



# Collective Bargaining

- Collective bargaining takes place when a number of work people enter into a negotiation as a bargaining unit with an employer or group of employers with the object of reaching an agreement on the conditions of the employment of the work people.

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- Collective bargaining is probably the most effective method of resolving industrial disputes. It occurs when representatives of a labour union meet management representatives to determine employee's wages and benefits, to create or revise work rules, and to resolve disputes or violations of the labour contract.

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- The bargaining is collective in the sense that the chosen representative of the employees (i.e. the union) acts as a bargaining agent for all the employees in carrying out negotiations and dealings with the management.

# Concept


- Effectively, collective bargaining is a managerial tool
- Collective bargaining constitutes the negotiations between the management and the union with the ultimate objective of settlement of the disputed issues.
- Collective bargaining is basically a give and take process

# Features of Collective Bargaining

- **Group Activity**
- **Activity Levels**
- **Flexibility**
- **Win- Win situation**
- **Builds Relationships**
- **An art and a Science**


# Objectives

- I. To provide an opportunity to the workers, to voice their problems on issues related to employment


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- **2. To facilitate reaching a solution that is acceptable to all the parties involved**


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- **3. To resolve all conflicts and disputes in a mutually agreeable manner.**




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- **3. To prevent any conflicts/disputes in the future through mutually signed contracts**

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- **5. To develop a conducive atmosphere to foster good industrial relations**


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- 6. To resolve issues through third party (government) involvement in case of conflicting interests of the practices involved.


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- **7. To provide stable and peaceful industrial relations in the organization**

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- **8. To enhance the productivity of the organization by preventing strikes, lockouts etc.**

# Importance

- It helps increase economic strength of both parties at the same time protecting their interests.


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- It helps establish uniform conditions of employment with a view to avoid occurrence of industrial disputes.

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- It helps resolve disputes when they occur.
  - It lays down rules and norms for dealing with labour.
  - It helps usher in democratic principles into industrial world.




# Process of Collective Bargaining


- **1. Preparing for negotiation**
- **2. Identifying Bargaining issues**
  - **a. Wage related issues**
  - **b. Supplementary Economic benefits**
  - **c. Institutional Issues**
  - **d. Administrative Issues**

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- **3. Negotiating**
  - **4. Settlement and contract agreement**
  - **5. Administration of the agreement**


## Essentials for Successful Collective Bargaining

- 1. There should be a single union, or in case of multiple unions, a common agreement among them. Clash of interests among union leads to chaos and uncertainty, which would result in a loss to the employees.

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- **2. Management should be open to the requests of the trade unions and should identify the union representatives.**

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- **3. The culture of the organization should foster the right spirit for collective bargaining to be successful.**

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- **4. The role of a third party should be minimized and agreements should be based on bipartite bargaining.**

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- 5. All the parties involved should aim at a win-win situation and not a win lose situation. The common interests of the organization and its employees should be taken into consideration while reaching any agreement.

# Quality circle

- QC is a small group of employees who work voluntarily on company time, to address work related problems such as quality control, cost reduction, production planning and techniques and even product design.



# Objective of QC-

- (a) Improvement in quality of product manufactured by the organization.
- (b) Improvement in the methods of production and productivity.
- © Development of employees participating in QC.
- d) Promoting morale of employees.
- e) Respect humanity and create a happy workplace worthwhile to work.