 **SLIDE 1 – TITLE SLIDE**

Respected Chairperson, distinguished delegates, brothers and sisters from across the world,

Warm greetings from India and from the employees of India Post.

It is a privilege to participate in this important UNI Post & Logistics World Meeting representing the voice of postal workers from one of the world's largest public postal systems.

Today, I will briefly speak about:

the present situation of India Post,

India's new Labour Codes,

their impact on postal and logistics workers,

and the positive and negative dimensions of these labour reforms.

This discussion is extremely important because the future of postal services is directly connected with the future of labour rights and public services.

 **SLIDE 2 – INDIA POST PRESENT SITUATION**

India Post today is undergoing massive transformation. FNPO sincerely appreciates the Hon'ble MoC, Hon'ble MoSC, and Secretary Posts for their dynamic leadership and progressive initiatives towards the growth and modernization of India Post.

Efforts like IT 2.0 implementation, expansion of IPPB and logistics services, digital transformation, Aadhaar & Passport Seva services, and strengthening rural connectivity are commendable steps towards building a stronger and modern India Post.

We convey our heartfelt gratitude for their continuous commitment towards improving public service and organizational development.

With more than 1.65 lakh post offices and nearly 90 percent located in rural areas, India Post remains the largest postal network in the world.

Traditionally, India Post was known mainly for mail delivery.

But today, postal employees perform multiple responsibilities:

banking,

insurance,

logistics,

e-commerce handling,

Aadhaar services,

Direct Benefit Transfer services,

and financial inclusion activities.

India Post is also moving rapidly towards digital modernization through IT 2.0 initiatives.

However, modernization has also increased pressure on employees.

Postal workers are expected to deliver more services with limited manpower, increasing workload and operational stress.

Despite commercial competition and digital disruption, India Post continues to remain the backbone of rural connectivity and public service in India.

SLIDE 3 – INDIA’S NEW LABOUR CODES

The Government of India introduced four new Labour Codes by consolidating many existing labour laws. These include:

the Code on Wages,

Industrial Relations Code,

Social Security Code,

and Occupational Safety, Health and Working Conditions Code.

The stated objective of these reforms is:
simplification of labour laws,
improving ease of doing business,
digital governance,
and modernization of labour administration.

Trade unions are not against reforms or modernization.

But workers are concerned whether these reforms will genuinely strengthen labour protection or weaken existing safeguards.

The implementation and interpretation of these Labour Codes will determine whether workers benefit or suffer.

SLIDE 4 – OLD LABOUR LAWS VS NEW LABOUR CODES

This comparison slide explains the major shift from the traditional labour law structure to the new Labour Codes framework.

Earlier labour laws were spread across many separate Acts with stronger traditional union structures and sector-specific protections.

The new Labour Codes consolidate these laws into four broad Codes with increased digital governance and simplified compliance systems.

This modernization may improve administrative efficiency.

However, workers and trade unions fear that greater employer flexibility may reduce job security, weaken collective bargaining strength, and encourage contractual employment.

Therefore, labour reform should balance economic efficiency with worker protection and social justice.

SLIDE 5 – POSITIVE ASPECTS OF LABOUR REFORMS

Some positive aspects of the Labour Codes cannot be ignored.

The simplification of labour laws may reduce confusion and administrative delays.

There is also potential for wider social security coverage and recognition of gig and platform workers who were earlier outside many formal labour protections.

Digital compliance systems may improve transparency and reduce procedural delays.

The reforms also provide an opportunity to formalize a large section of India's informal workforce.

If implemented sincerely and with social dialogue, these reforms can modernize labour governance systems.

But modernization should always remain worker-centered.

SLIDE 6 – CONCERNS FOR POSTAL WORKERS

At the same time, postal and logistics workers have serious concerns.

One major concern is increasing outsourcing and contractualization of work.

Workers fear gradual privatization of essential public services.

There is also concern regarding weakening of collective bargaining rights and reduction of permanent public employment.

Workload pressure is increasing rapidly due to e-commerce competition and expanding delivery expectations.

Many employees face stress, work-life imbalance, and uncertainty regarding future social security protections.

Technology and reforms should improve workers' lives — not create insecurity.

SLIDE 7 – IMPACT ON INDIA POST EMPLOYEES

The role of postal employees in India has changed dramatically.

Today, a postal worker is not only a mail delivery employee.

They also acts as:

a banking service provider,

insurance facilitator,

logistics operator,

digital service agent,

and financial inclusion worker.

At the same time, rural service obligations continue despite commercialization pressures.

Employees are facing staff shortages, technology adaptation pressure, and rapidly expanding responsibilities.

Public postal systems should not be evaluated only on profitability because their role is social, national, and developmental.

Human-centered reforms are essential for sustainable public service.

SLIDE 8 – TRADE UNION PERSPECTIVE

Trade unions across the world are united in one important principle:

Modernization must not weaken labour dignity.

Workers expect:

strong public postal services,

social security guarantees,

safe working conditions,

fair wages,

and respect for collective bargaining rights.

Trade unions must be treated as partners in reform processes.

Technology should empower workers, not replace human dignity.

Public service institutions exist not merely for profit but for social inclusion and national development.

 **SLIDE 9 – CONCLUSION**

Friends,

Postal workers across the world continue to serve society with dedication even during crises, pandemics, and economic challenges.


India Post workers also continue to serve millions of citizens every day under difficult conditions.

Labour reforms should strengthen workers — not weaken them.

Public postal systems remain essential for democracy, inclusion, and social justice.

Let us ensure that modernization and labour rights move together.

Because true progress is not measured only by technology or profits — it is measured by how society treats its workers.

 **SLIDE 10 – THANK YOU**

Thank you very much for this opportunity.

I express my sincere gratitude to UNI Post & Logistics and all international delegates for this important platform of worker solidarity.

Let us continue to work together for:

stronger public services,

stronger labour rights,

and a more humane future of work.

Long Live International Worker Solidarity.

Thank You.

Sivaji Vasireddy

Secretary General, FNPO – India