

## **TRADE UNIONS**

Privatization is the transfer of public sector resources to the private sector. It is the process of selling the state owned and control

### **TRADE UNIONS**

Trade unions can be defined as all organizations of employees with the objective of protecting their interests at work and negotiating their problems as the top management.

### **FUNCTIONS OF TRADE**

1. Negotiating with the employees on behalf of the members about the appropriate pay and working conditions at job as well as the job security issues. This process is known as collective bargaining.
2. Acting as a channel of communication between employees and employers so that grievances can be heard and views can be expressed.
3. Providing assistance to individual members about their work related problems.
4. Helping employees participate with the decision making process.
5. Sources of support and legal representation in case of a dispute with the employers.

### **TYPES OF TRADE UNIONS**

1. Craft unions
2. Industrial unions
3. General union
4. White-collar union
5. Occupational or professional unions / association

### **APPROACHES OF LABOUR – MANAGEMENT RELATIONS**

1. Autocratic management style (take it or leave it attitude with workers)
2. Collective Bargaining with powerful unions and major employers and their associations.
3. Co-ordination between labour and management in the recognition – that successful competitive businesses will ultimately be beneficial to the owners, managers and workers.  
\* Autocratic generally do not allow trade unions – only possible in compact and closed organizations. Lock out by employers i.e. not allowing workers to work.

### **THREE LEVELS OF COLLECTIVE BARGAINING**

1. Individual or team level (small level bargaining)
2. At a business level (of firms or different branches)
3. At a national level (bargaining with govt. officials)

**ARBITRATION:** (when collective bargaining fails)

It is to resolve industrial disputes. It is process where a third party tries to resolve the industrial disputes by offering a compromise. It can be approached by either the employer or the trade union.

E.g. ACAS – Advisory, Conciliation and Arbitration Services. A Case Study of Trade Union's Development (PS) UK Experience

**JOB EVALUATION:**

This is a formal process of comparing jobs so that a rank order is obtained based upon the demands of each job.

Mega Lecture