



# **SNS COLLEGE OF ENGINEERING**

**Kurumbapalayam (Po), Coimbatore - 641 107**

**An Autonomous Institution**

**Accredited by NBA - AICTE and Accredited by NAAC - UGC with 'A' Grade**

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



## **DEPARTMENT OF MANAGEMENT STUDIES**

**COURSE NAME : 19BA316 INDUSTRIAL RELATIONS AND LABOUR WELFARE**

**II YEAR /III SEMESTER**

**Unit 1 - INDUSTRIAL RELATIONS**

**Topic 6: GROWTH OF TRADE UNIONS - PROBLEMS & STRENGTHENING OF**

**TRADE UNIONS**



# PROBLEMS OF TRADE UNION (TU)

- ◀ Small size of union
  - ◀ Structure of the TU – the factory or Unit of Employment
  - ◀ Started with big employers to small employers – pulled down average membership.
  - ◀ Trade Union Act 1926 – Seven workers for a union



# PROBLEMS OF TRADE UNION (TU)

- ▶ Multiplicity of Trade Union and Inter Union Rivalry
- ▶ The ill-effects are
  - ▶ Difficulties of settlement of disputes
  - ▶ Weaken finance
  - ▶ Restrain bargaining power
  - ▶ Lack of commitment
  - ▶ Inter union rivalries.



# PROBLEMS OF TRADE UNION (TU)

- ◀ Leadership Issues
- ◀ Politicalisation of the Unions
- ◀ Financial Weakness
- ◀ Problem of recognition of trade unions



# NATIONAL COMMISSION ON LABOUR (NCL) RECOMMENDATIONS

◀ NCL Recommendation for strengthening the trade unions.

- ▶ Enlargement of functions
- ▶ Union Rivalries
- ▶ Verification of Membership
- ▶ Improvement of Financial Condition
- ▶ Recognition of the Unions



**RECAP**

**QUESTIONS???**

**THANK YOU**