

## SECTION – 3

### QUESTION-2.

#### ANSWER:-

##### Meaning of Trade Union:-

Labour unions or trade unions are organizations formed by workers from related fields that work for the common interest of 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 workers.

##### What trade unions do:-

Unions train and organise workplace representatives who help union members with the problems they face at work.

Reps provide support and advice and campaign for better conditions and pay.

Unions have brought significant changes to society, including:

a national minimum wage;

the abolition of child labour;

improved worker safety;

improving living standards by reducing the number of hours in the working week and encouraging a healthy work/life balance;

improved parental leave;

equality legislation;

better protection of migrant workers and a reduction in exploitation;

minimum holiday and sickness entitlements.

Unions have also made thousands of local agreements on issues affecting individual workplaces following consultation, negotiation and bargaining.

##### What does UNION do?

How trade unions work

Most unions are structured as a network of local branches with reps in every workplace.

Union reps:

negotiate agreements with employers on pay and conditions;

discuss major changes such as redundancy;

discuss members' concerns with employers;

accompany members to disciplinary and grievance meetings;

help members with legal and financial problems.

### **How does UNION work?**

Are trade unions legal

In the UK trade unions have a special status in law which gives them special rights that professional associations don't have.

Employers have to work with recognised unions to:

negotiate pay and working conditions;

inform and consult over changes at work such as redundancies;

make sure that the health and safety of workers is protected.

Union reps have the right to consult their members and employers. This means that, as a worker, you can have your say about workplace issues.

You cannot be punished by your employer if you join – or don't join – a trade union.

In some countries around the world, trade unions are illegal. In some places, trade union activists are intimidated, threatened and sometimes killed just for trying to get fairer conditions for workers.

### **Why join a trade union?**

In workplaces where there are unions, members benefit from the strength and security that comes from working together to tackle problems.

Employees at unionised workplaces earn around 12.5% more than non-unionised workplaces.

The major benefits are:

better working conditions such as improved health and safety or pay;

training for new skills to help you develop your career;

advice on your legal employment rights;

advice on finance and problems at work.

Trade unions may also represent their members' interests outside the workplace. For example, trade unions may lobby the government or the European Union on policies which promote their objectives.

### **Merits:**

(i) A strong trade union is a guarantee of industrial peace and makes for the stability of industry. Any decision agreed upon collectively by the workers is bound to command obedience of, and respect among, the general body of the workers.

(ii) By insisting on standard rates of wages, the unions have helped in weeding out inefficient employers. The industry is thus put on a sound footing.

(iii) By mutual-help functions, the trade unions have considerably improved the efficiency of the workers. The leveling up of the wages has gone a long way in eradicating squalor and poverty from among the mass of workers.

(iv) The rise in labour costs, consequent on the increase of wages, has given a fillip to the introduction of labour-saving machinery. It has resulted in great technical advance.

### **Demerits:**

(i) By undue insistence on the payment of standard rates of wages, they have only levelled down the earnings of the superior workers.

(ii) They have adopted a hostile attitude towards rationalization or improved methods of production lest some workers should have to go out of work. This attitude has retarded technical progress and reduced national income,

(iii) They often advocate a go-slow policy, which ultimately recoils on labour by reducing the national income and the volume of employment.

(iv) Intoxicated with their strength, the unions have sometimes launched strikes on flimsy grounds and done incalculable harm to themselves, the producers, and the community generally.