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**16/SMS03/002**

**Business Administration**

**Human Resources Management (BUS 408)**

Assignment

1. ***Explain explicitly what industrial Relation is? who are the parties involved and what are their functions> explain them***

Industrial relations may be defined as the relations and interactions in the industry particularly between the labour and management as a result of their composite attitudes and approaches in regard to the management of the affairs of the industry, for the betterment of not only the management and the workers but also of the industry and the economy as a whole.

The term industrial relations explain the relationship between employees and management which stem directly or indirectly from union-employer relationship. All of the above definitions are regarded as the definitions to Industrial relations but now let’s break it down bits by bits:

**Industry:** Industry refers directly to productivity – when one or many individuals are engaged in a productive task, we call those people “industrious”. It could also mean any productive activity in which an individual is engaged. It includes:

(a) primary activities like agriculture, fisheries, plantation, forestry, horticulture, mining etc. etc.

(b) Secondary activities like manufacturing, construction, trade, transport, commerce, banking, communi­cation etc.

Economically , industry could also mean the secondary sector where factors of production (land, labour, capital and enterprise or four M’s – men, materials, money and machines) are gainfully employed for the purpose of production, and where a business organization exists.

**Relations:**In the context of “Industrial relations”, the word refers to any relationship that exists within a productive sphere between an employer and his employees and the union that represents them.

In other words,Industrial relations is referring to the relationship between employers and employees. This means that there is need to be in a good relationship, the divisions need to be working together as efficiently as

possible, in order to maximize economic gain and the potential for industrial growth and without cooperation between the employer and employee industrial progress and economic gain would come to a halt. Industrial Relations used to refer broadly to the relationships between employer and employees and as such encompassed functions such as Human Resource Management, as well as union-management but now the term has morphed and become more specific. It is now referring only to issues of trade-unionism and labour-management relations while Human Resource Management has become a separate but still fundamental function dealing with non-union employment relationships and company policy.

The parties involved in industrial relations are The Government, The Employers, The Employees, Trade unions and society.

**Functions of the Government**

The industrial relations processes, and the relationships between employees and employers are influenced by the government through the government’s construction and implementation of relevant industrial relations law, policies, regulations etc. The government can also become directly or indirectly involved in the industrial relations processes when boundaries are overstepped or negotiations go awry, for example, settling an industrial relations dispute in court, or adjusting or amending a policy which has proven itself flawed, outdated or newly irrelevant following the outcome of a certain case or set of negotiations. This being done, the government benefits from Industrial Relations in the sense that a safe working environment promotes employee and employer satisfaction, which in turn helps maintain high employment rates which reflects well on the government and directly addresses and influences issues such as poverty and crime.

**Functions of Trade union or representatives**

The trade union stands as an intermediary for both the employer and the employee, so it plays a vital role in industrial relation. Trade or labour unions resist the exploitation of employees by employers through equal bargaining power and represent workers’ interests in the employment relationship. It is the union that represents on behalf of the worker ensuring that the employee benefits from Industrial Relations and aim to secure the workers by helping them to have:

Better wages that is sustainable for the future of the employee.

Improved working conditions so that the employee can be productive, safe and happy.

Mutual respect by ongoing conversation between the employer and their employees to keep the work relationship healthy.

The Union ensure that the process of Industrial Relations benefits the employee and protects the interests of the employee during negotiations and similar relations with the employer. It also saves the employer man-hours and communication struggles by creating a platform for two-way communication between a large group of employees and a usually smaller group of employers.

**Functions of Employers**

In the corporate organization, employer is represented by the management. Hence, management becomes responsible to various stakeholders in an organization including employees. Such as

Creating and sustaining employee motivation.

Ensuring commitment from employees.

Achieving higher levels of efficiency.

Employers could also form their own association to represent employers in collective bargaining at the national or industry level, develop machinery for avoiding dispute, Provide feedback on employee relations, advise member organizations on the issues relating to Industrial relation.

**2*. What is the indices of unemployment in Nigeria. Compare it to any African country of your choice and make your recommendations.***

The unemployment rate in Nigeria is increased to 23.10 percent in the third quarter of 2018 from 22.70 percent in the second quarter of 2018 and it is said to increase to 33.5 per cent by 2020 by the federal government.

The Unemployment Rate in Ghana increased to 6.70 percent in 2018 from 6.60 percent in 2017.

According to what we can see Nigeria unemployment rate is really high compare to Ghana and this is because the economy and GDP of Ghana is way better than Nigeria because the economy of Ghana has a diverse and rich resource base, including the manufacturing and exportation of digital technology goods, automotive and ship construction and exportation, and the exportation of diverse and rich resources such as hydrocarbons and industrial materials. These have given Ghana one of the highest [GDP per capita](https://en.wikipedia.org/wiki/GDP_per_capita) in [West Africa](https://en.wikipedia.org/wiki/West_Africa). Owing to a GDP rebasement, in 2011 Ghana became the fastest-growing economy in the world. Ghana is Africa's second-biggest gold producer (after South Africa) and second-largest cocoa producer. It is also rich in diamonds, manganese ore, bauxite, and oil. Most of its debt was canceled in 2005.

Nigeria has natural resources just like Ghana and could also be diverse in economy and have a good GDP but the country is still heavily reliant of oil export earnings. This means its fragile economic growth can be abruptly reversed if oil prices drop. This outcome is now a very real possibility amid the coronavirus outbreak in China hitting the global economy and pushing oil prices lower than Nigeria’s budgetary benchmark of $57 per barrel. This happening has put Nigeria at more risk of worse recession in the economy so Nigeria needs to consider agriculture, mining, and other natural resources they could invest on and start exporting.

public policy by Government has encouraged youth to undertake entrepreneurship, which can make them create employment for themselves and become employers of labor. However, in the long run, the industrial sector must also expand to create opportunities for youth. Industrial expansion must be based on available local resources in agriculture and solid mineral exploitation as well as value chain activities in those two sectors. The development of infrastructure, particularly electricity, this has really been a major issue for businesses in Nigeria because most companies have been forced to move to Ghana due to better electricity. For example, peak milk company said they had to move because the cost of running power for their company was affecting the company revenue. Stable and effective electricity will provide the necessary boost to any meaningful approach towards expanding industrial production space and creating employment for millions of job seekers, especially Nigerian youth.