

Good Morning Students
This lesson is for class 10th for
the subject of 'Commercial Studies'.
The topic for today is 'Meaning
and objectives of Industrial Relations
and Trade unions' which is covered
in Chapter 12 titled 'Industrial
Relations, Trade Unions and Social
Security' of your book.

This lesson is being submitted to you
on 21/10/24.

Industrial Relations:-

Industrial relations mean the relationships
between employers and employees in
industrial organisations.

According to National Institute of Personnel
Management, "Industrial relations include
securing effective and willing co-operation
from employees and reducing conflict
between employers and trade unions."

Objectives of Industrial Relations:-

- (1) To develop and maintain harmonious
relations between management and
labour so essential for higher
productivity of labour and industrial
progress in the country.
- (2) To safeguard the interests of labour

as well as management by securing the highest ~~to~~ level of mutual understanding.

- (3) To avoid all forms of industrial conflict so as to ensure industrial peace by providing better working and living standards to workers.
- (4) To raise productivity in an era of full employment by reducing the tendency of higher labour turnover and absenteeism.
- (5) To bring about Government control over such industrial units which are running at losses for protecting employment or where production needs to be regulated in public interest.

Trade Unions:-

In the early stage of industrialisation, working class in the absence of legal protection felt exploited at the hands of employers. Workers joined hands to protect their interests through collective action. A trade union is, thus, an organised expression of the needs, aspirations and attitudes of the working class.

A trade union is an ^{voluntary} organisation of workers formed to promote and protect their interests by collective action.

Characteristics of Trade Unions:-

1. Association.
2. Voluntary.
3. Permanent.
4. Community of Interests.
5. Collective Action.

Functions of Trade Unions:-

1. Protection
2. Proper Standard of Living
3. Economic Security
4. Self Expression.
5. Collective Bargaining.
6. Protests
7. Participation in Management
8. Welfare and Recreation
9. Advice
10. Communication

For explanation refer to page 187-188
of your book

Write the answers of following
questions in your note-books.

1. What is Industrial Relation?
2. Give various objectives of Industrial Relations.
3. Define Trade Union.
4. Explain the functions of Trade Unions.