member States (those nominated experts) & Regional Economic Communities (RECs).

#### **8.2.4 AfCFTA Consultations**

PAPU participated in Regional Stakeholder Consultations on Digital Trade in August 2022 aimed at soliciting inputs from various stakeholders into the AfCFTA Protocol on Digital Trade.

The outcome of the consultations was a report which included elements to be addressed by the Protocol on Digital Trade including clear definitions of digital trade and digital products, data localization, emerging technologies, digital infrastructure, cross border data flows, source code, digital trade facilitation, among others.

The draft protocol passes through various AU governance stages. It is currently at the Committee on Digital Trade level before finally being submitted it to the Assembly of Heads of State and Government of the African Union for adoption.

### **8.3 Cooperation Activities with Other Stakeholders**

#### **8.3.1 PAPU-IFAD Financial Services Webinar**

PAPU organized a webinar on Remittances and Postal Networks in Africa on 2<sup>nd</sup> December 2022 in collaboration with the International Fund for Agricultural Development (IFAD). The Webinar was organized as part of the PAPU Activity Plan within the Digitalization and Innovation Working Group.

The theme for the webinar was **‘The role of African Post Offices in the rural remittance market: towards recovery and resilience through digital and financial inclusion.’**

Participation was from more than 200 participants across Africa and beyond.

The webinar afforded Member States the opportunity to learn from experts in the field of Financial Inclusion as well as benefit from best practices in the region.

#### **8.3.2 Global Forum on Remittances, Investment and Development Summit**

PAPU also participated in the Global Forum on Remittances, Investment and Development Summit held from 14<sup>th</sup> to 16<sup>th</sup> June 2023.

The objective of the Summit was to explore opportunities and challenges in the global, post-pandemic landscape, with a major focus on remittance corridors and diaspora investment innovations in Africa. It also laid the ground for the upcoming UN SDG Summit, to be held in September 2023 within the framework of the UN General Assembly, and the next Implementation Review of the Global Compact for Safe, Orderly and Regular

Migration (GCM). Furthermore, the GFRID 2023 Summit paved the way for stronger networks and synergies among sectors, along with the exchange of best practices on remittances and diaspora investment towards sustainable development.

### **8.3.3 Hosting of Dignitaries in Meetings at PAPU General Secretariat**

The Secretary General hosted the meetings to discuss various cooperation and collaboration issues with the following dignitaries at his offices;

- i) African Diplomats Group (The United Republic of Tanzania-accredited African ambassadors and High Commissioners)
- ii) The South African High Commissioner to United Republic of Tanzania
- iii) The Kenyan Consulate based in Arusha
- iv) The Ugandan Consulate based in Arusha

### **8.3.4 Engagements with the Host Country, United Republic of Tanzania**

The General Secretariat constantly engages with the Government authorities of the Host country, the United Republic of Tanzania, via the Ministry in charge of Postal Services and the Tanzania Communications Regulatory Authority. The Secretary General and his Team at the General Secretariat held a number of consultative meetings with the Ministry on issues including the PAPU Tower Project, request for funding, follow-up on Human Resources on secondment as well as PAPU Day Commemorative

## **9. IMPLEMENTATION STATUS UPDATE FOR DECISIONS, RESOLUTIONS AND RECOMMENDATIONS**

The Union is on course in implementation of Decisions, Resolutions and Recommendations passed by the 40th Ordinary Session of the Administrative Council. The detailed updates will be provided by the respective Committees. However, a summary of the status of implementation is attached as **Annex I**.

The following activities have been done in relation to the above Decisions, Resolutions and Recommendations.

### **9.1 Preparation of the 41<sup>st</sup> Ordinary Session of the PAPU Administrative Council**

The 41<sup>st</sup> Ordinary Session of the PAPU Administrative Council meetings were supposed to be held in Madagascar from 17<sup>th</sup> to 28<sup>th</sup> July 2023 per the offer that was made by that Member at the end of the 40<sup>th</sup> Ordinary Session of the Administrative Council. However, in April 2023, Madagascar regretfully notified the PAPU General Secretariat of its inability to host the said session, citing internal technical restructuring of its Designated Operator and the prevailing political context in the country as grounds for its unexpected decision.

Faced with this situation, the General Secretariat informed PAPU Member States of this new development and invited willing Member States to express their interest in hosting the event within one month. Having received

no offers within the deadline, the General Secretariat had to invoke Article 31 of the Detailed Regulations of the Convention, which provides that: “The sessions of the Plenipotentiary Conference and the Administrative Council shall be held at the seat of the Union unless a Member State invites the Conference or Council to meet on its territory [...]”.

The United Republic of Tanzania formally responded positively to the call by the General Secretariat to host the 41st Ordinary Session of the Administrative Council. However, responding to concerns raised by some Member States, the Chairman of the Administrative Council held a consultative meeting with the General Secretariat after which he issued a letter dated 2<sup>nd</sup> June 2023, directing the General Secretariat to urgently consult the current 23 Member States of the Council on whether to postpone the 41<sup>st</sup> AC dates to a period that would allow for the Council meeting to be combined, and be held back-to-back, with the commissioning of the new PAPU Headquarters building. Members unanimously agreed to the postponement to 21-25<sup>th</sup> August 2023.

On the advice of our Host on the availability of the Head of State as Guest of Honour in our PAPU Tower Inauguration, and the subsequent forward-shifting of the Inauguration dates by 3 days, this called for a renewed realignment of the dates. With the guidance of the Chairman and the Administrative Council, the dates were shifted to have the 41<sup>st</sup> PAPU Administrative Council meetings run from 24<sup>th</sup>-30<sup>th</sup> August. We thank the Host country and the Member States for their cooperation and managing to overcome the hurdles collectively as a team, with a lot of empathy and progressive inputs.

## **9.2 PAPU Administrative and Technical Committees Meetings**

The Administrative and Technical Committees that were created by Decision No.04/PAPU/PC/X/2021 have benefitted from the work done by Working Groups, Task Forces, Task Teams of Experts.. The Committees and their subsidiary bodies are as follows:

- i) Committee 1: Operations and Technology
  - Digitalization and Innovation Working Group
  - Remuneration Working Group
  - Promotion of Philately Working Group
  - Supply Chain Working Group
    - PAPU-AFRAA Contact Committee
- ii) Committee 2: Finance and Administration
  - Human Resources Development Working Group
  - Recovery of Mandatory Contributions.
- iii) Committee 3: Policy and Regulation
  - Regulation Development Working Group
  - Policy and Legal Harmonization Working Group
    - Legal Task Team
- iv) Committee 4: Strategy

- Disaster Risk Management Working Group
- Investment and Projects Working Group.
- Opening Up of The UPU to WPSPs Task Force

The Disaster and Risk Management Working Group held emergency meeting in response to the Tropical Cyclone Freddy, which affected Madagascar, Malawi, Mozambique, and Zimbabwe. The Working Group also met on the incident of flooding in the Democratic Republic of the Congo (DRC) in the Month of May 2023. In both cases, valuable information was exchanged and structured approaches used in responding to the situation.

## **10. INFORMATION TECHNOLOGY**

On 14th March 2023, The General Secretariat of the Pan African Postal Union (PAPU) advised Member States that the Union’s website was inaccessible due to hacking activities by unknown and hostile malicious third parties. The Secretary General sought the services of the Tanzania Communication Regulatory Authority for assistance in recovering and securing the website.

This restoration feat was achieved when TCRA identified the root cause of the attack, cleaned the hacked website of malicious scripts, and restored all the documents/files that were previously available on the website after performing Vulnerability Assessment and Penetration Testing of the affected site. A full Cyber Security Incident Analysis Report was submitted to the PAPU General Secretariat with recommendations for further actions.

The General Secretariat extended its gratitude to the United Republic of Tanzania especially Tanzania Communication Regulatory Authority, for this highly appreciated gesture of working tenaciously for the full restoration of the PAPU website was achieved.

## **11. COMMUNICATION ACTIVITIES**

### **11.1 PAPU Day Celebrations for the year 2023**

PAPU joined the Host Country, in Dodoma, in celebrating the PAPU day with the theme “The Post: An established promoter of cross-border e-commerce in Africa” The Chairman of the PAPU Administrative Council who was on a business visit to the General Secretariat was also part of the proceedings. The Secretary General issued a PAPU DAY Message which was circulated to Member States as well as to the other PAPU Stakeholders.

### **11.2 Social Media Optimization**

In this era of dominance by social media platforms, PAPU General Secretariat is making use of two social media FACEBOOK and TWITTER that are accessed through the Union pages on <https://www.facebook.com/upapapu/> or on twitter the handle @papuafrica . They information shared contains day to day activities held within the

General Secretariat and other activities held outside the General Secretariat but related to postal activities. The General Secretariat is going to revamp the Union Website to breathe new life to it in harmony with the aura and status that the PAPU Tower is bringing to the Union.

## 12. HUMAN RESOURCES MANAGEMENT

### 12.1 Staff Issues

The staff strength at the General Secretariat increased by three from a total of 14 to 17 staff members. The increase is due to secondment of Communication Officer by Tanzania and the Digital Transformation and Financial Inclusion Officer by Senegal respectively. A Driver was recruited for the Assistant Secretary General. The General Secretariat is currently working towards securing more secondments at the full cost of the sponsoring Member State in line with the decision of the 40<sup>th</sup> Administrative Council that was held in Kinshasa, Democratic Republic of Congo.

### 12.2 Advancement

**12.2.1** Four (4) permanent staff members were advanced to the next scale of their grade level during the 2022/2023 financial year in line with Resolution No01/PAPU/PC/VIII/2012 of the 8th Ordinary Plenipotentiary Conference and Rule 25 of the Staff Rules and Regulations. All the beneficiary staff were advanced in line with paragraph 4 of Rule 25 which stipulates that eligible staff member shall be advanced to the next salary step within the same grade on the basis of assessed satisfactory performance and appraisal report after each year of continuous service if he/she obtains 60% or more aggregate score.

**12.2.2** Six (6) permanent staff that has reached the last step of their salary grades can no longer be advanced. This is because the Union has no clearly defined procedure for advancing staff that have already reached the last step of their grade level after serving for at least ten years. The General Secretariat proposed an amendment that is in line with the African Union Policy on Advancement that was adopted and has been continuously implemented since May 2016 and submitted same to the Human Resources Management Working Group. Further deliberation was made at the Finance and Administration and Finance Committee. The matter will be tabled by the Committee to the 41<sup>st</sup> Ordinary Session of the PAPU Administrative Council.

### 12.3 Analysis of Staffing position and distribution at the General Secretariat

N°	Staff category	Sub-region					Language		Gender	
		East	Central	North	South	West	English	French	Male	Female

1	Secretary General	-	-	-	1		1	-	1	-
2	Assistant Secretary General	1	-	-	-	-	1	-	-	1
3	Heads of department	-	-	-	1	1	2	-	2	-
4	Professional category (P1-P3)	2	1	-	1	2	2	4	6	1
5	General Services A	2	-	-	-	-	2	-	1	1
6	General Services B	4	-	-	-	-	3	-	4	-
	<b>Total</b>	<b>9</b>	<b>1</b>	<b>-</b>	<b>3</b>	<b>4</b>	<b>13</b>	<b>4</b>	<b>14</b>	<b>3</b>

The staff numbers across the Regions and across genders need to be re-balanced to achieve some degree of equity within the General Secretariat in line with the spirit of the Union's Acts.

#### 12.4 Staff Training and Capacity Building

A limited number of our Staff were trained to enhance their skills and competences. The General Secretariat will continue to seek and identify opportunities for technical trainings to ensure that staff receive more robust capacity building programmes during the 2023/2024 financial year.

#### 12.5 PAPU Staff Pension

The management of the PAPU staff pension fund is handled by a committee established in line with Rule 51 of the Staff Rules and Regulations. The Committee is chaired by the Secretary General.

11.5 At the end of the 2022/2023 financial year, the pension fund earned interest amounting to USD 11,383.20. The earning is lower than the previous year due to the resignation of the Head of Executive Office and the maturity date of the last six months investment which fell into the new financial year. The total income for the current financial year was not adversely affected by inflation given that they are denominated in United States Dollars.

11.6 As at the end of the end of the 2022/2023 financial year which ended on 31<sup>st</sup> May 2023, the total balance available in the fund is USD 716,222.94 (USD 612,353.41 in 2021/2022).

11.7 The PAPU Staff Pension Rules have been considered by the relevant Working Groups and Committees. This is a useful tool for ensuring value-for-money Management of Staff pensions that will enhance transparency and high-yield investments.

## **12.6 PAPU Staff Association**

11.6.1 The Union continues to meet its obligation to the PAPU Staff Association. During the 2022/2023 financial year, the Union transferred USD 4,159.83 to the Association as its counterpart mandatory 1% of basic salary contribution to the Association.

11.6.2 The PAPU Staff Association has enhanced the bonds of solidarity and mutual assistance among the members of staff. Through its various activities, the Association contributes to social interaction, better understanding of the legal Instruments governing the Union as well as interaction with service providers with a view to getting added value for all her members.

The Association members remained closely knit supporting each other in different circumstances and had its regular annual get together which gathers all staff and their family members in December 2022. Health talks were also organized by the medical insurance service provider.

## **13. INTERNATIONAL CONFERENCES, MEETINGS AND WORKSHOPS**

The General Secretariat organized meetings for the Union Membership at various levels in accordance with the issues identified. As part of the co-ordination role it is mandated with, General Secretariat facilitated Preparatory and Consultative meetings for Members prior to the UPU Council Meetings that were held in October 2022 and May 2023.

The details of Meetings, Workshops, Conferences held and/or attended by the General Secretariat are indicated in the detailed Annex II.

## **14. LANGUAGE SERVICES**

The Language Services Unit of the General Secretariat is mainly responsible for facilitating interlingual written and oral communications with both in-house and external stakeholders.

In this role, it is mainly responsible for the following:

- Translation of written materials, including letters, press articles, memos, presentations, minutes, speeches, etc...,
- Interpretation to facilitate communication between speakers of different languages during meetings, conferences, or other working sessions.
- Language advisory services to Management to ensure that language training delivered to PAPU Staff helps to improve the trainees' proficiency in the Union's working languages.

In light of the aforementioned responsibilities and tasks, the activities presented hereunder were successfully performed during the period under review.

## 14.1 Translation

Documents received for translation included working documents for meetings, inbound and outbound letters, write-ups for the PAPU website, contracts, etc... These were all satisfactorily translated from French into English or vice versa within the allotted time frames. The table below encapsulates translation activity during the period.

No.	Originators	English → French		French → English		Total Word count	Total documents
		Word count	Number of documents	Word count	Number of documents		
1	Administration and Finance	89 637	43	10 341	17	99 978	60
2	Legal and Regulatory Affairs	26 791	29	74 158	56	100 949	85
3	Operations and Technology	127 580	98	13 247	24	44 490	122
4	Executive Office	42 665	71	29 364	56	72 029	127
<b>Grand total</b>		<b>286 673</b>	<b>241</b>	<b>127 110</b>	<b>153</b>	<b>317 446</b>	<b>394</b>

## Interpretation

The General Secretariat's Language Services Unit delivered interpretation services for all meetings held online or in-person, including facilitating the sourcing of external interpreters for meetings organized in collaboration with external stakeholders, particularly the Universal Postal Union or other PAPU Member States. Below are some of the key meetings serviced or facilitated by the Unit:

- i The Introductory meeting between PAPU and the African Union Commission held online on 22<sup>nd</sup> September 2022;
- ii The 40<sup>th</sup> Ordinary Session of the PAPU Administrative Council held in hybrid format in Kinshasa, DRC, from 4<sup>th</sup> to 14<sup>th</sup> July 2022;
- iii The UPU Certification Workshop for Postal Security Experts held in-person in Arusha from 28<sup>th</sup> to 30<sup>th</sup> September 2022;
- iv The Africa Coordination Meeting on the UPU POC and CA agendas held online on 5<sup>th</sup> October 2022;
- v ORE II Project Kick-Off and Remuneration Workshops held in-person in Abuja, Nigeria, from 13<sup>th</sup> to 17<sup>th</sup> December 2022;
- vi The EAD and CDS Training Workshop for Africa Region Designated Operators held in-person in Zanzibar, Tanzania, from 21<sup>st</sup> to 23<sup>rd</sup> February 2023;
- vii African Postal Regulators Conference held in-person in Dakar, Senegal, from 23<sup>rd</sup> to 26<sup>th</sup> May 2023;
- viii The African Postal Leaders Forum held in-person in Abidjan, Côte d'Ivoire, from 28<sup>th</sup> to 30<sup>th</sup> June 2023;

- ix Various meetings of Working Groups and Task Forces of the Administrative and Technical Committees in preparation for the 41<sup>st</sup> Ordinary Session of the PAPU Administrative Council.

Overall, interpretation coverage for the aforementioned events was provided satisfactorily to facilitate interactions between the two English-speaking and French-speaking language groups.

#### **14.2 Language advisory**

The Language Services Unit advised Management on language training, particularly in the French language delivered by the *Alliance Franco-Tanzanienne*. The Unit liaised with the *Organization internationale de la Francophonie* (OIF) officers for successful implementation of the training programme.

#### **15. CONCLUSION AND OUTLOOK FOR NEXT FINANCIAL YEAR – 2023-2024**

The General Secretariat is looking forward to better accomplishments with anticipation on the strength of the following developments;

- i) The Union's financial position is expected to improve when new measures that have been proffered by the Finance and Administration Committee are implemented.
- ii) Re-location to the New Headquarters that has adequate space for the General Secretariat activities.
- iii) The creation of the ICT Capacity building Center will assist in the training and upskilling of postal employees in Africa.
- iv) The Working Groups will continue to provide guidance and to compliment the General Secretariat.
- v) The expected increase in staff numbers through secondment on full board by sponsoring countries will push the efficiency and effectiveness to higher levels for the Union.
- vi) Crafting of internal policies will assist in guiding staff further in the execution of their duties
- vii) The conclusion of more partnerships with supply chain and technology

**A Resolution On the adoption of the Annual Activity Report of General Secretariat for 2022-2023 is attached as Annex III.**

16. ANNEX I: IMPLEMENTATION STATUS UPDATE FOR DECISIONS, RESOLUTIONS AND RECOMMENDATIONS – LEGAL/ASG

40 <sup>th</sup> Administrative Council, Kinshasa, Democratic Republic of Congo, 2022			Status
S/N	DECISION	TITLE	
1.	Decision No.01/PAPU/AC/XL/2022	On amendment of Rule 47 paragraph 5 of the Staff Rules and Regulations	Implemented
2.	Decision No.02/PAPU/AC/XL/2022	Approving the recruitment of staff to the PAPU General Secretariat on Secondment at the full cost of the sponsoring Member States seconding the concerned staff	Implementation is ongoing
3.	Decision No.03/PAPU/AC/XL/2022	On approval of the Budget of the Union for the 2022/2023 Financial Year	Implemented
4.	Decision No.04/PAPU/AC/XL/2022	On approval of the Accounts of the Pan African Postal Union for the 2020/2021 financial year	Implemented
5.	Decision No.05/PAPU/AC/XL/2022	On Appointment of the External Auditor	Implemented
S/N	RESOLUTION	TITLE	
1.	Resolution No.01/PAPU/AC/XL/2022	On adoption of the annual activity report of Secretary General for 2021-2022	Done
2.	Resolution No.02/PAPU/AC/XL/2022	On Operations and Technology Matters	Done/on-going
3.	Resolution No.03/PAPU/AC/XL/2022	On Extraordinary provisions for the recovery of Member States mandatory outstanding financial contributions	Implementation is ongoing
4.	Resolution No.04/PAPU/AC/XL/2022	On Terms of Reference of the Finance and Administration Committee	Implemented
5.	Resolution No.05/PAPU/AC/XL/2022	On Creating Working Groups within the Finance and Administration Committee	Implemented

6.	<b>Resolution No.06/PAPU/AC/XL/2022</b>	On Variations Arising from the Construction of PAPU House building	Implemented
7.	<b>Resolution No.07/PAPU/AC/XL/2022</b>	On Policy and Legal Harmonization Matters	
8.	<b>Resolution No.08/PAPU/AC/XL/2022</b>	On Regulation Development Matters	
9.	<b>Resolution No.09/PAPU/AC/XL/2022</b>	On Strategy Matters	Done/on-going
10.	<b>Resolution No.10/PAPU/AC/XL/2022</b>	On Postal Regulation	

17. ANNEX II: CONFERENCES, MEETINGS AND WORKSHOPS HELD/ATTENDED DURING THE YEAR 2022/2023 - COP

N° S/N	EVENT / ACTIVITE	DATES	VENUE / LIEU
<b>Year 2022</b>			
1.	Africa Coordination Meeting on POC & CA agenda issues	Oct 5th 2022	Virtual
2.	UPU Postal Operations Council (POC)	Oct 17th-21st	Berne, Switzerland (Hybrid)
3.	UPU Council of Administration (CA)	Oct 24th-28th	Berne, Switzerland (Hybrid)
<b>Year 2023</b>			
4.	PAPU DAY 2023 Celebrations / <i>Journée panafricaine des postes</i>	18/01/2023	Arusha (Tanzania / <i>Tanzanie</i> ) In-person / <i>Physique</i>
5.	PAPU Working Group Meetings / Réunions des Groupes de travail	02/2023	Virtual / <i>En ligne</i>
6.	PAPU Forum on Opening-Up of the UPU to Wider Postal Sector Players / <i>Forum de l'UPAP sur l'ouverture de l'UPU aux acteurs du secteur postal élargi</i>	08/03/2023	Virtual / <i>En ligne</i>
7.	AU validation workshop on the Study on Digitalization for the Improvement of Postal Services /	Mid-March 2023 / <i>mi-mars 2023</i>	Addis Ababa (Ethiopia) / <i>Addis Abeba (Ethiopie)</i> In-person / <i>Physique</i>

	<i>Atelier de validation de l'UA de l'étude sur la digitalisation au service du perfectionnement des services postaux</i>		
8.	SAPOA Meetings (Management Board, Operations Directors Meeting, Annual General Meeting & SAPOA Postal Forum) / <i>Réunions SAPOA (Conseil d'administration, Réunion des directeurs d'exploitation, Assemblée générale annuelle &amp; Forum postal de la SAPOA)</i>	26 – 31/03/2023	Mauritius / <i>Maurice</i>
9.	CRASA 13 <sup>th</sup> Annual General Meeting / <i>13e Assemblée générale annuelle de la CRASA</i>	30 – 31/03/2023	DR Congo / <i>RD Congo</i>
10.	1 <sup>st</sup> Africa Coordination Meeting / <i>1ère réunion de concertation du Groupe Afrique</i>	19/04/2023	Virtual / <i>En ligne</i>
11.	WAPCO Postal Ministerial Conference / <i>Conférence des ministres en charge des postes de la CPEAO</i>	25 – 28/04/2023	Bamako (Mali)
12.	UPU POC/CA meetings / <i>Sessions du CEP/CA de l'UPU</i>	01 – 12/05/2023	Bern (Switzerland) / <i>Berne (Suisse)</i> Hybrid / <i>Hybride</i>
13.	Africa Postal Regulators' Conference / <i>Conférence des régulateurs postaux africains</i>	23 – 25/05/2023	Dakar (Senegal / <i>Sénégal</i> ) In-person / <i>Physique</i>
14.	UPU/WCO Global Conference / <i>Conférence UPU/OMD</i>	06 – 08/06/2023	Tokyo (Japan / <i>Japon</i> ) In-person / <i>Physique</i>
15.	Global Forum on Remittances Investment and Development / <i>Forum international sur les transferts d'argent, les investissements et le développement</i>	14 – 16/06/2023	Nairobi (Kenya) In-person / <i>Physique</i>
16.	Africa Postal Forum 2023	22 – 23/06/2023	Rabat (Morocco / <i>Maroc</i> ) In-person / <i>Physique</i>
17.	25 <sup>th</sup> EACO Congress & 29 <sup>th</sup> EACO Annual Assemblies / <i>25e Congrès &amp; 29e Assemblées annuelles de l'EACO</i>	26 – 30/06/2023	Bujumbura (Burundi) In-person / <i>Physique</i>

18.	PAPU 41 <sup>st</sup> Administrative and Technical Committee Meetings, Fora and Administrative Council Ordinary Session / <i>41<sup>ème</sup> session ordinaire du Conseil d'administration (Commissions, Fora et plénière)</i>	03 – 14/07/2023	Antananarivo (Madagascar) In-person / <i>Physique</i>
19.	UPU-PAPU Consultation for Extra Ordinary Congress / <i>Concertation UPU-UPAP en vue du Congrès extraordinaire</i>	1 day during 41 <sup>st</sup> AC Ordinary Session / <i>1 jour en marge du 41<sup>e</sup> CA</i>	Antananarivo (Madagascar) In-person / <i>Physique</i>
20.	Commissioning of PAPU House & African Postal Ministers' Business Forum / <i>Inauguration de l'immeuble siege de l'UPAP &amp; Forum économique des ministres chargés des services postaux</i>	28 – 31/08/2023	Arusha (Tanzania / <i>Tanzanie</i> ) In-person / <i>Physique</i>
21.	Digital Financial Services Workshop / <i>Atelier sur les services financiers numériques</i>	13 – 14/09/2023	Arusha (Tanzania / <i>Tanzanie</i> ) In-person / <i>Physique</i>
22.	2 <sup>nd</sup> Africa Coordination Meeting / <i>2<sup>ème</sup> réunion de concertation du Groupe Afrique</i>	20/09/2023	Virtual / <i>Virtual</i>
23.	UPU Extraordinary Congress / <i>Congrès extraordinaire de l'UPU</i>	02 – 06/10/2023	Saudi Arabia / <i>Arabie Saoudite</i> In-person / <i>Physique</i>
24.	Africa Coordination Meeting 3 / <i>3<sup>ème</sup> concertation du Groupe Afrique</i>	20/10/2023	Virtual / <i>En ligne</i>
25.	UPU POC/CA meetings / <i>Sessions du CEP/CA de l'UPU</i>	30/10 – 10/11/2023	Bern (Switzerland) / <i>Berne (Suisse)</i> Hybrid / <i>Hybride</i>
26.	African Philatelic Conference 2023 / <i>Conférence africaine sur la philatélie 2023</i>	21 – 22/11/2023	Morocco / <i>Maroc</i> In-person / <i>Physique</i>

**Resolution N°01/PAPU/AC/XLI/2023**

**On the Adoption of the Annual Activity Report of Secretary General for 2022-2023**

**The Administrative Council of the Pan African Postal Union (PAPU) meeting, during its 1<sup>st</sup> Ordinary Session in Arusha, United Republic of Tanzania, from 2<sup>4</sup> to 29<sup>th</sup> August, 2023;**

**Mindful** of Article 5 Paragraph 5 of the Detailed Regulations of the Convention of PAPU;

**Having examined** the Secretary General's Activity Report presented during the 41<sup>st</sup> Ordinary Session of the Administrative Council;

**Having noted** the significant improvements made in the presentation of the above-mentioned report, in both, form and content;

**DECIDES:**

1. To express its satisfaction of the annual activity report presented by the Secretary General during the 41<sup>st</sup> Ordinary Session of the Administrative Council;
2. To congratulate the Secretary General and the entire staff of the General Secretariat on a job well done despite the challenges highlighted;
3. To adopt the above-mentioned report

**Done in Arusha, United Republic of Tanzania, on 29<sup>th</sup> August, 2023**