

Abstract of Workplace Dispute Resolution in Singapore

Kleinsorge, P. L. (1964). Singapore's industrial arbitration court: Collective bargaining with compulsory arbitration . *Industrial and Labor Relations Review*, 17(4), 551-565. Retrieved from <http://www.jstor.org/stable/2520615>

Abstract:

This article describes Singapore's industrial arbitration court that came into effect from the enactment of the Industrial Relations Ordinance in 1960. The Ordinance maintained the collective bargaining that functioned via the unions of employees and unions of employers, provided by the older (1941) Trade Unions Ordinance of Singapore.

As excerpted from the author, "during and after the era of "Emergency" that disturbed the old system, Singapore recognized its need to both encourage trade for industrial expansion and to fend the public welfare. After the People's Action Party won the election, the new Ordinance established a framework for negotiations between the employers and trade unions; it also established the compulsory arbitration feature in the event of failed collective bargaining, which is meant to uphold the law aspect and emphasize the public interest as an important criterion when the court resolves disputes. The arbitration court is created with one President, appointed by the Yang di-Pertuan Negara under the advice of the Prime Minister, and two other members who are selected from the employer panel and employee panel respectively. In addition, there is one ten-member panel for each side. The courts members have the immunity same as a Supreme Court Judge', and the arbitration court is capable of issuing all-binding and enforceable awards (in accordance to the Ordinance) to all the parties involved in disputes.

The article then presents comments and criticisms from the aspects of political factors, powers of the court, economic and other problems in the era, and employer and union views. At the time of writing, the article concludes that the Ordinance of 1960 was excellent in using the arbitration court and collective bargaining to provide a peaceful method for achieving both a higher standard of living with a new labor movement and industrial expansion with a safeguarded business confidence.

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