



Public Service Labor Relations In A Democratic South Africa

Glenn Adler



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 **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 *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 **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 Trade Unions and Democracy Sakhela Buhlungu,2006 Publisher description

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