

COUNCIL OF ADMINISTRATION**Committee 4 (Development and Cooperation)****Sustainable Development Project Group****Results of the regional seminar on sustainable development held in St Julians (Malta) from 17 to 19 September 2013****Memorandum by the International Bureau**
(Agenda item 9)

| 1 Subject | References/paragraphs |
|---|------------------------------|
| Submission to the Sustainable Development Project Group of the report on the regional sustainable development seminar held in St Julians (Malta) from 17 to 19 September 2013. | §§ 1 to 6 |
| 2 Decision expected The Project Group is asked to note the report, particularly the environmental, social and economic priorities identified at regional level, and to make any pertinent comments. | § 7 and Annex 1 |

I. Introduction

1 In Paris (France) in September 2012, the Universal Postal Union (UPU) and La Poste (France) organized the first sustainable development seminar for the countries of the Postal Union for the Mediterranean (Euromed). The seminar, which was organized for the region's Directors General of Posts, raised awareness on a number of environmental, social and economic issues relating to sustainable development, which is viewed as a means of enhancing performance and innovation within Posts. The seminar's participants and organizers at the end agreed to hold a second seminar, this time intended for experts in the field.

2 This second seminar, held in St Julians (Malta) from 17 to 19 September 2013, was jointly organized by the UPU, La Poste (France), the International Labour Office (ILO), Malta Post and the Postal Union for the Mediterranean. Eight representatives from five Euromed members attended the seminar: Egypt, Jordan, Malta, Morocco and Palestine.

II. Objectives of the seminar

3 The seminar had the following objectives:

- establish a regional action plan for sustainable development by identifying environmental, social and economic measures to be taken in the region, in accordance with procedures based on legislation and local culture, as well as available resources;

- promote the exchange of best practices at local level and identify possible regional synergies;
- strengthen contacts between the International Bureau, Union member countries and their designated operators in the region, and the Euromed secretariat.

III. Subjects discussed

4 The three pillars of sustainable development below were covered by presentations and remarks by participants, speakers and external partners invited for the occasion.

A. Environmental pillar

- Measurement and reduction of greenhouse gas emissions.
- Status of carbon offset fund for the postal sector.
- Optimization of vehicle fleets (maintenance, alternative vehicles, reorganization of routes, green driving).
- Improved energy efficiency of buildings (renewable energy, audits, renovation work, raising employees' awareness).

5 The testing of an electric vehicle was organized to highlight the benefits of this mode of transport for Posts.

B. Economic pillar

- Offer of responsible products.
- Responsible purchasing (definition, procedure, presentation of online training available).
- Offer of responsible financial services (financial inclusion, micro-credit).

C. Social pillar

- Decent work.
- Gender equality and respect for diversity.
- Social dialogue.
- Global awareness-raising campaign on how HIV/AIDS is spread.

IV. Regional action plan

6 At the end of the presentations and discussions, participants identified the environmental, social and economic priorities of their region, reproduced in Annex 1 to this document.

V. Conclusion

7 The Project Group is asked to note the report, particularly the environmental, social and economic priorities at regional level identified during the seminar, and to make any pertinent comments.

Berne, 27 September 2013

Bishar A. Hussein
Secretary General

The Postal Union for the Mediterranean (Euromed) – Sustainable development priorities identified, September 2013

Social pillar

| <i>Topic</i> | <i>Priorities identified</i> | <i>Keys to success</i> |
|---|--|--|
| Promotion of diversity – Gender equality – Respect for diversity – Integration of people with different capacities | <ol style="list-style-type: none"> 1 Review recruitment and promotion procedures 2 Integrate accessibility into design of every new building, product and service (example of Internet websites) 3 Establish qualitative and quantitative objectives of diversity in order to create a dynamic | Create a dedicated commission to find talented women and design specific programmes for them Revise salary levels Discuss implementation of quotas |
| Integration of decent work policies | <ol style="list-style-type: none"> 1 Improve working conditions <ul style="list-style-type: none"> – Promote safety at work – Improve work station: air quality, ergonomic position – Promote professional skills and implement training programmes – Guarantee equal opportunities – Create events to motivate employees (build team spirit) 2 Increase benefits for employees <ul style="list-style-type: none"> – Health center and care/health insurance – Help employees to commute 3 Encourage education of employees' children 4 Involve employees in decision-making 5 Improve internal communication system | Use ILO's decent work guidelines to improve working conditions |
| Promotion of social dialogue | <ol style="list-style-type: none"> 1 Develop communication system (publications, meetings, debates) 2 Create a department dedicated to social relations 3 Organize seminars with external stakeholders 4 Maintain continuous dialogue with trade unions (institutionalize dialogue) | Create a climate for discussion Have employees, employers and government participate in discussions |
| Awareness-raising campaigns on health issues | <ol style="list-style-type: none"> 1 Cooperate with Ministry of Health 2 Inform the UPU of regional needs concerning new campaigns on specific diseases | |



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Economic pillar

| <i>Topic</i> | <i>Priorities identified</i> | <i>Keys to success</i> |
|------------------------|---|--|
| Responsible finance | <ol style="list-style-type: none"> 1 Promote local or international NGOs dedicated to microcredit, micro insurance and other responsible financial products 2 Host microcredit or micro insurance operators in post offices 3 Encourage Euromed member countries to develop responsible financial services (financial inclusion, microcredit, etc.) | Accompany Posts' customers in their personal or professional projects with specific financial postal services or guidance towards partnerships |
| Responsible purchasing | <ol style="list-style-type: none"> 1 Integrate sustainable development criteria (working norms, respect for environment, etc.) in specifications of calls for tender 2 Review the selection process in order to select subcontractors, products and services with a sustainable development approach (environment, ethics) 3 Implement responsibility of and towards subcontractors (payment deadlines) 4 Identify subcontractors able to collect and recycle waste | <p>Involvement of top management</p> <p>Lobby regulator to improve national purchasing process rules and integrate sustainable development</p> |
| Ethics | <ol style="list-style-type: none"> 1 Devise a framework within Euromed for a common code of conduct 2 Combat corruption – Automate purchasing process in order to combat corruption (using dedicated software) 3 Work with regulators to promote responsible purchasing and fight against corruption | <p>Lobby government</p> <p>Train purchaser</p> <p>Explain the benefits for the Post</p> |
| Responsible offer | <p>Develop new services to compensate for decreasing mail volume</p> <ul style="list-style-type: none"> – Recycling services (combined with mail delivery) – Digital services: Internet identification, official document certification, scans, etc. | |

Environmental pillar

| <i>Topic</i> | <i>Priorities identified</i> | <i>Keys to success</i> |
|----------------|--|--|
| Climate change | <ol style="list-style-type: none"> 1 Measure environmental impact 2 Set objectives for reducing carbon emissions and energy consumption | <p>Participate in the UPU annual carbon inventory</p> <p>Ask for individual report on emissions for suggestions about ways to achieve reductions</p> |
| Transport | <ol style="list-style-type: none"> 1 Invest in alternative vehicles fleet (GNV, electric) <ul style="list-style-type: none"> – Lobby government to change regulations, implement incentives – Create a purchasing platform within Euromed to raise volume order and obtain better price: formalize specifications based on postal needs – Use postal vehicle leasing to renew fleet more often and obtain less polluting vehicles 2 Review services, products and operating process to reduce impacts <ul style="list-style-type: none"> – Assess real need for emergency delivery – Review the planning process <ul style="list-style-type: none"> • use computers to optimize delivery or collection route • mutualize mail and express activity – Review work process (e.g. organize teleworking where appropriate) 3 Implement eco-driving training (possible 5% to 10% savings) 4 Use guide to raise employees' awareness of how they can help to reduce environmental impacts | <p>Necessity to change mind</p> <p>Speak with one voice (Euromed) to get better bargains from subcontractors (car manufacturers)</p> |
| Buildings | <ol style="list-style-type: none"> 1 Incorporate environmental criteria into specifications for new buildings <ul style="list-style-type: none"> – Develop a guide to explain the purpose of responsible buildings – Share specifications, keys to success, errors made (e.g. use natural light, but increase air conditioning use because of heat) with other Euromed member countries – Study the possibility of using renewable energy where applicable 2 Create a guide for employees to explain the eco-friendly use of buildings (savings in energy, water and fuel, etc.) 3 Discontinue the use of plastic bags | <p>Explain not only collective benefits, but also personal benefits of recommended measures in order to motivate people</p> |