

**Course Name: Labour Welfare and Industrial Relations**

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**Week – 02**

**Lecture – 09**

Hello learners, welcome back to the course on Labor Welfare and Industrial Relations. Over the last couple of lectures in Module 2, I tried to introduce you to the concept of trade union, the need and the requirements specifically of trade union. We are traveling through trade union in terms of different dimensions. Today, we'll go a bit deeper.

We'll try to understand the aim, scope, registration and rights and responsibilities of trade union. I'm Dr. Abraham Cyril Issac. I'm an assistant professor at the School of Business, Indian Institute of Technology, Guwahati. So, when we look into trade union, we have to understand trade union based on the Indian Trade Union Act 1926. So let's look into the historical background, how the Indian Trade Union Act 1926 has come, what are its significance in terms of the requirement or the need for such a regulation and specifically what are its objectives.

When we look into the historical background, the Trade Unions Act 1926 was in fact a landmark legislation in India. So it had a specific motto of providing legal recognition and protection to trade unions. So it emerged during a time of growing industrialization and labor disputes. And if we look into the trade unions specifically, during the period, we had three typical aspects. One was protection.

The rise of industrialization. The rise of industrialization. Second was essentially the labor unrest. And third was specifically the need for monitoring. So when we look into the situation that we had in, let's say, early 20s and 30s specifically, these three aspects, namely the rise of industrialization specific to India, the labor unrest that also witnessed a period of great strikes, protests.

Becoming very frequent workers demanding better working conditions, fair wages and a voice in workplace and also the need for monitoring. So in that aspect, there was a typical need for regulation that emerged and the act was necessitated by the need to protect the rights and interests of the workers. who were exploited by employers. So it aimed to create a very critical framework for collective representation and negotiation. So when you look into the need for regulation, prior to the act, prior to this act, trade unions operated in a typically legal grey area.

The lack of regulation had brought in a typical set of challenges, like, let's say, what would be the legal status? What would be the approach with respect to labor practices? So there were unions' legal status, which was under question. There were questions that emerged on unfair labor practices specifically. And even the absence of a structured framework for resolving disputes between workers and employers could lead to prolonged strikes and disruptions.

So industrial disputes also emerged as a significant factor in necessitating such a trade union act. So when you look into the Act, we should appreciate and acknowledge the fact that there are certain clear objectives the Act brings in. As stated here, you'll see that the Act is all about regulating and legitimizing the function of the trade union. So when there is a trade union, the legal status of those trade unions before this Act was, as I've already mentioned, was in a grey area. Nobody was very clear about what is the legal status.

So this Trade Union Act specifically provided a legal framework protecting the workers' rights and promote peaceful resolution of labor disputes specifically. And needless to say, as we have discussed in the previous lectures, it enhanced the bargaining power. So as was the need for the trade unions, it had an eye on enhancing the bargaining power also. So when you look into the philosophical aspect of the

objectives of trade union act it not only stops there it goes in further and it goes in to promote industrial peace so by establishing such a framework like trade union or trade unions act 1926 It enhances the negotiation and specifically the dispute resolution. The act aimed to promote in bringing in industrial peace and to minimize disruptions. So

these were some of the typical understanding that happened. gave rise to something called as Trade Union Act.

But what are trade unions? What is the need for trade unions? All these aspects, though we have discussed, we have to understand the Indian Trade Union Act, the scope of the act within the applicability of the particular act. So when you are looking into, let's say, The functions, if you recollect in the previous lecture, we had looked into the functions and purpose of trade unions as collective bargaining, redressal, grievance redressal, protection from unfair practices, and even promoting worker rights.

To a certain extent, labor relations or lobbying and advocacy was also a critical function of trade union. Now, that said, When you are looking into the scope of the trade union, the Trade Unions Act 1926 categorically establishes a framework for the registration and functioning of trade unions in India. There is no doubt about it. If you look into the applicability, the Trade Unions Act 1926 applies to all trade

I would like to underline all registered trade unions and it governs their operations and activities. So there are two important aspects. One is there is a pan India or a national coverage. That is coming into picture with this Trade Union Act. Otherwise, an area which was legally grey, which did not have any clear-cut understanding about the legality or the legal sanctity, was now having more of a national coverage.

It also brought in worker and employer associations together. You know, since it applies to both. So, there is a possibility that somewhere... both worker and employer associations coming together will actually lead to a convergence in decision making. So that was the critical idea of labor unions specifically.

So somewhere worker and employer associations coming together, labor unions would actually try to act as a cushion and would act as a source of converging ideas together. So, when you are looking into the applicability, we have to also understand that there is a nationwide coverage that has brought in. Broad scope, if you look into the industry specifically covered, the Act covers a wide range of industries. Let it be manufacturing, services, agriculture and even more.

So, all public sector undertakings also had the extension of trade unions in some or the other form. So when you're looking into the trade union, it extends to both organized and unorganized sectors of the economy. Now, there are some exclusions. We should not undermine the whole act by just looking into exclusion. But it's a fact, it's a reality that while the act encompasses a broad scope of industries and sectors, there are certain exclusions.

One is unregistered union. When you look into the act, primarily it regulates the registered trade unions. So what about unregistered unions? They don't enjoy the legal benefits and protection offered by the act. Second is typically if you look into armed forces, the act excludes personnel from the armed forces from trade unions.

We have never seen a trade union existing in a regiment or an army battalion. Police personnel are also generally not covered under the acts provisions regarding forming trade unions. So wherever discipline is required in a uniform job, generally trade union is an exclusion, is an exception. So when you are looking into trade unions, we should also understand and appreciate or acknowledge the fact that A significant portion of India's workforce is employed in informal sector.

So the act faces now critical challenges in effectively reaching and organizing workers in the sector. Even when you look into the modern workforce, let's look into the present era. The rise of, let's say, the gig economy and platform based jobs actually necessitates that trade unions adapt to their strategies in the changing work dynamics. So these are some of the aspects we should understand when you look into the scope of the act. Now, one more critical aspect when you consider trade union is the registration process.

Now, trade unions, which we have seen that it gets a national coverage, it gets coverage across different trade unions, but there is a keyword. registered trade unions we have also given an exception in the previous slide if you observe that what about unregistered trade unions so registration happens to be a very mandatory process and very critical process so that what let's look into the requirements the procedure and benefits specifically for the registration the requirements are simple trade unions must fulfill specific criteria such as having a minimum number of members adopting to a certain constitution and ensuring a

democratic functioning to be eligible for the registration under this act. So when we look closely, when we look into the requirements for registration specifically, the trade unions do have their own benefits in registering, but the requirement varies to a certain extent from act to act.

Minimum membership here in this particular act is at least seven members or all employees in an establishment with fewer than 100 workers. They are required to register a trade union. A unique name and address should be there. The office address of the trade union need to be submitted while you are looking for the registration of the trade union. There are certain membership rules, a copy of the union's rules that

Outlining specifically the membership eligibility, subscription, fees, office bureaus and the procedures. How to get into that or how to be a part of the working committee, the elections, the meetings. All such procedures should also be communicated. Then there are certain office bureaus details like let's say names, the occupations details. The addresses of the union office bearers, be it the president, secretary, the treasurer, everything have to be communicated.

So when you look into the requirements, these are the general requirements for registration. Now, when you look into the procedure. The registration procedure more or less moves about in in different aspects, but generally they have an application form. There are certain required documents that have to be submitted. There will be a scrutiny by the registrar.

Then there might be some potential inquiries. And finally, you get a registration certificate. So the applicant, let's say one or the seven members which are discussed earlier. needs to file a duly filled in form A with the registrar of trade unions. So which is usually the deputy commissioner of the labor in the particular district.

Then there are certain required documents like the union rules, the list of office bearers, let's say a statement of assets and liabilities if the union has been functioning for over a year or so. Then there is a scrutiny by the registrar. The registrar will inevitably scrutinize the application and documents to ensure that they comply with the Act's provisions, then

there are some potential enquiries. The registrar might make enquiries or request clarifications if required.

Finally, you get the registration certificate. If everything is in order, the registrar will issue a certificate of registration. So that would be the process or that would be the procedure in officially recognizing a trade union. We have to understand that there are certain additional factors like time frame. The registration processes can effectively take anywhere from, let's say, a few weeks to several months, depending on the typical workload of the registrar's office.

And even in case of rejection, rejection cannot be an autonomous decision. In case of rejection, the applicant can appeal to the appropriate authority, let's say, as outlined in the act. Now, when you look into the registration process, there are certain benefits. That's why this trade unions get registered. And in just a couple of minutes ago, I've already mentioned that there are some disadvantages with with unregistered unions also.

So registered trade unions enjoy legal recognition, protection from arbitrary actions by employers and even the right to engage in collective bargaining. So when you look into the legal recognition and status, there is a certain level of authority that is coming into for this trade union. Specifically in terms of a registered trade union, it becomes a legal entity with separate legal entity from its members. So something like a company, when it is registered.

So this allows specifically the trade union to have certain rights like to hold a property, or maybe to enter into contracts, sue and be sued in its own name. So it essentially acts as a body corporate. So all the essential salient features of the body corporate comes into play when there is the registration that goes through. There is a perpetual existence as in case of any company.

Registration ensures the union's continuity even if the members change. So the registered trade union remains even if there is change in the authority, change in the committee, change in the people who are present with the committee. And even the union can have a common seal for the official document, the letterhead, adding a layer of legitimacy to its actions all across. So what we understand here is that there is an enhanced representation

and power. What we have already understood, there could be enhanced collective bargaining.

There could be immunity from civil suits. Specifically, the act provides certain legal protections. Unions are generally immune from civil lawsuits for actions taken in good faith and furtherance of a particular trade dispute. Now, it also has a certain level of immunity or, let's say, a higher level of authority when it raises workers' concerns. So registration, in fact, strengthens the union's voice, which I had typically mentioned in the previous class.

So this raising gives avenue. This gives opportunity for the trade union for raising concerns about workplace practices or advocating for workers' rights with employers or government authorities. Now, when it comes to the registration, we should also be aware of the fact that there is certain financial management and transparency requirement. Let's say opening bank accounts. Registered unions can open bank accounts in their own name to manage their funds.

Even the Act requires registered unions to maintain funds, proper financial records and submit annual statements promoting transparency and of course accountability to members so it certainly acts as a body corporate it certainly acts as a perpetual entity but it is subject to checks and balances the the entire process of registration if you look into from a holistic point of view it is for organization stability why do you register Why do you register an organization or a trade union? It is to get that organizational stability and typically the growth. So there are chances that now a registered union will attract more members.

It will give access to resources, people will be more inclined to join the trade union because there is some legal sanctity. There is some authority associated to the particular trade union. Now, there are also situations that will warrant long-term sustainability. So, the legal framework provided by the registration helps ensure the union's long-term sustainability and effectiveness in representing its members.

Now, when you look into the rights of trade unions, you will feel that in the module one, I had actually introduced you to the rights of unions specifically. Now, when we try to

understand what is trade union, what was the background, how trade unions emerged, I've also tried to again bring in the rights of trade unions. So something like collective bargaining, right to strike, Legal protection for members are all already discussed. But I would like to give a different dimension altogether.

Now you are talking about a trade union which is registered, which is having more of authority or it is having more of teeth. So basically what we understand in terms of collective bargaining, there's a slight shift in what we develop our understanding. Collective bargaining is a fundamental right that empowers workers to address workplace issues. So this is what makes the trade union all the more powerful and all the more, you know, working towards the rights of the workers or the rights of individuals. We have to also look into typical aspects like right to strike.

Trade unions naturally possess the right to go on strike as a legitimate means of expressing the grievances or pressing for the demands. It might not be essentially demands. It might be sometimes their grievances. And sometimes it might not be grievances. They might have some demands coming in.

Maybe there is a change in economy or the economy is hard pressed. There are issues of recession or there are financial troubles. The employees are facing then there might be a hold together. The employees may think together and will come to a consensus that, yes, you might need a salary increase. So that would be a futuristic proposal that has to be rooted or that will be rooted in effectively through the trade unions.

Legal protection of members is also another thing when we talk about registered trade unions. This is the positive aspect of the registered trade union. Please understand the Trade Unions Act 1926 specifically provides legal protection to union members including safeguards against any sort of discrimination in the workplace and outside. unfair treatment because there are certain number of people certain number of certain hierarchy coming into picture so there is a possibility of unfair treatment that is coming in or the dismissal for participating in union activity so it is to a certain extent empowering union thereby empowering the workforce it is to a certain extent giving certain benefits to be a part of the union so we have also looked into if you recollect you know mandatory



unionism and all in the previous class so this is where sometimes you know there are people who see trade unions with a certain aversion so this would actually bring in the the workforce and the trade union bit closer now let's look into the responsibility of trade union

When you look into the responsibility, you know, generally we can say that there are certain representing members that will actually look into the responsibilities or they will be the people who are narrating or coming out with, you know, responsibilities of trade union. When you are specifically focusing on representing members, trade unions are entrusted with the responsibility of representing and advocating for typically the interest of the members in negotiations. So wherever there is a certain element of negotiations coming into picture with the employers, there is a chance that these representing members will be more vocal, ensuring that the members' concerns and demands are effectively communicated and addressed. So when you are specifically focusing on representing members, there are certain fiduciary duties associated to that.

Let's say a registered trade union acts in a fiduciary capacity, specifically meaning it has a legal and obviously ethical obligation to act in the best interest of its members. So this includes advocating for the rights, negotiating better working conditions and addressing the grievances typically and effectively. And if you look into the representing members specifically, there is a level of transparency and communication that the members should keep within themselves and towards all members of the union. So the unions must keep members informed about whatever activities are being happening. Specifically, what is the financial status of the particular union and this brings in certain accountability and checks and balances into the system and even what negotiation strategies and what negotiation progress is happening or progress is going on with respect to the case in hand.

Open communication, if you look into any organization, open communication typically fosters trust and ensures members feel involved in the decision-making process. So, if you recollect the previous few classes, I tried to emphasize on the requirement of open communication for one of the critical reasons, which is trust. The decision making process, informed decision making and more than that, being a part of the decision making will actually empower the workers. So it will actually look into or it will actually

lead into a more of a democratic functioning within the trade union. Now when you look into the compliance with regulations, you see that the trade unions must adhere to the legal provisions and regulations stipulated in the Trade Unions Act 1926 and all other applicable laws.

So compliance... typically ensures that unions operate within the boundaries of the law and they fulfill their obligations. So one could be the Trade Unions Act in itself, 1926. Registered unions have to adhere to the provisions of this act. So it can range from anything from maintaining proper financial records to, let's say, filing annual returns and even conducting elections.

As per the Act's guidelines. Another important Act in this context would be the Industrial Disputes Act. Unions must follow due process typically outlined in the Industrial Disputes Act 47 when resorting to strikes or maybe other forms of industrial action. So this typically can include providing something like strike notices and adhering to the actual legal procedures for resolving the disputes. Now, when you look into ensuring the fair treatment specifically, one of the key responsibilities of trade union is to ensure fair and equitable treatment of workers in the workplace.

Let's say including addressing grievances, promoting non-discrimination and even advocating for improved working conditions. So non-discrimination happens to be one of the key aspects. Even responsible use of funds, you know, when you are talking about trade union as an entity, union funds specifically should be used for legitimate trade union activities and benefit of its members. It should not be misutilized. It should not be underutilized.

So transparency in financial management is crucial to prevent misuse of funds and not to forget transparency. While advocating for workers' rights, unions also should have a responsibility specifically to promote industrial peace and avoid actions that could disrupt essential services or cause undue hardships to the public. So a larger good should be under focus when people are looking into Trade Union Act. So this happens to be one of the key responsibilities of the trade union. That said,

Every single trade union also faces certain challenges. The challenges could be broadly categorized into globalization. The impact of that or maybe certain legal complexities or maybe members engagement that will be also questioned. So when you look into the globalization's impact, the impact of globalization, Trading unions face challenges in adapting to changing global economic landscape, let's say, including competition, outsourcing and even labor mobility.

So let's say what happens through globalization is all about shifting a production basis. Shifting production basis. In shifting production basis, the globalization has been the key factor which has resulted in shifting production basis. Globalization has led to the movement of manufacturing jobs to countries with lower labor costs. So this weakens the bargaining power of unions in traditional sectors, be it textiles, be it manufacturing, etc.

Now there is also another issue of increased competition. When you're looking into globalization, there is more of, you know, interconnectedness that is coming in. So international competition that has essentially come in as part of the globalization or as a consequence of globalization, the international competition puts pressure on employers to maintain low cost, potentially leading to job cuts and reduced focus on the worker benefits. Now, when you certainly understand globalization, these two happens to be some of the critical factors that actually bring out a challenge to a trade union. Because when you do not have consistent members in picture because of the shifting production basis and when there is unsure or inconsistent market because of the international competition, then there are possibilities of challenges there.

you know, that trade unions face maybe by lack of people joining in or maybe by increased attrition. So this happens to be one of the foremost challenge the trade unions are facing. Another one could be the legal complexities. So when you navigate through complex labor laws, regulations international standards poses challenges for trade unions in ensuring the protection and the rights of workers because everything will be demanding labor laws will have its own concern and regulations would have its own monitoring international standards poses another level of challenge so when you are looking into legal complexities there is yet another aspect which is generally undermined or overlooked which is multiplicity of unions

Multiplicity of unions is all about lot of unions. Let's say the existence of multiple unions within a single industry can bring in issues like inter-union rivalry, weakening the collective bargaining power. So where the unity was outcome that was expected, this multiplicity of union will actually undermine the collective bargaining power. So legal reforms might be needed. to streamline the unionization process.

And another important legal complexity would be the outdated laws. So let's look into these acts itself. The Trade Unions Act 1926 might not fully address the realities of, let's say, modern workforce. particularly, let's say, today's world concerning the rise of the gig economy and the informal sector employment. These laws are silent on that.

So these are some of the essential legal complexities that the trade unions face nowadays. Now, when it comes to another important aspect like the member engagement, maintaining member participation and engagement union activities you know amidst diverse interests because sometimes people are not very keen on joining any trade unions their interests are aligned elsewhere and where they do not want to contribute anything to trade union the member engagement itself is one of the biggest challenge in fact the third challenge in the list So when you are looking into the union, you will see if you follow the statistics specifically, there is a consistent declining union membership. So the union membership rates have been declining in India, particularly in the formal sector.

So this could be due to any of the factors like, let's say, fear of employer retaliation. The moment you are in a union, the employer might not see you in good light anymore. There might be some retaliation that coming in that fear could actually lead you to stay away from taking a union membership or maybe lack of awareness about the union benefits altogether. What is typically the union going to give you? That would be a bigger question lingering in your mind and you don't want to open the Pandora's box for that reason.

Or even as in the new workspace or new job contracts, what we see that there is a classic shift in the worker priorities. So these are some of the reasons when it comes to the declining union memberships. Also, another important factor would be the changing work demographics. If you think closer, if you think critically, the rise of younger

generations with, let's say, different work expectations altogether and a more individualistic approach to careers might pose typical challenges in mobilizing them into unions. And there might be some other additional challenges when you look closer into the trade unions.

We'll see that there is limited reach in the informal sector. A significant portion, as I already mentioned, a significant portion of our workforce is employed in the informal sector where organizing unions and enforcing labor rights becomes very, very challenging. And even in case of this advancements in technology. automation and those technological advancements might actually lead to job displacement in in certain sectors requiring unions to adapt to these you know adapt to these changes it might come out as a critical challenge in itself now when you look into the labor laws and trade union compliance we have to understand that there is a connection with other labor laws there are compliance requirements that labor laws and TU has.

There are reporting obligations specifically. So when you look into the first point, which is connection with other labor laws, you can see the trade unions operate within a framework of existing labor laws and regulations aligning their activities with legal requirements. So it could be the synergy between the labor laws, the Trade Unions Act 1926, which is in fact the corner stone legislation that establishes the framework for registering and operating the trade union. So there is no doubt that it empowers them to negotiate with employers on behalf of workers regarding wages, working conditions and benefits.

Another important aspect could be the Industrial Disputes Act, the synergy between them. This particular act, the Dispute Act, Outlines the procedures for resolving industrial disputes through processes like conciliation or adjudication, etc. So it protects workers from unfair termination and retrenchment. Another important act when you are talking about the synergy with labor laws would be the Minimum Wages Act of 1948.

So this act sets minimum wage standards for various workers, categories across different industries. We'll look deeper into these acts in the coming modules, but I am more interested in bringing in the synergy here. The trade unions can actually advocate for

higher wages through collective bargaining and ensure employers adhere to minimum wage guidelines. So there is a possibility of this synergy happening with respect to the connection with other labor laws. When you're looking into the compliance requirements specifically.

When you're looking into compliance requirement, ensuring compliance with labor laws, registration procedures, financial disclosures and transparency guidelines is vital for trade unions to maintain legitimacy and credibility. So it could be the compliance requirement could be anything as mentioned from registration to the industrial disputes. Act compliance of the democratic functioning of the particular union or even the financial transparency that is being underlined here. So when you are looking into the compliance aspect, it covers a whole range of activities that is essentially required from the part of the trade union and that is essentially a great ask. When you look into the reporting obligations specifically,

The trade unions are obligated to do a lot of things like fulfill reporting requirements, including, let's say, financial statements, membership data and activities to regulatory authorities and stakeholders for transparency and accountability. If we try to dissect this and see, we'll see that registered trade unions should actually, you should be aware of this fact that they should be actually required or they are actually required to file annual financial statements with the registrar of trade unions. And if there is any change in the union's office bearers, let's say, it has to be reported at the earliest to the registrar. And also in case of industrial disputes, let's say during dispute resolution as mandated by the Industrial Disputes Act, the trade unions may be required to submit reports to participate in the conciliation meeting or what is the status of the conciliation meeting, etc. Now, when you are

Looking or discussing into the particular concept of trade union, we would have actually seen the collective bargaining process quite a few times. We have seen that in, you know, typically in with respect to the trade union strategies. negotiation strategies etc so I'm trying to give a different dimension altogether negotiation strategies effective negotiation tactics in in actually looking into people and you know what are the requirements what are the parties in action they will try to come out to a solution and Bargaining agreements

are there. Let's say there is a typical need for the worker to have an increased salary or to have a better working condition.

Then there is a specific bargaining agreement that will come in and it cannot be achieved with the effort of one single individual. So this is where the requirement of the effective use of trade union will come handy for the worker in place. So there might be a collective bargaining process. People will generally not be able to restrict towards a collective bargaining approach. There might be resolving disputes, cases that are emerging.

So when you are looking into conflict resolution issues, The collective bargaining process gives an upper hand to the segment of the workers who are otherwise possibly exploited. So please understand collective bargaining from a registered trade union background that it brings in a certain level of authority and autonomy. It brings in a level of credibility to your discussions and deliberations and it brings in a certain level of informed decision making into picture. Now let's see, we have extensively discussed on the trade union per se.

Now what are the impacts of trade unions on workplace dynamics? Let's look into that very quickly. Employer-employee relations, productivity and workplace culture. So if you are looking into the employer-employee relationship particularly, What we tend to see is that the trade unions play a pivotal role in improving the communication, the trust and cooperation between employers and employees, fostering a harmonious and respectful working relationship.

So this is what the whole attempt is. The reason for this. entire labour welfare industrial relations concept or the entire pitch for labour welfare and industrial relations if I want to sum it up in two words these are the two words to have a harmonious and respectful working conditions please note Having a harmonious working condition might or working relationship might not essentially lead to the respectful working relationship. So this would be philosophically covering the need of labor welfare and employer relationship in a holistic manner.

But when you look into the employer-employer relationship closely, There might be power imbalances. Let's say traditionally these employers actually hold more power in

setting workplace conditions because we have already demonstrated that with the understanding of the accumulation of large wealth and capital. So trade unions level the playing field specifically. By giving workers a collective voice.

Now this is the whole picture of trade union. The requirement of trade union. Allowing them to negotiate for let's say whatever the case be. Be it the better wages. Be it in case of the working conditions.

Or whatever benefits they are aspiring for. So this power balance is one of the critical dimension. When you look into employer-employee relations. And this power balance is being achieved. by the registered trade union to a certain extent.

When you look into another important aspect, something like a communication channel, unions can actually establish more formal channels of communication between the employer and the employee. So again, it adds on to better relationship. This can lead to actually clearer expectations between Let's say it would be in terms of improved grievance redressal mechanism or even a more collaborative approach towards problem solving. So when you are looking into communication channels, there should be also an understanding of a potential for conflict.

Let's say unionization can sometimes lead to increased tension between employers and unions, especially during contentious negotiations or strike action. So none of the parties are ready to solve the issue or none of the parties are ready to even walk an extra mile. Then there might be a tussle, there might be a problem, there might be a tug of war which is coming to a standstill. So that could be one of the essential dimensions of employer-employee relations too. When you look into productivity by advocating for fair wages, let's say safe working conditions and employee rights, trade unions contribute to enhancing productivity levels, job satisfaction and overall organizational performance.

So when you are looking into productivity, we have to see it from a positive impact. Of all these aspects, it could be collaborative problem solving. It could be reduced employee turnover or it could be improved working conditions. But when you are looking into some aspects of, you know, the impact of trade unions, we should also understand that we



have to consider the workplace culture, too. So when you are considering to promote inclusivity.

Diversity or collective decision making trade unions influence the development of a positive workplace culture that prioritizes employees well-being, engagement and career advancement. So what what happens and the sideline of workplace culture is that it brings in a sense of security. So unions can typically provide workers with a sense of security by advocating for for fair treatment, job security provisions and grievance redressal mechanisms. So this effectively can foster a more positive and stable work environment.

Solidarity and voice. Unions can actually bring in a sense of solidarity among workers, giving them a stronger voice in shaping workplace policies and practices. And there could be a concluding theme In this entire lecture. That would be the potential.

Us versus them. Categorization. So when you are looking into the trade unions. Specifically. We have to understand the trade unions.

The registered trade unions. The autonomy it is bringing in. With respect to different dimensions. So. From this class, I would like you to give you some takeaways and the first one will be that trade union gives you a sense of security.

You are part of a system which cares for you. which works for you, which tries to acknowledge and empower you. That's the first and the foremost thing, a sense of security. Another important aspect would be that the trade union in itself enhances your voice. So somebody who could not otherwise tell something or somebody who tried hard, but his voice or her voice was not heard.

Trade unions happens to be the critical factor in enhancing the voice. So what essentially trade union does is to empower the worker, empower the have-nots, empower the entire people who are or who might be otherwise exploited. So that's all from today's class. We'll look into a finality of trade union in the last class of this module. Till then, take care.

Bye-bye. Thank you.