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the industrial employment standing orders act 1946 successful collective bargaining in india requires a strong and unified bargaining committee a responsive and cooperative employer and a supportive legal and regulatory framework despite these challenges collective bargaining remains a critical tool for workers to secure better wages safer working conditions and greater job security in india collective bargaining is a pivotal element of labour relations in india enabling workers and employers to negotiate and determine terms and conditions of employment it plays a crucial role in maintaining industrial harmony and safeguarding the rights of workers bargaining prices are often negotiable indians love to bargain and get a substantial reduction in price the bargaining process can be long and drawn out with a finally agreed price substantially lower than the initial price whether or not you are on a budget while traveling through india it s important to participate in bargaining otherwise 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the right of workers to form or join a trade union in india 33 the supreme court of india has defined collective bargaining as the technique by which dispute as to conditions of employment is resolved amicably by agreement rather than coercion 5 as mentioned above collective bargaining is generally the process of discussing and negotiating terms of employment and working conditions between the collective bargaining is a technique by which matters related to occupation labour wage etc are resolved between workers and managers in a plane diplomatic and affable manner the elementary skill involved involves the negotiation skills in india labour laws are kept at a restricted space owing to its applicability in india abstract collective bargaining is the term used to define the process whereby employers must attempt to negotiate an agreement with the trade unions rather than with specific workers over terms of employment and working conditions collective bargaining is a process that allows 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