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**Programme: M.A., HUMAN RESOURCE MANAGEMENT**

**Course Title : INDUSTRIAL RELATIONS AND COLLECTIVE BARGAINING**  
**Course Code : 22HRM2CC7**

**UNIT – II**  
**Trade Unions in India**

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# Trade Unions in India: A Vital Force

This presentation explores the rich history, vital functions, and ongoing impact of trade unions in India, a nation with a dynamic economy and a diverse workforce.



# A Legacy of Advocacy: Historical Evolution

Trade unionism in India has roots in the pre-independence era, starting with the early 20th century. A rise in industrialization led to workers' rights movements.

The formation of the All India Trade Union Congress (AITUC) in 1920 was a pivotal moment. The AITUC was founded by prominent figures in the Indian independence movement, including Mahatma Gandhi and Lala Lajpat Rai.



# Championing Workers' Rights: Rights: Objectives and Functions

## Negotiating Wages and and Benefits

Trade unions advocate for fair wages, benefits, and working conditions, ensuring a living wage for workers.

## Improving Workplace Safety

Unions actively push for safe working environments and promote the implementation of safety regulations.

## Protecting Employee Rights

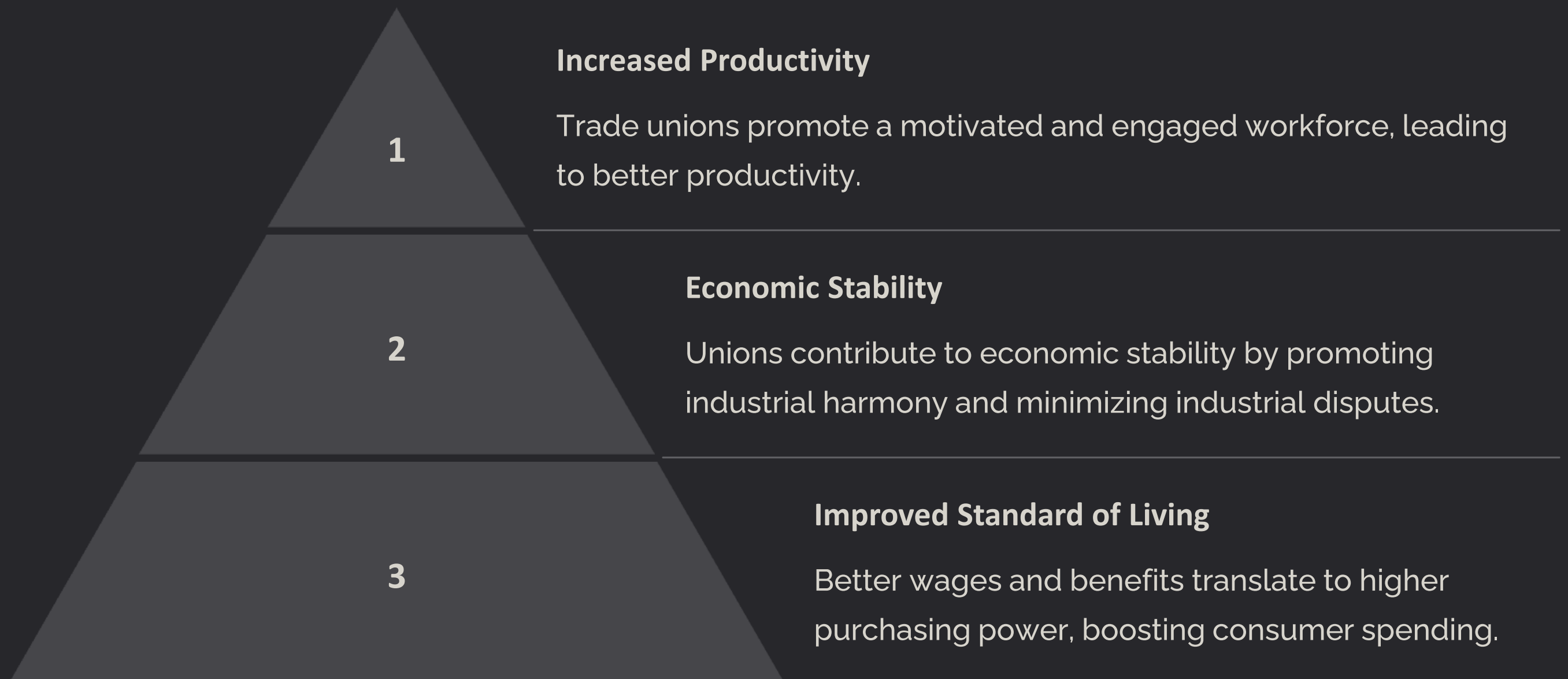
Unions safeguard workers' rights against unfair dismissal, discrimination, and workplace harassment.

## Advocating for Social Welfare

Unions champion social security benefits, including healthcare, education, and retirement pensions.



# Contributing to Growth: The Economic Impact



# Shaping the Workplace: Impact on Industrial Relations

Trade unions play a critical role in shaping industrial relations in India. They serve as a bridge between employers and workers.

Unions provide a platform for workers to express their concerns and grievances, fostering dialogue and resolving disputes.



# A Powerful Tool: Collective Bargaining



## Negotiation

Unions negotiate with employers to secure favorable terms for workers, including wages, benefits, and working conditions.



## Fairness

Collective bargaining ensures that both employers and employees have a fair say in setting the terms of employment.



## Agreement

Collective bargaining leads to agreements that are legally binding on both employers and employees.



# Challenges Ahead: Obstacles Faced by Unions

1

## Declining Union Membership

In a rapidly changing economy, there's a decline in union membership, particularly among younger workers.

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2

## Growing Informal Sector

The expansion of the informal sector poses challenges to unionization, as many workers lack formal employment contracts.

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3

## Technological Disruptions

Automation and digitization are leading to job displacement, which has created challenges for unions.



# Reform and Regulation: Shaping the Union Landscape

1

## Trade Unions Act, 1926

Provides the legal framework for the formation, registration, and functioning of trade unions.

2

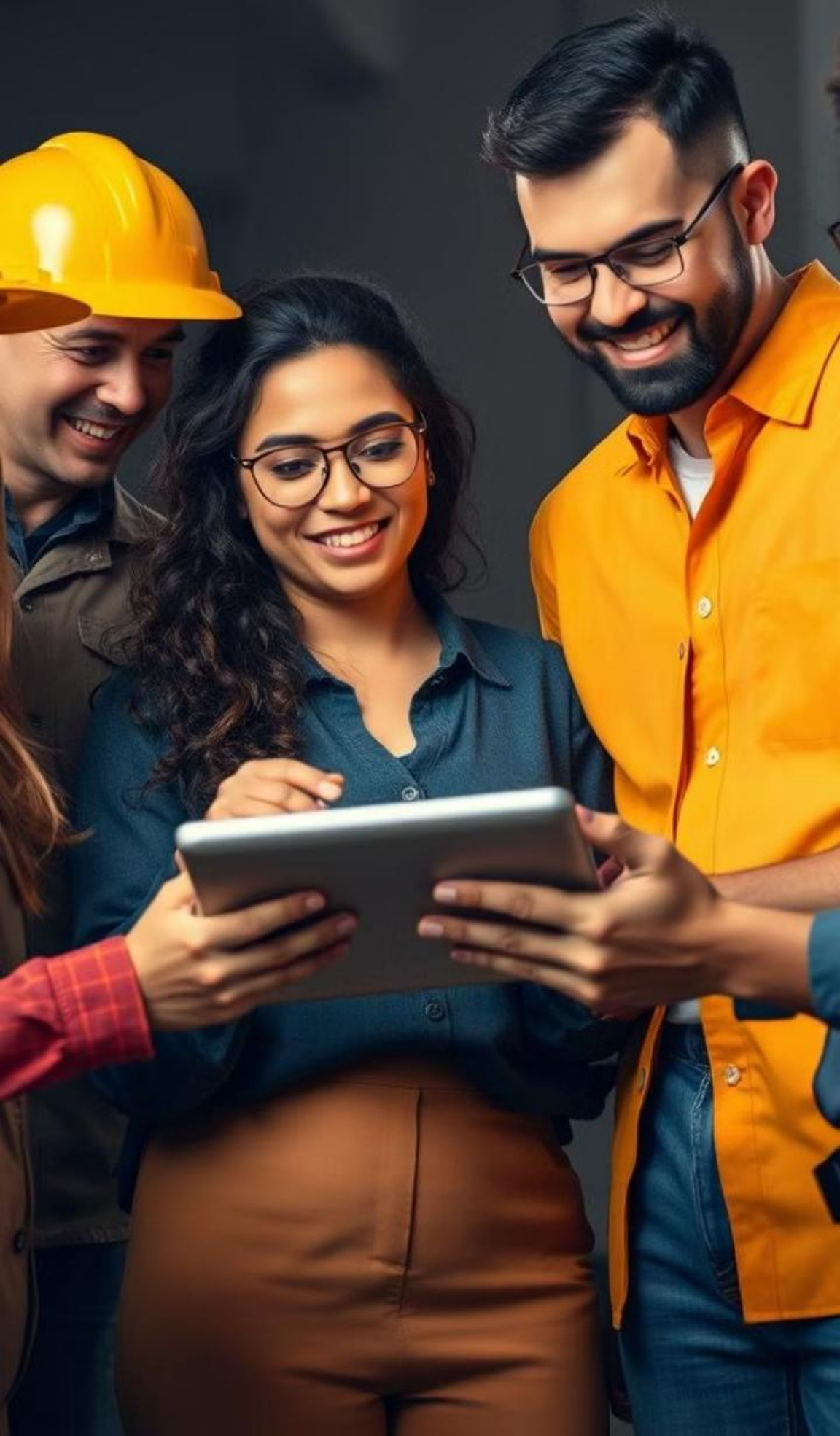
## Industrial Disputes Act, 1947

Governs industrial relations, including provisions for collective bargaining and dispute resolution.



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# New Directions: Emerging Trends in the Movement



1

## Increased Focus on Skill Development

Trade unions are advocating for training programs to enhance workers' skills for a changing job market.

2

## Digital Unionism

Unions are leveraging technology to reach out to workers, organize, and build solidarity through online platforms.

3

## Promoting Social Justice

Unions are increasingly involved in promoting social justice issues, such as gender equality and environmental protection.





## A Commitment to Society: Trade Unions and Social Responsibility

Trade unions in India play a crucial role in social responsibility, promoting education, healthcare, and community development initiatives.

# Trade Unions in India

An Overview of History, Growth, and Key Aspects













