

Chapter 10

TRADE UNION

DEFINITION

- A trade union is an association of workers formed with the object of improving the conditions of workers. It is formed for protecting the interests of workers. Workers have little bargaining capacity when they are unorganized.
- In fact, trade union movement began against the exploitation of workers by certain managements under the capitalist system.

OBJECTIVES OF TRADE UNION:

- (1) To improve the economic lot of workers by securing them better wages.
- (2) To secure for workers better working conditions.

- (3) To secure bonus for the workers from the profits of the enterprise/organization.
- (4) To ensure stable employment for workers and resist the schemes of management which reduce employment opportunities.

Trade union membership: your employment rights

You have the right to:

- choose to join or not join a union
- decide to leave or remain a member of a union
- belong to the union you choose, even if it's not the one your employer negotiates with on pay, terms and conditions
- belong to more than one union
- Your employer isn't allowed to:
 - offer you a benefit to leave a trade union
 - threaten to treat you unfairly if you don't leave a union

Functions of Trade Unions:

- Collective bargaining with the management for securing better work environment for the workers/ employees.
- Providing security to the workers and keeping check over the hiring and firing of workers.

Functions of Trade Unions:

- If any dispute/matter remains unsettled referring the matter for arbitration.
- To negotiate with management certain matters like hours of work, fringe benefits, wages and medical facilities and other welfare schemes.

Benefits of Trade Union:

- 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.

Benefits of Trade Union:

- 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.