

**Unites Professionals Workshop on Leadership & Organising Skills held on 23<sup>rd</sup> Dec and 24<sup>th</sup> Dec 2006 at NKM Grand, Hyderabad.**



Unites Hyderabad workshop was attended by 28 workers from HP, HSBC-EDI, KANEXXA BPO, AEGIS-ESSAR and GECIS all based in Hyderabad. The meeting was the result of the work carried out in the last one year by Unites Hyderabad. The Workshop was aimed at potential activists from the region to take on the greater responsibility of organizing and recruiting members in the region.

**23<sup>rd</sup> and 24<sup>th</sup> Dec 2006 Unites Activities**

Workshop was inaugurated by Br. JSR Prasad, National Director UNIDOC based at Hyderabad.



Br. A. Jadeja President Unites gave welcome address to the workshop participants.



Br. Govindrajan, Director, Unidoc-Chennai explained the participants on various initiatives by UNI-APRO in India. He also presented the ILO core Labour standards and Leadership skills required in a dynamic organization like Unites.



Br. Karthik Shekhar General Secretary Unites, India gave presentation on various activities done by Unites since inauguration of Unites in India, he also emphasized on membership drive and in particular the vision of Unites, achieving 15,000 members before end of this year.

## **Stress Management**

An interactive session on Stress Management based on “Stop the Boss” Campaign was conducted by Br. Govindrajan, Director, UNIDOC Chennai. Who is an eminent trainer in the area of management. Entire session was well received by the participants.



## **Leadership and Organising Skills**

Presentation on how to become a successful leader and how to organize campaigns/stroke recruit members/handle member’s objections for joining a trade union was conducted by Br. S.M.Govindrajan and Br. Karthik Shekhar. This was done by the latest methodology that was interactive and well received by the participants. The Methodology was to correlate the situation along with the movie/film clipping which gives immediate attention/retention to the participants along with group dynamics (management games, organization practices and group activity).





#### **Health and Safety initiatives**

Participants highlighted the need for the following:

- **Promoting greater autonomy for UNITES committees**, so that they are in a stronger position to raise issues with management.
- **Supporting increased worker involvement** in tackling 'technical issues'. Although many workers will not have sophisticated technical expertise, experience shows that workers are often able to spot difficulties overlooked by management, auditors or 'experts', and are able to identify appropriate solutions.
- **Increasing commitment**, especially from sourcing companies, to put pressure on the Indian government and units to improve labor standards.
- **Involving all stakeholders** in identifying goals and processes.
- **Continued support for programmes that build local capacity**, use action-based training, support NGO involvement and place worker participation at the centre of the process.



#### **General/other suggestions**

- Unites need to find ways of addressing practices that are damaging to workers, and in particular need to explore how longer-term commitment can be given to them so that attrition can be cut down.
- Develop clear understanding and communication of relevant trade laws.
- Set realistic expectations of what is achievable for members.
- Plan for continuity.
- Continue researching and disseminating the business case for improving workplace practices.



Brother Raaj Singh proposed vote of thanks. The participants took a pledge to carry out the membership drive in their respective companies where they are working.