

Inaugural Function of UNITES-Professionals (Union of ITES-Professionals (India)).

The two days meeting was inaugurated on 18th Sep 2005 at Nobel Hall in Diplomat Hotel, Mumbai & was attended by the following

- **Br. Christopher Ng, Regional Secretary, UNI-APRO**
- **Prof. Philip Taylor Sterling University, Scotland**
- **Br. Carl Leinoen Director SEIU, Global Partnership Regional Organising**
- **Japanese Delegates**
- **Br. J.S.R.Prasad Uni-Apro Director.**
- **Affiliated organizations of UNI in India, Br. Milind Nadkarni & Br.Thomas John, President & Secretary ILC respectively.**
- **Research Professors from Indian Institute of Management Ahmedabad**
- **Delegates from Srilanka & Nepal**
- **National Leaders of affiliated unions to ILC**
- **Professionals/Delegates from across India (Mumbai, Hyderabad, Chennai, Bangalore, NCR (Delhi, Harayana, UP) & Cochin.**



Br. JSR Prasad National Director welcomed the gathering & explained the activities carried out till date which led to the culmination of forming a Trade Union to the professionals.

Br. Christopher NG, Regional Secretary highlighted the plight of professionals & the necessity to be organized in order to have power of collective bargaining, empowerment with decent work environment. He appealed to professionals to unite & take forward the

cause of improving the work life balance & make sure the health concerns are taken care by the employer. Their was an emphasis to form a Trade Union that is moderate in nature & a roll model.

Br. Milind Nadkarni, President ILC inspired the gathering by announcing all the support from the affiliated unions to strengthen the newly formed Trade Union. He also went on records to say that they would be more than happy to guide & advice the young professionals in this endeavor.

Br. Carl Leinoen, Director SEIU, Global Partnership Regional Organizing in his address welcomed the first ever initiative in this sector & assured that this will get all the support required.

Br. Thomas John, Secretary ILC welcomed the new initiative & wished all the best to newly formed Trade Union.

Prof. Philip Taylor Sterling University, Scotland presented the Key Note Address on “Globalization & the off shoring of Call Centers & BPO to India – Challenges & Opportunities for Employee Representation”. This was well received by the participants & gave a new collective insight based on the research carried out by him & his colleague Peter over the last two years. This report emphasized the need for Trade Union to ensure prevention of Wallmartisation. Also this ensures the aspirations of BPO/Call Center employees are met & they are distinct from those of other IT professionals.

Br. NR Hegde Director, proposed vote of thanks. He told that it is Historic event because three generations of leadership is present in the august gathering to bless & encourage the upcoming Trade Union. He said the average age group of BPO/Call Center members is around twenty five.

Post Inaugural a closed interactive session took place in which Question & Answer session was chaired by Prof .Philip, where professionals took active role in clearing their doubts/concerns/apprehensions/future directions. This was answered very well to the participants by Prof. Philip. Thus the momentum was built up to name the newly formed Union & to take up responsibility with out any hesitation or doubt in their mind.

Br. JSR Prasad National Director presented the report of the survey conducted in five major cities (Bangalore, Hyderabad, Chennai, Mumbai & NCR) this was done by “the consultative network pvt ltd.” The finding says 2005 is the best period to form the Trade Union in India.

All the respective states presented their reports on activities, membership growth, targeted companies & democratically elected office bearers for the respective states. Some of the suggestions were offered/given to the National level which was debated & accepted to evolve an action programme. (Copy available)

Day 2 (19 Sep 2005)

Br. Christopher NG, Regional Secretary, presented negotiations for Call Center & BPO professional which included Minimum standards of Australia that can be used for India. Principle & organization in establishing BPO/Call Centre. Help the professionals to improve their standard. Innovations need to be worked out for the CBPOP unions. He quoted APESMA's activity & encouraged young leader to use their model for help. He further said Unions are not Anti-Country but are responsible in improving the profit of the organization. He asked for a sustainable commitment from every one & the first step towards this was paying membership regularly as this would bond the Union & the members. He advocated about democratic & independent Trade union movement which will help the countries to progress.

Question & Answer Session was very enlightening/ thought provoking and this formed the platform for adoption of Name, approval of Action Programme & Constitution.

This was followed by incorporation of Trade Union name as **UNITES – Professionals**.

Constitution was read out in total & changes suggested by the UNITES-Professionals were incorporated. Recommendation accepted to register under Trade Union Act at the earliest. This would enable the membership drive at Rs.100 for Registration (one time entry fee) & Rs.600 towards annual subscription (this could be collected in installments of monthly, quarterly & annually).

Following members were elected unanimously:

SL No	Designation	Elected Member	Company
1	President	Ms. Almas Nakhuda	SITEL - India
2	Deputy -President	Mr. Yashovardhan Roy	ABN-AMRO
3	Vice-President	Mr. K.K Gopakumar	BSNL
4	General Secretary	Mr. R.B. Karthikk Sekhar	Arthashastra
5	Dy-General Secretary	Mr. P.P Naidu	HSBC
6	General Treasurer	Mr. Raghavan Iyengar	ICICI One Source
7	Dy-General Treasurer	N. Jaishankar	NET4INDIA

Karthikk Sekhar, Newly Elected General Secretary, thanked all the representatives & appreciated their activities in respective states. Assured them a good service with transparency. He also thanked the hierarchy.

N.R.Hegde,
Director.