

**SASK & UNITES PROFESSIONAL National Work Shop on identifying strategies to recruit membership 14 – 15 May 2006,
Venue: HYDERABAD**

14 May 2006, Sunday



09.00 a.m:

Opening was presided over by Brother J.S.R.PRASAD, National Director, UNIDOC . Welcome Remarks were made by Brother PP Naidu, President of UNITES India. Opening Remarks were made by Brother Christopher NG, UNI Apro Regional Secretary. Fraternal Greetings were conveyed by Brother MARLON QUESADA, SASK Representative. He also gave a brief introduction on SASK's interest in this region. This was followed by introduction with the entire participant Vote of Thanks was proposed by Brother R. Karthik Shekhar, General Secretary, UNITES

11.00 a.m



Historic necessity of Trade unions in ITES sector & Introduction to Recruitment process by *Mr. Raghu Kumar*

Mr. Raghu Kumar an eminent resource person in labour study, a committed trade union activist & a labour lawyer presented with the necessity of trade unions in ITES with the background of Indian trade movement & the way ahead.

While delving on the recruitment process he covered following topics

Professional recruitments are different from regular recruitments, the answers to all prospective questions that might assist is helpful. Upon review, you may call the person with clarification questions.

Screening Applications

When screening and evaluating applications consider the following information:

- Previous job responsibilities and past related work experience that may suggest future performance.
- Special skills and qualifications.
- Salary information.
- Verifiable facts. Positions held, responsibilities, dates of employment, salary, etc.

Evaluation of Qualifications

There are several methods that are used to evaluate applicant activists. These various methods include training and experience evaluation, agility, assessment to work as a team player.

12.00 p.m. Group Work

Theme: Project Identification for recruitment of BPO/Call Centre workers



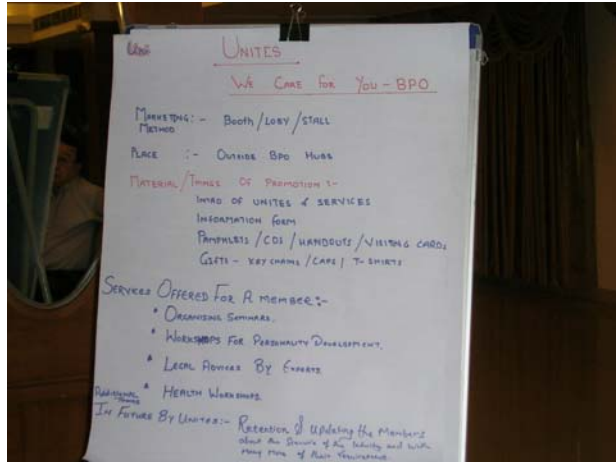
This started with initial Ice Breaking were in all were involved in a group & each participant knows about others & then they were randomly formed into four groups.



Here the participants played the role of an activist & an employee were activist was trying to convince the other to join UNITES.

This was analyzed by Brother Priyalal, Uni-Apro and were given a feed back.

Group Reports



Then all the groups presented individual report on how membership can be made.

15 May 2006, Monday

09.00 a.m: Dialogue with Mr.MARLON & Mr. CHRISTOPHER
Theme: Trade Union Rights for ITES employees UNI-SASK Perspective.



Brother Marlon spoke on the observation & the need for Union, the kind of union that needs to be built & how SASK can be strategic partner in ensuring the required support. Brother Chris spoke about ensuring the discipline in organization. We should ensure the member participation in all activity & they should create the right environment which ensures growth of industry, with protection of employee.

11.00 a.m: Topic- ROLL PLAY- HOW TO CONVINCE A BPO/CALL CENTER WORKER TO ENROLL AS MEMBER IN UNITES PRO. PLANNING-METHODS-TOOLS



The entire roll play was very motivating this ensured the team gets new ideas to convince members. The highlight was Brother Marlon's observation & how to go on organising ITES professionals.

Action Plan was evolved based on team work carried out & some of the moments are



Enrolment Review

This was done chapter wise where each chapter presented the number of people enrolled. How they have gone about with membership, activities carried out from their inception.

Meeting closed by thanking Brother Chris, Brother Marlon, Brother Priyalal & Brother Rajendra Acharya for active participation & guidance. Unidoc Director Brother JSR Prasad, NR Hegde, Gopakumar, Baluji & Govindrajan were thanked for support. All the participants made sure the targets mentioned for enrollment of activists will be achieved.