





Trade Unions


- Trade unions are voluntary organizations of workers or employers formed to promote and protect their interests through collective action.

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- The Trade Unions Act, 1926 defines a trade union as a combination, whether temporary or permanent, formed -
 - Primarily for the purpose of regulating the relation between Workmen and employers or
 - Between workmen and workmen, or
 - Between employers and employers, or

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- For imposing restrictive conditions on the conduct of any trade or business, and includes any federation of two or, more trade unions.


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- **Origin-**
 - Trade unions are the creation of industrialization and modern industrial conditions.


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- **Functions-**
 - Secure fair wages for workers
 - Safeguard job security and impose conditions of service
 - Enlarge opportunities for promotion and training
 - Improve working and living conditions
 - Facilitate educational, cultural and recreation activities


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- Facilitate introduction of new technology
 - Promote worker productivity and maintain quality of output
 - Promote individual and collective welfare

Objectives of trade unions

- 1. To take labour out of the competitive process
- 2. To negotiate at all levels with employers over wages and conditions of work.
- 3. To protect the workers in their inalienable right to higher and better life.
- 4. To make workers to take part in union activities and to obey union rules and decisions.

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- 5. To protect and promote the interests of the workers.
 - 6. To provide legal assistance to workers (i.e. union members) in connection with work affairs.
 - 7. To improve economic status of the workers.
 - 8. To protect the jobs of the workers against lay off, retrenchment, etc.

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- 9. To ensure that workers get as per rule, the pension, provident fund, compensation for injuries, etc.
 - 10. To ensure for the workers, better health, safety and welfare standards.
 - 11. To have a voice or participation in the factory management
 - 12. To ensure that workers get respect and human treatment from the foremen, managers, etc.


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- 13. To improve their political status.
 - 14. To offer educational services to the workers.

Principles


- **1. Unity is strength**
- **2. Equal pay for equal work or for the same job**
- **3. Security of service**

Why Do Employees Join Trade Union?

- 1. To get economic security
- 2. To restrain the management from taking any action which is irrational, illogical, discriminatory or prejudicial to the interests of labour.
- 3. To communicate their views, aims, ideas, feelings and frustrations to the management; that is, they want to have an effective voice in discussions which affect their welfare

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- 4. To secure protection from economic hazards beyond their control; for example, illness, accident, death, disability, unemployment and old age
 - 5. To get along with their fellow-workers in a better way and to gain respect in the eyes of their peers; and

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- 6. To get a job through the good offices of a trade union

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- Plants get unionized for three reasons –
 - 1. Dissatisfaction
 - 2. Lack of power and
 - 3. Union instrumentality