

Annex 1 to the Cooperation Agreement between the Universal Postal Union and UNI Global Union

Activities and areas of collaboration between the UPU and UNI Global Union

Scope

The Universal Postal Union (UPU) and UNI Global Union (UNI) will jointly collaborate on activities related to the sustainable development of the international postal sector. Three overarching areas of collaboration have been identified:

- diversification of postal services
- climate action
- gender equality

Activities in these three overarching areas of collaboration shall be undertaken with the underlying purpose of supporting social dialogue.

Objectives

The collaboration will aim to enhance the environmental, social and governance (ESG) performance of designated operators (DOs) of UPU member countries, thereby promoting:

- work on postal service diversification with a view to ensuring quality employment in the postal sector;
- the role of DOs within their respective communities, including environmental protection actions; and
- respect of postal workers' rights and broader wellbeing, including their working conditions.

Subject to their respective rules, the UPU and UNI may seek the involvement of additional partners and/or donors.

Process

The secretariats of both Parties agree to hold a physical evaluation meeting once a year to review the joint projects outlined in this Annex, evaluate them jointly, and adapt them by mutual agreement to the newest developments of the sector on the basis of the Agreement.

Suggested deliverables

The collaboration may not be limited to the deliverables set out below. In addition, the UPU and UNI may jointly revise the suggested deliverables on an ongoing basis to reflect current priorities and available resources, as well as identifying and pursuing additional activities that are deemed to be of interest.

Both parties shall cooperate in securing external funding should it be considered necessary for the performance or implementation of specific deliverables.

Diversification of postal services: Promote a smooth transition for postal workers and social dialogue with their union representatives during business diversification of postal services.

The UPU Guide to Postal Social Services publication outlines a wide variety of services offered by the postal sector. This document may be used as reference in addition to the consultation with postal workers and their union representatives for the implementation of new services. In this regard, the variety of potential benefits and risks for postal workers and the relevant training required to improve terms and conditions of employment in light of the changes perceived by postal workers and union representatives shall be taken into consideration.

Suggested deliverables:

- a *Feedback on the Guide to Postal Social Services* – this consultation will involve participation by postal unions (via UNI), providing feedback on the contents of the UPU Guide to Postal Social Services,

including employment and workers' conditions, and social dialogue. The results of this consultation would then be incorporated into the broader review of postal social services (and associated training) planned for publication by the UPU in 2022. This consultation exercise shall also address how postal workers were protected during the roll-out of new social services during the COVID-19 pandemic, the problems they experienced, and lessons learned. Some of the results of this consultation may potentially be published jointly by the UPU and UNI, subject to the conclusion of a separate agreement.

- b *Priorities for implementing postal social services* – conduct a consultation on what are the practical needs of postal workers in the context of diversification, including whether there would be specific services that postal workers would like to see prioritized. As part of the consultation outlined above, the needs and aspirations of postal workers will be surveyed and incorporated into a pilot training project directed to DOs on implementing postal social services. The pilot training shall be designed and rolled out in consultation with UNI.
- c *Post4Health* – the Post4Health facility was established in March 2021 to support specific postal projects related to improving public health. Whilst its immediate focus is on COVID-related services (vaccine distribution, outreach and advocacy), the scope of the facility covers all conceivable health services. This deliverable would involve strengthening the connection between the Post4Health team and UNI. The goal would be to support DOs to propose projects that takes into consideration the postal worker perspectives (e.g. related to worker safety, and consultation with worker representatives). Potential outcomes include a guidance note for Post4Health applicants on how to incorporate worker perspectives into their applications, and the development of screening criteria.

Climate Action: Support the protection and enhancement of workers' rights and employment conditions under the context of climate change, taking into consideration Resolution C 17/2021.

The rapid transition to a low-emission and climate-resilient postal sector would assist member countries in meeting their international commitments. Resolution C 17/2021 of the UPU Abidjan Congress includes deliverables to undertake voluntary emission-reduction target setting for DOs, as well as greater knowledge sharing and technical assistance in climate mitigation and adaptation. In this regard, a climate-focused transition within the postal sector shall take into consideration safeguards and improvements to the employment conditions of postal workers.

Suggested deliverables:

- a *UPU Postal Climate Delivery Plan* – work proposal 2.1.22 of the Abidjan Postal Strategy and Business Plan includes a deliverable for the “joint creation, with external organizations, of a postal climate delivery plan to coordinate activities during the coming cycle”. This project would involve the active participation of UNI in developing this plan to ensure that new climate initiatives takes into consideration the employment conditions of postal workers and seek to include worker and trade union views on the development of a climate-positive postal sector.
- b *Engagement with the Sustainable Postal Services Group (SPSG)* – the SPSG was established as a standing group of the Postal Operations Council (POC) to guide the implementation of all sustainability deliverables approved by the UPU Congress for the 2022-2025 cycle. With the agreement of the Chair, this project would involve UNI as an observer of the SPSG, and would present the considerations of postal workers and their unions to the SPSG. Key topics include a just climate transition and gender equality.
- c *Joint regional training on climate mitigation and adaptation* – the sustainability deliverables approved by the UPU Congress for the 2022-2025 cycle include regional training and technical cooperation. This regional approach is mirrored by the structure and operations of UNI, which is already engaging its members on climate-related issues. This project would seek to strengthen synergies between the regional climate outreach activities of both organizations, including holding joint seminars and providing inputs to each other's materials.

Gender Equality: Support gender equality and the empowerment of women (GEEW) within the postal sector in accordance with Resolution C 10/2021.

Resolution C 10/2021 of the UPU Abidjan Congress, seeks to promote “gender equality and the empowerment of women at the UPU and in the postal sector.” The work on gender equality will be informed by the work conducted by UNI, as well as by international organizations such as the International Labour Organization (ILO), through their Violence and Harassment Convention, 2019 (No. 190) and Violence and Harassment Recommendation, 2019 (No. 206). In this respect, the [“Violence and harassment in the world of work: A guide on Convention No. 190 and Recommendation No. 20”](#) publication by the ILO may also serve as additional reference.

Suggested deliverables:

- a UPU Policy on GEEW* - Work Proposal 1.1.22 of the Abidjan Postal Strategy and Business Plan includes a deliverable to adopt “an agency-specific policy on gender equality and the empowerment of women”. This project would involve reviewing policy elements related to the postal workers of UPU member countries. In addition, a joint statement could be issued alongside the launch of the UPU GEEW policy.
- b Guidelines for improving GEEW within the postal sector* - Work Proposal 1.1.22 of the Abidjan Postal Strategy and Business Plan also includes a deliverable to create “guidelines for developing gender policies for the postal sector”. This project would involve contributing to these draft guidelines, including the topic of violence and harassment in the postal sector. In addition, opportunities for incorporating these guidelines into the existing regional training and outreach of both organizations would be explored.