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To: Union member countries

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**Subject:** Assessment of market impacts of UPU remuneration systems

Dear Sir/Madam,

The 2018 Extraordinary Congress adopted the Integrated Remuneration Plan (IRP) through Congress resolution C 6/2018, which instructed the Postal Operations Council (POC) and the Council of Administration (CA) to implement the IRP at an accelerated pace, resulting in proposals for an Integrated Remuneration System that adhere to the integrated remuneration principles adopted by the 26th Congress and contained in work proposal 024 of the Istanbul Business Plan.

At its 2018.2 session (S4), the CA decided that the work on the development of such proposals should be expedited, while taking full account of the market and regulatory impacts of the current UPU remuneration systems. As part of this process, it underlined the need to collect a substantial amount of information in order to obtain robust, well-informed, evidence-based outcomes that could form the basis of such proposals.

The CA will use this work stream as an opportunity to consult broadly, beyond the most direct UPU stakeholders. In particular, the organization of a public call for submissions and the Conference on Postal Regulation at S5 (April 2019), on the topic of the market impacts of the UPU remuneration systems, will enable the UPU to reach out to a wide range of stakeholders, including civil society participants and non-state actors.

The direct UPU stakeholders, which include governments, regulators and designated operators, are encouraged to participate actively in the consultation process, and are being provided with additional opportunities to contribute to the collection of information through several surveys on the UPU remuneration systems that have been developed within the POC and the CA.

As part of this process, we are sending you the attached survey, designed to gather information on the market and regulatory impacts of the current remuneration systems. You are kindly asked to complete the questionnaire in Annex 1 and return it to the International Bureau **by 21 December 2018 at the very latest**, since the CA Committee 2 Expert Team will finalize the conclusions on the basis of these results by the third week of January 2019. The survey is also available in electronic format on the UPU website at [www.upu.int/en/remuneration](http://www.upu.int/en/remuneration).

According to the timeline agreed by the CA in October 2018, the survey results will provide an important basis for the development of proposals for an integrated remuneration system and the implementation of Congress resolution C 6/2018. As the work on such proposals is entering an accelerated phase, with concrete outcomes

expected by April 2019, it is very important that we receive timely and comprehensive input from UPU member countries from all regions and all levels of postal economic development.

Finally, I would like to assure you that all information provided through the survey will be handled in strict confidence by International Bureau staff who have signed confidentiality and non-disclosure agreements.

Yours faithfully,

(signed)

Siva Somasundram  
Director of Policy, Regulation and Markets