

MS-108 (Human Resource Management)

Unit- 16: Trade Unions

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Trade Unions defined

- ❑ According Indian Trade Union Act 1926, trade union is defined as any combination whether temporary or permanent formed primarily for the purpose of regulating the relations between workmen and employers or between workmen and workmen , between employers and employers or otherwise for imposing restrictive conditions on conduct of any kind of trade/business.
- ❑ According to Webb, Trade union is a continuous association of wage earners formed with the objective of maintaining and improving the conditions of workers. Therefore, Trade union can be understood as an association of workers who come together to safeguard their interest and regulate healthy relations between employees and employers.

Importance of Trade Unions (T.U.)

- ❑ Tools for Collective Bargaining
- ❑ Strengthen Workers Demand
- ❑ Protection against Exploitation
- ❑ Economic Welfare of the Workers
- ❑ Job Security

Types of Trade Unions

- ❑ Occupational Unions
- ❑ Industrial Unions
- ❑ General Unions
- ❑ White-collar Unions

Registration of T.U.

- ❑ Appointment of Registrar
- ❑ Mode of Registration
- ❑ Rights and Duties of Registrar
- ❑ Legal Status
- ❑ Maintenance of Funds

Problems of T.U. movement in India

- ❑ Uneven Growth
- ❑ Low Membership
- ❑ Weak Financial Position
- ❑ Political Leadership
- ❑ Multiplicity of Unions
- ❑ Inter-Union Rivalry
- ❑ Problems of Recognition
- ❑ Absence of Paid Office Bearers
- ❑ Heterogeneous Nature of Labour
- ❑ Lack of Interest
- ❑ Limited Stress on Welfare
- ❑ Lack of Public Support

Measures to Strengthen T.U.

- ❑ Improving Financial Stability
- ❑ Membership
- ❑ Freedom from political clutches
- ❑ Multiple Trade Unions
- ❑ Recognition of T.U.
- ❑ Leadership
- ❑ Paid Union Officials

Reference

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Thank You!