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Megha Middha, is working as an Assistant Professor of Law in Mody University of Science and Technology, Lakshmangarh, Sikar (Rajasthan). She has an experience in the teaching of almost 3 years. She has completed her graduation in BBA LL.B (H) from Amity University, Rajasthan (Gold Medalist) and did her post-graduation (LL.M in Business Laws) from NLSIU, Bengaluru. Currently, she is enrolled in a Ph.D. course in the Department of Law at Mohanlal Sukhadia University, Udaipur (Rajasthan). She wishes to excel in academics and research and contribute as much as she can to society. Through her interactions with the students, she tries to inculcate a sense of deep thinking power in her students and enlighten and guide them to the fact how they can bring a change to the society

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Assistant professor of Law

Mrs.S.Kalpana, presently Assistant professor of Law, VelTech Rangarajan Dr. Sagunthala R & D Institute of Science and Technology, Avadi. Formerly Assistant professor of Law, Vels University in the year 2019 to 2020, Worked as Guest Faculty, Chennai Dr.Ambedkar Law College, Pudupakkam. Published one book. Published 8 Articles in various reputed Law Journals. Conducted 1 Moot court competition and participated in nearly 80 National and International seminars and webinars conducted on various subjects of Law. Did ML in Criminal Law and Criminal Justice Administration. 10 paper presentations in various National and International seminars. Attended more than 10 FDP programs. Ph.D. in Law pursuing.



Avinash Kumar



Avinash Kumar has completed his Ph.D. in International Investment Law from the Dept. of Law & Governance, Central University of South Bihar. His research work is on "International Investment Agreement and State's right to regulate Foreign Investment." He qualified UGC-NET and has been selected for the prestigious ICSSR Doctoral Fellowship. He is an alumnus of the Faculty of Law, University of Delhi. Formerly he has been elected as Students Union President of Law Centre-1, University of Delhi. Moreover, he completed his LL.M. from the University of Delhi (2014-16), dissertation on "Cross-border Merger & Acquisition"; LL.B. from the University of Delhi (2011-14), and B.A. (Hons.) from Maharaja Agrasen College, University of Delhi. He has also obtained P.G. Diploma in IPR from the Indian Society of International Law, New Delhi. He has qualified UGC - NET examination and has been awarded ICSSR - Doctoral Fellowship. He has published six-plus articles and presented 9 plus papers in national and international seminars/conferences. He participated in several workshops on research methodology and teaching and

learning.

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CONCEPT OF COLLECTIVE BARGAINING

AUTHORED BY – KUBER VALECHA

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Introduction

Collective bargaining is a procedure wherein an organization's employees and employer meet up to talk about and reach a peaceful resolution to labor conflicts. Every employee has the right to engage in collective bargaining. It covers the following: organizing employees into a group; negotiating, administering, and interpreting labor contracts that regulate wages, work hours, and various other workplace conditions; and participating in procedures for resolving disputes arising from coordinated economic activity (lawbhoomi.com, n.d.). There are just two parties involved in this process: the company and the staff member. The two of them alone possess the authority to engage in negotiations. The conversation is conducted collaboratively and without the involvement of another party. Due to the nation's delayed industrialization, genuine labor negotiations acquired traction following freedom (lawbhoomi.com, n.d.). After India gained independence from Britain, the first bargaining session took place at a Gujarat textile mill because employees realized that, in British-occupied the nation of India, going to courts to settle labor problems was an entire waste of time, resources, and energy. Following autonomy, the West Bengal-based Goodyear The material business and the Indian The alloy business negotiated the first-ever five-year labor contract, which led to the widespread adoption of bargaining agreements by other businesses (lawbhoomi.com, n.d.). Discussions concerning work terms and circumstances for employment among a company, an assortment of staff members, or any number of employers' organizations of each other, without a view to achieving a compromise, are outlined in the World Labor Organization's Manual of 1960. The most crucial factor in deciding on our terms and circumstances for hiring is the process of collective bargaining. This strategy protects members' lives. It offers the chance for standards to be established by consensus (lawbhoomi.com, n.d.).

To reach a formal contract via labor negotiations is the primary objective. The topics covered by negotiations includes advantages, hours of work, pay and salary, and job environment. Negotiating collectively comes in several flavors: productive, equitable, holistic, combination, and concessionary (lawbhoomi.com, n.d.).

Levels of Collective Bargaining

- **National Level Bargaining** - Typically, the National Levels Organization and Administration engage in these negotiations. Whenever negotiations occur at the national level, the main benefit is the fact that concerns are recognized by every sector and their personnel. The uniformity and standardization of pay and salary structures are advantages of this stage of negotiations. Conflicts and inequalities are avoided (lawbhoomi.com, n.d.).
- **Corporate Level Bargaining** - Transnational labor negotiations is the process by which the leadership of a company with many plants bargains with various organizations for one contract that covers each of the units in the company. Using collective bargaining is a common practice used by corporate executives to negotiate with delegates from multiple companies. The corporate level bargaining has the advantage of guaranteeing uniformity throughout all the business's sites and averting disputes that arise from inconsistencies. Considering its multi-plant framework, corporation negotiations make it simple to ignore issues that are crucial at the manufacturing level. Furthermore, political activism limits the capacity of executives for bargaining whenever this applies for large public sector organizations like high-molecular, the Oil and Natural Gas or BHEL as This is especially true in the Indian setting (lawbhoomi.com, n.d.).
- **Industry Level Bargaining** - These labor organizations are organized as business associations on a business-by-industry basis. The negotiations and discussions cover basic salary, payments, ability to produce, manufacturing regulations, plus conditions of employment specific to the sector. Within a certain industry, uniform labor costs as well as working environments are guaranteed by labor negotiations. A combination of industry- or region-based negotiating may also be used in industry-level negotiations. Industry-level negotiations have become less effective as time passed due to the disparities in efficiency, the internet, and effectiveness; traditional salaries and concessions aren't even looked at as issues at this level of conversation (lawbhoomi.com, n.d.).

- Plant Level Bargaining - The overwhelming majority of private-sector businesses in the nation participate in labor negotiations at the manufacturing levels. Collective bargaining at the manufacturing facility levels occurs between the manufacturing location or plant leadership. The issues are unique to the institution or business. Discussions pertaining to pay output or success are the heart and foundation of these accords. Parallel talks are made possible by plant-level negotiation, which is another benefit. These conversations can benefit from regional variations in prices for surviving, offering a practical choice for negotiations (lawbhoomi.com, n.d.).

Subject matter of Collective Bargaining

Collective bargaining deals with the creation of contracts and their implementation among both employers and staff members. The following are additional topics addressed in cooperative negotiation acknowledgement of an organization or labor organizations, Pay and stipends. Working time, vacation time, and days off. Typical labor force, revenue sharing and incentive schemes (legalserviceindia.com, n.d.). The topic also includes age, justification, and problems with task concentration. Plans and creation of programs, concerns about layoffs and retrenchments.

provident funds, gratuities, and additional incentive and retiree compensation schemes. What follows is listed by the Indian Institute of Human Resources Management as the topics of group negotiation, Union obligations and rights. Process for redressing grievances (legalserviceindia.com, n.d.).

Characteristics of collective bargaining

Collaborative Method, its communal nature is an additional characteristic. Workers are represented by labor representatives, who engage on the side of the company. Collectively, the parties sit down and come to a mutually agreeable decision (legalserviceindia.com, n.d.).

Procedure that is Ongoing, the bargaining procedure is a year-round procedure that lasts for a total of 365 days. This does not begin with discussions and does not conclude with an understanding. Both contract execution along with application are included in the procedure. The regulations outlined in labor agreements govern everyday operations such as negotiating (legalserviceindia.com, n.d.). It offers the tools necessary to maintain the current trade union-

management partnership. Movable and fluid: There are no set guidelines for arriving at a result; the entire procedure is highly fluid. More room exists for negotiation. An exchange strategy is also effective prior to deciding. Two different parties are involved in the split process. There isn't any outside interference. Employers and staff members decide together on certain matters. It is a reciprocal procedure (legalserviceindia.com, n.d.). The procedure takes on an idea to benefit one side as it causes friction among both sides in most of the nations. A strong, unyielding stance is not conducive to negotiations dynamism the dynamic nature of labor negotiations stems from the fact that the method of reaching a consensus is constantly evolving. It is a fact-based, empirical procedure. The foundation of negotiating collectively is the democratic industrial arrangement principle (legalserviceindia.com, n.d.).

Advantages of collective bargaining

It aids employees in raising the standard of their lives. Enhancing worker security in the workplace environment was the primary goal. Employee wages and other perks rise because of labor negotiations. As a result, employees have better lives. The employees' general standard life will increase because of their collective bargaining contract.

Give consistency that safety: This gives workers longevity assurance or relieves them the anxiety of being fired unfairly (legalserviceindia.com, n.d.). They are well-represented and actively defend the civil rights of their employees via a group of delegates and a robust network of allies. produces a conclusive outcome: Owing to the labor negotiations acceptance, each party are required to abide by the regulations. The aggrieved party may hold the other party accountable if they fail to abide by the terms of the agreement. Give employees a stronger voice: When a worker is a person, he cannot bargain without his boss to get what he wants in terms of working circumstances. Conversely, by uniting employees into a sizable category, negotiating collectively gives them power. They have the capacity to make a significant difference and provide win-win results. The official labor associations have the power to speak up more. The challenges faced by employees without employers are numerous. Negotiating collective agreements also has the benefit of assisting in the settlement of disputes between both sides. It prevents the disagreements among the company and workers, that frequently result in strikes. The representations of employees assist their colleagues in resolving issues, act in their best interests, and mediate conflicts amicably (legalserviceindia.com, n.d.).

The procedure is open in that all conversations are recorded in writing and are available for public access. Anything that is settled upon by both sides is readily apparent. This kind of freedom might not be offered in other employment environments. Additionally, bargaining collectively advances workers' wellbeing. It's a rapid, easy, and effective technique. They both act quickly to make selections. The lengthy and intricate procedure involves exchanges negotiations between the companies and the employee organization (legalserviceindia.com, n.d.). It takes a lot of time because both individuals have to miss work to complete it. The existence of several labor organizations in the country is a further obstacle impeding the efficacy of this approach. Often the competition between unions makes it difficult to negotiate for improved conditions for workers. Most labor unions have political party support or affiliation. The employee union's requirements are frequently influenced by the political organization's judgment. It is impossible to find out which organization representing the workers (legalserviceindia.com, n.d.).

Disadvantages of collective bargaining

Customers are not represented: During the group negotiating manage, customers are not represented susceptible to inequalities: conciliation may cause disparities between both sides, causing a few of those to pay the price and get fewer benefits than they are due. During the procedure of labor negotiations, here isn't any equal representation. Everybody loses out. If the way they are represented is inadequate, employees might not receive all the advantages they are entitled to (legalserviceindia.com, n.d.). However, if enterprises are not adequately represented, businesses may suffer from excessive stimulation and disproportionate benefits. Individuals who wish to join the union must pay several of the fees. Therefore, dues for membership must be paid by the paying users. The expense of missed performance while negotiating an agreement is one consideration. Employee accessibility is further decreased by the lengthy nature of numerous labor contracts, which take hours to read through. Each of this is going to be expensive. Business reps contribute to the cycle by becoming less effective (legalserviceindia.com, n.d.).

Impact on the group's connection: Employees might not always form groups because of bargaining over wages. Conflicts between employees could arise from disagreements over certain issues. Labor may become divided and have issues because of unionization or organization that did not exist prior to reaching a consensus. It might have a supervisors biased (legalserviceindia.com, n.d.). The whole thing has an impact on the buyer because they must pay for the solution. Workers can better express their needs and bargain with their bosses when they

are a member of an organization. Companies find it more difficult to reject the requests of a labor organization or a cohesive group of workers than they do of lone workers. It contributes to bettering working conditions for staff members. It clarifies the responsibilities as well as rights of both managers and workers (legalserviceindia.com, n.d.).

Workplace conflict is caused by this. Unionized employees frequently claim that their supervisors behave more like bosses than partners. There is less confidence and transparency in work environments when organizations are represented. Panics and uprisings could occur if labor negotiation is unsuccessful (legalserviceindia.com, n.d.).

Stages of collective bargaining

Seventh workers are required to form a labor organization, according to Article 9A of the Trade Unions Act of 1926. While it is not required, joining a labor organization has many benefits, including giving employees sufficient participation, allowing cash to be used for particular initiatives, and protection from legal lawsuits. At this point, negotiation procedures may be started by the company or the labor organization (blogipreaders.in, n.d.). The labor union then has multiple meetings with each of its staff members to prepare an agenda of objectives. The turning in to be discussed blueprint of demand marks the start of the discussions. In the first meeting, the organization usually makes official applications for modifications to the current employment contracts. The leadership team is then given the chance to make counterproposals (blogipreaders.in, n.d.). This continues till they reach a consensus. Someone else may be designated as a mediation or arbiter if they are unable to come together on an accord. Putting together a contract. Following an effective conversation, a contract in writing is formed by the labor group and administration. We refer to this arrangement as a contract of collective bargaining (blogipreaders.in, n.d.).

Attacks The labor organization has the right to call for a strike if the talks fail. Workers in the public power industry are required by Section 22 of the Industrial Conflicts Act to give two months' warning before going on a strike, and they have a fourteen-day grace period to do so. Till a week before the negotiations finish and a year after the court proceedings end, either the labor organization or administration may engage in any kind of strike. This restriction applies to both parties during the conciliation process (blogipreaders.in, n.d.). Harmony Once the person in charge of conciliation gets a notice of a hunger strike, the negotiation phase starts. This stage

offers two options that can be chosen. In accordance with Section 4 of the Act of 1998 a state authorities may designate a mediator to conduct investigations, mediate disputes, and encourage resolution during the cooling-off time. The second option, as stated in Section 5 of the Act, is for the country's governance to designate an Authority of Arbitration, which would consist of a chairperson and two to four other individuals. The ninth section of the Trade Union Act of 1926 states that an average of 7 staff members are needed to create a union of workers (blogipreaders.in, n.d.). Although it is not necessary, becoming a member of a union has advantages, like giving workers adequate representation, allowing funds to be used for specific goals, and protection from legal proceedings, amongst other things. The Requests Charters In this juncture, the procedure of negotiating collectively might be initiated by the labor organization or the business. Subsequently, the labor organization convenes with each of its affiliates to draft an agreement of objectives. The request for the charter is filed to start the negotiation process (blogipreaders.in, n.d.). The organization of workers is typically the one to formally request changes to the terms of today's labor agreements. After that, the leadership team has the chance to provide counterproposals. This will go on until they come to an agreement. Attacks Should talks break down, the union has the right to declare a walkout. Under Section 22 of the Act governing industrial disputes, workers in the general utility sector are required to give six several months' statement before going on organize and are permitted to strike for fifteen days following that notice. After seven working days following the conclusion of the conciliation procedures or a year following the conclusion of the court process, administration or the labor group have no right to participate in any form of labor action (blogipreaders.in, n.d.).

Elements of collective bargaining agreement

Collectively bargained contracts, which are signed by companies and labor organizations, list the different provisions that regulate the interaction among the business owners and the staff members whom the organizations serve. A few of the provisions that can be included in an agreement for collective bargaining are as follows the span of the hamlet Settling conditions pertaining to pay, advantages, vacation time, work and rest hours, allowances, compromises, etc. Strike-related illnesses, Workers' responsibilities; the leadership's responsibilities, Sanctions incurred for breaking the contract, Settlement of disputes (blogipreaders.in, n.d.)

Conclusion

To sum up, a contract for collective bargaining is a crucial decision made by the business and the workers who participate in the negotiations. When it comes to settling conflicts, this is usually the initial option that employers and labor organizations explore. It comes into being after a fruitful consensual agreement. This facilitates the resolution of conflicts with the need for arbitration or court proceedings and streamlines and speeds up bargaining with workers. In the past, trade labor organizations' function there was generally limited to negotiation for financial advantage. (blogipreaders.in, n.d.) Contrarily, unions today have a significant impact on financial services, health care, cultural initiatives, welfare of workers, and health care facilities. They also help to raise consciousness through providing education and guidance to those in unions. The primary executive goals in labor negotiations, nevertheless, have shifted over the past decade due to rising rivalry. These goals include stressing quality, reducing regular employee power via VRS, boosting output or efficiency, adaptability in work organization (multi-skilling/multifunctioning, modifications to employee scores, etc.), increasing work hours, and so forth (blogipreaders.in, n.d.). Although there have been a few isolated incidents in recent times, most unions have been successful in fostering an environment that permits both staff and managers to have productive discussions regarding anything needs they might have. In addition, Indian syndicates have ensured continually that a foundation for better worker relations, expansion of industry, and productivity enhancement is in place. The negotiation of wages along with other relevant matters between employers and employees is the main topic of the current endeavor (blogipreaders.in, n.d.). Personal and collective negotiating are not the same thing. Employees are valued as a significant asset. The process of collective bargaining covers a variety of topics, such as pay, bonuses, advantages limitations of service, and grievance procedures. It is crucial for averting conflicts in the workplace, resolving them, and sustaining workplace harmony (blogipreaders.in, n.d.). One definition of it is a social transformation process. Another essential component of solving disputes is collective bargaining. Furthermore, the community's interest is not adequately protected by bargaining agreements, as companies and powerful unions may collude to set pricing (blogipreaders.in, n.d.).

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