

Trade unions

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Trade unions are voluntary organisations of workers formed to promote and protect the interests of workers through collective action.

Definition of Trade Unions

- The Oxford Dictionary has defined Trade union as “an association of workers in any trade or allied trades for the protection and furtherance of their interest in regard to wages, hours and conditions of labour and for the provision, from their common funds, pecuniary assistance to the members during strikes, sickness, unemployment and old age etc’.

Sidney and Beatrice Web define, ‘Trade union as a continuous associations of wage earners for the purpose of maintaining or improving the conditions of working lives.

Objectives of Trade Unions

- 1. Protection of workers against exploitation and provision of their security of service such as protection against lay off, retrenchment and victimization etc.**
- 2. Improvement in standards of living and working conditions.**
- 3. Raising the vocational status of workers.**
- 4. Income security e.g. pension, P.F. compensation for work injuries and unemployment.**
- 5. Shorter working hours.**
- 6. Better health, safety and welfare standards.**
- 7. To protect the self dignity of employees.**
- 8. Greater participation in administration and management of the establishments.**
- 9. Improving political status.**

Forms of Trade Union.

1. Craft Union – known as horizontal union

It is formed with same craft i.e. same work or training or specialisation.

Example : Indian Pilots guild

International Wood carrier's Association

2. Industrial Union – known as vertical union

It is composed of all workers in an industry.

Example : BSNL workers welfare union.

3. General Labour Unions

This covers workers in many industries and crafts.

Example : Jamshedpur Labour union

4. Federation

It is combination of different unions, may be local, regional or national

Example : All India Railway Federation.

