

# LABOUR RELATIONS

## Source of Data

Statistics on Employers' and Employees' Trade Unions and Trade Disputes are compiled by the Labour Relations and Workplaces Division of the Ministry of Manpower.

The Labour Relations and Workplaces Division monitors the industrial relations situation and provides mediation and conciliation services for the settlement of trade disputes. The Division also investigates complaints on infringements of the Employment Act which governs the terms and conditions of employment.

Statistics on Collective Agreements and Industrial Arbitration Court Awards are obtained from the Industrial Arbitration Court (IAC).

IAC was set up in 1960 under the Industrial Relations Act. Its functions include the registration and certification of collective agreements, hearing and determination of trade disputes and handing down of awards and interpretation and enforcement of terms of awards and collective agreements.

## Concepts and Definitions

**Trade Union** refers to a group or association of workers or employers whose principal objective is to regulate relations between workers and employers for all or any of the following purposes:

- Promote good industrial relations;
- Improve the working conditions of workers or enhance their economic and social status; and
- Raise productivity for the benefit of workers, employers and the overall economy.

**Trade Dispute** refers to any dispute between and among workers and employers relating to employment, non-employment, terms of employment or conditions of work.

**Collective Agreement** refers to an agreement between employers and employees on employment, non-employment, terms of employment or conditions of work. The duration of a collective agreement is specified and by law shall not be less than two years or more than three years.

An **Industrial Arbitration Court Award** refers to an award made by the IAC, and includes a collective agreement and a memorandum of the terms which have been certified by the President of the IAC in accordance with the provisions of the Industrial Relations Act.