NAME: LUCKY OMAMUZO EBENEZER

MATRIC NO: 16/SMS03/014

COURSE CODE: BUS 408

COURSE TITLE: HUMAN RESOURCES MANAGEMENT

1. Explain explicitly what industrial relation is? Who are the parties involved and what are their function explain them

Industrial Relation is viewed as the “process by which people and their organizations interact at the place of work to establish the terms and conditions of employment.” The Industrial relations are also called as labour - management, employee employer’s relations. Industrial Relation are characterised by both conflict and co-operations. This is the basis of adverse relationship. So the focus of Industrial Relation is on the study of the attitudes, relationships, practices and procedure developed by the contending parties to resolve or at least minimize conflicts.

**Objectives of Industrial Relation**

Following are the important objectives of industrial relation:

1) To safeguard the interest of labour and management by securing the highest level

of mutual understanding and good-will among all those sections in the industry which participate in the process of production.

2) To avoid industrial conflict or strife and develop harmonious relations, which are

an essential factor in the productivity of workers and the industrial progress of a country.

3) To enhance productivity to a higher level in an era of full employment by lessening

the tendency to high turnover and frequency absenteeism.

4) To establish and nurse the growth of an Industrial Democracy based on labour

partnership in the sharing of profits and of managerial decisions, so that ban individuals personality may grow its full stature for the benefit of the industry and of the country as well.

5) To eliminate, as far as is possible and practicable, strikes, and lockouts by providing reasonable wages, improved living and working conditions, said fringe

benefits.

6) To establish government control of such plants and units as are running at a loss or in which productions has to be regulated in the public interest.

7) Improvements in the economic conditions of workers in the existing state of

industrial managements and political government.

8) Control exercised by the state over industrial undertaking with a view to regulating

production and promoting harmonious industrial relations.

**The main aspect of Industrial Relations**

The main aspects or dimensions of industrial relations are.

1. . Labour Relations, i.e. relations between union and management.
2. Employer-employees relations, i.e. relations between management and employees.
3. Group relations, i.e. relations between various groups of workmen. Community or Public relations, i.e. relations between industry and society
4. Promotions and development of healthy labour-managements relations.

The parties involved in industrial relation

1. **Employee/workers**

The workers who provide their services to the organization are an essential resource and contributes to generating the desired output.

Following are some of the reasons for which employees find maintaining sound industrial relations to be useful for them:

* Sharing their views, suggestions and ideas with the management to improve the business operations;
* becoming a part of organizational decision-making and ensuring the betterment of the working conditions
* speaking out their problems and grievances and seeking for the redressal of the same.

1. **Employers/ Management**

Employers are responsible for providing a favourable work environment for the employees. They have many rights and powers like laying off inefficient employees, taking strategic decisions such as mergers, acquisition or shutdown of the organization and adapting technological changes in the operations.

Following are the different ways in which managers can benefit from sound industrial relations in the organization:

* Motivating the employees to give their best and gaining their trust and commitment;
* improving the overall efficiency and ensuring effective communication among the employees and the management;
* dealing with problems of trade union along with negotiation of employment terms and conditions with such employee representative.

1. **Government**

Before the 19th century, the government didn’t use to intervene in the conflicts between the employer and the employee. However, later on, there was a change in the attitude of the government bodies, they started regulating the industrial relations through labour courts and tribunals, for the following reasons:

* Safeguarding the interest of both the parties;
* ensuring that both the employer and the employee, abide by the legal terms and conditions.

#### **Trade Unions**

When the workers unite together to form an association and elect a representative among themselves; for the protection of their rights and to raise their demands in front of the management; it is named as a trade union. Listed below are the objectives of such associations:

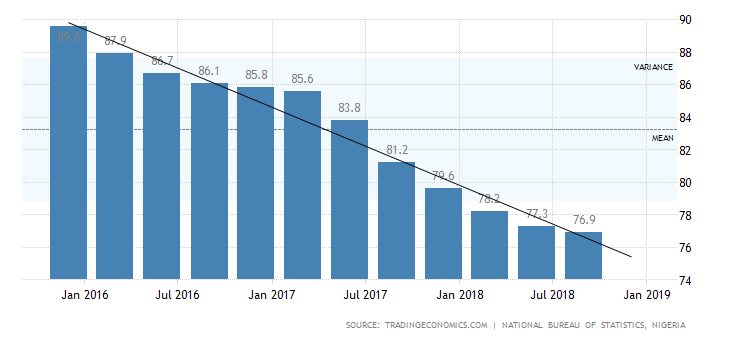
* Negotiating collectively with the administration for meeting the individual interest of an employee;
* upgrading the status of the employees in the organization;
* demanding better working conditions and higher job security for the workers;
* safeguarding the interest of the employees by demanding a higher level of democratic control over the decision-making at the organizational, corporate and national levels

1. What is the indices of employment in Nigeria? Compare it to any African country of your choice and make your recommendation.

**INDICE OF EMPLOYMENT IN NIGERIA**

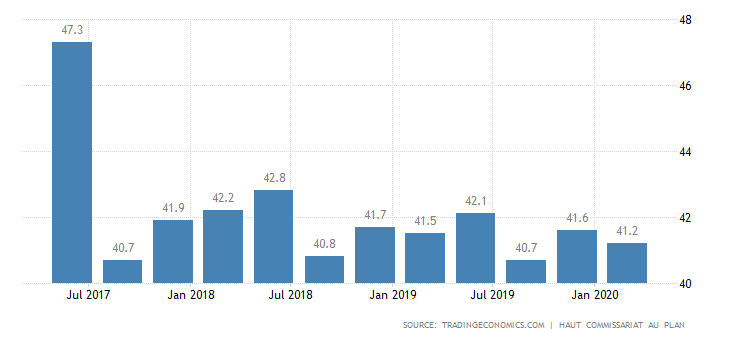
Employment Rate in Nigeria averaged 85.42 percent from 2014 until 2018, reaching an all-time high of 93.60 percent in the fourth quarter of 2014 and a record low of 76.90 percent in the third quarter of 2018. Employment Rate in Nigeria decreased to 76.90 percent in the third quarter of 2018 from 77.30 percent in the second quarter of 2018**.** Employment Rate in Nigeria is expected to be 75.00 percent by the end of this quarter, according to Trading Economics global macro models and analysts’ expectations. Looking forward, we estimate Employment Rate in Nigeria to stand at 76.00 in 12 months’ time. In the long-term, the Nigeria Employment Rate is projected to trend around 78.00 percent in 2021, according to our econometric models.

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| **Nigeria Labour** | **Last** | **Previous** | **Highest** | **Lowest** | **Unit** |  |
| --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |
| [Unemployment Rate](https://tradingeconomics.com/nigeria/unemployment-rate) | 23.10 | 22.70 | 23.10 | 5.10 | percent |  |
| [Population](https://tradingeconomics.com/nigeria/population) | 200.00 | 195.87 | 200.00 | 45.14 | Million |  |
| [Unemployed Persons](https://tradingeconomics.com/nigeria/unemployed-persons) | 20927.60 | 20343.60 | 20927.60 | 4672.00 | Thousand |  |
| [Wages High Skilled](https://tradingeconomics.com/nigeria/wages-high-skilled) | 57200.00 | 57200.00 | 57200.00 | 57200.00 | NGN/Month |  |
| [Wages Low Skilled](https://tradingeconomics.com/nigeria/wages-low-skilled) | 25500.00 | 25500.00 | 25500.00 | 25500.00 | NGN/Month |  |
| [Youth Unemployment Rate](https://tradingeconomics.com/nigeria/youth-unemployment-rate) | 36.50 | 38.00 | 38.00 | 11.70 | percent |  |
| [Living Wage Family](https://tradingeconomics.com/nigeria/living-wage-family) | 137600.00 | 135300.00 | 137600.00 | 135300.00 | NGN/Month |  |
| [Living Wage Individual](https://tradingeconomics.com/nigeria/living-wage-individual) | 43200.00 | 41800.00 | 43200.00 | 41800.00 | NGN/Month |  |
| [Minimum Wages](https://tradingeconomics.com/nigeria/minimum-wages) | 30000.00 | 30000.00 | 30000.00 | 18000.00 | NGN/Month |  |
| [Employed Persons](https://tradingeconomics.com/nigeria/employed-persons) | 69542.90 | 69165.60 | 70665.90 | 66951.00 | Thousand |  |
| [Employment Rate](https://tradingeconomics.com/nigeria/employment-rate) | 76.90 | 77.30 | 93.60 | 76.90 | Percent |
| **INDICE OF EMPLOYMENT IN MOROCCO** Employment Rate in Morocco decreased to 41.20 percent in the first quarter of 2020 from 41.60 percent in the fourth quarter of 2019.Employment Rate in Morocco averaged 44.67 percent from 1999 until 2020, reaching an all-time high of 48 percent in the first quarter of 1999 and a record low of 40.70 percent in the third quarter of 2017.Employment Rate in Morocco is expected to be 41.70 percent by the end of this quarter, according to Trading Economics global macro models and analysts’ expectations. Looking forward, it is estimated that Employment Rate in Morocco to stand at 40.10 in 12 months’ time. In the long-term, the Morocco Employment Rate is projected to trend around 41.56 percent in 2021 and 41.60 percent in 2022, | | | | | | |

| **Actual** | **Previous** | **Highest** | **Lowest** | **Dates** | **Unit** | **Frequency** |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |
| 76.90 | 77.30 | 93.60 | 76.90 | 2014 - 2018 | percent | Quarterly |  |



|  | **Actual** | **Previous** | **Highest** | **Lowest** | **Dates** | **Unit** | **Frequency** |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | 41.20 | 41.60 | 48.00 | 40.70 | 1999 - 2020 | percent | Quarterly |  |

| **Morocco Labour** | **Last** | **Previous** | **Highest** | **Lowest** | **Unit** |  |
| --- | --- | --- | --- | --- | --- | --- |
| [Unemployment Rate](https://tradingeconomics.com/morocco/unemployment-rate) | 10.50 | 9.20 | 15.10 | 7.80 | percent |  |
| [Unemployed Persons](https://tradingeconomics.com/morocco/unemployed-persons) | 1292.00 | 1107.00 | 1535.00 | 859.00 | Thousand |  |
| [Employed Persons](https://tradingeconomics.com/morocco/employed-persons) | 10957.00 | 10975.00 | 11082.00 | 8577.00 | Thousand |  |
| [Population](https://tradingeconomics.com/morocco/population) | 35.60 | 35.20 | 35.60 | 11.64 | Million |  |
| [Youth Unemployment Rate](https://tradingeconomics.com/morocco/youth-unemployment-rate) | 24.90 | 26.70 | 29.30 | 13.10 | percent |
| [Employment Rate](https://tradingeconomics.com/morocco/employment-rate) | 41.20 | 41.60 | 48.00 | 40.70 | percent |  |
|  | | | | | | |

RECCOMENDATIONS

**The Nigerian government should support private sector participation in the global ACTs market. It should do this by tracking** **international developments related to the economic and technical** **requirements of all aspects of ACTs production and establishing** **formal and informal links to academic, public, and for-profit entities that could play a role in ACT production. The Nigerian Academy of Science could play an important role by convening potential The Nigerian government should support private sector participation in the global ACTs market. It should do this by tracking** **international developments related to the economic and technical** **requirements of all aspects of ACTs production and establishing** **formal and informal links to academic, public, and for-profit entities that could play a role in ACT production. The Nigerian Academy of Science could play an important role by convening potential.**