



1. Subject - Industrial relation in India
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Meaning of Trade Union

Labor union all trade union organizations formed by workers from related That work for the common interestOff its members. They help workers in issues like fairness of pay, good working environment, hours of work and benefits. They represent a cluster of workers and provide a link between the management and the workers.

Definition of Trade Union

trade union is an Association of worker forming a legal unit or legalpersonhood, usually called a bargaining unit, which acts as bargaining agent and legal representative for a unit of employees in all matters of law or right arising from or in the administration of a collective agreements.

Trade unions today are pluralist in character an pragmatic in method if they are not there unlikely to survive the demands made upon them by so swiftly changing an environment.

: H.J. Laski

Characteristics of Trade Union

- 1. Association of employees :** A trade union is essentially an Association of employees belonging to a particular class of employment, profession, trade or industry photo stop for example there are unions for teacher ,doctor film ,artist, weavers ,mine workers and so on.
- 2. Voluntary Association :** An employee joins the trade union out of his free will. A person cannot be compelled to join a union.
- 3. Permanent body :** A trade union is usually a permanent body. Members may come and go but the trade union remains.
- 4. Common interest :** The member of a trade union have certain matters of common interest to job security, better pay and working conditions and so on which bring them together.
- 5. Collective action :** Even when an individual employee has any grievance over certain management decisions, the matter is sorted out by the intervention of trade

union employees are able to initiate collective action to solve any problem concerning any particular employee or all the employees.

Objective of Trade Union

The following are the objectives of trade union :

- 1.** To improve the economic lot of workers by securing them better wages.
- 2.** To secure bonus For the workers from the Profit of the enterprise slash organization.
- 3.** To ensure stable employment for workers and resist the schemes of management which reduce employment opportunities.
- 4.** To provide legal assistance to workers in connection with dispute regarding work and payment of wages.
- 5.** To protect the jobs of Labor against retrenchment and layout off etc.

6. To ensure the workers get as per rules of Provident fund , Pension and other benefits.
7. To secure for the workers better safety and health welfare schemes.

Benefits of Trade Union

Workers join trade union because of a number of reasons as given below:

- 1.** A worker feels very weak when he is alone. Union provides him an opportunity to achieve his objectives with the support of his fellow colleagues.
- 2.** Union protects the economic interest of the workers and ensures a reasonable wage rates and wage plans for them.
- 3.** Union helps the workers in getting certain amenities for them in addition to higher wages.
- 4.** Union also provides in certain cases cash assistance at the time of sickness or some other emergencies.
- 5.** Union organize negotiation between workers and management and are instruments for settlement of disputes.

Weakness and problems of the Trade union

- 1.** Uneven Development
- 2.** Preponderance of small size union
- 3.** Migratory character of workers
- 4.** Temporary nature of liberty union
- 5.** Lack of finances
- 6.** Multiplicity of unions
- 7.** Outside leadership
- 8.** Alliance with political parties
- 9.** Dependence on external sources
- 10.** Heterogeneity of workers

Measures for strengthening labour movement

1. Paid Union officials
2. leadership from within
3. strong trade unionism
4. one union in one industry
5. recognition of trade union

Questions

Short :

1. What is trade union ?
2. What is benefits of Trade Union in India ?

Long :

1. What are the objectives of trade union in India?
2. What are the weakness of Trade Union in India? What are the measures to control weakness of trade union in India?.

Keywords

1. Pluralist
2. Pragmatic
3. Migratory
4. Alliance

References

Chaturbhuja mamoria (personal management industrial relation)

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Thanks