



PAN AFRICAN POSTAL UNION



ROUNDTABLE ON REMUNERATION FOR THE AFRICA REGION



**SPEECH BY
MR. YOUNOUSS DJIBRINE,
SECRETARY GENERAL OF THE PAN AFRICAN POSTAL UNION
(PAPU)
DURING THE OFFICIAL OPENING CEREMONY**

21ST JANUARY, 2020, ARUSHA, TANZANIA

The Representative of the Director General of the International Bureau of UPU, Mr. Altamir D. Linhares, Programme Manager Remuneration Governance, Development and Integration;

The Assistant Secretary General of PAPU, Mr. Aduloju Kolawole Raheem;

The Postmaster General of Tanzania Posts Corporation (TPC), Mr. Hassan Mwang'ombe;

The Representative of the Director General of Tanzania Communications Regulatory Authority (TCRA),

Facilitators;

Invited Guests;

Participants;

Member of the media;

Ladies and Gentlemen,

Habari za asubuhi, Good morning, Bonjour

It is my great pleasure to address you during the opening ceremony of the Universal Postal Union (UPU) Roundtable on Remuneration for the Africa Region in this beautiful and peaceful city, Arusha, the Geneva of Africa, which also hosts the Pan African Postal Union (PAPU) General Secretariat.

Allow me, to first of all convey my sincere gratitude on behalf of member states, the PAPU General Secretariat and indeed on my own behalf, to the Government and the people of the United Republic of Tanzania for their usual kind assistance and profound support in successfully hosting this workshop and other similar events in the past. I also commend them for the unequalled hospitality they always accord to all our visitors.

I wish to take this opportunity to most sincerely thank the Director General of the International Bureau of the Universal Postal Union (UPU) who is represented here by Mr. Altamir D. Linhares, Programme Manager, Remuneration Governance, Development and Integration, and his staff for facilitating this workshop and covering logistical costs for one participant from each country. Without this support, participation would probably not have been as high as it is. We therefore do not take this gesture for granted.

I wish to underscore that the UPU and PAPU continue to cooperate and closely work together to ensure that the development of postal services in Africa is guaranteed.

As you are aware, remuneration is a very contentious issue which needs thorough understanding to make informed decisions especially as we move closer to the Abidjan Congress. Therefore, the following issues which will be addressed during this roundtable require serious attention:

- Integrated Product Plan (IPP);
- The Integrated Remuneration Plan (IRP);
- A roadmap for the development of an Integrated Remuneration System (IRS);
- Overview of Remuneration Systems in the current Congress Cycle (2018 - 2021);
- Remuneration response to the Integrated Product Plan - proposed changes to the portfolio of services;
- Outcome of the Third Extraordinary Congress on Remuneration Review;
- Implementation of E-format Remuneration;
- Proposals for an integrated remuneration system covering basic letter post services (P & G), supplementary services and parcel post;
- Summary of proposals and documentation for the 2020 Congress;
- Abidjan Business Plan - Working Proposals for the Future Development of IRP and IRS and their Implementation.

The main objective of the workshop is to solicit the African position with a view to feeding into the global position which will be formulated during the Global Round table scheduled to take place next month in Bern, Switzerland. I wish to enjoin you to deliberate and come up with outcomes with unity of purpose just like we did during the 3rd Extra Ordinary Congress in Geneva where our voice through the “TEAM Approach”.

Ladies and Gentlemen,

Allow me to address participants, here present. I am very delighted to note your enthusiasm for participation in this roundtable which demonstrates your commitment to improving remuneration systems of the UPU to ensure sustainability and growth of the postal network.

I hope that this roundtable will equip you with the necessary understanding of the current remuneration systems for all UPU products as well as the proposals to be submitted to the Abidjan Congress to enable you to advise your Governments on how to effectively handle the matter during the Congress. As PAPU, we will always be at your disposal in case of need to provide the necessary guidance.

Let me seize this opportunity to wish the participants the best during the next 3 days. I am very confident that the roundtable will flow smoothly and be successfully concluded given the strong background and vast experience of the resource persons.

With these few remarks, Ladies and Gentlemen, Distinguished Invited Guests, I would like to wish you successful deliberations and hereby declare open the Round Table on Remuneration for the Africa Region.

Thank you very much for your kind attention.

Merci Beaucoup, ASANTE SANA!!!!