**Name:** Adeoluwaseye Adeniyi

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**Question**

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

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

**Answers:**

1. Industrial relations are that which brings about the relationship between employers and employees in the industry. It can also be said to be employer-employee relationships that are covered specifically under collective bargaining and industrial relation laws.  
   It is any type of relationship that exists between management and employees and their organisations growing out of employment relationship. Industrial relations have also been defined as social relations in the place of production.

Industrial relations are the composite results of the attitudes and approaches of workers towards each other with regards to planning, supervision, direction and coordination of the activities of an organisation, cooperation and the resolution of grievance and conflict. Industrial relations aim to bring about harmony, peace in an organisation and minimise conflicts, it creates sound and healthy relationships in the workplace between workers and management, it also facilitates production and productivity.

The importance of industrial relations in the economy of Nigeria cannot be removed. The emergence and growth of the labour market and the labour sector inevitably demanded the need for a defined relationship between workers, unions and management. The attainment of this goal depends on and is influenced by the type of employment relationship that exists between the employer and the employee, such issues as the general determination of the conditions of employment, benefits, job security, discipline, technological changes, and welfare are of paramount importance in industrial relations

**Parties in industrial relations**

The parties in Industrial Relations system are:

* **The workers or their representatives:** they lay down the effort to help the organisation. They must be productive and help the org to maximise profits. They work to meet organisation objectives and expect salary as at when due. They try to maintain their job (job security).
* **The employers or their representatives/agents**: the foremost concern here is work. The employer makes sure that the workers work to meet the objectives set out by the organisation. The employer pays the wages and sees that the workers are motivated to work. The employer tries to keep his side of the collective agreement.
* **The labour unions, Trade unions and their representatives**: these are representatives of the workers, who join their association in negotiations with the employer or management. They are well-skilled professionals in trade union activities. They act in the protection of their member's interests. They are the go-between, between workers and management in matters that concern the workers, such as demands for better conditions of employment, job security and increase in wages, welfare and others.
* **The Government (State):** they stand as the regulator between the employers and the employees. The government makes policies, rules and regulations that must be obeyed by parties. Such rules that impact the conditions of work such as minimum wage and wage structure. The government ensures that there is peace in industries and harmony in the system
* **The community/ society (as stakeholders):** these are the consumers of the goods and services produced by the workers and management or organisation. Where there are conflicts such as strike, between workers and management, production will cease and this will affect the consumers.

These parties all play important roles in the industrial relations system in order to bring about peace, industrial harmony and democracy in the workplace.

1. According to the World Population Review, Nigeria’s unemployment rate as of 2019 is 13.40% with a population of 206,139,589 which means that the number of unemployed individuals is about 27,622,705. Compared to Botswana where the unemployment rate is 20.00% with a population of 2,351,627. This works out to about 470,325 unemployed individuals.

It is evident that there is quite a disparity in the figures of both countries, and though the employment rate of Botswana is higher than that of Nigeria, the country’s economy is far stronger with 1 USD = 12 Botswana Pula (BWP) and 1 GBP =15 BWP. The economy of Botswana is currently one of the world's fastest-growing economies, averaging about 5% per annum over the past decade. Growth in private sector employment averaged about 10% per annum during the first 30 years of the country's independence. Botswana has enjoyed strong and stable growth since independence, with sizable fiscal buffers and prudent policies playing a key role in shielding the economy, despite diamond market weakness and volatility. Although Botswana's economy is considered a model for countries in the region, its heavy dependence on mining and its high rate of HIV/AIDS infection (one in every three adults is seropositive) and unemployment could threaten its success in the future.

Whereas the economy of Nigeria is a middle-income, mixed economy and emerging market, with expanding manufacturing, financial, service, communications, technology and entertainment sectors. With 1 USD = 390 NGN and 1GBP = 481 NGN a much higher amount than Botswana. It is ranked as the 27th-largest economy in the world in terms of nominal GDP, and the 22nd-largest in terms of purchasing power parity.

The Nigerian economy suffers from an ongoing supply crisis in the power sector. Despite a rapidly growing economy, some of the world's largest deposits of coal, oil and gas and the country's status as Africa's largest oil producer, power supply difficulties are frequently experienced by residents.