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Definition of 'Trade Union'

Definition: 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.

Description: The purpose of these unions is to look into the grievances of wagers and present a collective voice in front of the management. Hence, it acts as the medium of communication between the workers and management.

Regulation of relations, settlement of grievances, raising new demands on behalf of workers, collective bargaining and negotiations are the other key principle functions that these trade unions perform.

The Indian Trade Union Act, 1926, is the principle act which controls and regulates the mechanism of trade unions. In India, political lines and ideologies influence trade union movements. This is the reason why today political parties are forming and running trade unions.

Objectives and Need of Trade Union

1. Wages and salaries-Wages and salaries and the most important subjects of Trade Unions. In the organized industry, wages and benefits are determined through processes such as collective bargaining, wage boards, conciliation, and adjudication. Working of all these processes deserves systematic inquiry. Union power and objective facts hopefully influence the wage scene through these forums.
2. Working conditions-Another major objective of the Trade Unions is to insure the safety of workers. While working every worker must be provided with basic facilities like. Drinking water, minimum working hours, paid holidays, social security, safety equipments, lights and others.
3. Personnel policies-Any personal policy of the employer with respect to promotion, transfer and training may be challenge by Trade Unions if arbitrary.
4. Discipline-Trade Unions also protect the workers from arbitrary discipline action taken by management against any worker. No worker should be victimized by management in the form of arbitrary transfer or suspension.
5. Welfare-The main objective of the Trade Union is to work for the welfare of the workers. This includes welfare of the family members or children of the worker.
6. Employee and Employer Relations-for an industrial peace there must be harmony between employer and employee. But due to superior power of the management sometimes conflict arises in this situation Trade Union

represent the whole group of workers and continue negotiations with management.

7. Negotiating Machinery-Trade Unions may also put proposals before management, as this policy is based on the principle of Give and Take. A• Trade Unions protect the interest of workers through collective bargaining.
8. Safeguarding Organisational Health and the Interest of the Industry-Trade Unions also help in achieving employee satisfaction. Trade unions also help in better industrial relation by creating procedure to resolve the industrial dispute.
9. Alone workers feel weak. Trade Union provides him a platform to join others to achieve social objectives.