

Contemporary
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Relations Series

Trade Unions and Workplace Democracy in Africa

Gérard Kester



Trade Unions And Workplace Democracy In Africa Contemporary Employment Relations

Chima Mordi, Hakeem Adeniyi
Ajonbadi, Olatunji David Adekoya

Trade Unions And Workplace Democracy In Africa Contemporary Employment Relations:

Trade Unions and Workplace Democracy in Africa Gérard Kester, 2016-02-24 Can democracy only survive if it is participatory Is participatory democracy a prerequisite for sustainable development Are trade unions the most appropriate body through which such aims can be implemented These critical questions are tackled in Gérard Kester's book *Trade Unions and Workplace Democracy in Africa* which applies an unparalleled depth of research to these issues as they impact African nations including Cape Verde Burkina Faso Mali Guinea Ghana South Africa Zambia Tanzania and Zimbabwe Rigorously structured it sets the background of the research and the underlying theory before presenting the learning experiences within different countries and the broad implications of the research findings for policy making on democratic participation

Trade Unions and Workplace Democracy in Africa Gérard Kester, Akua O. Britwum, 2007 This book is about democracy and explores how workplace democracy can broaden and deepen the democratisation process in Africa It publishes the results of a longitudinal research project on the role of trade unions in the democratisation of workplace labour relations in Africa

Learning with Trade Unions Moira Calveley, 2017-03-02 This edited collection provides an understanding of the range of learning that is enabled by trade unions and the agendas around that learning It comes at an important time as in the UK recent years have seen significant new opportunities for unions involvement in the government's learning and skills policy At the same time trade unions have had to cope with declining membership and changing employment patterns and thus have a keen interest in defining their role in contemporary employment relations and in pursuing strategies for union renewal Therefore in order to explore these dynamics a strong feature of the book is its drawing together of informed research based contributions from the fields of training skills and education and of industrial relations International and historical perspectives are included in order to better understand the contemporary issues There are important conclusions for policy makers practitioners and researchers

The Crisis of Social Democratic Trade Unionism in Western Europe Martin Upchurch, Graham Taylor, 2016-03-16 There is a developing crisis of social democratic trade unionism in Western Europe this volume outlines the crisis and examines the emerging alternatives The authors define social democratic trade unionism and its associated party union nexus and explain how this traditional model has been threatened by social democracy's accommodation to neo liberal restructuring and public service reform Examining the experience of Sweden Germany Britain and France the volume explores the historical rise and fall of social democratic trade unionism in each of these countries and probes the policy and practice of the European Trade Union Confederation The authors critically examine the possibilities for a revival of social democratic unionism in terms of strategic policy and identity offering suggestions for an alternative radicalized political unionism The research value of the book is highlighted by its focus on contemporary developments and its authors intimate knowledge of the chosen countries

Child Labour in South Asia Kishor Sharma, 2016-04-15 Child labour is a serious and contentious issue throughout the developing world and

it continues to be a problem whose form and very meaning shifts with social geographical economic and cultural context While the debate about child labour practice in developing countries appears to be motivated by growing competition in labour intensive products brought about by globalization studies on this issue are both sparse and lopsided This important book aims to shed light on this debate by documenting the experience of South Asian developing countries which have experienced rapid income and export growth Based on evidence from Bangladesh India Nepal Pakistan and Sri Lanka this volume aims to improve our understanding about the link between trade growth and child labour practices as well as management of child labour in developing countries

Labour Relations in Central Europe Jochen Tholen, 2017-11-30 Since 1990 foreign direct investment FDI has quickened economic modernization in Central Europe State of the art management techniques and cutting edge technology have been introduced in many cases Labour Relations is an essential factor in the organization of labour and production At the start of the process industrial relations were characterized by the conditions existing under the previous planned economies or as with greenfield investments had to be entirely reconfigured In the case of investments by West European companies this book reveals various emerging models of industrial relations but also a clear tendency towards company centralization For the time being the European Works Council still plays a subordinate role despite its potential fundamental role as mediator between East and West Empirically nine corporations from the metal automotive industry the chemical energy and food processing industries with their subsidiaries in Poland Czech Republic and Slovakia are considered

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

Employee Relations and Trade Unions in Africa Chima Mordi, Hakeem Adeniyi Ajonbadi, Olatunji David Adekoya, 2023-04-21 Traditionally studies of employment relations in Africa have been dominated by the role of trade unions and how they collectively influence relationships within the workplace A contemporary African outlook into the state of employment relations shows that there has been a shift in the dominance of trade unions This edited collection considers the role of government actors and workers experiences in both unionised and non unionised organisations It seeks to understand how international and national labour markets including national and international employment actors and institutions affect employment relations and the ways in which these relationships play out in different national contexts Researchers students policymakers and practitioners working around employment relations in Africa will find this book an essential tool

particularly those with an interest in comparative and international programmes across areas such as employment relations industrial relations human resource management political economy labour politics industrial and economic sociology regulation and social policy

Trade Unions and Democracy Geoffrey Wood, 2017-09-29 Trade Unions and Democracy explores the role of trade unions as products of and agents for democracy As civil society agents unions may promote democracy within the wider society especially in the case of authoritarian regimes or other rigid political systems by acting as watchdogs and protecting hard won democratic gains Established democratic institutions in many advanced societies are facing new challenges The problem with using trade unions for this purpose is that they remain locked in a cycle of political marginalization and decline Beyond this there are ironically serious questions about whether unions themselves internally function as democracies Certainly there are tensions between rank and file membership and an authoritarian leadership with this infighting having possible effects on strategic deals or alliances and member accountability and actions On the other hand trade unions continue to represent a significant component of society within most industrialized countries and in many case they have a demonstrated capacity for working with other elements of civil society Looking forward trade unions may be able to play a vital role in channeling and focusing spontaneous popular upsurges In the process they may revitalize themselves through use of greater internal democracy and become geared toward more diverse constituencies The question is will they fulfill this promise or continue to suffer from internal breakups and external breakdowns Can trade unions save themselves and democracy or will both deteriorate in time Trade Unions and Democracy brings together a distinguished panel of leading and emerging scholars in the field and provides a critical assessment of the current role of trade unions in society It explores their capacity to affect political policies to ensure greater accountability and fairness It also explores the nature of and extent to which internal representative democracy actually operates within trade unions themselves Mark Harcourt is a professor in the Department of Strategic Management and Leadership at Waikato University in New Zealand

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

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