

**A PRESENTATION ON
COLLECTIVE_BARGAINING**

The background is a solid blue color. On the right side, there are several white diagonal lines of varying thicknesses, creating a sense of motion or a modern design element.

INTRODUCTION

The concept of collective bargaining was introduced very late in INDIA as trade unions were found in 20th century.

It is made up from two words collective which means “**group**” and bargaining which means “**proposals and counter proposals**”.

It is a process in which representatives of a labour organization and the representatives of business organization meet and attempt to negotiate a contract or agreement.

- 1) Collective bargaining is process of joint decision making and basically represents a democratic way of life in industry.
- 2) It is a technique adopted by two parties.
- 3) Attempts in achieving discipline in the industry.
- 4) Not only involves the bargaining agreement, but also involves the flexible implementation of such an agreement.

TYPES OF BARGAINING

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BARGAINING"] --- B[ ]; B --- C["DISTRIBUTIVE"]; B --- D["INTEGRATIVE"]; B --- E["PRODUCTIVITY"]; B --- F["COMPOSITE"];
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DISTRIBUTIVE

INTEGRATIVE

PRODUCTIVITY

COMPOSITE

WHAT ARE THE TYPES OF BARGAINING ?

DISTRIBUTIVE :- In which one party gains only if the other party losses.

INTEGRATIVE :- In this all parties focus on supportive benefits for both i.e. mutual agreement.

PRODUCTIVITY :- It is a type of bargaining which focuses on increasing productivity.

COMPOSITE :- It is a type of bargaining where unions bargain to get equity in matters.

EXPLAIN THE OBJECTIVES OF BARGAINING?

- 1) To maintain cordial relations.
- 2) To avoid Government intervention.
- 3) To promote industrial democracy.
- 4) Resolve differences over knotty issues.
- 5) TO settle disputes/conflicts relating to wages and working conditions.

WHAT ARE THE CHARACTERISTICS ?

- 1.GROUP AND COLLECTIVE ACTION**
- 2.STRENGTH**
- 3.CONTINUOUS PROCESS**
- 4.FLEXIBLE**
- 5.VOLUNTARY**
- 6.DYNAMIC**
- 7.POWER RELATIONSHIP**
- 8.BIPARTIES PROCESS**
- 9.FORMAL**
- 10.COMPLEX**

IMPORTANCES

TO EMPLOYEES

- a) SELF RESPECT AND RESPONSIBILITY
- b) INCREASE STRENGTH OF WORKERS
- c) INCREASES MORALE AND PRODUCTIVITY
- d) STRENGTHEN THE TRADE UNION MOVEMENT

TO EMPLOYERS

- a) TOTAL PRODUCTIVITY OF THE COMPANY INCREASE
- b) EASIER FOR MANAGEMENT TO RESOLVE ISSUE
- c) REDUCE COST OF LABOUR TURNOVER
- d) OPEN UP CHANNEL OF COMMUNICATION b/w TOP TO BOTTOM LEVEL

PROCESS OF COLLECTIVE BARGAINING



• PREPARE



• DISCUSS



• PROPOSE



• BARGAIN



• SETTLEMENT

LEVEL OF COLLECTIVE OF BARGAINING



GUIDELINES FOR BARGAINING

The “Do’s” of Negotiations

- ❑ DO SEEK MORE THAN YOU PLAN TO RECEIVE.
- ❑ DO NEGOTIATE IN PRIVATE, NOT THROUGH THE MEDIA.
- ❑ DO START WITH EASY ISSUE .
- ❑ DO RESOLVE DEADLOCKS BY STRESSING PAST PROGRESS, ANOTHER POINT, OR COUNTER PROPOSALS.

The “Don’ts of Negotiations

- ❑ DO NOT SEEK UNWANTED CHANGES; YOU MAY GET THEM.
- ❑ DO NOT VIOLATE A CONFIDENCE.
- ❑ DO NOT SETTLE TOO QUICKLY.
- ❑ DO NOT SAY “NO” ABSOLUTELY, UNLESS YOUR ORGANIZATION WILL BACK YOU UP ABSOLUTELY.

THANK YOU

