

**COMMITTEE 3 (OPERATIONAL ISSUES)****Environment and Sustainable Development Project Group**

Berne, 24 April 2007

Report on the Bagamoyo (Tanzania (United Rep.)) regional seminar on social dialogue - 27 to 29 November 2006

(Agenda item 5)

Report by the International Bureau

1 Subject	References/Paragraphs
Presentation to the Project Group of the results of the Bagamoyo (Tanzania (United Rep.)) regional seminar on social dialogue, organized jointly by the ILO, the UPU and UNI (Union Network International).	§§ 1 to 5
2 Decision expected	
The Project Group is invited to take note of the results of the work of the Bagamoyo (Tanzania (United Rep.)) seminar.	§§ 6 and 7

I. Introduction

1 Within the framework of the draft agreement signed between the UPU and UNI on 8 November 2005, it was decided to organize, jointly with the ILO, a regional seminar in Bagamoyo (Tanzania (United Rep.)) on the theme of social dialogue. The seminar took place from 27 to 29 November 2006.

II. Objectives of the seminar

2 The aim of this seminar was to:

- a promote social dialogue in the postal sector;
- b provide and maintain the universal postal service;
- c promote the social responsibility of businesses and the sustainable development of postal services;

- d modernize and reform the postal service;
- e tap the potential of electronic commerce and technological innovations.

III. Participation

3 Representatives of the following postal administrations participated in the seminar: Botswana, Kenya, Malawi, South Africa, Swaziland, Tanzania (United Rep.), Uganda and Zambia. Workers' representatives from these countries and from Zimbabwe also took part in this work.

IV. Conduct of the seminar

4 The opening session of the seminar took place in the presence of the United Republic of Tanzania's Minister for Labour, Employment and Youth. The seminar lasted three days.

V. Results of the seminar

5 The seminar focused on the following problems:

A. Modernization of postal services in Africa and management of change

- There is an urgent need to modernize and reform postal services, without necessarily resorting to the privatization or licensing of the postal service. The main priority is to control the diversification of postal activity and ensure the long-term viability of services (including postal financial services). Reforms put in place must take account of the Bucharest World Postal Strategy for 2005–2008 and staff representatives must be involved in the decision-making process.

B. Social dialogue in the postal services

- The draft agreement signed between the UPU and UNI, the ILO Conventions and the UPU Convention form the framework for the task of strengthening social dialogue in the postal sector.
- While there are various forms of social dialogue, such as collective bargaining, the exchange of information, and formal or informal consultations, it is important to apply these methods of collaboration correctly.
- The promotion of the principles and rights set out in the 1998 ILO Declaration on Fundamental Principles and Rights at Work and its follow-up was adopted. The collective agreements should incorporate a clause concerning the observance of these principles and rights.
- The application of the principles of the ILO's 1977 Tripartite Declaration on Multinational Enterprises and Social Policy will also help to promote fair working practices in the postal sector.
- Governments were invited to create suitable conditions for social dialogue.

C. Social responsibility of postal administrations and enterprises in Africa

- Social responsibility presupposes postal administrations voluntarily incorporating social, economic and environmental concerns into their activities and relationships with customers and partners. Such a policy helps to enhance the image of the business in terms of governance and civic values.

- The postal sector should also establish rules of governance or corporate government, and ensure that they are harmonized worldwide.
- D. The role of employers' and workers' organizations – working towards better professional relations*
- Postal administrations recognize that industry bodies are important partners in achieving the objectives of the business.
 - This partnership should lead to staff training activities and, if there are problems within the business, solutions should be found through dialogue conducted in a spirit of mutual respect.
- E. The impact on postal services of the growth of electronic communications*
- New technologies offer postal administrations new opportunities. They contribute to their long-term viability and to improvements in working conditions. It is important for the UPU and industry bodies within the sector to join forces in order to benefit from technological innovations – e-commerce in particular – and implement the necessary changes within the framework of an ongoing social dialogue. To do so, postal administrations need to provide suitable staff training in order to improve their productivity.

VI. Conclusions

6 This seminar is a good example of social dialogue at regional and international levels. The participants thanked the ILO, the UPU and UNI for organizing the seminar, which should be extended to other regions. The seminar highlighted the importance of social dialogue in Africa's postal services, showing that it is an essential factor in their modernization.

7 The Project Group was asked to take note of the results of the seminar on social dialogue, which should lead to the organization of meetings at national level, followed by an evaluation at regional level, possibly with assistance from the UPU and the ILO.

VII. Next seminar on sustainable development

8 The International Bureau is currently in contact with the postal administration of Brazil, concerning the organization of the second sustainable development seminar scheduled for 2007.

Berne, 26 February 2007