

Termination of employment by unfair and hasty dismissals has been identified in ABSTRACT as a major industrial relations problem. It is recommended that management

Some problems of industrial sociology and industrial relations affecting Trinidad and Tobago were studied. The methodology used in the project was one of interviews (with various aggrieved employees, workers, managers, plaintiffs and defendants in industrial disputes, and trade union officials), literature and document search, and original surveys. A constraint in the project was the lack of statistical data and documentation on some of the aspects studied.

The Trinidadian and Tobagonian public and private agricultural and industrial sectors form a "melting pot" of several organizational systems. This fact has been identified in the study as one of the stumbling blocks which has to be cleared by a fully indigenous and inter-related management and administrative system, embracing the above sectors, before the next thrust could take place towards further development and productivity-boost in the country.

The lack of professionally-trained, high calibre management material has been identified as one of the major problems facing the country today, with the business environment becoming sophisticated due to the emergence of large state enterprises, groups of companies and larger holdings. It is recommended that intensive professional management training should be pursued with maximum utilization of the institutions of learning already available, so that the machinery of progressive management accelerates in its operation.

Although some local industries already have attractive employment incentives and also have developed sophisticated, efficient and streamlined production systems, they should, in addition introduce decentralization and encourage worker participation in decision-making.

Termination of employment by unfair and hasty dismissals has been identified in the study as a major industrial relations problem. It is recommended that management should note this fact, and impart professional management training to its executives, so as to alleviate this problem.

Seeing that there are established patterns in negotiating collective agreements, the study concludes that both companies and unions should take suitable steps to arrive at speedy settlements, since the elimination of such delays would bring benefits to the society as a whole - not only to the organizations and to the workers.

While trade unions may continue their traditional struggle with the capitalist system, the report recommends that they formulate a single common ideology suitable to local needs, and establish good industrial relations, thereby contributing to quick development of the country.

The report ends by recognising that Trinidad and Tobago is in a fortunate position in several respects, although it is a developing Third World country, and has the potentials to overcome its various problems outlined.