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## APPU and UNI Apro: Good industrial relations of India Post



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## APPU and UNI Apro

- UNI is an international trade union organization in the service sector, which is a member of consultative committee of UPU.
- UNI Apro is an regional trade union organization in the service sector, which has MOU with APPU.
- UNI represents postal workers all over the world.

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## Workforce in India

***The Indian workforce consists of 430 million workers, growing 2% annually. The Indian labor markets consist of three sectors:***

- The rural workers, who constitute about 60 per cent of the workforce.
- Organized sector, which employs 8 per cent of workforce, and
- The urban informal sector (which includes the growing software industry and other services, not included in the formal sector) which constitutes the rest 32 per cent of the workforce.


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## Industrial Relation Policy

- Prior to 1991, the industrial relations system in India sought to control conflicts and disputes through excessive labor legislations.
- With the coming of globalization, the 40 year old policy of protectionism proved inadequate for Indian industry to remain competitive as the lack of flexibility posed a serious threat to manufacturers because they had to compete in the international market.
- With the advent of liberalization in 1992, the industrial relations policy began to change.
- Now, the policy was tilted towards employers. Employers opted for workforce reduction, introduced policies of voluntary retirement schemes and flexibility in workplace also increased. Thus, globalization brought major changes in [industrial relations](#) policy in India.


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## Changes in Postal Union

- New RSA Rules introduced
- Thus only two recognized Unions are there
- NFPE & FNPO are recognized federations in India Post.


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## Changes in India Post

- Multipurpose Counters
- Automatic Mail Processing Centre
- Project Arrow
- Mail Network Optimization
- Computerization of Post Office
- De-centralization of PLI

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## Reaction of Union

- No strike in the last 13 years
- Sincere Implementation of Agreements
- Progressive Outlook
- Conducting Empowerment Seminars
- Inviting the officers in the Union Conferences/Seminars
- Accepting the New Technologies


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### A good example: Post Bank

- Computerization of all Post Offices (155,243)
- Government proposed to grant Banking license to Public/Private sectors
- India Post have 24 million accounts as Agency Service
- India Post applied for full fledged Banking license
- Government of India sanctioned Rs. 50 million as seed capital

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### Measures for Improving Industrial Relations

- Workers' Participation in Management
- Involves giving employees more authority and responsibility over the way they perform their work activities
- Mutual Accommodation

The approach must be of mutual "give and take" rather than "take or leave." Labor and management in India Post have matured industrial relations. Based on this, we will step forward.

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## Conclusion

- India Post example shows the future and the importance of postal industrial relations in Asia and Pacific region.
- We appreciate APPU for the development of their relations with UNI-Apro.
- APPU/UNI-Apro Joint Seminar is a key for improving labor management relations in postal sector.
- APPU and UNI Apro tried to improve industrial relations over 15 years.

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