



Public Administration and Governance in Democratic South Africa

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Public Service Labor Relations In A Democratic South Africa

J. Cheminais, G. Van der Waldt, M. S. Bayat, W. Fox



Public Service Labor Relations In A Democratic South Africa:

Public Service Labour Relations in a Democratic South Africa Glenn Adler, 2000 The democratic South Africa boasts some of the most advanced labour legislation in the world allowing public service workers to enjoy trade union and collective bargaining rights for the first time in the country's history These developments set the stage for public servants to bring their conditions of service into line with the industrial relations best practice in the private sector The chapters in this volume are based on critical assessments of contemporary developments in the public service drawn from original research by a range of contributors including public servants academics and independent researchers all specialists in this field The problem of addressing workers demands and concerns about job security transforming the state into a more effective agent of development and redressing the legacies of discrimination and authoritarianism is likely to generate considerable conflict between workers and managers and between different groups of workers made international headlines in August 1999 demonstrated that labour management strife in the public service is not a narrow industrial relations issue of interest to the parties alone The outcomes of these conflicts will have crucial and long lasting consequences for the transformation of the state as an institution and therefore for the government's ability to promote fiscal integrity economic development and service delivery The contributions thus combine depth of research and critical appraisal with privileged insight into recent policy developments

South African Human Resource Management for the Public Sector Barney Erasmus, 2005 This report discusses important themes in the field of human resource management for the public sector including managing employee relations strategizing and planning human resources departments and selecting employees within the equal employment opportunity guidelines Current legislation of the field is discussed and new theories on local and international applied research are explored

Governance in the New South Africa Guy C. Z. Mhone, Omano Edigheji, 2003 The major challenges confronting South Africa since the advent of non racial multiparty democracy have been the need to promote democratic governance economic growth global competitiveness and to improve the standard of living of its people especially the previously disadvantaged majority Black population These challenges have coincided with the ascendancy of globalisation with its attendant social economic and political imperatives all of which have consequences for governance and development at the national level not least in emerging economies like South Africa This important book assesses the implications of global imperatives for the nature capacity character and scope of democratic governance and the pursuit of equitable development in the new South Africa A major conclusion is that the implementation of domestic economic reforms predicated on market fundamentalism with its dominant logic and paradigm of globalisation and economic management is incompatible and irreconcilable with the quest for democratic governance and equitable development The contributors contend that such an approach reproduces a substantively undemocratic and inequitable society Governance in the New South Africa concludes by offering some considerations related to how substantive democracy and equitable development may be promoted in South

Africa on the basis of democratic governance and developmentalism Country Reports on Human Rights Practices ,1994

Labour Beyond Cosatu Andries Bezuidenhout, Malehoko Tshoaedi, Christine Bischoff, 2017-07-01 Labour Beyond Cosatu is the fourth volume in the series Taking Democracy Seriously a ground breaking textured and nuanced study on workers and democracy which was established in the 1990s The series looks at members of trade unions affiliated to the Congress of South African Trade Unions Cosatu and provides a rich database of trade union members and research conducted over the past twenty years It is one of the very few such resources available to researchers anywhere in the world Labour Beyond Cosatu paints a complex picture The 12 chapters of the volume explore various rebellions and conflicts in the trade union sector starting with the National Union of Mineworkers NUM and rivalries between Cosatu affiliates Unpacking the conflicts between state sector and private sector workers contributors look at the impact of generational and educational shifts seen by some commentators as proof that Cosatu is now middle class The book also raises the issue of gender in the unions by usefully locating the controversy around charges levelled at Zwelinzima Vavi in 2013 in the larger context of serious problems in the gender politics within parts of Cosatu Refuting the image of a union federation solidly committed to the ANC Labour Beyond Cosatu presents evidence of a sharp decline in support for the ANC within Cosatu and growing scepticism towards the Alliance It shows that attempts to understand the labour movement in South Africa in the future will need to include research of smaller independent unions and social movements The volume s contributors make a major contribution to key debates on labour and democracy providing new material that can potentially shift the discussion in important ways This book will be of great value to students and researchers in Industrial Sociology Political Studies Industrial Psychology and Economics and Management Trade Unions of the World (8th edition) Daniel Blackburn, 2021-01-03 Trade Unions of the World is the essential guide to trade unions and trade unionism in more than 200 countries and territories around the world examining the social political and economic contexts they inhabit Each country profile includes an overview of the political and economic history of the country or territory and an outline of the development of trade unionism locally and the situation for trade unions and trade union rights today The profiles include details not only of national centres but also of all larger affiliated unions giving a comprehensive global picture of trade unionism around the world today A wide range of data is provided on the history structure membership and political and industrial role of the unions A final section profiles the key actors at global and regional levels The country profiles cover Political and economic background Population GDP HDI and GINI Indexes Overview of trade union history and development within the country Details for national trade union centres and further detail on the history and character of key affiliates and non affiliated unions International affiliations

Employee Voice in Emerging Economies Amanda Pyman, Paul J. Gollan, Adrian Wilkinson, Cathy Xu, Senia Kalfa, 2016-12-15 While much is known about employee voice in the developed world much less is known about its operation in emerging economies This volume explores the nature of employee voice in Argentine China India and South Korea

providing a timely challenge to the predominant assumptions that underline our knowledge of employee voice in the Western world

The Fundamentals of Public Personnel Management J. Cheminais, G. Van der Wal, M. S. Bayat, W. Fox, 1998

Government and those executing its policies face the daunting task of delivering essential services to a dispossessed and hugely disadvantaged electorate. The authors of *The Fundamentals of Public Personnel Management* argue that although the state controls a wide range of limited resources, only the effective management and judicious administration of its primary asset, its personnel, will allow it to translate physical, financial, material, and technological resources into synergistic fountains of national well-being. Trained and motivated public employees schooled in the ethics of their profession are essential to transforming inanimate structures and resources into people-oriented dispensers of sustainable service delivery.

South Africa's Democracy at the Crossroads Daniel Silander, Charlotte Silander, Herman van der Elst, Pieter Heydenrych, 2022-04-18

South Africa's democracy faces increasing challenges from within, whether from protest, bad governance, or general public dissatisfaction. *South Africa's Democracy at the Crossroads* explores the question: what are the challenges to future democratization in South Africa?

Global Encyclopedia of Public Administration, Public Policy, and Governance Ali Farazmand, 2023-04-05

This global encyclopedic work serves as a comprehensive collection of global scholarship regarding the vast fields of public administration, public policy, governance, and management. Written and edited by leading international scholars and practitioners, this exhaustive resource covers all areas of the above fields and their numerous subfields of study. In keeping with the multidisciplinary spirit of these fields and subfields, the entries make use of various theoretical, empirical, analytical, practical, and methodological bases of knowledge. Expanded and updated, the second edition includes over a thousand of new entries representing the most current research in public administration, public policy, governance, nonprofit, and nongovernmental organizations and management, covering such important subareas as:

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Relevant to professionals, experts, scholars, general readers, researchers, policy makers, managers, and students worldwide, this work will serve as the most viable global reference source for those looking for an introduction and advance knowledge to the field.

Making Public in a Privatized World David A. McDonald, 2016-02-15

How do we provide effective public services in a deeply neoliberal world? In the wake of the

widespread failure of privatisation efforts societies in the global south are increasingly seeking progressive ways of recreating the public sector With contributors ranging from cutting edge scholars to activists working in health water and energy provision and with case studies covering a broad spectrum of localities and actors Making Public in a Privatized World uncovers the radically different ways in which public services are being reshaped from the grassroots up From communities holding the state accountable for public health in rural Guatemala to waste pickers in India and decentralized solar electricity initiatives in Africa the essays in this collection offer probing insights into the complex ways in which people are building genuine alternatives to privatization while also illustrating the challenges which communities face in creating public services which are not subordinated to the logic of the market or to the monolithic state entities of the past

International Labour Law Reports - 15 Benjamin Aaron,Zvi H. Bar-Niv,Felice Morgenstern,Jean-Maurice Verdier,Thilo Ramm,Tore Sigeman,1997-01-01 The International Labour Law Reports is a series of annual publications of labour law judgements by the highest courts in a number of jurisdictions ILLR is intended primarily for the use of judges labour law practitioners industrial relations specialists and students who need or desire ready access to authoritative information of a comparative nature on problems arising in the field of labour law and industrial relations Each judgement reprinted in ILLR is accompanied by Headnotes and in practically all cases by an Annotation which sets forth among other things the legal issues involved the basic facts of the case if not included in the judgement itself the relevant statutory provisions and judicial precedents the labour law and industrial relations context in which the case arose and the significance of the judgement in the development of the law The ILLR provide the reader with factual information that is not coloured by the personal views of the annotators As a rule judgements are printed in extenso editorial discretion has been relied upon to delete or to summarize portions of judgements that are purely technical or only of marginal interest Volume 15 covers the period 1 October 1994 to 30 September 1995 Comparative Employment Relations in the Global Economy Carola Frege,John Kelly,2013-07-24 Employment Relations is widely taught in business schools around the world Increasingly however more emphasis is being placed on the comparative and international dimensions of the relations between employers and workers It is becoming ever more important to comprehend today s work and employment issues alongside a knowledge of the dynamics between global financial and product markets global production chains national and international employment actors and institutions and the ways in which these relationships play out in different national contexts This textbook is the first to present a cross section of country studies including all four BRIC countries Brazil Russia India and China alongside integrative thematic chapters covering all the important topics needed to excel in this field The textbook also benefits from the editors and contributors experience as leading scholars in Employment Relations The book is an ideal resource for students on advanced undergraduate and postgraduate comparative programmes across areas such as Employment Relations Human Resource Management Political Economy Labour Politics Industrial and Economic Sociology Regulation and Social

Policy Employment Relations Record ,2004 **Canada** ,1991 *Monthly Labor Review* ,1996-05 Publishes in depth articles on labor subjects current labor statistics information about current labor contracts and book reviews **The Southern African Development Community Treaty-Nexus** Korwa Gombe Adar,Kebapetse Lotshwao,Thekiso Molokwane,Dorothy Mpabanga,Norbert Musekiwa,2023-03-27 Since its establishment in 1980 the Southern African Development Community SADC has largely been a state driven organization with the people of Southern Africa though enshrined in the treaty remaining observers in the SADC democratization and integration agenda The Southern African Development Community Treaty Nexus National Constitutions Citizen s Sovereignty Communication and Awareness edited by Korwa Gombe Adar Dorothy Mpabanga Kebapetse Lotshwao Thekiso Molokwane and Norbert Musekiwa brings in the people of Southern Africa the key beneficiaries of the integration agenda in the SADC democratization and integration epistemology Using the new concepts of sadcnness and sadcnization this book operationalizes from legal communication and awareness perspectives the nexus of the people of Southern Africa democratization and integration in the SADC region From legal and communications lenses the contributors argue that democratization and integration are about people citizens the sovereigns and not merely the abstract actors called nation states Using the case studies of Angola Botswana Madagascar Mozambique South Africa and Zimbabwe the contributors engage in this epistemology and assess among other things the peoples of Southern Africa the Southern Africa Development Community integration nexus **The Changing Faces of Employment Relations** David Farnham,2017-09-16 The old certainties and structures of employment relations no longer exist Compared with the golden age of labour in the mid twentieth century work and employment are more precarious employers are increasingly hostile to trade union negotiations and the share of wages in national income is falling Large scale employers in turn are using sophisticated people management techniques to motivate workers with person centred performance driven and reward based processes Drawing on a range of international data this comparative text demonstrates that whilst employment relations phenomena are nationally embedded international market forces are compelling employers to compete in product markets by reducing labour costs terms and conditions of employment and job security for their workforces In an age of transnational globalisation and free market national economic policies this textbook provides penetrating cross national cross disciplinary and theoretical analyses of the changing structures of employment relations around the world Key benefits Provides critical analyses of changing patterns of employment relations in the early twenty first century drawing upon global comparative and theoretical perspectives Examines the changing faces of the subject in terms of academic disciplines methodological underpinnings and institutional cultural and historic settings Integrates industrial relations literature with recent studies of the HRM paradigm **Industrial and Labor Relations Review** ,2000 **The Dynamics of Trade Union Growth in South Africa** Ian Macun,2002

Embracing the Song of Appearance: An Emotional Symphony within **Public Service Labor Relations In A Democratic South Africa**

In a world consumed by screens and the ceaseless chatter of fast communication, the melodic elegance and psychological symphony created by the published term often fade into the back ground, eclipsed by the persistent sound and disruptions that permeate our lives. However, situated within the pages of **Public Service Labor Relations In A Democratic South Africa** a marvelous literary value filled with fresh feelings, lies an immersive symphony waiting to be embraced. Constructed by an outstanding composer of language, that charming masterpiece conducts readers on a mental trip, well unraveling the hidden melodies and profound influence resonating within each carefully constructed phrase. Within the depths of this moving analysis, we can explore the book is key harmonies, analyze their enthralling writing fashion, and surrender ourselves to the profound resonance that echoes in the depths of readers souls.

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