

The Future of Work

THE LABOUR ADMINISTRATION MODULE OF THE ARLAC BASIC LABOUR MARKET COURSE

KENNETH SAGOBYE

segobyekenneth82@gmail.com

The African Regional Labour Administration Centre (ARLAC) enrolled students for second intake of the ARLAC Basic Labour Market Course from the 13-17th May 2019. This introductory level course was designed for new recruits hired for Labour Administration responsibilities. The course aimed to help students acquire knowledge on Labour Administration principles, skills, competencies and practices required for professional labour administrators.

One of the modules covered was Labour Administration, which comprised of Labour Inspection, Dispute Resolution, Labour relations and Labour Market Information Systems (LMIS). According to ILO Convention No. 150 Labour Administration can be defined as "public administration activities in the field of national labour policy."

Most of the countries have committed to a number of ILO conventions so as to maintain good governance and providing decent work. One of the components of Labour Administration is Labour Inspection which according to ITCILO is a fundamental function of labour law enforcement and plays a key role in ensuring good governance and fairness in the workplace. In other words, the Labour Inspection systems are responsible for seeing that workers' rights such as safety and health, gender equity, Non-discrimination, no forced labor are observed.

The workplace also is not immune to disputes. Labour administration also covered the dispute resolution issues, what they are, types and probably best dispute resolutions practices. Conciliation and Arbitration were mainly covered. Conciliation refers to "where parties, with assistance from a dispute resolution

 16km Harare/Bulawayo
Road,
P. O. Box 6097
Harare

 00 263 242 2210191-8
00 263 712 616835

 arlac@arlac.co.zw

 www.arlac.co.zw

 @ARLAC20

practitioner (the conciliator) discuss issues to reach an agreement. The conciliator is responsible for managing the conciliation process.” “Arbitration is where the parties to a dispute present arguments and evidence to a dispute resolution practitioner (the arbitrator). The arbitrator makes binding decisions.” Conciliation process would be the most suitable in most cases since it is not costly, not binding and also aims to reconcile the affected parties. This process can work effectively for African countries with developing economies as most of its employment is characterized by the informal sector.



Dispute Resolution Illustration

Industrial Relations was also covered, its importance and how it can help achieve or maintain a healthy economy without workers being oppressed or oppressed. Labour relations, refers to the “system in which employers, workers and their representatives and, directly or indirectly, the government interact to set the ground rules for the governance of work relationships. It also describes a field of study dedicated to examining such relationships” (ILO). Good industrial relations ensure productive labour, since workers will likely not get involved in industrial strikes. Moreover, they will be motivated.



Industrial Relations Illustration



Lastly there was the topic on LMIS. “The LMIS is an information system and an active labour market policy instrument that collects, analyses, monitors and captures labour market information such as labour indicators, data, labour demand and supply forecasts and any other labour market data” (Botswana Labour Market Observatory). The LMIS serves as a one stop shop for employment trends, rate of skills job vacancy mismatches, educational attainment and illiteracy etc. It provides employers with timely and accurate information about labour market for investment purposes and facilitate new business set up. Investors will have timely information on the availability of skilled labour force etc. Moreover, it helps Address issues of skills mismatch which include relevance of curriculum to the needs of labour market and facilitate effective institutional planning and inform education planning and institutional & student financing.

In conclusion the module is supposed to equip participants with Labour administration principles and skills, compliance with labour legislation, benefits of good labour relations, disputes settlements and the importance of LMIS.