

## **A Search for Solutions**

Within the first quarter of the 21<sup>st</sup> Century, countries across the world have had to respond to various changes in the political, economic and social landscape. First world, developing and third world countries have all had to face the negative impact that has descended upon as a consequence of globalization, the introduction of new technologies including mobile devices. These have transformed how the world community communicates and operates.

While there has some positive coming out of these new initiatives, there is much that has given cause for growing concern by the world political leaders, corporate business interests, employers, employees and the average citizen. Right across the globe, there is a seemingly a growing fear factor. This fear is occasioned by the rising tide of competition, the crest for power, authority, control and dominance in one form or fashion. It would seem that these elements have begun to take root in the psyche and actions of people. The world has been virtually transformed, as it is seemingly being overtaken by a growing wave of terrorism, crime and violence; and to add to these, there is a growing incidence of corruption at all levels within the society.

With the increasing tensions which are pervading our societies, there is an urgent need to find immediate solutions to stem the flow of declining standards, and a move away from adopting principles, ethics, values and best practices. It would seem that the traditional workplace has been severely impacted upon. For example, the trend is now one of promoting entrepreneurship, self employment and home working. These new forms of work potentially limit the traditional way of organizing by labour unions, and contribute to compromising the collective bargaining process. With many entering non traditional forms of employment, many countries are faced with the problem of capturing persons within the tax net. They are also confronted with the problem of crime and violence, which in some ways may have an association with the kinds of work some persons undertake. The use of social media has had its part to play in putting work life under siege, and in some cases may have trended to put the lid of transparency and accountability.

If the problems which are emanating are to be corrected, it is for the political directorate, trade unionists, the business community and civil society to all shoulder some responsibility in finding solutions to address them. There is nothing to be gained from promoting parochial and/or self interest at the expenses of finding solutions to national problems. It is correct to state that solutions are not tailored made, and in some instances it requires that harsh decisions have to be made.

In the quest for finding solutions, it is necessary to have research data and other relevant information available on which to make informed decisions. It is also prudent that there is a well thought out action plan, which embodies effective strategies and times. It is important that consideration is given to the cost implications of putting the plan into effect, and to identifying some measurements in order to gauge the success of the initiatives undertaken. Since there is no guarantee to a quick fix, those who are desirous of seeing immediate results, ought to understand that this is not always the case, and in any event, there is sometimes a sacrifice to make or a price to pay for a quick fix.