



COLLECTIVE BARGAINING

TYPES , ADVANTAGES AND DISADVANTAGES OF COLLECTIVE BARGAINING

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TYPES

- **Composite Bargaining:**

Composite Bargaining may sound like compensation, but it has got no relevance to it. Rather, composite bargaining focuses more on the issues of workers like the conditions of the job, job security, and the policies like hiring and firing of the employees, employee security, and organizational discipline.

- **Distributive Bargaining:**

Distributive Bargaining Type primarily focuses on the employees over the employers. This type of bargaining favors the employees in terms of financial benefits. These financial benefits may include bonuses, salaries, or any other monetary rewards. Labor or the employees have got exceptionally higher powers, which they can use when they feel exploited or not being paid according to the amount of work.

TYPES

Concessionary Bargaining:

The root word for concessionary is a concession and hence the name is self-explanatory. This type of bargaining involves the concession in exchange for job security. The union of labor makes concessions with the employers in return for job security. Concessionary bargaining can be seen the most during the recession period. In this type of bargaining, the union of laborers may agree to leave some of the benefits provided by the organization to safeguard their job and survival.

- **Integrative Bargaining:**

Integrative bargaining often results in a win-win situation where the demands of employees and employers are fulfilled. Here both the parties agree to face the profit and loss equally.

TYPES

- **Productive Bargaining:**

This type of bargaining revolves around compensation and the productivity of employees. Labor union leaders often use higher salaries and compensation as a way to boost employee productivity, which leads to higher profits and Value for the employer. For this kind of bargaining to work, both parties need to agree to financial terms in order to increase productivity.

ADVANTAGES

Helps the workers to demand their needs:

Being a single worker, one may not be able to demand the needs but a group of workers called a union can strongly put up their point before the administration and ask them to work in their favor.

Helps to improve the quality of life of workers:

The general terms and conditions included in a collective bargaining agreement are the increased salaries and wages, proper working conditions, fixed working hours, occupational health, and many other such issues which work in the favour of the union. If these conditions are met by the management this certainly improves the quality of life of workers.

ADVANTAGES

- **Helps to increase the mutual cooperation:**

In an agreement both the parties put up the points of their comfort and requirements when the agreement reaches its conclusion it is a mutual decision between both the parties hence the demands of both the parties are satisfied. Hence, it increases mutual cooperation.

- **Collective Bargaining represents every member of the organization:**

Collective bargaining process involves every worker in an organization. Whatever agreement is made it is applied to all the workers and there can be no exceptional case.

ADVANTAGES

Creates a firm bond between workers in the union:

When the rights of workers are violated at some point of time by the management this act and the act of collective bargaining brings the workers together as a Union and forms the bond between them even more tightly.

DISADVANTAGES

- **May lead to inequality:**

In an organization all through the supreme commander has the head of the organization yet if the head is nice he will tell to keep all the workers and employees at one level. The collective Bargaining process may create a difference between the management and workers.

- **The union can take undue advantages:**

Since according to the International Labour Organisation collective bargaining has been given the title of the fundamental right of all the laborers, the laborers are quite expected to take the undue advantage of the facility provided for their benefit.

DISADVANTAGES

- **Repeated bargains may create differences between workers and management:**

All those collective bargaining procedures have been applied for the benefit of working people and to safeguard their rights but repeated bargains between the workers and the management may create differences among them which may result in some bad consequences also because at the end the organization has got right to change the decision on their own.

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