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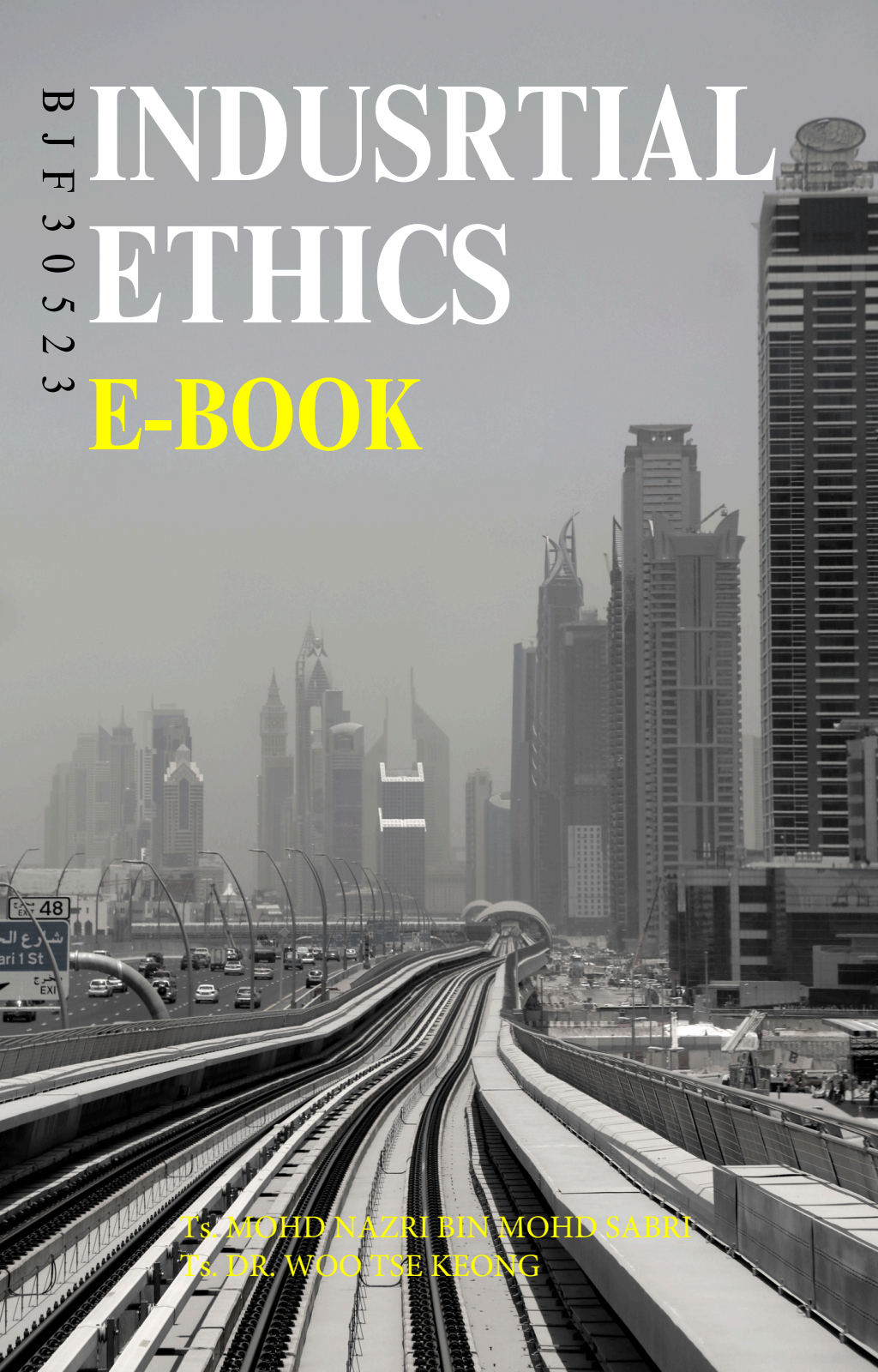
INDUSRTIAL ETHICS

E-BOOK



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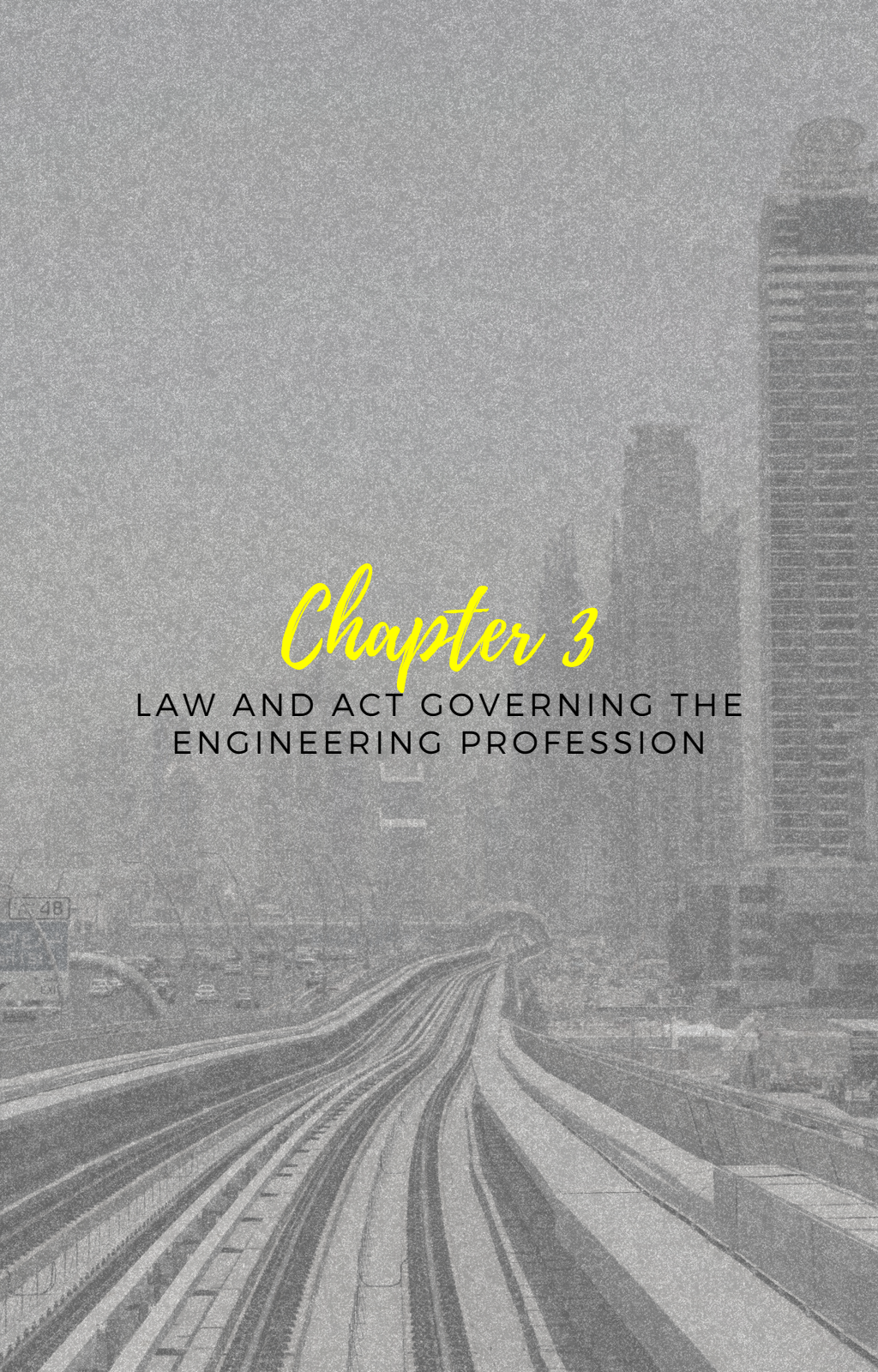


Chapter 3

LAW AND ACT GOVERNING THE ENGINEERING PROFESSION

3.1 ISSUES IN ETHICAL PROBLEMS

Ethical problems arise in nearly every facet of human life, posing challenging questions about right and wrong, justice, fairness, and personal responsibility. These issues often emerge when individual interests, social norms, and cultural beliefs collide, creating dilemmas that are not easily resolved. In areas like business, medicine, law, and technology, ethical challenges can involve conflicts between profit and public welfare, privacy and transparency, or autonomy and control. Globalization, rapid technological advancements, and the diversity of modern societies further complicate ethical issues by introducing new perspectives and stakes. Addressing these problems requires a deep understanding of ethical principles, critical thinking, and often, a willingness to engage in difficult conversations that balance respect for individual rights with the broader needs of society.

3.1.1 FACTUAL ISSUES

Factual issues refer to challenges or problems related to the accuracy, reliability, and interpretation of information used in analysis or reporting. These issues can arise from measurement errors, data collection biases, outdated or inconsistent data, and conflicts between different data sources. They may also include misunderstandings or misinterpretations of terms, as well as overgeneralizations that apply findings too broadly beyond their original context. Addressing factual issues is essential to ensure that conclusions drawn are valid and supported by credible evidence, and it often involves verifying sources, considering potential biases, and clarifying any ambiguities in the data.

PROBLEM	SOLUTION
Global warming: Ali works as an engineer in a project that focus on to reduce greenhouse gasses such as carbon dioxide trap heat in the atmosphere and cause global warming. Ali is asked to design better products and redesign older ones. However , he still barely understood the global warming procedure and the need of curtailment of emission of these gases is still controversial.	• Solve it through research to establish fact. • Use efficient engine that well with minimal petrol and more.

3.1.2 CONCEPTUAL ISSUES

Conceptual issues involve challenges related to the definitions, frameworks, and theoretical understanding underlying a topic or study. These issues arise when there is ambiguity, disagreement, or complexity in key concepts, making it difficult to interpret findings or apply conclusions consistently. For instance, different interpretations of terms or varying theoretical perspectives can lead to misunderstandings or conflicting conclusions. Conceptual issues may also occur when a concept is too broad, poorly defined, or lacks a clear operational definition, leading to confusion about what is being measured or analyzed. Addressing conceptual issues is crucial for creating a clear and coherent framework, ensuring that all parties involved have a shared understanding of the terms, concepts, and assumptions guiding the analysis or discussion.

PROBLEM	SOLUTION
Rajini's concerns remain about the risk of contracting coronavirus once back in his workplace. It's a serious issue for a workforce that make him more stressed than ever. And besides real fears about getting sick, he started to analyse a Gallup poll that found a majority of adults working from home would prefer to continue doing so "as much as possible" after the pandemic. But our government authorities look to implement business reopening measures, employers are now planning to move employees back into the workplace As, a employee what is Rajini 's responsibility for safe workplace?	• Rajini must follow all safe work procedure for prevention of covid 19 at workplace. • Rajini should make use of face shield when performing work that requires interaction with the public. • She complies with any rules and instruction set by employers related to COVID-19 and any guidelines set by the MOH, WHO, ILO and any related agencies.

3.1.3 MORAL ISSUES

Moral issues refer to questions or dilemmas about what is right or wrong, fair or unfair, and ethical or unethical in a given context. These issues arise when actions, decisions, or policies have significant impacts on individuals, groups, or society, potentially conflicting with moral principles such as justice, autonomy, honesty, or respect for others. Moral issues often require balancing competing values or considering the potential harm or benefit to those affected. In business, research, and public policy, moral issues might include topics like honesty in reporting, respect for individual rights, social responsibility, and ensuring fairness. Addressing moral issues is essential for maintaining ethical integrity, fostering trust, and promoting positive outcomes that align with shared societal values.

PROBLEM	SOLUTION
Siti and her co-worker female too are not given chance to speak up in many instance meetings. Because men take over a meeting, interrupt most of the female employee's presentation or speech and of male appropriation of ideas. If they 're too loud, they 're labelled as bossy and aggressive. If they don't speak, they are considered to be too weak and timid. What should be done to help them overcome this problem?	• Let them speak. In meetings, try giving everyone a turn to speak. • Make sure it‟s a no interruption meeting. • Ladies support each other.

3.2 REGISTRATION OF ENGINEERING ACT 1967

3.2.1 BOARD OF ENGINEER (BEM)

For the purposes of this Act there is hereby established a board to be called "Board of Engineers" which shall be a body corporate with perpetual succession and a common seal and which may sue and be sued.

(BEM LOGO)

THE BOARD SHALL CONSIST OF THE FOLLOWING MEMBERS WHO SHALL BE MALAYSIAN CITIZENS AND WHO ARE APPOINTED BY THE MINISTER:

1. President who shall be a Professional Engineer;
2. Not more than fourteen members who shall be Professional Engineers, five of whom shall be from a nomination list submitted by the Council of the Institution of Engineers (Malaysia);
3. One member on the nomination of the Board of Architects from among members of that Board established under the Architects Act 1967; and
4. One member on the nomination of the Board of Quantity Surveyors from among members of that Board established under the Quantity Surveyors Act 1967.

THE MEMBERS OF THE BOARD REFERRED TO IN (2) SHALL CONSIST OF THE FOLLOWING:

1. Not more than five Professional Engineers who are in the public service of the Federation;
2. Not more than two Professional Engineers who are in the service of any local authority or statutory authority;
3. Not more than five Professional Engineers who are employees, sole proprietors, partners or directors of an engineering consultancy practice; and
4. Not more than two Professional Engineers who are employees of any person or body of persons, not being in the public service of the Federation or in the service of any local authority or statutory authority.

THE FUNCTIONS OF THE BOARD SHOULD BE:

1. To keep and maintain the Register;
2. To approve or reject applications for registration under this Act or to approve any such application subject to such conditions or restrictions as it may deem fit to impose;
3. To order the issuance of a written warning or reprimand, the imposition of a fine, suspension, cancellation, removal or reinstatement in accordance with Parts III and IV;
4. To fix from time to time with the approval of the Minister the scale of fees to be charged by registered Engineers and Engineering consultancy practices for professional engineering services rendered.

3.2.2 INSTITUTION OF ENGINEER MALAYSIA (IEM)

(IEM LOGO)

The Institution of Engineers, Malaysia (IEM), established in 1959, aims to promote and advance the science and profession of engineering across all disciplines. It also facilitates the exchange of information and ideas related to engineering.

The IEM is governed by the Council, headed by the President. The Executive Committee, which manages the Council's affairs, consists of the President, Deputy President, seven (7) Vice Presidents, Honorary Secretary, Honorary Treasurer, and eight (8) elected Council members. The Secretariat, a full-time administrative body, supports IEM's daily operations.

With a membership of approximately 50,000 and an annual growth rate of around 10%, IEM is one of the largest professional organizations in the country. To address the diverse needs of its members, IEM has eight (8) Standing Committees overseeing various administrative functions. Additionally, to support the multidisciplinary nature of engineering, IEM includes seventeen (17) Technical Divisions and six (6) Special Interest Groups, organizing activities across different fields. The Institution also features a Young Engineers Section and Women Engineers Section, catering specifically to young and women engineers, respectively.

VISION

The Institution of Engineers, Malaysia aims to be the premier learned engineering society championing the adoption of ethics and professional best practices in all sectors of the industry.

MISSION

- Promote sound professional engineering practice in support of the socio-economic development objectives of the nation.
- Service the needs and interests of its members and the public and uphold the social standing image of the engineering profession.
- Contribute towards nation building and shall strive to enhance society's consciousness of science and technology.

FUNCTIONS

IEM is a society established to promote and advance the Science and Profession of Engineering in any or all its disciplines and to facilitate the exchange of information and ideas related to Engineering.

OBJECTIVES

- To hold meetings, exhibitions and visits, and such other activities as The Institution may deem incidental or conducive to the promotion or attainment of the profession of engineering.
- To raise the character and status and advance the interests of the profession of engineering and those engaged therein;
- To promote honorable practice. and professional etiquette among members of The Institution;
- To communicate to members information on all matters affecting the profession of engineering and to print, publish, issue and circulate such publications as may seem conducive to any of the objectives of the Institution; and
- To do such other things as the Institution may think incidental or conducive to the attainment of the objectives of The Institution.

3.2.3 OCCUPATIONAL SAFETY & HEALTH ACT 1994

REGULATIONS UNDER OCCUPATIONAL SAFETY & HEALTH ACT

1. OSH (Employers' Safety and Health General Policy Statements) (Exception)Regulations 1995.
2. OSH (Control of Industrial Major Accident Hazards) Regulations 1996.
3. OSH(Classification, Packaging and Labelling of Hazardous Chemicals)Regulations 1997.
4. OSH (Safety and Health Officer)Regulations 1997.
5. OSH (Safety and Health Officer) Order1997.
6. OSH (Prohibition of Used of Substance)Order 1999.
7. OSH (Use and Standards of Exposure of Chemicals Hazardous to Health) Regulations 2000.
8. OSH (Indoor Air Quality) Code of Practice 2005.

OSH 1994 (ACT 514) MAIN PARTITION

1. Part VIII – Notification of Accidents, Dangerous Occurrence Occupational Poisoning and Occupational Disease and Inquiry.
2. Part IX – Prohibition Against Use of Plant or Substance
3. Part X – Industry Codes of Practice
4. Part XI – Enforcement and Investigation
5. Part XII – Liability for Offences
6. Part XIII – Appeals
7. Part XIV – Regulations
8. Part XV - Miscellaneous

OBJECTIVES

1. for securing the safety, health and welfare of persons at work
2. protect persons at a place of work other than employees
3. promote a suitable environment for persons at work
4. enable previous legislation to be replaced by regulations and approved industry codes of practice operating in combination with the OSH Act 1994

GENERAL DUTIES OF EMPLOYERS AND SELF-EMPLOYED PERSONS

1. provide and maintain plant and system of work
2. make arrangements for the safe use, operation, handling, storage and transportation of substances and plant
3. provide information, instruction, training and supervision • provide and maintain place of work and means of access to and egress from any place of work
4. provide and maintain working environment that is safe and without health risk and adequate welfare facilities

OTHER DUTIES OF EMPLOYERS, SELF-EMPLOYED AND OCCUPIES

1. Formulate written statement of his policy on OSH.
2. Conduct undertaking in such manner not to affect other persons not his employees
3. Provide information to other persons on ways his undertaking may affect them

GENERAL DUTIES OF DESIGNERS, MANUFACTUR-ES AND SUPPLIERS

1. **T**o ensure plant/substance is designed and constructed to be safe and without risk to health when properly used.
2. Arrange for carrying out testing and examination.
3. Adequate information.
4. For designers and manufacturers -arrange for research to eliminate or minimize hazards.
5. Safe erection and installation.

GENERAL DUTIES OF EMPLOYEES

1. Reasonable care for safety and health of himself and others.
2. Co-operate with employer and others.
3. Wear and use Personal Protective Equipment.
4. Comply with instruction on OSH.

INTERFERE, CHARGE AND DISCRIMINATE

1. Employee not to interfere or misuse with anything provided for the interest of safety and health.
2. Employer/trade union not to levy on employees due to any actions done in pursuance of this Actor its regulations.
3. Employer/trade union not to discriminate(dismiss, injure or alter position) employee if;

- He makes a compliant on a matter he considers not safe,
- Becomes a member of a safety and health committee.
- Exercises his functions as a member in the committee.

3.3 CIDB, DOSH, NOISH, DOE

DEFINITION OF CIDB, DOSH, NOISH, DOE:

CIDB, DOSH, NIOSH, and **DOE** are important institutions in Malaysia that play a role in the construction industry, work safety, and environmental management. This board collaborates to create a safe, quality, and environmentally friendly industry in Malaysia.

- **CIDB**: Focus on the development and supervision of construction industry standards.
- **DOSH**: Supervises safety and health in the workplace and enforces related laws.
- **NOISH**: Provides training and research for occupational safety and health.
- **DOE**: Protect and monitor the environment and control the impact of industry on nature.

DEPARTMENT OF OCCUPATIONAL SAFETY AND HEALTH (DOSH)

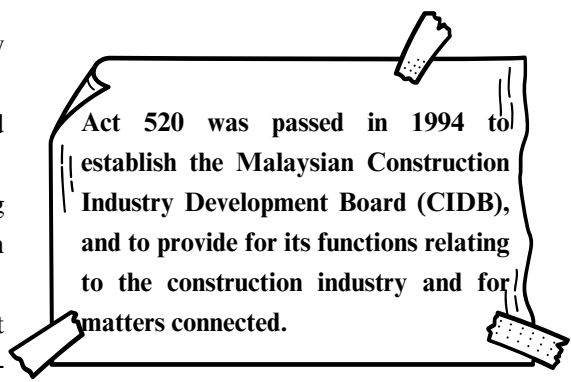
DEPARTMENT OF ENVIRONMENT (DOE)

CIDB (Construction Industry Development Board)

The Construction Industry Development Board (CIDB) is a government body in Malaysia that oversees and develops the construction sector in the country. Established based on the **Malaysian Construction Industry Development Board Act 1994 (Act 520)**, CIDB has the primary responsibility of ensuring that all construction projects in Malaysia are carried out in accordance with the required safety, quality, and expertise standards. CIDB also offers certification and training for the construction workforce, sets safety regulations, and monitors compliance in each construction project.

The Role of CIDB

- Establishing quality and safety standards in construction projects
- .Supervise the registration and licensing of contractors.
- Perform certification and training for workers in the construction industry.
- Ensure construction projects meet quality, safety, and environment-friendly standards.



DEPARTMENT OF OCCUPATIONAL SAFETY AND HEALTH (DOSH)

DOSH is responsible for ensuring the safety, health, and well-being of workers in the workplace.

DOSH (Department of Occupational Safety and Health) or Department of Occupational Safety and Health

The Department of Occupational Safety and Health (DOSH) is a government agency under the Ministry of Human Resources that is responsible for regulating and overseeing occupational safety and health in Malaysia. DOSH is mandated to enforce the **Occupational Safety and Health Act 1994 (OSHA 1994) and the Factories and Machinery Act 1967**, which covers various sectors such as construction, manufacturing, and services. DOSH's duties include workplace inspections, enforcement of safety regulations, as well as work accident investigations, with the aim of creating a safe and healthy work environment for employees.

This department is responsible for ensuring the safety, health and welfare of people at work as well as protecting other people from the safety and health hazard arising from the activities sectors

- Construction
- Manufacturing
- Mining and quarrying
- Agriculture, Forestry and Fishing
- Finance, Insurance, Real Estate and Business Service
- Transport, Storage and Communication
- Public Services and Statutory Authorities
- Hotels and Restaurant
- Utilities – Gas, Electricity, Water and Sanitary Services

The Role of DOSH

- Investigate workplace accidents and enforce work safety laws.
- Oversees the application of work safety regulations in all sectors, including construction, manufacturing, and services.
- Provide guidance and inspections to ensure the workplace is free of hazards and meets safety standards.

INFOMATION:

NIOSH that has been the industry's demand. Indirectly, it suggests a growing degree of understanding among employers, workers and higher education institutions in the OSH in Malaysia. NIOSH also organizes and participates in numerous exhibits, workshops and conferences organized around the world, as well as guidance and encouragement to companies in their safety and health campaign activities.

NIOSH (National Institute of Occupational Safety and Health)

The National Institute of Occupational Safety and Health (NIOSH) is an institution that focuses on training and research to improve occupational safety and health across industries in Malaysia. Under the **Ministry of Human Resources**, NIOSH was established to provide training, consultation, and research in the field of safety and health. NIOSH's main role is to provide companies and workers with a deep understanding of the importance of maintaining safety in the workplace, as well as ensuring that safe work practices are applied to minimize the risk of accidents and negative impacts on workers' health.

NIOSH Malaysia was established on **24 June 1992** as a Company Limited by Guarantee, under the **Malaysian Companies Act, 1965.** NIOSH was established with an endowment fund from the **Social Security Organization (SOCSO)** and from the government. This fund has invested to become part of NIOSH's source of income.

NIOSH Malaysia conducts regular Occupational Safety and Health-related training around the country. As the **"training arm**" of the **Department of Occupational Safety and Health (DOSH), IMHO**, the courses offered by NIOSH are recognized by that department.

Provide Training & Consultancy

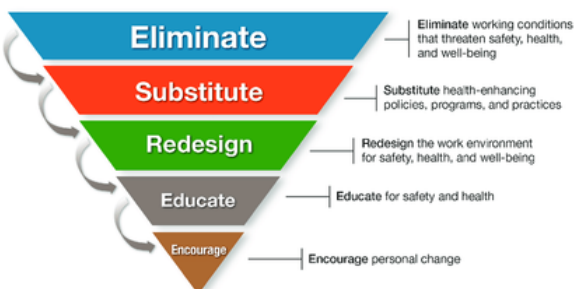
TRAINING

Training is an integral part of Occupational Safety & Health (OSH) to ensure the success of any OSH programmer at the workplace, adequate and effective training must be implemented for all those responsible in OSH

CONSULTANCY

One of NIOSH core activities in the effort of elevating and improving OSH in the workplace. Consultation Management Centre (CMC) consolidates and facilitates consultancy services carried out by Consultation, Research and Development Department (CRDD)

Hierarchy of Controls Applied to NIOSH TWH

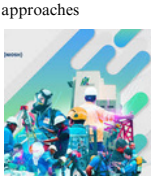


THE ROLE OF NIOSH

- Provide training programs for companies and workforce in occupational safety and health.
- Conduct research on occupational health and safety hazards and provide effective solutions.
- Spread knowledge and awareness about work safety through seminars, courses, and publications.

Research Management Centre (RMC) was established to carry out all the R&D activities in NIOSH

- To foster various discipline of OSH research in accordance with NIOSH priority
- To enable and expedite high-impact research through collaboration and partnership
- To disseminate research outcome to all relevant stakeholders
- To coordinate research projects through effective monitoring approaches



4 Types Of Training Conducted By NIOSH

- OSH Practitioners ProgrammesTrainer's Programme
- Competency / Certificate Programme
- Safety Passport Programmes

DEPARTMENT OF ENVIRONMENT
(DOE)

DOE (Department of Environment)

The Department of Environment (DOE), or Department of the Environment, is the agency responsible for protecting and managing the environment in Malaysia. Established under the **Environmental Quality Act 1974 (Environmental Quality Act 1974),** the DOE ensures that every development project and industrial activity does not cause a significant negative impact on the environment.

Environment Division was then placed under the **Ministry of Science, Technology and Environment on March 1976.** Then on 1 September 1983, the Environment Division has been upgraded to a Department of Environment**.** The DOE's main task is to **monitor air, water, and soil quality, as well as conduct environmental impact evaluations (EIA) for large projects.**

DOE also organizes activities that have the potential to pollute the environment as well as conduct awareness campaigns to maintain the sustainability of nature in Malaysia.

The Role DOE

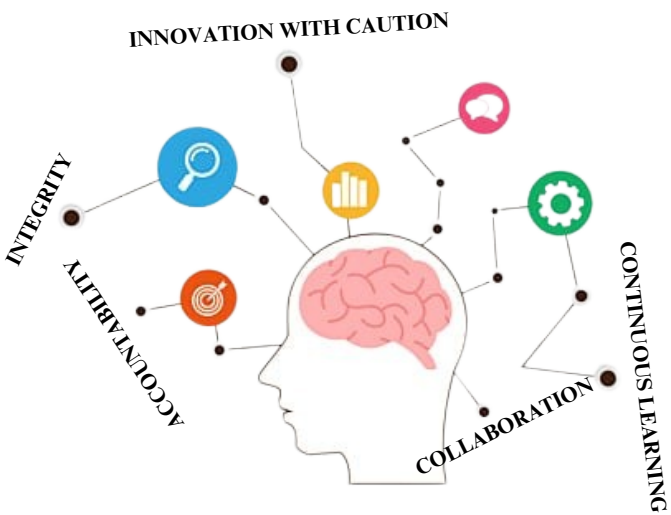
- Conduct environmental audits to ensure compliance with existing regulations and sanction environmental violations.
- Supervise and regulate the environmental impact of development projects, such as air pollution, water pollution, and waste disposal.
- Enforce regulations related to environmental protection and management.
- Conducting public awareness activities on the importance of protecting the environment.

DOE is an agency that functions to protect and monitor the environment in Malaysia.

3.4 Engineer as Responsible Experimenter

In the context of industrial ethics, engineers can be defined as responsible experimenters, a designation that encompasses a range of ethical obligations and professional standards. This concept highlights the pivotal role that engineers play not only in the design and implementation of technology and processes but also in ensuring that these innovations are safe, sustainable, and beneficial to society.

1. A primary duty is to protect the safety of human beings and respect their right of Consent.
2. Having a clear awareness of the experimental nature of any project, thoughtful forecasting of its possible side effects, and an effort to monitor them reasonably.
3. Unrestricted free personal involvement in all the steps of a project. [Autonomy]
4. Being accountable for the results of a project [Accountability]
5. Exhibiting their technical competence and other characteristics of professionalism.



3.4.1 Conscientiousness

Responsibilities relevant to the prevailing situation and the willingness to develop the skill and put efforts needed to reach the best balance possible among those considerations. In short, engineers must possess open eyes, open ears, and an open mind (i.e., moral vision, moral listening, and moral reasoning). This makes the engineers as social experimenters, respect foremost the safety and health of the affected, while they seek to enrich their knowledge, rush for the profit, follow the rules, or care for only the beneficiary. The human rights of the participant should be protected through voluntary and informed consent.

3.4.2 Integrity

Integrity is a cornerstone of ethical engineering practice. Responsible engineers commit to honesty and transparency in their work. This means providing accurate data, disclosing potential risks, and communicating findings in a way that is understandable to stakeholders. Ethical engineers resist pressures to manipulate results or misrepresent their work, thus fostering trust within the community and among colleagues.

3.4.3 Comprehensive Perspective

The engineer should grasp the context of his work and ensure that the work involved results in only moral ends. One should not ignore his conscience, if the product or project that he is involved will result in damaging the nervous system of the people (or even the enemy, in case of weapon development).

A product has a built-in obsolete or redundant component to boost sales with a false claim. In possessing of the perspective of factual information, the engineer should exhibit a moral concern and not agree for this design. Sometimes, the guilt is transferred to the government or the competitors. Some organizations think that they will let the government find the fault or let the fraudulent competitor be caught first. Finally, a full-scale environmental or social impact study of the product or project by individual engineers is useful but not possible, in practice.

3.4.4 Accountability

Engineers bear a significant responsibility for the outcomes of their work. They must consider the potential risks associated with their designs and experiments, prioritizing public safety and welfare. This accountability extends to anticipating the long-term effects of their innovations on individuals, communities, and the environment. By recognizing their influence, engineers can better align their efforts with the public good.

The term Accountability means:

1. The capacity to understand and act on moral reasons
2. Willingness to submit one's actions to moral scrutiny and be responsive to the assessment of others. It includes being answerable for meeting specific obligations, i.e., liable to justify (or give reasonable excuses) the decisions, actions or means, and outcomes (sometimes unexpected), when required by the stakeholders or by law.

The tug-of-war between of causal influence by the employer and moral responsibility of the
employee is quite common in professions. In the engineering practice, the problems are:

- The fragmentation of work in a project inevitably makes the final products lie away from the immediate work place, and lessens the personal responsibility of the employee.
- Further the responsibilities diffuse into various hierarchies and to various people. Nobody gets the real feel of personal responsibility.
- Often projects are executed one after another. An employee is more interested in
- adherence of tight schedules rather than giving personal care for the current project.
- More litigation is to be faced by the engineers (as in the case of medical practitioners).

This makes them wary of showing moral concerns beyond what is prescribed by the institutions. In spite of all these shortcomings, engineers are expected to face the risk and show up personal responsibility as the profession demands.

3.4.5 Innovation with Caution

While engineers are often at the forefront of technological advancement, they must approach innovation with a sense of caution. This involves conducting thorough research and experimentation, using well-defined methodologies to minimize risks. Responsible engineers weigh the potential benefits of new technologies against possible adverse effects, ensuring that their pursuits do not compromise safety or ethical standards.

3.4.6 Collaboration

Engineering is rarely a solitary endeavor; it often requires collaboration with diverse teams and stakeholders. Responsible engineers engage with other professionals, regulatory bodies, clients, and the public to ensure that their experiments align with ethical standards and societal needs. This collaborative approach fosters a culture of shared responsibility and promotes more comprehensive solutions to complex problems.

3.4.7 Continuous Learning

The field of engineering is dynamic, with new technologies and ethical considerations emerging regularly. Responsible engineers are committed to lifelong learning, staying informed about advancements in their field and evolving ethical practices. By embracing continuous education, engineers can better adapt to new challenges and ensure that their work remains aligned with the highest ethical standards.

3.5 TRADE UNION

DEFINITON OF TRADE UNION

Trade Union is an **organized group** of workers formed to protect and advance their collective interests, particularly in relation to salary, working conditions, benefits, and other employment rights. Trade unions **negotiate** with employers on behalf of their members, engage in **collective bargaining**, and may also take part in political activities to advocate for labor rights. Unions often **provide support** to workers in disputes with employers, offer legal representation, and may organize strikes or protests to push for better working conditions or pay.
Unions can represent workers in many sectors of industries, including of an education, healthcare, manufacturing, and many more.

TRADE UNIONS ACT 1962

The trade unions act 1962 is an important legislation in Malaysia that governs the formation, registration and regulation of the trade union. It outlines the rights and responsibilities of two sides which is employers and workers with respect to union activities.

KEY PROVISIONS

- Formation and registration of trade union
- Union membership
- Rights of registered trade unions
- Union funds
- Dispute resolution
- Collective bargaining
- Prohibited activities
- Legal protection for workers and union leaders
- Withdrawal of union registration

There are several types of trade unions in Malaysia, including:

- **National trade unions :**These unions have large membership, experienced leadership, and enough funds to operate effectively
- **In-house unions :**These unions are established within a company and only accept employees of that company as members.
- **Public sector employee unions :**These unions represent public sector employees
- **Employer unions :**These unions represent employers.

IMPORTANCE OF TRADE UNION

- **Protection of workers rights**

-Trade union negotiate for better pay, benefits, and working conditions through collective bargaining agreements.

- **Fight for equal opportunities**

-Trade unions campaign against violations of workers rights and defend the rights of vulnerable groups of workers.

- **Better wages and benefits**

-With a negotiating process trade unions help to secure higher wages, good benefits (health insurance, pensions) and many mores and also improved and conducive working conditions for the the members

- **Improved working condition**

- Unions play a key role in advocating for workplace safety, ensuring employers comply with safety regulations, and fighting for improvements in working environments.

- **Job security**

- Help to protect workers from arbitrary dismissal or unfair termination, ensuring that due processes are followed.

- **Resolve Workplace Issues**

- Provide grievance and arbitration process to resolve issues without the need to go to court.

- **Education and training**

- Provide a training and handling programs, workshops, safety management and educational which this help to improve skills and career prospect of the workers

BAD OF TRADE UNIONS

- **Fees**

- Unions require monthly subscription payments, which can be unfair to non- unionized employees who are forced to join a union to work for a company

- **Decision-making**

- Employees are bound by the union's decisions, even if they don't agree with them.

- **Seniority**

- Unions often focus on senior workers, who may receive advantages like discounts on training and education.

- **Cost**

- Hiring unionized employees can lead to higher wages, and litigation between the union and the company can be costly.

- **Reaching Vulnerable Workers**

- Trade unions may have difficulty reaching workers in vulnerable situations, such as those who works at home or informally.

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