

Theme 4 Abstract
Neo-Liberalism and Emerging Labour Relations in ECOWAS Region: Present Trends and Future Challenges

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Globalization has been influenced by the improved information and communication technologies to reduce physical distance at a speed that is hitherto unknown. This has led to neo-liberalism that has influence the economy of all nations of the world. Many industries and nations have benefited from the increasing competition, improved and low cost of transportation and migration, accelerated technological innovation, sophisticated and informed customers, increasing trade liberalization, cultural diffusion and fast movement of capital and finances that were the out come of globalization. All these have radically changed labour relations in industries and nations as the employees in the former dominant Taylorised work place are being greatly reduced by technologies and the changing work pattern and processes. These have also led to mass unemployment and fluid organization network and relation that have further undermine worker's interest in most organization all over the world. Until recently government and people in the developed and some emerging nations have benefited from improved skills, knowledge and innovation that improved their economy and provide competitive advantage for their industries. However most developing countries have not benefited substantially from the dominant neo-liberal economy, they have been confronted with the problems of mass unemployment, poverty and insecurity that have weakened and threatened workers, increased employer's domination and undermine collective bargaining and collective agreement. This paper uses descriptive method to assess the effect of neo-liberal economy on the labour and employment relations in ECOWAS region. It seeks to find out the extent which different phases of neo-liberalism has affected the national economic and social development of selected nation in ECOWAS region and the extent which it has led to the new form of labour and employment relations. The paper also use past and present trends to peep into the future and to recommend appropriate methods by which governments, employers and workers could respond to present and future challenges for accelerated socio-economic political and industrial development of ECOWAS nation. The paper is divided into eight major themes, the first part, deals with the introduction, the second, with globalization and labour relations in the developed and developing nations, the third with globalization and changing nature of works and employment. The fourth part with the challenges of globalization to employment relations, the fifth with globalization and employee's skills, innovation and knowledge, the sixth with the present and future challenges of globalization to worker's wellbeing, the seventh with the ECOWAS region responses to globalization challenges and the final part deals with recommendations and concluding remarks.

ECOWAS – Economic Community of West African State

KEYWORDS: Globalization, migration, technologies, wellbeing, skill, technology innovation, employment relations, Worker's wellbeing, development, unemployment and poverty.