

Union Tactics

- 1. Unionising
- 2. Strike – is a concerted and temporary suspension of functions, designed to exert pressure upon others in the same unit.
- 3. Political patronage (support)
- 4. Blackmailing

Trade Union Theories

- **Social- psychological approach of Robert Hoxie-**
- Trade unions grow out of the socio-psychological environment 253 of the workers. Workers, who are similarly situated economically and socially, closely associated and not very much divergent in temperament and training, tend to develop a common interpretation of their social situation and a common solution of their problems of living. This leads them to unite into a union. Thus differences of environment cause different unions to develop.

Sociological approach of Frank Tannenbaum.

- Trade unions are the by-products of an industrial society in which customization has destroyed the old way of life and robbed the workers of his identity, purpose and creativity. Unions are a reflection of the worker's spontaneous urge to re-establish his identity. Trade unions help the worker in regaining his social life.

Protest approach of Kerr, Dunlop and others

- Trade union is a form of organized protest against the evils of industrialization. Besides bringing about a basic change in the relationships between man and his work and between man and his cultural setting, industrialization inevitably circumscribes workers' freedom by imposing discipline. The worker often finds his work distasteful and his compensation never commensurate with his contribution. Formation of a union is one of the organized forms of protest – an expression of the workers' resentment over the prevailing industrial system.

Industrial democracy approach of webs

- Trade unions are the means to achieve industrial democracy. They assert that political democracy alone cannot yield to the worker the fruits of freedom of contract, freedom of association, freedom of opportunity, etc. He can enjoy the fruits of political democracy only when he is granted industrial democracy, which means that he is given say in running the industry.

Classless society approach of Karl Marx

- Trade unions represent a prime instrument for destroying the capitalist class. Although these unions by themselves cannot bring about a class-less society still they are important to carry on the economic struggle against the oppression and to bring about a revolutionary transformation of the working class.


Sarvodaya approach of Gandhi


- Trade unions are essentially reformist organizations whose main function is to raise the moral and intellectual standards of labour. They are in the largest degree political. Their main aim is to increase their internal strength to work conscientiously and to take from the employer no more than what is rightfully due to the labourers.




Essentials of Successful Trade Union


- To be successful, a trade union:
- I. Should be enlightened one, so that it may be able to guide and direct the trade union movement properly.

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- 2. Should have a solid foundation
 - 3. Should have clear objectives and a coherent and well-conceived policy; and it should consider itself as a business organization which requires careful planning and sound organizational methods for its success

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- 4. Should be run by the members for the members; that is, its leadership should come from the rank and file of its members.

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- 5. Should have honesty and integrity of purpose

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- 6. Should look beyond its own horizon, and recognize and fulfill its proper role in the life of the nation and of community in which it lives and functions.

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- 7. Should have a sense of responsibility. It should be internally strong so that it may be effective in protecting the interests of the workers.




Strategies and Tactics for Remaining Union-Free

- 1. Effective supervision
- 2. Open communication
- 3. Effective personnel research
- 4. Healthy and safe working environment
- 5. Effective employer-employee relations
- 6. Effective remuneration
- 7. Effective training and development programmes
- 8. Effective personnel planning, recruitment and selection

Trade Union Act, 1926

- Trade unions in our country are governed by the Trade unions Act, 1926. The main objective of the Act is to provide for the registration of trade unions and to give registered trade unions a legal status, and immunity to their office-bearers and members from civil and criminal liability in respect of the legitimate trade union activities.

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- The act is a central legislation, but is administered by the state governments. Not that the central government has no role to play. It handles all unions, which are not confined to one state. It also has the power to amend the act.