

THE ROLE OF TRADE UNIONS IN PROMOTING PRODUCTIVITY



SERVING YOUR BUSINESS, TRAINING, SPORTING AND ENTERTAINMENT NEEDS

THE BUSINESS OF TRADE UNIONS

- Representation
- Negotiations
- To lobby for change in government policy and laws that will benefit members

OUTCOMES OF PROMOTING PRODUCTIVITY

- To source a higher standard of living for workers
- To achieve worker participation in the decision making process at the workplace

Unionization & Recognition

- To promote good employer – employee relations
Collective Bargaining – Grievance Procedures
- To promote best practice

SUSTAINABLE DEVELOPMENT

- Human Rights
- Democracy
- Equality
- Fairness
- Decent Employment

PROMOTING DECENT WORK

- Productive and secure work
- Respect of labour rights
- Adequate income
- Social protection
- It includes social dialogue, union freedom, collective bargaining and participation

PURPOSE FOR PROMOTING NEW LABOUR LEGISLATION

- Workplace Harmony
- Competitiveness
- Productivity

UNION APPROACHES TO ADDRESSING THE ISSUE OF PRODUCTIVITY

- ❖ Setting of standards for its members to follow
- ❖ Productivity measurements- productivity pay schemes- employee share ownership, gain sharing schemes etc.
- ❖ Support for new technologies & innovation
- ❖ Designing ways to increase international competitiveness
- ❖ Developing the capacity of the human resource
- ❖ Development of the business sector
- ❖ Training and development of workers
- ❖ Consultation between union and management

IMPACT OF THE UNION'S FOCUS ON PRODUCTIVITY

POSITIVES

- Unionization of employees
- Promotion policies
- Improved working conditions- full time employment over part time and casuals
- Work organization
 - Employers are pressured to be more efficient
 - Restructuring of jobs – Job satisfaction
 - Restructuring of work time – flextime
- Work levels & payment systems
- Union's investment in research
- Good employer –employee relations
- Promoting best practice

IMPACT OF THE UNION'S ROLE'S ON PRODUCTIVITY

NEGATIVES

- Grievance procedures
- Restrictive work practices
- Industrial action
- Adversarial relations style of industrial relations practiced by unions

THE SIGNIFICANCE OF CONSULTATION

- ✓ Healthy labour management relations – trust, mutual respect, openness
- ✓ Job security – workers involvement in productivity programme
- ✓ Providing workers with a stake in productivity gains
- ✓ Providing workers with a sense of belonging – good communication
- ✓ Offering of a good working environment

STEPS TO ENHANCING PRODUCTIVITY

- Talent recognition
- Investment in human capital
- Empowering of employees – decision making
- Open information access
- Professional development – career goals
- Compensation/rewards
- Planning

PROMOTING PRODUCTIVITY AT THE NATIONAL LEVEL

- Barbados National Productivity Council
- National Initiative for Service Excellence
 - Week of Excellence-
- National Advisory Committee on Safety and Health (NACOSH)

SUMMARY

Unions work to:

- Safeguard conditions of employment
- Ensure worker participation in the decision making
- Enable workers to benefit from profit sharing schemes
- Address social and economic changes- flexibility in work time arrangements

DISCUSSION SESSION

- WHY DO TRADE UNIONS PLACE AN EMPHASIS ON THE PROMOTION OF THE WORK ETHIC AS A MEANS TOWARDS DRIVING WORKPLACE PRODUCTIVITY?