

INFORMATION CONTAINED IN THE ABSTRACT ON WORKER PARTICIPATION AND NEGOTIATED FLEXIBILITY

The advent and consequent renowned success of the tripartite arrangement between government, the business community, and the labour movement has noticeably had a great deal of influence on the policy and decision-making process in Barbados. On account of this interactive process, the work environment and that external to it is significantly more facilitative and engaging.

Through this process, it has been further recognised that workers' participation as well the scope of managerial authority are equally as important to the type of work environment supported and to maintaining industrial relations harmony.

There is however, a dire need for quantitative research to validate the claims made above.

The Consultant on this project is therefore expected to:

- (i) Determine which worker participation and flexible work arrangements are appropriate for organisation in Barbados;
- (ii) Outline the implementation process associated with worker participation and flexible work arrangements;
- (iii) Discuss the organisation and management accounting challenges in implementing worker participation and flexible work arrangements;
- (iv) Explain the impact of competition policy and the flexibilisation of labour on competitiveness;
- (v) Detail collective bargaining strategies to deal with the issues of worker participation and flexible work arrangements;
- (vi) Identify the relevant training to deal with the negotiation on productivity and flexibility;
- (vii) Identify value-added workplace strategies which are aimed at increasing workplace national productivity and quality.