



SNS COLLEGE OF TECHNOLOGY

Coimbatore-35.

An Autonomous Institution

**Accredited by NBA – AICTE and Accredited by NAAC – UGC with ‘A++’ Grade Approved by AICTE, New Delhi &
Affiliated to Anna University, Chennai**

COURSE NAME : 19GET201 PROFESSIONAL ETHICS & HUMAN VALUES

IV YEAR/ VII SEMESTER

UNIT – III RESPONSIBILITIES AND RIGHTS

TOPIC: Collective Bargaining



Collective Bargaining

Collective Bargaining

“ Collective bargaining is the process by which workers join together to negotiate with their employers for better wages, benefits, and working conditions. ”



Identifying Issues & Preparing Demands



Negotiating & Coming to Tentative Agreement



Accepting, Ratifying & Administering Agreement

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Collective Bargaining



Fairness and Justice: Collective bargaining ensures that employees have a voice in negotiating their terms of employment, which can lead to fairer working conditions and equitable treatment. This aligns with the ethical principle of fairness.

Transparency: The process of collective bargaining often involves transparent negotiations, where both parties disclose their demands and limitations. This transparency supports ethical practices and helps prevent exploitation.

Respect for Rights: Collective bargaining respects workers' rights to organize and advocate for themselves, which is a key ethical consideration in professional environments.



Collective Bargaining



Conflict Resolution: The bargaining process provides a structured way to address and resolve conflicts between employers and employees, which can lead to more ethical and humane solutions compared to unilateral decisions by employers.

Promoting Human Dignity: By negotiating for better working conditions, fair wages, and benefits, collective bargaining upholds the human dignity of workers, ensuring they are treated with respect and value.

Professional Integrity: For those involved in the bargaining process, maintaining professional integrity and ethical behavior is crucial. This includes honest representation, respecting agreements, and avoiding conflicts of interest.

