



## **Memorandum of Understanding**

# Asian-Pacific Postal Union (APPU) & UNI Global Union – Asia Pacific (UNI Apro)

Presented by Eiichi Ito  
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at  
APPU EC Meeting, Bali



## **Presentation Outline**

- Introduction on UNI Global Union – Asia and Pacific (UNI Apro)
- MOU between UPU and UNI Global Union
- Benefits of an MOU between APPU and UNI-Apro



## Who is UNI Apro?

- UNI Global Union is a global union federation representing employees and trade unions in the services sector including postal sector
- UNI Apro is the Asia Pacific Regional Organization
- Mission: promoting constructive sector social dialogue and building harmonious labor management relations in the region



## Who is UNI Post and Logistics?

- In UNI Post and Logistics sector, we are the recognized social partner in the EU-through the European Social Dialogue with Post Europe and with representatives on the EWCs of Deutsche Post World Net=DHL, UPS and TNT.
- Member of the UPU consultative committee
- Chair of UPU CC working group on sustainable development



## The UPU-UNI MOU

### Background:

- Mutual recognition of UPU and UNI on the challenges confronting the post and logistics sector in the era of the digital age

### Some Challenges include:

- Decline in mail volume
- Need for diversification of postal services such as remittance and other financial services



## The UPU-UNI MOU

### Key Contents of the MOU

#### OBJECTIVE:

To Build Sustainable Growth and  
Innovative Development of the Postal Services  
via

Institutionalized Communication between UPU  
and UNI through the mechanism of

**SOCIAL DIALOGUE**



## BENEFITS of an MOU

### 1. Macro level benefits:

- Exchange of information/ knowledge and technical assistance on postal services across countries and between management and unions/employees
- Modernization of postal services



### *The Condition of Industrial Relationship in Indonesia Postal Workers' Union*

The Indonesia Postal Workers' Union was established on 6 July 2000. The forming of this union was helped by Pos Indonesia Management, and also assisted by ASPEK Indonesia and UNI-Apro with Japan Post Group Union.

We have got three CBA The 1st CBA was signed by both parties in 2001, the 2nd CBA signed in 2004, and the 3rd CBA 2008, but in March 2010 the Management and union had a series of serious discussions and negotiations.

From this negotiation we achieved some following improvements such as the quality improvement of remuneration system, carrier path, health care allowance, and Performance Management System.

**EXPERIENCE OF INDONESIA POSTAL WORKERS' UNION**



## The APPU/UNI-Apro MOU

- Development of the postal sector and its repercussions for jobs
- Improvement and development of the skills of postal staff, for example, through APPU/UNI-Apro Joint Seminar, which was created around 12 years ago and conducted every year.
- Development of remittance services for migrant workers, where appropriate.



## BENEFITS of an MOU

- 1. Benefits to APPU and UNI Apro:**
  - To work in partnership on exploring innovative ideas and on new areas of growth for postal services
  - To collaborate on sharing best practices and problem solving
  - Decent jobs for employees, highly skilled, productive and motivated employees in the postal services
  - Promotion of Corporate Social Responsibility (CSR) and Union Social Responsibility (USR)



## **Possible Areas of Joint Cooperation between APPU and UNI Apro**

- Skills development and improvement of postal staff and services (Joint seminar)
- Activities and initiatives towards sustainable growth of quality postal services (Regulation)
- Activities on decent jobs creation for postal services employees (Especially in the area of health and safety)



- Cooperation between PAPU and UNI-Africa

“The next stage is for us to arrange to sign on a mutually agreed date,...”(23th April, Rodah Masaviru, PAPU Secretary General)

*Draft*

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
ASIAN - PACIFIC POSTAL UNION  
AND  
UNION NETWORK INTERNATIONAL ASIA & PACIFIC**

**Recitals**

- *Whereas* the purpose of the APPU is to extend, facilitate and improve postal relations between member-countries and to promote cooperation in the field of postal services,
- *Whereas* the purpose of UNI-Apro is to advance the sectoral interests of its affiliates and the multi-sectoral interests of its inter-professional groups,
- *Whereas* UNI-Apro has established friendly and cooperative relations with APPU based on the common objective of the development of postal services,
- *Whereas* the Post and Logistics is a sector of UNI-Apro devoted to the postal industry,
- *Whereas* UNI-Apro aims to promote the interests of employees, including those of the postal sector, particularly in terms of building social dialogue,
- *Whereas* postal services play an important role in economic development and in social and territorial cohesion in Asia and Pacific Region,
- *Whereas* valuing the human factor is important to improving the quality of postal services,
- *Whereas* there is a need to apply sustainable development to postal services at both regional and international levels which includes respecting the need for decent working conditions for staff,
- *Whereas* Resolution C 55/2008 of the Universal Postal Congress decided in Geneva Congress recommends to study ways to improve cooperation with various international, regional and national organizations including the possible creation of a permanent liaison between them and engage in practical discussions with various international, regional and national organizations on cooperative activities for market development in E-services areas seen as a priority by member countries,
- *Whereas* the APPU and UNI-Apro wish to carry on promoting social dialogue within the framework of their respective functions and in so doing help to achieve their respective goals.

The following has been agreed:

**I. Cooperation**

1. The APPU and UNI-Apro agree to promote social dialogue to ensure the sustainable development of postal services in Asia and the Pacific.

2. With a view to promoting social dialogue, the APPU and UNI-Apro shall seek to develop joint actions falling within the framework of their respective areas of responsibility. They shall act on several fronts:
  - a. development of the postal sector and its repercussions for jobs,
  - b. improvement and development of the skills of postal staff, for example, through APPC/UNI-Apro Joint Seminar,
  - c. commitment to environmental issues, for example, APPU and UNI-Apro jointly implement activities for sustainable development of postal services,
  - d. development of remittance services for migrants workers, where appropriate.
3. The APPU and UNI-Apro shall utilize their respective networks for awareness-raising and prevention activities in relation to infectious diseases targeting visitors to post offices and postal sector workers.

## **II. Entry into force, duration and amendment**

1. The present Memorandum of Understanding shall enter into force upon signature by both parties. It shall supersede and replace all previous agreements signed between the parties. Unless terminated, it shall remain in force until 31 December 2013.
2. The present Memorandum of Understanding may be amended by written agreement between the parties. Any amendment shall be annexed to the present Memorandum of Understanding.
3. Either party may terminate the present Memorandum of Understanding by giving at least 90 days' advance written notice.

(Somchai Reopanichkul)  
Director of APPU Bureau

(Norinaka Takeuchi)  
President of UNI-Apro Post & Logistics