

The Future of Work

LABOUR RELATIONS AND THE FUTURE OF WORK

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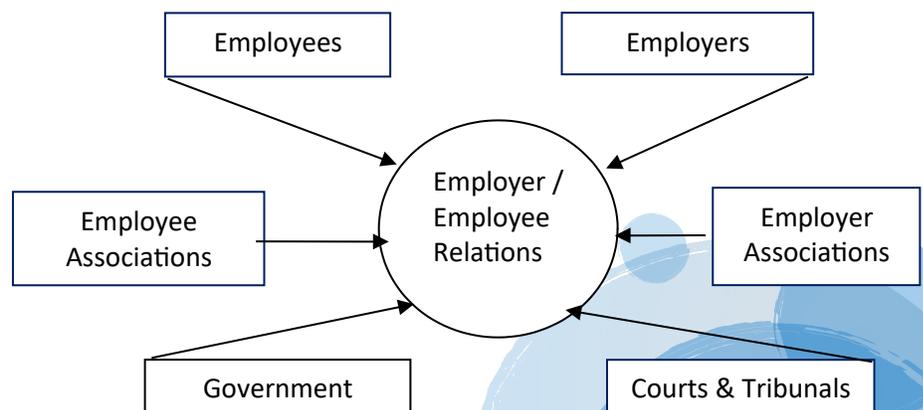
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The term refers to a system through which the employers and the employees and their respective associations either directly or indirectly interact with the state to formulate the basic rules pertaining to the governance of work associations. Moreover, it presents a description of the field of study which is concerned with the assessment of such relationships. The field originated from the industrial revolution which resulted in the emergence of trade unions to represent and design the collective labour relations of both the employers and the workers (ILO).

The Parties in the Labour Relations System

There are three classifications of the actors who are parties to the labour relations system namely: employers, the government and the employee's representatives. Even though the effects of the labour relations phenomena are unclear in many perspectives, the discussion will concentrate on the classic actors despite the associated limitations including evaluation in a dynamic global community.

Parties in Labour Relations System



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Employees

These are a group of people employed for a wage, salary or any type of payment to assist in performing a certain work for the employer. When it comes to agency law, the employee is known as the agent and the employer is known as the principal. This is crucial in the determination whether an individual is acting like an employee in a scenario where the employee has been injured (for workers compensation) or when the employee caused an injury to the other.

Employers

These are the providers of the work which is normally distinguished in industrial relations systems depending on whether they are either in the public or the private sector. Historically, trade unionism and collective bargaining were common in the private sector even though in the modern era these characteristics have spread to the public settings too. There are variations in different countries when it comes to the trade unionism in state opened corporations which have started to decrease in the number as time elapses.

Government

The government has some indirect and direct effects on most labour relations. The government has an unformidable influence on the emergence and development of the labour relation policies since it is the source of legislation. Laws and policies can either curtail or foster directly or indirectly the creation of unions to represent both the workers and employers. Moreover, legislation provides the least level of employee protection while formulating “the rules of the game”. For instance, the government can implement greater or less protection towards the employees who refrain to perform a certain task they deem to be too hazardous in terms of health

Moreover, the government has a greater impact on the way the labour relations system may operate. The moment effective enforcement is achieved through the labour inspectorate, and then collective bargaining can commence forming the point where the law leaves off. However, the moment the state infrastructure possessing the rights to enforce labour relations is weak, then the employees will be left with the option to design alternative institution for enforcement.

Courts and tribunals

The role of the industrial/employment and labour relations courts; and labour relations tribunals is to facilitate industrial harmony while regulating the associations between the workers and the employers; between the employer associations and trade unions, and mitigation of the grievances emanating from such relations. Moreover, they will be obligated to facilitate social dialogue which is comprised of every type of negotiation, consultation, and the collective negotiation through definition and adjudication of the rights related with the tripartite players who happen to be the state, workers and the employers.

Employee associations

The classic description of a trade union is referred to a continuous association of wage earners with the intention of improving the environments of their employment terms (Webb and Webb 1920). The background of the trade unions dates back to the first attempts to design a collective action at the commencement of the industrial revolution. However, the modern world trade unions evolved from the latter part of the nineteenth century when the governments commenced conceding to the union rights to be implemented (formerly, they were viewed as illegal combinations which were disrupting the freedom of commerce). The trade unions reflect the conviction that banding together will improve the workers' situation. The trade union rights originated from both the economic and political fights which resulted in short-term personal sacrifices for the purpose of longer-term collective gain.

Employer associations

It is an organization which is composed of a collection of employers who are operating in a similar business field which operates to support the members when it comes to negotiating with the employee associations, posing as the representatives of the political interest members and provision of legal counsel for the associated enterprises.

Conclusion

Effective labour relations will be achieved the moment employees are active participants in all levels of decision making and in specific with regard to decisions which involve their work. Therefore, it is crucial that joint consultations are held to pave way for the industrial harmony and improvement of relationships between the employees and the employers.

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