

GRADE 8

ECONOMICS

TRADE UNIONS

Q1) What are trade unions?

Ans) Trade Unions are organizations of workers that seek through collective bargaining with employers to protect and improve the real incomes of their members, provide job security, protect workers against unfair dismissal and provide a range of other work-related services including support for people claiming compensation for injuries sustained in a job.

Q2) What are the major roles of a trade unions?

Ans) Its role includes:

- (i) Protecting and improving the real living standards of their members
- (ii) Protecting workers against unfair dismissal (employment rights)
- (iii) Promoting improvements in working conditions, workload & health and safety issues
- (iv) Workplace training and education, accumulation of human capital
- (v) Protection of pension rights for union members

Q3) What are the objectives of trade unions?

ANS) Their **primary aim** is to ensure that the employment conditions of employees are respected and that fair working conditions are offered to them. However, trade unions also engage in issues like:

- (i) Negotiation
- (ii) Representation
- (iii) Information and advice
- (iv) Member services
- (v) Negotiation

Q4) Why do workers join the trade unions?

Ans) When a person joins work he is asked whether he wants to be a part of trade union or not. If the worker decides to join trade union then he has to pay annual subscription fee.

Advantages of joining trade unions:

- (i) Improve working conditions and environment.
- (ii) Improve communication between employee and employers.
- (iii) Job security
- (iv) Improved job satisfaction.