

EXECUTIVE COUNCIL 2025

**REPORT ON THE ACTIVITIES OF THE UNION
(Report by the APPU Bureau)**

1. Subject	Paragraphs
Informing EC of: - the activities towards strengthening the APPU Bureau	§ 1-4
2. Decisions expected The EC is invited to: - take note of the report	§ 1-4

1. **Database of experts:** The Bureau has initiated the process of creating a database of experts from the member countries and beyond to be involved in the various activities of the Union, including training and capacity-building activities. In 2024, around 30 experts were involved in the training programs of the Union.
2. **Annual Staff Performance Evaluation:** Annual staff performance evaluation has been put in place starting from 2023. The evaluation will be used as a tool for any incentives and benefits for the staff members.
3. **Collaboration with stakeholders:** The Bureau has streamlined the process of engagement with external stakeholders, including the wider postal sector players, postal organizations, academia, experts, and other international organizations. Efforts are made to put in place for more stronger collaborations in the future.
4. **Transparency:** Enhanced transparency in the activities of the Bureau operations:
 - (a) The Bureau has put a Procurement Policy in place. All procurements in 2024 and 2025 have been done based on this policy. The Policy is submitted to the EC for formal approval vide EC 2025 Doc 32.
 - (b) A tender process has been put in place for all the procurements above USD 50,000. Based on the policy, a tender was floated to select the transportation services for the Bureau operations, and a new agency has been awarded the contract since January 2025.
 - (c) The tender process for Audit services of the College and the Union is being conducted on a yearly basis starting from 2024.