

Section 3

Ans.2

- A labor union, or trade union, is an organization of workers who have joined together to achieve goals in areas such as wages and working conditions. The union negotiates contracts and conditions with employers, keeping employee satisfaction high and protecting workers from unsafe or unfair working conditions.

The employees may join the unions because of their belief that it is an effective way to secure adequate protection from various types of hazards and income insecurity such as accident, injury, illness, unemployment, etc.

As for the union, a grievance procedure can act as a way to nurture trust and loyalty between employee and the union.

Merits:

Trade unions have proved beneficial to the workers in the following ways:

(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.

Demerits:

On the other hand, the trade unions have been subjected to severe criticism, particularly due to some of their anti-social activities.

(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.