



SNS COLLEGE OF TECHNOLOGY



Coimbatore-35
An Autonomous Institution

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Approved by AICTE, New Delhi & Affiliated to Anna University, Chennai

DEPARTMENT OF MECHANICAL ENGINEERING 19GET201 – PROFESSIONAL ETHICS & HUMAN VALUES IV YEAR VII SEM

UNIT 1 – Engineering Ethics

TOPIC – Collective Bargaining



19GET201-Professional Ethics and Human Values/VVaratharasan/MECH/SNSCT

Collective Bargaining

Industrial disputes between the employee and employer can also be settled by discussion and negotiation between these two parties in order to arrive at a decision.

According to Beach

- ✗ Collective Bargaining is concerned with the relations between unions reporting employees and employers (or their representatives)
- ✗ It involves the process of union organization of employees, negotiations administration and interpretation of collective agreements concerning wages, hours of work and other conditions of employees arguing in concerted economic actions dispute settlement procedures

Collective Bargaining Involves:

- X Negotiations**
- X Drafting**
- X Administration**
- X Interpretation of documents written by employers, employees and the union representatives**
- X Organizational Trade Unions with open mind.**

Essential Pre- Requisites for Collective Bargaining

- ✗ Existence of a strong representative trade union believes in constitutional means for settling the disputes
- ✗ Existence of a fact-finding approach and willingness to use new methods and tools for the solution of industrial problems
- ✗ The negotiation should be based on facts and figures and both the parties should adopt constructive approach

Essential Pre- Requisites for Collective Bargaining

✘ Existence of strong and enlightened management, which can integrate the different parties, i.e., employees, owners, consumers and society or

Government

✘ Agreement on basic objectives of the organisation between the employer and the employees and on mutual rights and liabilities should be there

✘ In order that collective bargaining functions properly, unfair labour

practices must be avoided by both the parties

Main Features of Collective Bargaining

✘ It is a Group Action

✘ It is a Continuous Process

✘ It is a Bipartite Process

✘ It is Flexible and Mobile and not Fixed or Static

Collective Bargaining - 3 Types

- ✘ Agreement arrived at after voluntary direct negotiations between the parties concerned. Its implementation is purely voluntary;
- ✘ Agreements between the two parties, though voluntary in nature, are compulsory when registered as settlement before a conciliator; and
- ✘ Agreement which have legal status negotiated after successful discussion between the parties when the matter of dispute is under reference to industrial tribunal/courts

Reasons For The Growth Of Collective Bargaining

✘ Statutory Provisions

✘ Voluntary Measures

✘ Several Governments Measures

✘ Amendments to the Industrial Disputes Act

Disadvantages of Collective Bargaining

✗ Even though everyone gets a say in what happens, ultimately, the majority rules, with only a few people determining what happens too many

✗ This means that a large number of people, particularly in the general workforce, can be overshadowed and feel like their opinion doesn't really matter

✗ In the worst case scenario, this can cause severe division and hostility in the group.

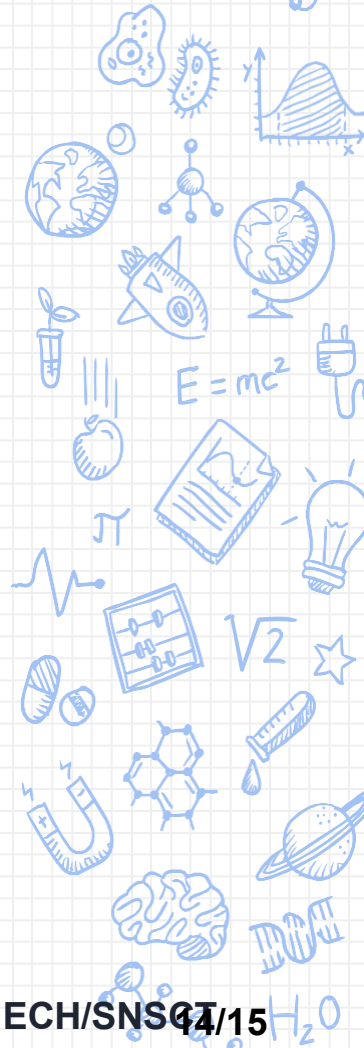
Assessment

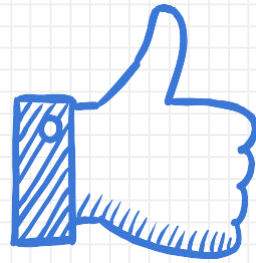
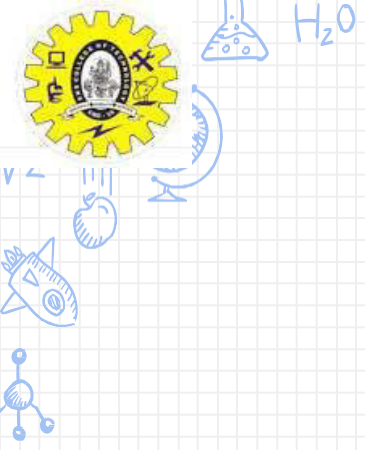
X DEBATE DISCUSSION:

Merits and demerits of collective bargaining in today's Indian industrial scenario.



Task for next time.....???





THANKS!

Any questions?

