

SESSION 5 INDUSTRIAL RELATIONS

There exists a complex and dynamic relationship between the organisation and its people. Issues and problems between these 2 parties are inevitable and need to be carefully managed.



WHAT INDUSTRIAL RELATIONS COMPRISE

- Primarily concerned with the relationship between the management & workers of an organisation but in reality often extends to the employers & employees of the same industry or related industries and even beyond.
- Will also involve other stakeholders like the government and the society at large.
- Typical issues would include pay matters, work conditions and safety, employment security, workplace fairness, etc.
- Government's role both advisory and legislative. Main concern of the government is to balance the interests of all parties and ensure no disruption to the economy and society.

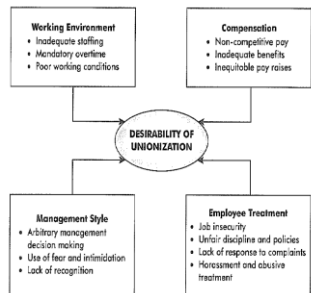
WHAT INDUSTRIAL RELATIONS COMPRISES

- Workers' interests typically represented by the unions.
- Parties negotiate to reach agreements and abide by these.
- Laws and guidelines help facilitate IR.
- Traditionally, has the embedded assumption that employers and employees are antagonistic.

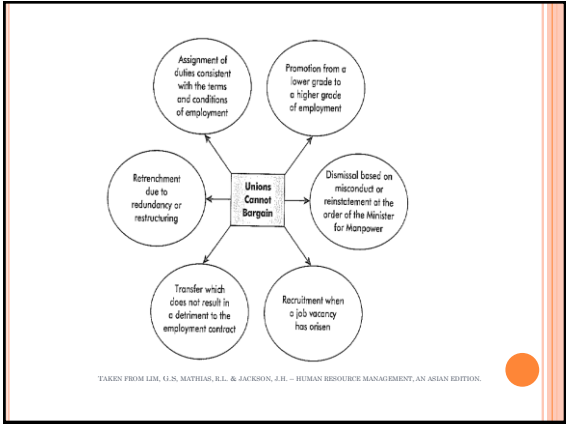
WHAT IS A UNION?

- A union is a formal association of workers that promote the interests of its members through collection actions.
- Reflections- Why do workers join unions and why do employers resist unions?

Factors Leading to Employee Unionization



TAKEN FROM LEE, G.S, MATHIAS, K.L. & JACKSON, J.H. -- HUMAN RESOURCE MANAGEMENT, AN ASIAN EDITION.



HISTORICAL DEVELOPMENT OF IR IN SINGAPORE

- Birth of a nation - separation from Malaysia and its implications
- National survival and the economy top priorities
- Need for foreign investments
- Disciplined workforce and stable political environment key
- Government & legislation
- Non-confrontational labour movement
- Tripartite relationship

WHAT IS THE TRIPARTITE SYSTEM

- Managing IR through 3 parties – govt, employers & employees
- NTUC – redefining the roles of the unions
- Consultative and behind-the-scene approach
- Peaceful labour-management relation
- Attractive to foreign investors
- But taking care of employees' interests too
- Key is balancing the various stakeholders' interests
- There is also the national interests at stake too
- Takes a long term perspective

SINGAPORE NTUC hopes to boost PME unionisation rate

By Chien Kuan
PUBLISHED 24 Aug 2013 12:07 AM
SINGAPORE

ASIAN credits sought to strengthen ties
17 minutes ago

Tan paid 10 months for violating ethics
17 minutes ago

Change air passenger traffic up 4% in July
1 hour ago

Programme launched to help South Indian residents facing chronic problems
1 hour ago

Historical site does its multi-ethnic appeal at evening event
1 hour ago

SAME's most leverage for growth: China
1 hour ago

Headset: Spore best kept of record at World Youth Championships
1 hour ago

Is our Family Everyone Counts
NTUC President Tan Joo Koh speaking at a press conference.

SINGAPORE: The labour movement said it now represents 25 per cent of the resident workforce comprising Singaporeans and permanent residents in Singapore, but it hopes to increase this to 33 per cent in five years.

This is an increase from 10 years ago, when the labour movement represented 20 per cent of the resident workers in 2002. It is also sharply higher than the 14 per cent seen in 1992.

ntuc
National Trades Union Congress

Be A Member Communities For U Events Areas Of Interest About NTUC

Home » Members & Membership » Membership Information

Membership Benefits at a glance!

- 4% OFF* everything at FairPrice.
- Earn LinkPoints at over 900 merchant outlets.
- Insurance coverage of up to \$30,000, under our group insurance plan, NTUC GIFT.
- *For as low as \$0.70* per day, insure yourself for \$100,000 against death, total and permanent disability and 50 critical illnesses with LUV from NTUC Income.
- Enjoy Dental packages for Members at Unity Denticare clinics.
- Earn 15,000 LinkPoints a year* at My First Shop.
- Special savings with NTUC Value Meals at NTUC Fosters.
- Enjoy member preferred rates with selected courses by NTUC LearningHub and FoodL.
- Enjoy up to \$200 unutilised course fee support under UTAAP (Union Training Assistance Programme).
- Discounted movie tickets and LinkPoints at Carriky Cinemas!
- Up to 50% off published rates for Costa Cards Resorts.
- Join my go! solo for as low as \$160 p.a. to enjoy gifting benefits such as maintenance of golf handicaps, golf insurance & more.
- Up to 30% off at over 300 dining outlets islandwide.

Visit www.ntuc.org.sg FOR MORE INFORMATION

CAN ENGINEERS JOIN THE UNIONS?

ntuc
National Trades Union Congress

Be A Member Communities For U Events Areas Of Interest About NTUC

The Institution of Engineers, Singapore (IES) partners Labour Movement to enhance benefits for 3000 members

20 February 2013

3000 engineers will be part of the Labour Movement under the IES-NTUC U Associate Programme. The Institution of Engineers, Singapore (IES) ushered in Spring by entering into an agreement with the National Trades Union Congress (NTUC) on 19 February 2013 to bring additional benefits to 3,000 of its members. This partnership will further expand the Labour Movement's (LM) efforts in serving more professionals, managers and executives (PMEs).

VIDEO-BASED LEARNING

- Watch the video, 'Diary of a Nation – Hock Lee Bus Riots' and discuss the following:
 - Will we ever go back to the days of the Hock Lee Bus Riots? Why or why not?
 - NTUC wants more SMEs to be unionised. As a future engineer, do you see the needs to be unionised? Why or why not?
- **Go to your respective tutorial IVLE forum to discuss the above with your tutor.**

