PRIVATE EMPLOYMENT AGENCIES IN THE ERA OF GLOBALISATION: CHALLENGES AND RESPONSES

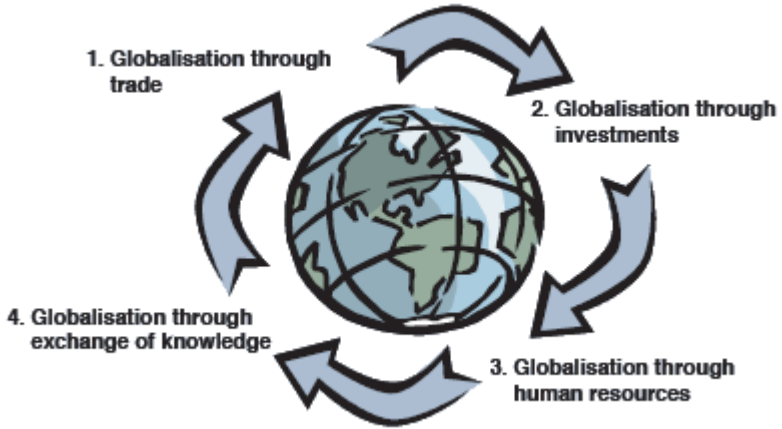
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GLOBALISATION, IS THE THREAT GOING TO STOP?

Increased trade, movement of labour, money and inter-dependence of the countries of the world and their economies.

Since organisations exist to create value, companies are more than ever before seeking to operate where there is competitive advantage (an economy where goods and services can be produced at lower cost, thereby giving the companies ability to sell more than competitors)

This globalisation effect is clearly shown in the offshoring of manufacturing facilities to Asia, Africa and some developing European countries.





America for America, Brexit and recent Nationalist movements and Protectionist rhetorics are merely unrealistic threats in the face of UN and most countries commitment to open markets..

- ➔ Increasing regional cooperation/economies
- ➔ Improved transportation
- ➔ Communication powered by technology

Will all sustain globalisation trend?

More and more, man’s creations tend to move freely across borders,

So also are animals but man is still controlling human migration.

Reasons are purely Bad Governance.



The irreversibility of globalisation makes a compelling case for managing its consequences,

The heart of the matter in globalisation is therefore the creation of acceptable standards and laws/policies for products and countries

Our concern is with people management.

The global economy is characterised by offshoring of manufacturing by developed economies

To less developed economies



Apple Iphones are made in china.

Clothes you buy in retail stores in Europe and America are made in Bangladesh.

The list goes on..

Rapid growth in demand for labour flexibility in developing economies is for businesses to cope with vagaries of the environment in developing economies (a high level of uncertainty)

There have been major changes in the nature of work in various organisations across the globe and the legal scope of employment relationship has expanded with the realities of emerging working relationships.

Globalisation has brought about different forms of employment.

CONTRACT FOR SERVICE – non master-servant employment relationship.

PART-TIME WORK – multiple employers allowed

ON-LINE WORK – done purely through the computers i.e. visual employment

OUTSOURCING – services to be rendered by organisations or agents with its own full-time employees

International and national initiatives to curtail the negative fallouts of **globalisation** and job flexibility.

- **Standards of employment relationship.**
- **Duties and obligations of employers.**
- **Government and labour movements regulatory actions.**
- **PEA code of conduct and cooperation with Government, Employers and Labour.**

What do PEAs Do?

Engaging workers for supply to a principal referred to as the user-enterprise

who assigns them tasks and supervises the execution of the tasks.

Refocusing candidates and improving their skills to increase their employability.

Rendering other services relating to job seeking and placement, like developing and training applicants and get them ready for employment.

Providing information about employment


In HuCaPAN, we believe “Wherever a Nigerian is found working, he or she must have decent work”
What is decent work?

Decent Work:



The job must be productive and safe.

The job must show respect for the rights of the person employed.

The job must offer social protection.

The job must provide fair income.

The job must allow freedom of dialogue and unionisation.


Finally, The Ministry of Labour and Employment has the legal authority to ensure that the workplace is safe and workers are engaged in decent work..



Thank You!