



The Role Of Organized Labour In The Future

Organized labour has been an integral part of the historical labour movement that has provided for many of the labour laws that exist today. The role of organized labour in the future will have to capitalize on the movement's vast accomplishments while strategizing how to engage the youth and educate them of the tremendous benefits that the union can provide. Organized labour has helped workers with many work related situations such as, unsafe working conditions, low pay, long hours and more. Over time, union membership has started to decline. It is believed that youth in today's society are unmotivated and do not have an urge to become involved with unions. They are unaware of the numerous benefits and support that the union has to offer. The most important role of organized labour is the collective bargaining process. This allows for a fair and collective process of setting the standards for employment. Without unions, employees are left to the mercy of the employer who may be more concerned with their profits, rather than a mutually beneficial deal being reached collectively. It is foreseen that the role of organized labour in the future will be challenging due to the younger generation with this state of mind. The future role of organized labour will have to continue to focus abundant efforts in the areas of health and safety, how money affects youth and the importance of inclusivity and diversity to engage the youth demographic.

Health and safety is a motivator that can be understood by all. Unions have a shared responsibility with the employer to ensure the health and safety of workers. The unions have to challenge the employer and hold them accountable to ensure wellbeing and protection for all. Unions assist to ensure care in all areas of health including, but not limited to, mental, physical and emotional well being. Mental fitness is a rising issue where youth are looking to be supported. With the thought that we could become ill or injured at any moment, it is vital to have representation from a union to protect workers from being overthrown. The



union stands jointly and fights for a collective cause to ensure the best conditions entirely. By continuing strong efforts for suitable health and safety for union workers, youth are farther expected to become involved.

As always, money has pronounced significance in today's society. Wages are an essential topic to youth that will encourage them to get involved with organized labour in the future. Emphasizing that pay increases are given the longer you work in a unionized environment will peak interest in the younger generation because of growing inflation. With the increasing stress levels of individuals, we are becoming more prone to sickness. Being able to have paid sick days aids to relieve stress with the knowledge that you won't have to lose money due to medical reasons. The extended health benefits that organized labour is able to negotiate will have profound influence on the youth. The benefits that are received can save copious amounts of money that can be put towards schooling and housing, now and in the future. Youth today are concerned about their future and how they will afford to pay for it. Youth have a hard time getting ahead with rising inflation, so making sure they are aware of the financial benefits of being part of a union is imperative.

For most of history, organized labour has been primarily male dominated. As we travel into the future, getting women more involved is a crucial step. Youth today are watching to see women in power. When young women see that other women are in high holding positions, that gives them the confidence to step into new roles because they know that it is possible for them to do it as well. The fear of being discriminated against holds back some from wanting to become included. Working together to make unions a safer and more inclusive place for women, where they are protected and have equal rights is important. As we work towards a non-male-dominated alliance, it is essential that equality is being emphasized while protecting and encouraging growth for all. The goal of the future labour movement should be to provide inclusivity and equity that will foster young women to rise to positions of power. By persistently making organized



labour groups a safe and supportive place, young women will feel protected and be more willing to get involved.

The future of organized labour should focus their efforts into the importance of health and safety, how money affects youth, and the significance of getting the younger generation involved, especially women. It has become evident that organized labour will have to continue pronounced efforts in these areas to get youth involved and secure a future for the labour movement. The importance that unions play in the accountability for health and safety in the workplace can help to secure this future. Being part of a group of workers ensures that their physical and mental condition will be looked after and the employer will give the correct benefits and support. With inflation being such an immense problem for youth today, having the union to help fight for pay increases, health and dental benefits, paid sick days and other monetary related issues will also help grow the organized labour movement. As we move into the future, organized labour forces are becoming less male-dominated. This is giving young females an improved chance to demonstrate their involvement because they are feeling safe and no longer feeling discriminated against. We are reaching towards equal opportunities for young men and women in our unions. Although the future appears challenging for unions, by maintaining efforts and focus in these areas we can work towards getting the younger generation more immersed. In the future we look to have continuous support and participation in organized labours to help our workers and employers conclude with the greatest possible outcome for work related difficulties.