

## THE PRACTICE OF VOLUNTARISM IN INDUSTRIAL RELATIONS

1. DEFINITION: It is a system characterized by now legal intervention, and that is supported by Trade Union Act and Social Welfare Provisions.
2. VOLUNTARISM: It subscribes to the principles of ILO Conventions
  - #87 Freedom of Association
  - #98 The Right to Organize and bargain collectively.
  - #144 or Tripartite Consultations.
  - a. It follows conventions and practices.
  - b. It follows what the law allows.
  - c. It identifies with Collective Bargaining.
  - d. Collective agreements and joint consultation.
  - Voluntarism exists in a state of free enterprise.
  - The state acts as a mediator between labour and employees.
  - It reflects mandatory standards, re: Safety and Health, Wages Protection, Welfare provision.

Voluntarism in Industrial Relations is based on good faith, which enables trade unions and employees to regulate their own relations without interference from public authorities.

## **PRINCIPLES OF THE VOLUNTARY SYSTEM OF INDUSTRIAL RELATIONS**

1. Free collective bargaining between trade unions and employer, as opposed to state regulation (Non legalistic).
2. The Legal Frame: Collective bargaining agreements, Constitution, Labour Code of Practice – Trade Union Act.
3. Regulation of relations is based on established procedural rules and procedures for dispute resolution.
4. It relies on law of contract and common law that govern employment relations.
5. It embodies conciliation, mediation and arbitration.
6. There is a minimum legal regulation – judicial involvement and state support.

## **THREAT TO THE PRINCIPLES OF VOLUNTARISM**

Statutory Legislation – Establishment of Industrial Courts.