

Q.2
Ans

Collective Bargaining refers to a process by which employers on the one hand and representatives of employees on the other, attempt to arrive at a agreement concerning the conditions under which employees will contribute and be compensated for their services.

★ Scope of collective Bargaining is that it contributes to solve strategic problems of labor - management relations at the enterprise and industry level. It enables the parties to arrive at a joint compromise on common problems. This would help avoid and avert undesirable situations and direct actions, while it stimulates productivity. Collective Bargaining ensures a give and take policy leading to better industrial democracy and trade union - management co-operation.

* The issues ~~between~~
Bargaining ~~are~~

Q.12 When the ~~employee~~
the job that

can be ~~can~~
trade ~~union~~

the ~~collective~~

reluctant

with ~~collective~~