

*Everything you need to know about collective bargaining. Collective bargaining is a procedure by which the terms and conditions of workers are regulated by agreements between their bargaining agents and employers.*

*Both the employers and the employees may begin the process with divergent views, but ultimately try to reach a compromise, making some sacrifices.*

*The phrase of 'Collective Bargaining' is coined by Sydney and Beatrice Webb. According to them, collective bargaining is a method by which trade unions protected and improved the conditions of their members' working lives.*

Collective bargaining process is generally resorted to interest issues where some new rights are created or existing rights are to be expanded or modified. Where the difference arises over the enforcement of an existing right — rights issue, generally, this is not an issue in collective bargaining, but the issue may be resolved through grievance procedure or arbitration.

**The objectives of collective bargaining process are:**

- i. To settle issues and disputes between employer and employees in the matters related to wages and salaries and working conditions.
- ii. To protect the interests of workers in work related matters.
- iii. To settle the differences between labor and management.

**Problems and objectives of bargaining:**

Moreover, problems and goals of the bargaining process, such as those listed below, are widely shared by social actors.

- Negotiations appear to be highly fragmented, with a multiplicity of bargaining units. This makes it difficult to conclude agreements at different levels. The main problem in this case is usually the absence of bargaining at sectoral and state level.
- Innovation in goods and services often leads to changes in productive activities, and to the emergence of new activities that replace the previous ones in a partial and misleading way. This sometimes gives rise to a diversification in collective bargaining, including overlaps and confusion.
- The new productive context includes the emergence of new forms of business organisation and new relationships between companies – for example, in terms of networking and outsourcing. Work is often affected by different companies jointly or interdependently.
- Sometimes, negotiations can be extended for an excessive period of time.