

# **COURSE: MGMT 3018- INDUSTRIAL RELATIONS**

## **TUTORIAL TOPIC: WHAT ARE THE PRINCIPAL CONCERNS OF THE FIELD OF INDUSTRIAL RELATIONS**

### **1. DEFINITION OF INDUSTRIAL RELATIONS**

The state of the relationship between employer, unions and employees. It is also called 'employment relations'.

IR concerns itself with Terms and Conditions of Employment, and grievance handling procedures that lead to conflict resolution.

### **TYPES OF UNIONS**

- **Craft** – for employees with a particular skill, e.g. electricians
- **Industry** – for employees in particular industry, e.g. coalminers
- **General** – broad union for wide range of employees usually unskilled or semi-skilled
- **White collar** – for clerical, professional or managerial staff, e.g. (teachers)
- **Staff associations** for employees in a particular organisation, eg. Sugar Industry Staff Association

### **CONCERNS**

- Union Membership
- Trade Union Recognition
- Collective Bargaining
  1. Promoting of effective communication – Consultation aimed at ensuring that people are treated with dignity and respect
  2. Following of IR procedures to allow for workers involvement in the process
- The Protection of Human Rights

The observance of the principle of non discrimination

ILO Conventions

# 87 Freedom of Association

# 98 Collective Bargaining

# 100 Equal Remuneration

# 111 Discrimination in Employment

## **Collective Bargaining**

- ❖ It is concerned with the joint governance not only of pay but also to a greater and lesser degree, of many other important determinants of labour productivity. (William Brown)
- ❖ It features an institutionalized voluntary system – Not premised on a legalized system.
- ❖ Collective Bargaining provides for:
  - Legal support for union membership
  - The influence of unions beyond Collective bargaining agreements
  - Legal immunity for trade unions
  - Legitimization of unions to influence tripartite institutions and public sector employment

## **2. Differences in IR Practices – Unionized and non unionized**

### **Unions impact on the work lives of both unionized and non unionized workers**

Unionized is characterized by

- No procedures to be followed as applied under the collective bargaining process
- There is no collective Bargaining Unit- Work force become vulnerable
- Employee involvement in HR practices – consultation – information sharing
- Joint problem solving
- Ability of union to set standards for employers to follow

## **3. Processes and institutions in the IR**

- No collective bargaining agreement
- No legitimization to strike action
- No union organizing
- No consultation
- Legal recourse over collective bargaining -
- See role of mediation – Labour Department-