



Public Service Labor Relations In A Democratic South Africa

Clemens Wendtner



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 *South African Labour Bulletin* ,2003 **New South African Review 3** Stephanie Allais, Prishani Naidoo, Devan Pillay, Roger Southall, 2013-03-01 An evaluation of the ANC's second phase of the national democratic revolution In the face of the continuing national tragedy of the inequality poverty and unemployment which have triggered rising working class discontent around the country the ANC announced a second phase of the national democratic revolution to deal with the challenges Ironically the ANC post Mangaung has resolved to preserve the core tenets of the minerals energy financial complex that defined racial capitalism while at the same time ratcheting up the revolutionary rhetoric to keep the working class and marginalised onside If the first phase was a tragedy of the unmet expectations of the majority is the second phase likely to be a farce The chapters in this volume are written by experts in their fields and address issues of politics power and social class economy ecology and labour public policy and social practice and South Africa beyond its borders They examine some of these challenges and indicate that they are as much about the defective content of policies as their poor implementation The third volume of the New South African Review continues the series by providing in depth analyses of the key issues facing the country today **Employment Relations Record** ,2004 **Labour Disrupted** Andries Bezuidenhout, Janet Cherry, Nomkhosi Xulu-Gama, Mondli Hlatshwayo, Aisha Lorgat, Babalwa Magoqwana, John Mashayamombe, Mpho Mmadi, Siphelo Ngcwangu, Sandla Nomvete, Jantjie Xaba, Lucien van der Walt, Edward Webster, 2023-10 Labour Disrupted reflects on the past and the future of labour primarily in South Africa but also globally It focuses on how South Africa's lockdown during the Covid 19 pandemic further exposed key contradictions and challenges that labour movements face The contributions include a diverse range of topics currently engaged with by those actively engaged in the field of labour movement Essays by academics and activists tackle thorny issues from redefining democracy in South Africa to experiences of inclusiveness or lack thereof in workplace environments by women young people migrant workers LGBTI people and people living with disabilities The volume addresses contemporary issues related to the use of technology and the impact of the fourth industrial revolution on the youth and the working class and the challenges of skills development and restructuring in the workplace Publisher 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 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 **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 Argentina China India and South Korea providing a timely challenge to the predominant assumptions that underline our knowledge of employee voice in the Western world **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

Trade Unions and Democracy Sakhela Buhlungu, 2006 Publisher description **Trade Unions and Sustainable Democracy in Africa** Gerard Kester, Ousmane Oumarou Sidibe, 2019-05-23 First published in 1997 this volume sets out to open a dialogue with the trade union movement and its social partners including civil society political leaders and the scientific community The authors all of whom work closely with APADEP have drawn on their personal experience and have been guided by a simple yet flexible theme trends in the last few decades in their countries with the emphasis on transition over the last five years Part I consists of an overview of sub Saharan Africa based on selected documentation Part II is given over to an analysis of the specific situations obtaining in ten African countries in different geographical and language areas Each case study provides its own democratisation scenario

The Fundamentals of Public Personnel Management J. Cheminais, G. Van der Walddt, 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 founts 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 *Record of proceedings*, 1992

Industrial and Labor Relations Review, 2000 **Employment Relations** Amie Shaw, Ruth McPhail, Susan Ressler, 2018-01-01 Overview This is the second edition of the well regarded local text Employment Relations This new edition takes an even more practical approach to a complex area considering both the industrial regulation and human resources dimensions of the employment relationship As well as providing a comprehensive guide to employment relations in Australia the text also offers a selective international comparative view on the management of the employment relationship The text explains and emphasises the real world connections between the important theories of industrial relations and human resources which are key components of the employment relations discipline The overarching aim is for students to gain a deeper understanding of the World of Work through the discipline of Employment Relations Foreign Labor Trends, 1992

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