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Industrial relations or employment relations is the multidisciplinary academic field that studies the employment relationship that is, the complex interrelations between [employers](https://en.wikipedia.org/wiki/Employer) and [employees](https://en.wikipedia.org/wiki/Employee), [labor/trade unions](https://en.wikipedia.org/wiki/Labor_union), [employer organizations](https://en.wikipedia.org/wiki/Employer_organization) and [the state](https://en.wikipedia.org/wiki/The_state).

The newer name, "employment relations" is increasingly taking precedence because "industrial relations" is often seen to have relatively narrow connotations. Nevertheless, industrial relations has frequently been concerned with employment relationships in the broadest sense, including "non-industrial" employment relationships. This is sometimes seen as paralleling a trend in the separate but related discipline of [human resource management](https://en.wikipedia.org/wiki/Human_resource_management). Some scholars regard or treat industrial/employment relations as synonymous with employee relations and [labor relations](https://en.wikipedia.org/wiki/Labour_relations), this is controversial, because of the narrower focus of employee/labor relations, i.e. on employees or labor, from the perspective of employers, managers and/or officials.

In addition, employee relations are often perceived as dealing only with non-unionized workers, whereas labor relations are seen as dealing with [organized labor](https://en.wikipedia.org/wiki/Portal:Organized_Labour), i.e. unionized workers.] Some academics, universities and other institutions regard human resource management as synonymous with one or more of the above disciplines.

Industrial relations examine various employment situations, not just ones with a unionized workforce.

Industrial relations scholarship assumes that labor markets are not perfectly competitive and thus, in contrast to mainstream [economic theory](https://en.wikipedia.org/wiki/Economic_theory), employers typically have greater bargaining power than employees. Industrial relations scholarship also assumes that there are at least some inherent conflicts of interest between employers and employees (for example, higher wages versus higher profits) and thus, in contrast to scholarship in human resource management and [organizational behavior](https://en.wikipedia.org/wiki/Organizational_behaviour), conflict is seen as a natural part of the employment relationship. Industrial relations scholars therefore frequently study the diverse institutional arrangements that characterize and shape the employment relationship—from norms and power structures on the shop floor, to employee voice mechanisms in the workplace, to [collective bargaining](https://en.wikipedia.org/wiki/Collective_bargaining) arrangements at company, regional, or national level, to various levels of public policy and [labor law](https://en.wikipedia.org/wiki/Labour_law) regimes, to varieties of [capitalism](https://en.wikipedia.org/wiki/Capitalism) (such as [corporatism](https://en.wikipedia.org/wiki/Corporatism), [social democracy](https://en.wikipedia.org/wiki/Social_democracy), and [neoliberalism](https://en.wikipedia.org/wiki/Neoliberalism)).

When labor markets are seen as imperfect, and when the employment relationship includes conflicts of interest, then one cannot rely on markets or [managers](https://en.wikipedia.org/wiki/Manager) to always serve workers' interests, and in extreme cases to prevent worker exploitation. Industrial relations scholars and practitioners, therefore, support institutional interventions to improve the workings of the employment relationship and to protect workers' rights. The nature of these institutional interventions, however, differs between two camps within industrial relations.

**Parties in industrial relation**

#### Government:

The role of government in the matter of industrial relations has been changing along with changes in industrial environment and management perspective. For example, till century, the governments everywhere in the world adopted a policy of laissez faire.

The Industrial Relation matters were left to be settled by the employees and employers. But, towards the end of the 19 century, the attitude of the government in the changed conditions of conflicts between employees and employers, changed to some kind of intervention in the matter of Industrial Relation.

In due course of realization, government intervention became a reality. As of day, government intervention has become widespread in Human Resurce matters. In India, government tries to regulate the relationship of employees and employers, and also keeps an eye on both groups to keep each in line. This relationship is enforced and maintained through labor courts, industrial tribunals, wage boards, investigating and enquiry committees, etc.

1. The industrial relations processes, and the relationships between employees and employers, are influenced by the government and its agencies through the government’s construction, passing and implementation of relevant industrial relations law, policies, regulations etc.
2. The legal framework within which Industrial Relations must function is determined by the government and/or its agencies, possibly in consultation with other role-players in the industrial relations processes.
3. The government can also become directly or indirectly involved in the industrial relations processes when boundaries are overstepped or negotiations go away.
4. The government could become involved in, 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.

#### Employer:

Employer is the second party to Industrial Relation. In the corporate organization, employer is represented by the management. Hence, management becomes responsible to various stakeholders in an organization including employees.

1. Creating and sustaining employee motivation.

2. Ensuring commitment from employees.

3. Achieving higher levels of efficiency.

4. Negotiating terms and conditions of employment with the representatives of employees.

5. Sharing decision making with employees.

#### Employees:

Among the participants to Industrial Relation, employees are considered as the most affected one by the Industrial Relation system prevalent in an organization. Employees with their various characteristics such as their commitment to the work and the organization, their educational and social background, their attitudes towards the management and so on affect and are affected by the system of Industrial Relation.

Generally, employees perceive Industrial Relation as a means to improve their conditions of employment, voice against any grievances, exchange views and ideas with management and participate in organizational decision making processes.

1. To redress the bargaining advantage on one-on-one basis, i.e., individual worker vis-a-vis individual employer by way of joint or collective actions.

2. To secure better terms and conditions of employment for their members.

3. To obtain improved status for the worker in his/her work.

4. To increase democratic mode of decision making at various levels

However, various factors such as union membership, its attitude towards management, inter- union rivalry and the strengths at the national or local level determine the role of trade unions in influencing the system of Industrial Relation in an organization.

**The indices of unemployment in Nigeria is rating about 33.5 now compare to Ghana that its unemployment indices is rating about 22.8. Nigerian unemployment rate is increasing seriously and this is because of the following reasons below:**

**Lack of quality education:** Most employers believes that Nigerian graduates are unemployable. This is the result of the educational program which usually include theories and a lack of practical use of knowledge. Also, most tertiary educational courses lack entrepreneurial training. For example, a graduate of agriculture course knows the theory but lacks necessary practical agricultural skills.

**Lack of infrastructure:** Lack of good roads, steady and sustainable power supply has made the economy hostile to investors. The lack of infrastructure has led to the high cost of production. The absence of investors influences the number of available jobs. The operating companies also use fewer people because of the high cost of production **Recession:** Unemployment in Nigeria has been worsened by the recent decline in the country’s economy. A lot of people have been laid off, while new jobs were not created. Most companies laid off employees because they can’t afford a lot workers.

**Current situation of the country (Corona Virus):** thecurrentsituation of the country has brought about the increase in unemployment in the country and the world at large. In countries like Nigeria company’s now know that some jobs can be done without the need to employ someone to do it and task can be carried out effectively without making use of so much staff.

Effects of Unemployment in Nigeria Due to the increasing unemployment rate in Nigeria; there have been adverse effects on both the economy and the society. The consequence of unemployment in Nigeria includes:

Reduction in the national output of goods and services.

Increased rural-urban migration.

Increase in the number of dependent people.

The high rate of crimes.

**Recommendation**

**Standard of education**

The standard of education should be improved so as to ensure that the students who graduate are qualified and employable at the end of the day. Students should be though what they are meant to know and the syllables should be changed as things change so as to be able to compete with the outside world.

**Productive work of the government**

To overcome the crisis of unemployment in Nigeria, the government must be effective in performing their duties. A socio-economic environment should be created. The government needs to foresee looming crisis and to make all possible actions to prevent it. It is also very important to understand the scope and types of unemployment in Nigeria.

**Industrial friendly environment**

The government is to consider each sector of the economy and to provide the necessary infrastructure and industrial friendly environment. Agriculture is one of the major sectors and the government has to do everything possible to attract private investors. Thus, creating new job opportunities. Improvement of energy supply and transport system will cut the high cost of production. So, there will be no need to cut jobs.

**Government should encourage and support small business in Nigeria**

The government should encourage and support growing small businesses in Nigeria by making citizens in Nigeria patronize products made in Nigeria and providing them grants to ensure the proper running of the business with proper supervision to make sure the grant is used effectively. This could help in reducing the unemployment in Nigeria.

**Reference**

<https://www.legit.ng/1102758-unemployment-nigeria-effects-solutions.html>

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