

## Online-appendices to the volume:

Wiebke Keim (2017):

*Universally comprehensible, arrogantly local. South African labour studies from the apartheid era into the new millennium.*

Paris: Editions des Archives Contemporaines

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## O1 SWOP VISITORS

“SWOP Visitors” and “SWOP Visiting Research Associates”, chronologically according to first stay at SWOP

The visitors listed in the annual reports visited SWOP for diverse reasons: in order to give a presentation or seminar, to assist SWOP in its projects, to gain advice and support for their own research, or within the frameworks of existing cooperation agreements.

Source: SWOP annual reports: Sociology of Work Program (1990); (1991); Sociology of Work Unit (1995); (1997); (1998); (1999); (2002); (2003).

<b>Name, Position in SWOP, Time of stay</b>	<b>Origin</b>
Siyabonga Ndabezitha Visiting research associate 1987, 1990-91	State University of New York, Binghamton
Dr. Rob Lambert Visiting research associate 1987-90 Visitor 1996/97, 1997/98, 1998/99 Honorary Research Associate 2001/02	PhD (supervisor Eddie Webster) Dept. of Organisation and Labour Studies, University of Western Australia, Perth
Prof. Michael Burawoy 1990-91, 1997, 2001, 2002, 2003	Dept. of Sociology, University of California, Berkeley
Prof. G. Therborn 1992	Dept. Sociology, University of Gothenburg, Sweden
B. Mountford 1992	Director of the Australian Manufacturing Council, Melbourne
Prof. R. Munck 1993	Dept. Sociology, University of Ulster, Northern Ireland
Prof. James Mittelman 1993, 1996/97	School of International Service, The American University, Washington, DC
S. McReadie 1992	Australian Textile, Clothing and Footwear Union
Prof. M. Mamdani 1993	Director Centre for Basic Research, Kampala, Uganda
C. Lloyd 1993	Metal and Engineering Workers' Union of Australia, seconded to NUMSA
Prof. W. Higgins 1993	Head of Politics, Macquarie University, Australia
S. Ginden 1993	Canadian Auto Workers
O. Hammestrom 1993	Swedish Union of Clerical and Technical Employees in Industry, Sweden
Dr. J. Chataway 1993	Open University Technology Project, Milton Keynes, UK
Dr. J. Adesina 1993	University of Ibadan, Nigeria, chairperson of CODESRIA's Multinational Working Group on Labour Movements
Dr. J. Saul 1994	Dept. of Social Science, Atkinson College, York University, Canada
Prof. Wolfgang Streeck 1994	Dept. of Sociology, University of Wisconsin, USA and MPI, Bonn
Prof. J.K. Sundaram 1994	Fac. of Economics and Administration, University of Malaysia, Kuala Lumpur
Dr. Y. Hashim 1995	Institute for Social Studies, The Hague
Prof. D. Moodie 1995, 1998/99	Hobart and William Smith College, Geneva, NY

<b>O1 SWOP VISITORS</b>	
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Prof. G. Shafir 1995	Dept. of Sociology and Anthropology, Tel Aviv University, Israel
C. Schumacher 1995	Human Resources Consultant, UK
Dr. Guy Standing 1995, 1996/97	Dir. Of Labour Market Policy Branch, ILO, Geneva
Dr. J. Weeks 1995	LSE, ILO consultant
Dr. I. Akwete 1996/97	Department of Politics, University of Stockholm
Dr. P. Alexander 1996/97	Nuffield College, Oxford University
Prof. R. Hyman 1996/97	Institute of Industrial Relations, University of Warwick
Prof. J. Roemer 1996/97	Dept. of Economics, University of California, San Diego
Jeannie Rea 1997	Social and Cultural Studies Dept., Victoria University, Australia
Prof. P. Schmitter 1996/97	Dept. of Political Studies, University of Stanford, California
S. Stratton 1996/97	MA student in LS, University of Adelaide
Prof. I. Wallerstein 1996/97	Dept. of Sociology, University of Binghamton, NY State
Assoc. Prof. C. Yates 1996/97	Dept. of Labour Studies, McMaster University, Canada
Dr. T. Bramble 1997	Dept. of Management, University of Queensland, Brisbane, Australia
US Dept. of Labour 1997	Delegation from US Dep. of Labour (8 senior officials, led by Ambassador John French, Dir. of the Office of Foreign Relations of the Bureau of International Labour Affairs in Washington) consulted members of SWOP on labour market research
Michelle Williams 1997, 2001, 2002/03	PhD student, Dept. of Sociology, UC Berkeley
Judith Hayem 1997	Paris University
Prof. John Saul 1997	Dept. of Political Studies, York University, Toronto
Carolyn Basset 1997	PhD student, Dept. of Political Studies, York University, Toronto
Kaori Ishii 1997	Research Director, International Development Research Institute, Tokyo
Prof. Jamie Peck 1999	Dept. of Geography, Manchester University
Dr. Gunille Andrea 2000/01	Dept. of Human Geography, Stockholm University
Dr. Young Su Kim 2000/01	South Korea
Dr. Funmi Adewumi 2000/01	Ford Foundation Research Fellow at the Centre of Worker Rights, Lagos, Nigeria
Prof. Shujiro Yazawa 2000/01	Institute for the Study of Global Issues, Hitotsubashi University, Japan
Dr. Chris Benner 2000/01	Pennsylvania State University
Jeffrey Sallaz	Dept. of Sociology, UC Berkeley

<b>O1 SWOP VISITORS</b>	
“SWOP Visitors” and “SWOP Visiting Research Associates”, chronologically according to first stay at SWOP	
2000/01	
Darlene Miller 2001/02	Graduate Student, Dept. of Sociology, John Hopkins University
Jessica Orkin 2001/02	Graduate Student, St. Anthony’s College, University of Oxford
Jeff Sallaz 2001/02	Graduate Student, Dept of Sociology, UC Berkeley
Bjorn Beckman 2001/02	Dept. of Political Science, Stockholm University
John Hinshaw 2001/02, 2002/03	History Dept., Lebanon Valley College
Nadya Guimares 2001/02	Dept. of Sociology, University of Sao Paulo
Teddy Brett 2001/02, 2002/03	Dept. Studies Institute, LSE
Tom Hertz 2001/02	Centre for Health and Wellbeing, Princeton University
Jeff Sallaz 2001-02	Graduate Student, Dept. of Sociology, UC Berkeley
Malehoko Tshoaedi, 2002-03	Political Science Dept., University of Leiden, Netherlands
Suzanne Dansereau 2002-03	Dept. of Sociology, St. Mary’s University

## O2 SWOP RESEARCH PROJECTS

SWOP research projects, chronologically according to project start date and according to thematic focus areas

All project descriptions in italics are part of the previously mentioned broader research focus.

Academic titles are provided in order to give some indication of contributors' career progression as well as of overall SWOP development.

The early annual reports do not indicate whether the commissioners of research also provided the necessary funding.

In the sixth column, all written documents other than publications in journals, in book form or as academic conference presentations, are listed. These data are not complete however, since in some cases the use of results was not indicated in the project descriptions.

Source: SWOP annual reports: Sociology of Work Program (1990); (1991); Sociology of Work Unit (1995); (1997); (1998); (1999); (2002); (2003). The reports do not always contain information in each column.

Years	Title and content	SWOP staff	Collaboration	Commissioned research/Funding	Divulgence of results other than publications
87-95	<b>Occupational health and safety</b>				
87-91	<i>Occupational health and safety in SA mines: Interviews with miners; postal survey of mine management and NUM; published and unpublished accident and health statistics</i>	Jean Leger, Monyaola Mothibeli	R. Arkles, National Centre of Occupational Health	Request of ILO	5 papers
87-93	<i>Disabled mineworkers in Lesotho</i>	S. Arkles, National Centre of Occupational Health			MA thesis
87-90	<i>Analysis of various aspects of mine safety and health in SA</i>	Jean Leger	H.S. Eisner, ex-Director of the Explosion and Flame Laboratory of the UK Health and Safety Executive		3 papers
87-90	<i>Preparation of „Mine Workers' Manuals" on safety and health: „Mine workers' compensation for mine accidents" „Accident inquiries"</i>		Learn and Teach CALS	Request by NUM	NUM, Manuals for mine workers
87-90	<i>„Talking rocks: a sociological investigation of the 'pit sense' of accidents amongst underground gold miners" The tacit knowledge of miners on various</i>	Jean Leger			„Talking rocks – skills and safety in the world's deepest mines" (PhD thesis) Submission and expert evidence to the „Leon Commission" of

<b>O2 SWOP RESEARCH PROJECTS</b>					
SWOP research projects, chronologically according to project start date and according to thematic focus areas					
	<i>signs and precursors of danger</i>				Inquiry into Occupational Safety and Health in Mines
87-90	<i>Implications of migrant labour for the HIV epidemic</i>	K. Jochelson			extended to PhD
87-90	<i>Comments on draft manuals on heat stress, occupational disease, personal protective equipment, miners' legal rights</i>	K. Jochelson			
89-91	<i>Noise stress</i>	Jean Leger	Learn and Teach publications		Manual „Noise: Safety Stewards Manual”
92	<i>Safety practices and problems at West Rand gold mining company</i>	Jean Leger	3 consultants	West Rand gold mining company	Report, part of the submission to the „Leon Commission”
90-91	<i>Investigation of an explosion at AECl's calcium carbide manufacturing facility, Sasolburg</i>			SACWU	Report; assistance to the legal team representing a deceased worker
87-91	<b>Labour Studies</b>				
87-91	<i>Working Life Project Workers' autobiography</i>	Monyaola Mothibeli			Mothibeli's autobiography
90-91	<i>The origins, methods and scope of the sociological study of labour in South Africa</i>	Prof. Eddie Webster			
87-95	<b>Restructuring of Work and the Economy</b>				
87-90	<i>Participative management as a new corporate strategy</i>	Judy Maller			
87-90	<i>Industrial restructuring in the electrical engineering industry</i>	Avril Joffe			
87-90	<i>Deregulation and its implications for collective bargaining in the metal sector</i>	Darlene Miller		FORD Internship	
87-90	<b>Participation in the ETRG/ISP<sup>1</sup>:</b>			COSATU	
87-91	<i>Study of gold mining industry</i>	Jean Leger	ETRG; M. Nicol, coordinator of the	COSATU	Basis for NUM contribution to the

## O2 SWOP RESEARCH PROJECTS

SWOP research projects, chronologically according to project start date and according to thematic focus areas

	<i>(Economic Trends Project)</i>		collective bargaining department, NUM		Mining Summit 1991
90-91	<i>The ferro-alloys industry (ETRG)</i>	Avril Joffe	ETRG; Participation of NUMSA workers	COSATU	Development of NUMSA workers' research skills
	<i>Human Resource Development and Workplace Innovation in the manufacturing sector (ISP)</i>	Avril Joffe, co-director of ISP	ISP	COSATU	
90-92	<i>Industrial democracy/ Participative Management</i>	Judy Maller (MA)			Master's thesis
90-91	<i>Electrical Goods Industry restructuring Implications of the electrification in the townships for the consumer durables industry</i>	Avril Joffe, Dana Gampel	Cooperation with NUMSA and Development Group for Electronics		
90-95	<i>Restructuring of work and labour market segmentation in the South African metal and motor Industry New systems of flexible production, changes in the technical and social organisation of work</i>	Judy Maller (MA), Prof. Eddie Webster, Barry Dwolatsky, Owen Crankshaw, Avril Joffe	Collaboration with NUMSA		Report to NUMSA PhD thesis Owen Crankshaw
91-95	<i>The role of trade unions in the restructuring of the manufacturing industry in South Africa</i>	Avril Joffe			PhD
92	<i>Social impact of down scaling in the mining industry</i>	Gay Seidman			Presentation to the senior management of the mine, Presentation to NUM
87-95	<b>Trade unions and social change</b>				
87-90	<i>The role of the trade union movement in creating a new democratic social order; orthodox, collective bargaining</i>	Prof. Eddie Webster	Rob Lambert (visiting SWOP-research associate)		

## O2 SWOP RESEARCH PROJECTS

SWOP research projects, chronologically according to project start date and according to thematic focus areas

	<i>unionism versus political or social movement unionism</i>				
87-90	<i>The way in which different political traditions shape the debate about the role of the trade union movement</i>	Prof. Eddie Webster	Fine		
87-91	<i>Comparative study on the role of unions in the politics of social transformation in South Africa, Zimbabwe, Brazil and South Korea</i>	Prof. Eddie Webster	Rob Lambert (coordinator)		
90-91	<i>National Shop Stewards' Survey</i>	Prof. Eddie Webster, Judy Maller (MA)	Community Agency for Social Enquiry	COSATU	Help COSATU plan media programmes and articles aimed at shop stewards
87-90	<i>The 87 mineworkers' strike</i>	Mothibeli			In-service training project
87-90	<i>The historical development of trade unions, community organisations, and the relation between them on the East Rand</i>	Karl von Holdt			
87-90	<i>Evaluation of worker cooperatives</i>	K. Philip			Weekend workshop with LERC NUM <sup>2</sup>
91-92	<i>Coordination of the monitoring of the 1991 anti-VAT strike</i>	Prof. Eddie Webster, Glenn Adler, Judy Maller (MA)			
91-95	<i>The growth of non-racial trade unionism</i>	Glenn Adler			PhD thesis Columbia University, NY „The factory belongs to all who work in it. Race, class and collective action in the South African motor industry, 1968-1986”
91-95	<i>The formation of SACCAWU, workers' non-class identities</i>	W Leroke			
93-98	<i>The Role of black Trade Unions in</i>	Prof. Eddie Webster,	Albert Einstein Institution/SWOP	Funded by Albert Einstein	PhD Karl von Holdt



## O2 SWOP RESEARCH PROJECTS

SWOP research projects, chronologically according to project start date and according to thematic focus areas

	<i>Transforming the Nature of Popular Resistance in South Africa</i>	Glenn Adler, Karl von Holdt	Research Programme	Institution, Cambridge, Massachusetts; MA/PhD scholarship Karl von Holdt	
94	<i>Taking democracy seriously: Organised Labour and the Advent of Parliamentary Democracy; Survey of COSATU members</i>	Prof. Eddie Webster, Sakhela Buhlungu, 3rd year students			
94-95	<i>Labour, State and Democracy in Africa Comparative research project with CODESRIA</i>	Prof. Eddie Webster, Glenn Adler, W. Leroke	CODESRIA's „Multinational Working Group on labour Movements and Policy-making in Africa”		
94	<i>History of CWIU</i>	Tanya Rosenthal, Avril Joffe	CWIU requested assistance in writing an official history of the union for the union's 20 <sup>th</sup> anniversary	CWIU	„Struggles for workers' rights: a history of the Chemical Workers Industrial Union”
	<b>Contract Research:</b>				
87-90	<i>Consulting</i>	Prof. Eddie Webster		Legal teams (Cheadle Thompson and Haysom), Management of firms (SA Breweries, Adcock Ingram Laboratories), Dutch Reformed Church, Church of the Province of SA	
87-90	<i>Consulting</i>	Jean Leger		CSIR Work Accident Monitor Project, NUM, NUMSA, SACWU, TGWU	
87-90	<i>Consulting</i>	Avril Joffe		NUMSA, CWIU, TGWU, PPWAWU	
87-90	<i>Consulting</i>	Judy Maller		NUMSA, NUM, CWIU, Professional engineering associations	
94	<i>PPWAWU research at Nampak</i>	Sakhela Buhlungu,		PPWAWU	Preparation of a response to the

<b>O2 SWOP RESEARCH PROJECTS</b>					
SWOP research projects, chronologically according to project start date and according to thematic focus areas					
		Avril Joffe			company's strategy of moving towards „world class manufacturing and service”
94	<i>Staffing levels and shift patterns in the retail sector</i>	Ian Macun, W Leroke, Prof. Eddie Webster	Members of the company; National Productivity Institute	SACCAWU	Methodology for establishing staffing levels and shift patterns, part of a process of an agreement on Job Security, Flexibility and Mobility of Labour
94-95	<i>Shed staffing and performance study in the transport sector</i>	Ian Macun	Project Technical Committee, representing various groups in the company	SARHWU	Assessment of current staffing levels, standards applicable to effective work performance
95-96	<i>Lesotho Highlands Water Project Large scale Baseline Epidemiology and Medical Services Study Occupational health and industrial hygiene associated with the construction of dams and tunnels</i>	Ian Macun	Medical Research Council (coordination)	Lesotho Highlands Development Authority	
95-96	<i>Racial Discrimination Project: mining</i>	Ian Macun	Prof. D. Posel, Dept. of Sociology	NUM	
95	<i>Gold Mining's Labour Markets Review of existing knowledge in work and living conditions in the mining industry</i>	Prof. Eddie Webster, J. Steinberg, Gay Seidman		Department of Labour	Policy recommendations
95-00	<b>„Work and Industrial Relations in a Changing South Africa” – SWOP-Research programme 1995-2000: I-III</b>				
95-00	<b>I. Workplace Industrial Relations</b>	Prof. Eddie Webster, Ian Macun, Tanya Rosenthal (MA)			
95	<i>Comment on „Proposed bill on Labour Relations for discussion” of the Department of</i>				

## O2 SWOP RESEARCH PROJECTS

SWOP research projects, chronologically according to project start date and according to thematic focus areas

	<i>Labour</i>				
96-99	<i>Workplace Industrial Relations Project Institutional arrangements in the workplace and their relation to economic performance in 12 companies; responses to the Workplace Forums initiative in the new Labour Relations Act (1996)</i>	Prof. Eddie Webster, Ian Macun, Tanya Rosenthal (MA), Kagiso Moleme	Participation in NALEDI's „Tripartism and Co-determination in South Africa” Dept of Labour Social Law Project, UWC (Monitoring of Workplace Forums)		NALEDI workshop
96-97	<i>Coordination of South African Labour Flexibility Survey (SALFS) Comparative perspective in Workplace Industrial Relations Project</i>	Prof. Eddie Webster, Ian Macun, Tanya Rosenthal (MA), Postgraduate students	HSRC, ILO, researchers in Durban, Cape Town, Port Elizabeth	ILO	
96-98	<i>ILO Study on the future of the workforce in the Iron and Steel Industry</i>	Prof. Eddie Webster, Tanya Rosenthal (MA), Karl von Holdt	Participation in an international study to determine the future of the workforce in the iron and steel industry	ILO	Published as part of the ILO Sectorial Activities Programme
97-98	<i>Worker participation: case studies of South African enterprises</i>	Prof. Eddie Webster, Ian Macun		NALEDI	part of a NALEDI research project on Codetermination and Tripartism
97-98	<i>Monitoring the implementation of the workplace forum initiative; the development of workplace forums' impact on workplace industrial relations</i>	Prof. Eddie Webster, Ian Macun	CCMA		Provide an information service to those involved in implementing the workplace forum initiative
98/99	<i>Workplace Industrial Relations Ethnographic study of the changing social structure of the workplace and the social structure of workplace trade unionism</i>	Karl von Holdt			PhD
00-01	Further research on transition from below	Karl von Holdt		Post-doctoral fellowship in SWOP	Publication of PhD thesis
00-02	<i>The Evolving Labour Relations System 2<sup>nd</sup></i>				Report; SWOP-Conference

<b>O2 SWOP RESEARCH PROJECTS</b>					
SWOP research projects, chronologically according to project start date and according to thematic focus areas					
	<i>phase</i>				„Globalisation and Regionalisation: a trade union response”(Dec. 2002); long-term concern: harmonisation of labour standards and social policy in the SADC
95-00	<b>II. Unions, Transition and Policy Making</b> <i>General description: The labour movement in the post-apartheid period; its involvement in policy formulation; the changing character composition and power of trade unions; the role of labour in consolidating democracy</i>	Prof. Eddie Webster, Glenn Adler, Sakhela Buhlungu, Ian Macun, Tanya Rosenthal (MA)			
94-99	<i>Taking democracy seriously (continuation); 2<sup>nd</sup> phase and longitudinal comparative study of COSATU members' expectations of parliamentary democracy</i>		Universities of Natal, Rhodes, Cape Town, Port Elizabeth, NALEDI		
94-98	<i>CODESRIA-Project (continuation), comparison of state-labour relations in Brazil, Zambia, Zimbabwe, South Africa</i>	Dr. Glenn Adler, Prof. Webster			
95-97	<i>Coalitions under Stress – Union-Party Alliances in a Comparative Context</i>	Prof. Eddie Webster	Colleagues at University of Berkeley		
95-97	<i>Implications of the New Labour relations Act for the structure of unions</i>	Ian Macun			
96-97	<i>Unionisation in the public service</i>	Ian Macun, Christine Psoulis		NALEDI	Part of NALEDI's long-term project „Public Sector

<b>O2 SWOP RESEARCH PROJECTS</b>					
SWOP research projects, chronologically according to project start date and according to thematic focus areas					
					Labour relations <sup>7</sup>
96-98	<i>Staff survey of COSATU affiliated unions</i>	Sakhela Buhlungu (MA), Christine Psoulis		COSATU September Commission	SWOP labour studies research report
96-98	<i>Unions in small towns</i>	Ian Macun, M. Moore	T. Filita (NALEDI)	COSATU September Commission	
96-98	<i>Representing white collar, skilled and professional workers</i>	Ian Macun		COSATU September Commission	
96-99	<i>Secondment of Dr. Adler to NALEDI: Coordination of 3 long-term projects: Hours of Work Co-determination and Tripartism Public Service Labour Relations</i>	Dr. Glenn Adler	NALEDI, several researchers under the coordination of Dr. Glenn Adler		
98-99	<i>Growth of the labour movement 1970-1996</i>	Ian Macun			PhD
98-01	<i>Democracy and power in the post-1973 unions</i>	Sakhela Buhlungu (MA)			PhD
<b>95-01</b>	<b>III. Work and Welfare: the changing nature of work, employment relations and social support and its impact on the household</b>		Prof. Jamie Peck, Manchester University, participation in the programme	Dept of Labour	
97-01	<i>Casualisation of work and sub-contracting in the retail sector</i>	Bridget Kenny, Nathaniel Ndala		Dept of Labour	PhD Feeds into the retail Sectoral Job Summit process
97-01	<i>Casualisation of work and sub-contracting in the mining industry</i>	Bridget Kenny, Andries Bezuidenhout		Dept of Labour	
97-98	<i>Conditions for a Comprehensive Social Security System Identification of the population most in need of financial support</i>	Prof. Webster	COSATU Parliamentary Office	COSATU Parliamentary Office	
95-01	<b>Others</b>				
96-97	Nedlac Monitoring Monthly monitoring	Tanya Rosenthal, K.		SALB	SALB

## O2 SWOP RESEARCH PROJECTS

SWOP research projects, chronologically according to project start date and according to thematic focus areas

	of key labour issues being negotiated at NEDLAC	Gostner			
97-01	Transforming the Discipline of Sociology			CSD/NRF	Report
97-99	Worlds of Work: Building an International Sociology of Work International project, identification of national traditions in the sociology of work	Prof. Webster	Coordination: Daniel Cornfield, Vanderbilt University; Randy Hodson, Ohio State University, USA		
97-98	Educational needs assessment of COSATU and FEDUSA	Matthew Ginsburg (MA Stud. SWOP)	Coordinated by Matthew Ginsburg (MA Stud. SWOP); Melanie Samson	DITSELA	
97-98	Shaping of governance in South Africa: NEDLAC	Prof. Webster, K. Gostner (MA)		Centre for Developing Enterprise (CDE)	
97-99	Organisational delivery NUM Servicing	Bridget Kenny, Andries Bezuidenhout	H. Tshikalange, G. Masha, (NUM Research Department)	NUM	
97-98	Nation-wide attitudinal survey of CCMA users	Prof. Webster, Christine Psoulis		CCMA	
98-99	Innovations in Collective Bargaining: an ILO comparative study			ILO	
98-01	Women at Risk: a Study of Sex Work in Hillbrow, Johannesburg	Nombeko Liwane	Reproductive Health Research Unit (RHRU), Chris Hani Baragwanath Hospital Vrije University, Amsterdam		Intervention, peer education and report back exercise with the sex workers interviewed; values clarification directed at service providers; RHRU and Dept. of Health workshop for health care providers to learn from international experience on health care strategies in the sex industry; SWOP breakfast with wide coverage on TV, Radio, Print; 3

<b>O2 SWOP RESEARCH PROJECTS</b>					
SWOP research projects, chronologically according to project start date and according to thematic focus areas					
					papers at History Workshop „AIDS in Context” Conference
00-03	<b>Research Projects 2000-2003</b>				
00-01	<b>Capital and Labour in a Globalising Southern Africa</b>	<b>Coordinator: Andries Bezuidenhout</b>			
98-02	<i>The impact of globalization on the South African ‘White Goods’ Industry; 2<sup>nd</sup> phase: changes at workplace level and responses of trade unions in South Africa, Zimbabwe, Swaziland</i>		Part of a broader comparative study on the impact of globalization on the ‘white goods’ industry in Southern Africa, Turkey, Australia, Brazil, India and China	UK Dept for International Development through a partnership between SWOP and LSE	Workshops to build capacity in NUMSA, funded by the Strengthening Civil Society Fund of the Dept of Labour; Part of the Sectoral Jobs Summit process in the metal, auto and engineering industries; Policy development and capacity building in NUMSA
00-02	<i>Corporate Environmental and Social Responsibility in Developing countries</i>	Dr. David Fig (coordinator), Rahmat Omar, Andries Bezuidenhout	Part of a comparative study: South Africa, Mexico, the Philippines, Peru, Brazil, India Coordinated by the UN Research Institute for Social Development	Funded by MacArthur Foundation	Workshop; Present at South African Grantmakers Association Annual Meeting; World Summit for Sustainable Development, Johannesburg, Sept. 2002
01-02	<i>Industrial Policy in South Africa</i>			NEDLAC working group on industrial policy	Report providing a critique of a discussion document by the Dept of Trade and Industry
01-02	<i>The Evolving Labour Relations System 3<sup>rd</sup> phase; Regional integration in Europe and the lessons for Southern Africa from this experience</i>				
01-02	<i>SWOP/LSE Collaborative Crisis States Programme (CSP); Social and institutional responses to structural crises</i>	See subprojects:	Comparative study involving researchers from South Africa, Colombia, India and the UK based at the LSE	UK Dept for International Development (UK DfID)	

## O2 SWOP RESEARCH PROJECTS

SWOP research projects, chronologically according to project start date and according to thematic focus areas

	<i>brought about by rapid social change; capacity of the state to contain and manage crisis and potential breakdown; Four aspects of the impact of liberalisation on employment in Southern Africa</i>				
01-03	<i>Micro-level Responses to Macroeconomic Change: Urban Livelihoods and Intra-household Dynamics in Two Urban Areas in KwaZulu Natal (CSP)</i>	Sarah Mosoetsa (MA)	Part of SWOP/LSE CSP	UK DfID	PhD
01-02	<i>Dynamics in the automobile industry (CSP)</i>	David Masondo	SWOP/LSE CSP	UK DfID	
01-03	<i>The household appliance industry, the reconfiguration between the state and the manufacturing industry in the context of trade liberalisation, attempts to create a new labour dispensation, changes in state industrial policies</i>	Andries Bezuidenhout	SWOP/LSE CSP	UK DfID	
01-02	<i>Comparative study of employment in the fast food industry in Zambia and Mozambique</i>	Portia Lebala	SWOP/LSE CSP	UK DfID	MA
00-03	<b>Restructuring of Work</b>	Coordinator: Rahmat Omar (MA)			
98-02	<i>The impact of ultra-deep Mining on the Occupational Culture of Workers Participant observation and focus groups, psycho-sociological effects of deep level-mining on miners Evaluating the extent</i>	Timothy Phakathi (fieldworker), David Daw (fieldworker), Wellington Thwala (fieldworker) Sizwe Phakathi, Paul Stewart	Prof. D. Moodie, William Smith College, NY, consultant on this project Prof. Michael Burawoy, UC Berkeley	Commissioned by a consortium of government and the private sector	MA Phakathi NUM workshop 1 paper



## O2 SWOP RESEARCH PROJECTS

SWOP research projects, chronologically according to project start date and according to thematic focus areas

	<i>to which training of underground workers prepares them or the new forms of work organisation and new forms of technology required in the 21<sup>st</sup> century</i> <i>The changing organisation of work and training</i>				
00-02	<i>Restructuring Work and its Implications for Labour</i> <i>Case study research in four sectors: Footwear, Mining, Telecommunications, White goods</i>			Dept of Labour	Modules on workplace restructuring for DITSELA Input into Sectoral Jobs Summit processes Policy development and capacity building in NUMSA, CWU, COSATU Conferences: SWOP/SALB, SWOP/SATUCC and SIGTUR
01-03	<i>Telecommunications</i> <i>The changing organisation of work and training in call centres established by Telkom as part of its strategy to position itself for competition</i>	Rahmat Omar (MA)	Comparative project: Prof. Stephen Wood, Sheffield University on call centres in the UK Prof. Rosemary Batt, call centre in the USA		MA
02-03	<i>Training and career paths in call centres</i>	Rahmat Omar (MA)	Dr. Chris Benner, Pennsylvania State University		
01-02	<i>Informalisation in the footwear industry in Pietermaritzburg, impact on women in KwaZulu Natal and the Western Cape</i>	Sarah Mosoetsa (MA)	Hameda Deedat (ILRIG)	Third World Network through the GERA (Gender and Economic Restructuring in Africa) programme	
01-03	<i>FutureMine</i> <i>Improving productivity and career development of miners; effect of work and living conditions on organisational performance</i>	Sizwe Phakathi (MA)	Collaborative research initiative involving members of the gold mining industry, trade unions, government and research institutions	CSIR	Report to CSIR MiningTech

## O2 SWOP RESEARCH PROJECTS

SWOP research projects, chronologically according to project start date and according to thematic focus areas

01-03	<i>CoalTech 2020 Effects of work and living conditions on productivity amongst coal miners, workplace ethnography</i>	Sizwe Phakathi (MA)		CSIR	Report
00-03	<b>Labour Market Flexibility Fragmentation and segmentation of local labour markets and the international division of labour</b>	Coordinator: Bridget Kenny			PhD
97-02	<i>Gauteng Department of Education Outsourcing of Non-CS educator posts Implications of outsourcing of cleaning and security services at schools</i>	Bridget Kenny, Christine Psoulis, Lucien van der Walt, Chris Bolsmann, Lindsey Martin, Bernadette Johnson		Gauteng Department of Education (GDE) Centre for Higher Education Transformation	
01-02	<i>Work and Welfare (continuation) Effects of labour market flexibility on workers in the retail sector and on their households</i>	Bridget Kenny		Dept of Labour	PhD; Retail Sector Job Summit process; Review of the Wage Determination for Retail and Distributive Trades; Report to Dept of Labour
01-02	<i>The impact of Restructuring on Households in the Textiles Industry</i>	Grace Khunou, Andries Bezuidenhout, Sarah Mosoetsa	Coordinated by the Institute for Development Studies at the University of East Anglia	UK Dept of International Development	Report to Dfid
00-02	<b>Comparative labour movements in developing societies and their role in political and economic transitions: the impact of transition on the labour movement; the impact of economic</b>	Coordinator: Dr. Sakhela Buhlungu			

## O2 SWOP RESEARCH PROJECTS

SWOP research projects, chronologically according to project start date and according to thematic focus areas

	<b>liberalisation; the ‘paradox of victory’ which faces labour movements in developing societies</b>				
00-01	<i>Reinventing Social Emancipation</i>	Coordinator: Sakhela Buhlungu, Prof. Eddie Webster; Prof. Rob Lambert	Coordinated by Prof. Boaventura Santos, University of Coimbra, Portugal Part of an international project aimed at exploring and testing the possibilities of counter-hegemonic globalisation in semi-peripheral countries: Brazil, Columbia, South Africa, India, Portugal	MacArthur Foundation	
01-02	<i>The changing organisational structure and strategic capacity of the labour movement</i>	Dr. Sakhela Buhlungu			PhD Sakhela Buhlungu
02-03	<i>Taking Democracy Seriously</i>	Dr. Sakhela Buhlungu (coordinator)	Planning workshop with SANPAD; Democracy and Governance Unit, HSRC (Prof. Roger Southall); Researchers from the Netherlands; Prof. Geoff Wood	SANPAD	
02-03	<b>Social movements and social citizenship The emergence of local social movements struggling for social citizenship and their relationship with an emerging global civil society</b>	Prof. Jacklyn Cock (coordinator)			
02-03	<i>Globalisation, Marginalisation and new Social Movements in South Africa The Anti-</i>	Prof. Jacklyn Cock, Dr. Sakhela Buhlungu	Participation in this project convened by the Centre for Civil Society, University of		

## O2 SWOP RESEARCH PROJECTS

SWOP research projects, chronologically according to project start date and according to thematic focus areas

	<i>Privatization Forum and the Environmental Justice Networking Forum</i>		Natal		
00-03	<b>Others</b>				
01-02	Consulting: Socio-political issues influencing negotiations in mining	Prof. Eddie Webster		Anglo Platinum Mine	Research report
02-03	Book on „Work and Organisations”	Prof. Eddie Webster, Dr. Sakhela Buhlungu, Andries Bezuidenhout	Introductory textbook on economic and industrial sociology for Oxford University Press		
02-03	Consultancy: The financial and economic importance of respect for labour standards	Prof. Eddie Webster		Centre for Working Capital, Washington	Report to a delegation of US pension fund trustees

**Notes:**

<sup>1</sup> The “Industrial Strategy Project“ (ISP) emerged out of the „Economic Trends Research Group“ (ETRG). Both projects were composed of a whole group of intra- and extra-academic researchers from various research bodies of the country. SWOP-staff contributed to subprojects of the „Economic Trends Research“ and of the ISP-research.

<sup>2</sup> K. Philip was then employed by NUM in order to develop cooperatives as a job alternative for dismissed workers.

### **O3 WITS EXAM QUESTIONS**

Exam questions in Industrial Sociology at the University of the Witwatersrand, chronologically for selected years

“Industrial Sociology 1” means 1st year, “Industrial Sociology 2” means 2nd year. Honours courses are not taken into account. Apparently there used to be exams twice a year, once in June/July and once in October/November. Because not all exam questions were available for each exam period, the exam questions from the two different exam periods are taken into account in order to cover the complete range of themes for each year. Where exam questions for all undergraduate exams were not available for the same year, those from the closest previous or following exam period were taken, where possible together with the name(s) of examiner(s).

Source: University archives of the McCullen Library, University of the Witwatersrand

#### **Exam questions 1971**

**Oct.-Nov. 1971**

**BA and BA Social Work**

**Industrial Sociology 1 – Paper 1 (Examiners: Prof. O. Wagner, Prof. H. Lever, K. Jubber, S. Pryke, E. Zucker)**

Answer 4 questions, 2 from A and 2 from B!

##### **Section A:**

1. Discuss critically the contribution of Frederick Taylor to the understanding of work motivation.
2. To what extent will automation solve the major problems of industrial societies?
3. Discuss the problems experienced by the worker in modern industrial societies when he (or she) reaches old age.
4. Discuss the following statement: „The most persistent indictment of industrial society is that it has resulted in the alienation of industrial man”. (Faunce)

##### **Section B**

5. Show in what ways the conjugal or nuclear family „fits” the economic needs of industrial society.
6. What are the principal effects that industrialization has had on social stratification in modern society?
7. What conditions do you feel are required for the industrial development of any undeveloped society?
8. To what extent do you feel „communism” has been realized in modern Russia? Compare present Russia, as an industrial state, with any one modern „western” nation.

**Industrial Sociology 1 – Paper 2 (Examiners: Prof. O. Wagner, Prof. H. Lever, K. Jubber)**

Answer 4 questions, at least one from each section.

##### **Section A:**

1. What are the characteristic features of group dynamics?
2. Describe three of the following studies:
  - a) Lewin’s experiment on the changing food habits
  - b) Coch and French’s study of the effect of group discussion on the learning of new tasks
  - c) Maier and Solem’s experiment on the effect of a discussion leader on the quality of group thinking
  - d) Maier’s experimental test on the effect of training on discussion leadership
  - e) French’s study on the re-training of an autocratic leader.
3. You are the chief personnel officer of an establishment employing more than twenty African workers. You have come to the conclusion that channels of communication between your African staff and yourself are necessary and so you examine two alternative ways of creating this communication. You look at the procedures provided for in law and you also consider creating your own informal channels. Sub questions: i)-viii) (...)

### **O3 WITS EXAM QUESTIONS**

Exam questions in Industrial Sociology at the University of the Witwatersrand, chronologically for selected years

#### **Section B:**

4. Discuss the work culture of the informal organisation in industry.
5. Evaluate the statement: „It is not possible to construct an industrial organisation which can simultaneously maximize the achievement of both managerial and worker goals”.
6. Outline Weber’s theory of authority structures and relate this to his theory of bureaucracy.
7. Drawing on relevant research findings, attempt to provide an explanation for the observation that strike proneness varies from industry to industry in any give country.

#### **November 1971**

##### **BA and BA Social Work**

#### **Industrial Sociology 2 – Paper 1 (Examiners: Prof. O. Wagner, Prof. H. Lever, Dr. A. Archibald)**

Answer four questions:

1. Personality tests have always been enshrouded in an atmosphere of doubt in their application to personnel selection. Critically examine the various methods of personality assessment which are available (...).
2. Describe the selection tests you would apply in attempting to evaluate the skills, abilities and training potential of a group of computer programmers.
3. Compare the reactions of English- and Afrikaans-speaking South Africans to industrial change using H-Blumer’s categories of response to industrialization.
4. What is your opinion of the view that the Coloureds are the most alienated workers in South Africa today?
5. Discuss the impact of industrialization on either the Cape Malays or the South African Chinese.
6. „The future form of industrial society will be determined more by developments in the humanities than in the physical sciences”. Discuss.

#### **November 1971**

##### **BA and BA Social Work**

#### **Industrial Sociology 2 – Paper 2 (Examiners: Prof. O. Wagner, Dr. A. Archibald, K. Jubber)**

Answer 4 questions:

#### **Section A**

1. Discuss: „An examination of existing theories, as well as an empirical study of trade unionism, shows that trade union phenomena are too complex to be placed under the rubric of one theory without serious distortion or over-simplification” (Schneider).
2. Outline the major characteristics of the labour movement in a country you have studied.
3. Modern mass communications theory and practice draws heavily on sociology. Discuss some of the contributions made to this field by sociology.

#### **Section B**

4. Discuss some of the problems and prospects of advanced industrial society.
5. Evaluate Kahn and Wiener’s concept of „post-industrial society”.

### **O3 WITS EXAM QUESTIONS**

Exam questions in Industrial Sociology at the University of the Witwatersrand, chronologically for selected years

6. “‘Industrial sociology’ is a non-name for a non-subject”. Discuss.

#### **Exam questions 1975**

**November 1975**

**BA and BA Social Work**

**Industrial Sociology 1 – Paper 1 (Examiners: Prof. H.F. Dickie-Clark, Prof. T. Dunbar Moodie, P. Dixie, A. Eilers)**

Answer 4 questions, 2 from Section A, 2 from section B

#### **Section A: Introduction to Industrial Sociology**

1. „An understanding of the difference between folk and feudal societies is of crucial significance in interpreting the effects of present-day industrialization and urbanization in many parts of the world”. (Sjoberg, Folk and Feudal Societies, 1952). Discuss this statement referring to South African examples.

2. Compare and contrast any two of the following theorists’ interpretations regarding social change in the industrial revolution: Marx, Weber, Smelser.

3. Durkheim stressed that, despite a highly developed organic solidarity, modern society still needed a common faith, a common conscience collective, if it was not to disintegrate into a heap of mutually antagonistic and self-seeking individuals. Discuss.

4. „We find in Langa that a community has emerged with characteristics very similar to those of urban communities in other countries”. Wilson and Mafeje, Langa, 1963. Discuss this statement.

5. Write an essay entitled: Family structure and social mobility in industrial society.

6. Write an essay entitled „Paradoxical functions for education in modern society”. Refer to African education in South Africa.

7. „An important aspect of contemporary modernization which has a definite impact on the particular course this process takes in a society, is the role of deliberate large scale state planning. Such planning implicitly uses a ‘theory’ or model in terms of which society is reconstructed’. Van Zyl Slabbert, Modernization and Apartheid, 1970. Write an essay on the role of the Whites as a modernizing elite in SA.

8. „Without a purposeful decentralized policy, the major expansion of economic activities – and therefore the creation of employment opportunities – will take place in the existing developed centre. For economic, social and political reasons, however, it is necessary that economic development should also take place within or near the areas with large Non-White population concentrations, particularly Bantu”. White Paper Report of Inter-departmental Commission on the Decentralization of Industries, 1971. Laying stress on „social and political reasons” argue for or against the above thesis.

#### **Section B: Sociology of economic life**

9. Critically discuss the role of values and ideologies in the theories of Marx and Weber on capitalism.

10. According to Smelser, ideologies are sometimes used to justify existing social arrangements. Discuss the changes in managerial ideologies in Britain, America and Russia.

11. Discuss the social consequences of automation for labour and production relations.

12. Discuss the role of state planning, modernizing elites and ideologies in countries undergoing industrialization.

### **O3 WITS EXAM QUESTIONS**

Exam questions in Industrial Sociology at the University of the Witwatersrand, chronologically for selected years

13. Discuss the most important changes in labour and production relations during industrialization of underdeveloped countries.

14. Discuss the methodological problems associated with the study of modernization.

**November 1975**

**BA and BA Social Work**

**Industrial Sociology 1 – Paper 2 (Examiners: Prof. H.F. Dickie-Clark, Prof. T. Dunbar Moodie, A. Eilers, D. O’Meara)**

Answer 4 questions, 2 from each section.

#### **Section A: South African Labour History**

1. „Social classes in the Marxian sense of relationship to the means of production exist by definition, as they must in any capitalist country, but they are not meaningful social realities. Clearly pigmentation, rather than the ownership of land or capital, is the most important criterion of status in South Africa”. P. van den Berghe, South Africa. Discuss.

2. „African opposition in South Africa has taken many forms – from primary resistance through to mass nationalist movements. Yet a constant and debilitating feature of this opposition has been a divergence of interests between the various class forces in the African population”. Discuss in general terms or with reference to one or more specific organisations.

3. „The causes and significance of single ‘events’ in history are more often than not both obscure and open to varying interpretations. Occasionally, however, one event seems to crystallise the contradictions and conflicts of an entire stage of social development and the reactions to it point the way to the future development of a particular social formation”.

Either compare the significance of the 1922 „Rand Revolt” with the 1846 African miners’ Strike, or discuss the significance of one of these two events.

4. „As an ideology, Afrikaner Nationalism explicitly downplays class divisions, emphasizing those of race, ethnicity and culture. Yet it is relatively simple to point to the class basis of its support”. Examine the incorporation of Afrikaans-speaking workers by Afrikaner Nationalist ideology, with special reference to the significance of this incorporation in the 1948 General Elections.

5. „The supply of labour to the South African Gold Mines, and the mechanisms of control over that work force, have always been a function of conditions in the ‘Reserves’ and the nature of the incorporation of the ‘Reserve economies’ into the overall South African economy”. Discuss.

#### **Section B: Complex Organizations**

6. Critically evaluate Weber’s theory of bureaucracy and discuss its relationship to his ideas on capitalism.

7. Critically evaluate Etzioni’s „compliance theory” and discuss its potential usefulness in the analysis of organisations.

8. Discuss the role of informal groups in complex organisations.

9. Discuss the following statement: „The increasing employment of outside professionals by industrial organizations will eventually lead to strain”.

10. Critically evaluate any two theories on management and discuss the most important assumptions underlying these theories.



### **O3 WITS EXAM QUESTIONS**

Exam questions in Industrial Sociology at the University of the Witwatersrand, chronologically for selected years

**November 1975**

**BA and BA Social Work**

**Industrial Sociology 2 – Paper 1 (Examiners: Prof. H.F. Dickie-Clark, Prof. T. Dunbar Moodie, J. Cates, L. Douwes-Dekker)**

Answer 4 questions, 2 from each section.

#### **Section A: Sociology of Occupations**

1. The meaning of work may be studied from a) an historical approach (...) b) a comparative approach (...) c) by contrasting work with non-work (...). Discuss the meaning of work from these three perspectives, citing relevant studies.

2. Provide a definition of 'profession'. Would a scientist or a college professor be included within your definition? Explain what is meant by professionalization and by deprofessionalization. Discuss these trends.

3. The concept of career offers a moving perspective on occupational life. What is meant by the terms „vertical and horizontal mobility”, „spiralist”, „Sponsorship”, „cohort versus continuous systems”, „commitment”, „identification”, „anticipatory socialization”?

4. What is meant by the „decomposition of capital and labour”? Do you think events in the real world over the past fifty years or so have served to negate the analyses of Durkheim and Marx with reference to the division of labour?

5. Simmel proposes that conflict is distinct from hostility, can revitalise existing norms and contribute to the emergence of new norms. Critically discuss this proposition in relation to events in industrial relations since 1973.

6. Idenburg argues that managerial authority in the work situation requires to be legitimised. Discuss whether a process of legitimization is taking place among urban African workers.

7. Define the concept of workers' participation and discuss it in relation to: a) the relevant clauses in the Bantu Labour Relations Act; b) the proposed amendments of these clauses; and c) the implementation of these clauses.

8. Discuss the nature of conflict between management and worker and the relevance to the work situation, of any four of Simmel's propositions on conflict, as formulated by Coser.

**November 1975**

**BA and BA Social Work**

**Industrial Sociology 2 – Paper 2 (Examiners: Prof. H.F. Dickie-Clark, Prof. T. Dunbar Moodie, S. Kahn, E. Zucker)**

Answer 4 questions, 2 from each section.

#### **Section A: Problems of labour in South Africa**

1. „For there to be conflict in the field of labour, management and labour must have dissimilar views of a common area of activity”. Using the theory of value, discuss the proposition.

2. „The ICU was a 'flash-in-the-pan' organization, with no basis in the prevailing political-economic climate of the time. By contrast, 'economistic' trade unions are firmly rooted in the conditions of the period in which they operate”. Critically evaluate.

### **O3 WITS EXAM QUESTIONS**

Exam questions in Industrial Sociology at the University of the Witwatersrand, chronologically for selected years

3. The 1930s, 40s and the early 50s saw two types of White Trade Unions in SA vying with each other for supremacy. Referring to no less than 2 and no more than 3 specific unions, trace the history of these two styles of Unionisms, and relate what happened in: a) the unions and coordinating bodies, b) the particular industry and c) the broader society.

4. Why is there, or is there a fundamental difference of (class) interest between White and Black workers in SA?

#### **Section B: Future of Industrial Society**

5. Write an essay on a particular post-industrial trend that you have studied in depth.

6. Evaluate Ehrlich's proposition that „It is certainly clear that if population growth proceeds much further the probabilities of wars will be immensely increasing”.

7. Technology is amoral; it is only man who can determine whether or not the implementation of his technological inventions will be beneficial to society. Discuss.

8. It is likely that technological innovation will increasingly contribute to the disruption of urban society. This trend will manifest itself mainly in socio-pathological phenomena. Comment on this view.

#### **Exam questions 1979/80**

**January 1980 (Aegrotat Examinations [?])**

**BA and BA Social Work**

**Industrial Sociology 1 – Paper 1 (Examiners: Dr. Belinda Bozzoli, P. Dixie, External: Prof. M. Murphree)**

#### **Section A: Theories of industrialism**

1. Saint Simon increasingly became a critic of laissez-faire liberalism. Why was this? What did he propose in its place?

2. In what ways may Comte be considered a conservative reactionary?

3. Write an essay titled „Herbert Spencer – Demystifier or Dogmatist – or both?” Refer to Spencer's sociological understanding of the emergence of industrial society.

4. „Marx gives brilliant account of that most improbably of circumstances – the unification of a disparate mass of isolated producers into a political force within a specific mode of production”. Discuss.

5. Durkheim's central thesis in *The Elementary Forms of religious Life* is that no society, including modern, secular, industrial, scientific, technological society can exist without, or independently of, religious forms of sentiment and action. What did Durkheim mean by religion?

6. Is bureaucracy inevitable in modern industrial society? Give an account of how you think Max Weber would respond to this question.

#### **Section B. Sociology of development**

7. „The starting point of underdevelopment theory is the period in which any given region of today's 'third world' began to be incorporated into a permanent relationship with the expanding capitalist economy”. (Leys). Does the example of Kenya's conquest of Britain at the turn of the century support this assertion?

8. To what extent is Arrighi's critique of the dual economy thesis of relevance to the Kenyan case?

### **O3 WITS EXAM QUESTIONS**

Exam questions in Industrial Sociology at the University of the Witwatersrand, chronologically for selected years

9. Are large multinational firms a force for development or underdevelopment? Refer to Kenya.

10. Why do many theorists of underdevelopment deem it important to analyse the processes of decolonisation? Refer to Kenya.

**November 1979**

**BA and BA Social Work**

**Industrial Sociology 1 – Paper 2 (Examiners: Prof. Eddie Webster, R. de Villiers, External: Prof. M. Murphree)**

Answer 2 questions from A and 2 from B

#### **Section A: South African Labour History**

1. To what extent would an examination of the labour history of the gold mines between 1890 and 1924 demonstrate a fundamental conflict of interest between African and white workers?

2. „It has been argued that the only section of the ICU’s membership which was capable of being effectively organised was the African urban working class, and it is in their failure to organise this group that the C can chiefly be criticised”. Discuss.

3. „The victory of the Nationalist/Afrikaner parties in 1948 must be seen as the reaction of Afrikaans-speaking workers, farmers and petty bourgeoisie to developments highlighted by the 1946 mine-workers strike”. Discuss.

4. What were the recommendations of the Botha commission and why and how did the Nationalist government respond to them?

5. „The policy of the GWU on ‘Afrikaner nationalism’ is seen clearly in its response to the 1938 Voortrekker Centenary Celebrations. A crude socialist response might have been to condemn the whole affair as a propagandist exercise, staged by the Nationalists”. Discuss.

6. „Recognition creates ...responsibility... experience proves that organisation in the open, made sober by recognition, is a very different thing from organisation which has to fight against contempt or antagonism... moreover the trade union official is more likely to take the business point of view and examine the situation calmly than the workman who has some personal grievance troubling his mind”. (Government Commission of Inquiry). Would an analysis of the origins and experience of the functioning of the 1924 Industrial Conciliation Act warrant this frank comment from a Government Commission?

7. (unreadable) the Wiehahn Commission been in resolving the crisis in South Africa’s industrial relations system?

#### **Section B: Production and Organisations**

9. Critically evaluate Weber’s theory of bureaucracy and his suggestions for ensuring bureaucratic accountability.

10. „Taylorism dominates the world of production; the practitioners of ‘human relations’ and ‘industrial psychology’ are the maintenance crew for the human machinery”. Discuss the role of Taylorism in the development of management theory.

11. How useful is it to describe compounds as „total institutions”?

12. „South Africa is a society in which two cultures; one advanced and the other primitive, meet. This basic fact must be taken into account when discussing industrial organisation”. Discuss.

### **O3 WITS EXAM QUESTIONS**

Exam questions in Industrial Sociology at the University of the Witwatersrand, chronologically for selected years

13. Evaluate the role that research into industry has played in SA.

14. „In tightly controlled compound situations resistance must be sought, as Van Onselen has aptly put it, in the nooks and crannies of the day-to-day situation”. Comment.

**June 1979**

**BA and BA Social Work**

**Industrial Sociology 2 – Paper 1 (Examiners: Prof. Eddie Webster, L. Douwes Dekker, External: Prof. M. Murphree)**

Answer 2 questions from A and 2 from B

#### **Section A: Trade unions under capitalism**

1. What effect did the changing labour process have on the ‘labour aristocracy’ in mid nineteenth century Britain?

2. „Trade unions daily demonstrate Michel’s ‘iron law of oligarchy’”. Discuss.

3. Do Marxists have contempt for „pure-and-simple” trade unionism?

4. Could a liberal-pluralist give a convincing defence in favour of trade unions against:

a) those who argued against trade unions on the grounds that they intruded into a private contractual relationship

b) those who argued that liberal pluralism was merely a sophisticated form of „managerialism”?

5. „Larry was being taught how to ‘handle’ men; no one was teaching him to ‘represent’ them”. Evaluate the role of shop-stewards in Halewood and Chemco.

#### **Section B: Industrial Relations**

Answer 1 question from I and 1 question from II

I.

1. Analyse the institutionalisation of industrial conflict in a „free enterprise society” and the relevance of this process to workers.

Or

2. There is no collective bargaining in South Africa. Discuss this statement in relation to the operation of wage regulating instruments.

II.

3. Discuss the nature of paternalism in employment practices and to what extent corporations have adopted a strategy incorporating that approach since 1973.

Or

4. Analyse the major recommendations of Part I of the Report of the Commission of Inquiry into Labour Legislation (Wiehahn Report)

Or

5. The Wiehahn Report (...) has entrenched the initiative for industrial relations structures and processes in the hands of the employer. Discuss.

**November 1979**

**BA and BA Social Work**

**Industrial Sociology 2 – Paper 2 (Examiners: Dr. Belinda Bozzoli, Ari Sitas, Halton Cheadle, External:**

### **O3 WITS EXAM QUESTIONS**

Exam questions in Industrial Sociology at the University of the Witwatersrand, chronologically for selected years

**Prof. M. Murphree)**

Answer 4 questions, at most 2 from section A and two from section B. Section C is optional.

#### **Section A: Origins of the State in SA**

1. „The boer war cannot be reduced simply to the economic needs of a mining industry – even Marxists have to develop more refined explanations than that”. Discuss.
2. Critically examine Davies’ argument that white unskilled labour was rejected by the post Boer war mining industry primarily because of its high cost to capital. What are the implications of his argument and your critique for the more general understanding of divisions in the work force under capitalism?
3. What political factors would you refer to in developing an explanation of what Hobart Houghton refers to as the ‘take-off’ of the South African economy in the 1930s?
4. In what way was the 1948 National Party victory a help and/or hindrance to businessmen?

#### **Section B: Division of Labour**

5.
  - a) Management and indeed control over the labour process in the Soviet Union resembles some of the worst features of the capitalist organisation of production. Declarations about worker control or power are illusory and merely hide the fact that it is technique that governs. Critically discuss.
  - Or
  - b) „Transforming the social relations of production without the necessary technological infrastructure of a country is a utopian dream as the case of the Chinese Cultural Revolution clearly indicates”.
6.
  - a) „Job-enlargement’, „job enrichment” and „responsible autonomy” arrangements in industry clearly indicate that the actual democratisation of production processes and factory hierarchies has started. It is only a question of time before it spreads”. Discuss.
  - Or
  - b) As an industrial sociologist you have to reorganise the job-enlargement scheme of either Donnelly Mirrors or Chem.Co. How would you go about it in order to provide a more egalitarian sharing of powers in the plant?
7.
  - a) „ChemCo workers are internally divided. They lack solidarity, are isolated from one another, are stratified by a grading system, lack experience of active trade unionism, and certainly lack any radical political tradition”. Critically discuss the reasons for such a situation.
  - Or
  - b) „The question of class divisions and class conflict pales into insignificance wherever the racial or sexual division of labour manifests itself in industry... Indeed racial and sexual relations and conflict appear as primary most of the time”. Discuss, using examples from the texts or experiences you are familiar with.
8.
  - a) The trouble with ‘technicist’ arguments about the rise of the factory is that they ‘attribute to machinery the powers over humanity which arise in fact from social relations...’. Critically discuss whether Braverman is right in his assessment or whether he is underestimating the importance of technology and science in a factory.
  - Or
  - b) According to Taylor, scientific management brings about a fourfold situation: a) producing a very much larger output per man, as well as an output of better and higher quality; b) enabling any company to pay much higher wages to their workers; c) giving to any company larger profits, and d) securing industrial peace. Critically discuss whether firstly, scientific management was able to fulfil its promises and secondly, whether the ‘Human relations’ school managed to alter any of the scientific management techniques.

### **O3 WITS EXAM QUESTIONS**

Exam questions in Industrial Sociology at the University of the Witwatersrand, chronologically for selected years

#### **Section C: Labour Law (Optional).**

(...)

#### **Exam questions 1986**

**November 1986**

**BA and BA Social Work**

**Industrial Sociology 2 – Paper 2 (Examiners: Dr. Belinda Bozzoli, Dr. D. Hindson, J. Hyslop, External: M. Roux)**

Answer 4 questions, 2 from either A or B (depending on your option), 2 from C

#### **Section A: Class, Community and Conflict (Dr. Belinda Bozzoli)**

Answer Question 1 and one other question:

1. a) „Proletarianisation underpins, but is not synonymous with, class formation”. With special reference to the work of Mike Davies, and case studies of American working class formation, examine the various ways in which the complex and differential processes of proletarianisation shape the formation of a working class and affect its cultural character.

Or

b) „To understand what working class cultures are it is necessary to ask questions about the kinds of communities in which they are embedded”. Discuss with reference to British and American examples and to Stedman-Jones in particular.

2. a) „It is not consciousness that determines being, but being that determines consciousness” (Marx). Critically discuss with reference to case studies of aspects of working class culture (e.g. family relations, workplace culture, leisure) with which you are familiar.

Or

b) „Ethnicity can be a factor which works in harmony with class interest at certain times for certain material and historical reasons”. Critically discuss by reference to particular case studies of „ethnic communities” in Britain or the USA.

3. a) „Class is a relationship not a thing”. What does Thompson mean by this statement? (...)

Or

b) How do Williams’ notions of „hegemonic”, „alternative” and „oppositional” cultures apply to cases of working class culture and ideology with which you are familiar?

4. a) „We need to steer a path between judgementalism and romanticism in our examination of working class culture”. Discuss. (...)

Or

b) „Men make their own history, but not in ways of their own choosing” (Marx). Has this statement, which combines both voluntarism and determinism, been effectively applied to the examinations for working class culture in any case studies with which you are familiar?

5. Why is there no socialism in the USA?

#### **Section B: Theories of Capitalist Development (Dr. D. Hindson)**

Answer 2 questions.

1. How have different economists approached the question of „wealth” and „value”?

### **O3 WITS EXAM QUESTIONS**

Exam questions in Industrial Sociology at the University of the Witwatersrand, chronologically for selected years

2. What is „capitalism”? Why is a definition of this term important in understanding the evolution of economic thought?
3. What was the mercantilists' conception of wealth and its source? What influences account for this view?
4. „Labour is the Father and active principle of wealth, as Lands are the Mother”. Explain the theory of value underlying this conception of wealth and how it differs from mercantilism.
5. What were the major contributions of the Physiocrats to economic thought?
6. „It is not from the benevolence of the butcher, the brewer or the baker that we expect our dinner, but from their regard to their own interest”. In Adam Smith's view, how did the actions of atomised individuals lead to the growth of the wealth of nations?
7. How did Ricardo derive a theory of rent from a labour theory of value? What circumstances in the political economy of England at the time influenced his thinking?
8. Do you agree that Marx was merely a minor post-Ricardian?

#### **Section C: Research Methods (J. Hyslop)**

Answer 2 questions.

1. If contemporary South African social researchers want to make their work more relevant to the needs of the community, how can they go about it?
2. What are the strengths and limitations of either newspapers or official statistics as sources for social research?
3. Is it possible to integrate material derived from oral history interviews into an understanding of the structural features of a society?
4. How would you go about organising a large scale national survey of political attitudes in SA? Be sure that your answer takes account of the practical difficulties likely to arise from contemporary social conflicts.
5. Outline how you would go about a study of student sub-cultures at Wits, and identify the difficulties you might experience. Outline some of the themes you would like to explore.
6. Is there anything wrong with the Positivist model of social investigation, and, if so, what is the alternative?

#### **November 1986**

##### **BA and BA Social Work**

#### **Industrial Sociology 3 – Paper 3 (Examiners: Prof. D. Archibald, Prof. J. Keenan, External: M. Roux)**

Answer 2 questions from the option you studied

#### **Metatheory (Prof. Archibald)**

1. Assess Alexander's attempt at a comprehensive metatheoretical programme for the future of sociology.
2. „We must bear in mind the standards of explanation and understanding which we apply in the natural sciences if we are to arrive at a balanced assessment of the successes and difficulties of the social sciences” (Ryan). Discuss.

### **O3 WITS EXAM QUESTIONS**

Exam questions in Industrial Sociology at the University of the Witwatersrand, chronologically for selected years

3. Account for Kuhn's great influence in recent thinking about social science.

4. What is of use in Winch's extreme relativism?

Or

Discuss the strengths and limitations of interpretation in the social sciences, using the term in the sense proposed by Charles Taylor and Clifford Geertz.

5. What would justify the assertion of ideology?

Or

Is it possible to transcend sociology of knowledge?

#### **Reform, Reproduction and the Rural Areas (Prof. J. Keenan)**

Answer 2 questions

1. Discuss the extent to which the Bantustans still function to reproduce and supply the capitalist sector of the South African economy with 'cheap' labour.

2.

a) Over the last year or so there has been a dramatic escalation of popular resistance in some Bantustan areas against the structures of the apartheid state. Outline, with reference to specific areas, the issues that have generated this increased resistance as well as the forms of political organisation and leadership that have been associated with it.

Or

b) To what extent do you consider that the South Africa government's recent 'reform' policies have provoked the upsurge of popular resistance against the structures of the apartheid state currently being experienced in most Bantustan regions. Illustrate your answer with reference to specific examples.

3. Discuss with reference to specific examples, the contemporary role(s) played by tribal/community authorities chiefs and 'headman', in South Africa's Bantustans.

4.

a) Discuss the validity and possible implications of the assertion that the role of a government pursuing monetarist politics, at least in their extreme forms, can be limited, with the exception of national defence, to little more than the management of the money supply.

Or

b) „Where the legal and political institutions give land, capital and control of labour to one section of the population, market forces will only consolidate that power”. Discuss within the context of SA.

Or

c) Discuss the extent to which the ideology of 'neo-conservative' economics, or the New Right, as it is sometimes called, has legitimized the nature of both the South African government's 'reform' and 'repressive' policies/strategies since 1977/78.

5. Critically evaluate the nature and validity of much of the evidence put forward by the South African government to claim that its 'reforms' have led to an improvement in the overall standards of living of the country's black (African) population.

6. Discuss, with reference to specific examples, the developments that have taken place in 'homeland' agriculture since 1977, and the extent to which these developments have led to the increased politicisation and conscientisation of the populations in those areas.

#### **Industrial Relations and Labour Law (Dr. Duncan Innes)**

Answer 2 questions:

1. Give a brief description of the most important pieces of industrial legislation which were passed in SA



### **O3 WITS EXAM QUESTIONS**

Exam questions in Industrial Sociology at the University of the Witwatersrand, chronologically for selected years

between 1924 and 1926 and explain their implications for a system of free collective bargaining in the country.

2. Explain why you think the Nationalist government which came to power in 1948 failed to follow the recommendations of both the Fagan and Botha commissions of enquiry regarding statutory recognition of trade unions for black workers; and outline the alternative policy which was adopted by the government.

3. Discuss the reasons for the so-called Durban strikes of 1973 and consider their impact on industrial relations in SA over the next decade.

4. It has been argued that, by granting statutory union recognition to black workers, the Wiehahn Commission paved the way for the collapse of apartheid. Explain why you agree or disagree with this proposition.

5. Do trade unions have a role to play in the 'liberation struggle' in SA? If so, clarify precisely the nature of that role; if not, explain clearly why they have no such role.

**November 1986**

**BA and BA Social Work**

**Industrial Sociology 3 – Paper 4 (Examiners: Dr. Beryl Unterhalter, T. Adler, P. Dixie, External: M. Roux)**

Answer 2 questions from the option you studied

**Sociology of Medicine (Dr. B. Unterhalter)**

Answer 2 questions

1. What is your view of the statement that health should not be a commodity to be bought and sold?

2. All the inequalities of society – inequalities of power, status, income and conditions of work – are reflected in the disease patterns of society. Discuss this statement and its application to an understanding of health and disease in SA.

3. „It is the monopolistic nature of the medical profession which legitimates some medical practices and practitioners and defines others as marginal or fraudulent”. Discuss.

4. There are important issues affecting workers' health that can and should be raised by trade unions. What are these issues and what contradictory responses can be expected from capital and labour?

**The Motor Industry (T. Adler)**

2 questions

1. „Militant unionism, especially in the Eastern Cape, has caused the relocation of the South African motor industry from the Eastern Cape to the P.W.V. Area. It has also been responsible for the increasing automation of the assembly industry in this country”. Discuss.

2. „The South African motor industry is independent of the international motor industry”. Discuss with reference to the ownership and technical links between the South African and multi-national assembly companies.

3. „The development of the motor vehicle has been the single most significant innovation over the last 100 years”. Has it? Give historical, sociological and economic reasons.

4. „Social Security is not the responsibility of the State”. Discuss in the context of the campaign for maternity benefits waged by unions in SA.

### **O3 WITS EXAM QUESTIONS**

Exam questions in Industrial Sociology at the University of the Witwatersrand, chronologically for selected years

5. Discuss the significance of the Ford Five Dollar a Day Programme.
6. Why is the 40 hour week campaign of such important to the South African and international trade union movement?

#### **Secularization and Religion in S.A. (P. Dixie)**

2 questions

- a. Berger's understanding of the process of secularization is that it leads directly to a pluralistic situation. What implications for religion does Berger see as consequent upon modern pluralism? Do you agree with him that these consequences are inevitable? You may refer to modern Israel by way of illustration.
2. „Secularization therefore does not drive religion from modern society, but rather fosters a type of religion which has no major functions for the entire society” (Fenn). Briefly outline Fenn's critique of Bellah's position regarding Civil Religion in American society.
3. Referring to Fenn's typology of religious cultures, examine two types of religious conscientious objectors showing the different conditions under which they are likely to experience a confrontation between secular and religious authority.
4. For Bell there is a „double process at work ... secularization and profanation”. Given this distinction what did he argue for? What was Wilson's objection to the basis of this argument?
5. „He must become a total man facing the whole structure of society with a radical criticism”. (Martin, on the radical clergyman). How does the radical cleric redefine his role in order to be truly religious? Refer, by way of illustration, to South African examples.

#### **Exam questions 1991/92**

**June 1991**

**BA**

**Industrial Sociology 2 – Paper 1 (Examiners: Dr. Glen Adler, Prof. Belinda Bozzoli, Dr. B. Unterhalter, External: Prof. Ari Sitas)**

Industrial Sociology 2 Paper 1

Answer 2 questions from A and 2 from your option (B, C or D).

#### **Section A: Sociology of the labour movement (Glenn Adler)**

Answer 2 questions.

1. Is democracy important in a trade union? Is it possible? (Refer to Michel's' iron law of oligarchy and the writings on shop stewards).
2. „In the immediate Post-Wiehahn period, South Africa's industrial relations practitioners' ... aim was to institutionalise industrial conflict along classical pluralist lines. The oft-stated intention was the patterning of union development on the West European model, where unions tend to confine themselves to workplace issues only.” Did South African management achieve its aim in the 1980s?
3. According to Hindson and Crankshaw the racial division of labour which characterised apartheid in the 1960s and 1970s has become blurred in the 1980s and 1990s. What changes do they have in mind, and what do the changes mean for trade unions?

### **O3 WITS EXAM QUESTIONS**

Exam questions in Industrial Sociology at the University of the Witwatersrand, chronologically for selected years

4. Two workers are working side by side on the same assembly line, at the same level of skill. After work one goes home to Diepkloof, the other to Triomf. Are they member of the same class? According to which class theory? Do the differences between them have any implications for trade union organisation?

5. Webster defines industrial relations as a process of control over work relations. Using his definition, how did management control the white women packing house workers at the Zebediela Citrus Estate? Do you think the forms of control were similar to those for Qabula and his fellow workers at Dunlop before the coming of MAWU?

6. Is pluralism a form of co-optation of unions by capital?

7. According to the National Union of Metalworkers' of SA, „NUMSA should never affiliate to a political party and should always remain oppositional in relation to the state irrespective of the particular party in power”. Keeping in mind our discussion of Chinese socialism, what may be the consequences of union affiliation to a future ruling party in SA?

(Other sections missing)

**June 1991**

**BA**

**Industrial Sociology 3 – Paper 1 (Examiners: Avril Joffe, External: Prof. Ari Sitas)**

Industrial Sociology 3, Paper 1

**The State, law and industrial relations (Avril Joffe)**

Answer 2 questions

1. Critically evaluate the argument that accepting trade unions as legitimate negotiating partner and bargaining according to mutually acceptable and agreed principles and procedures will succeed in reducing violence in industrial conflict.

2. In what way can law be used as part of a working class offensive? Discuss in relation to the Labour relations Act or the Industrial Court.

3. To what extent has COSATU been successful in challenging arbitrary managerial prerogative in the workplace?

4. What explains the radical policy alterations the trade union has undergone in its approach to the industrial council system?

5. Evaluate the impact of the 1988 amendment to the Labour Relations Act on recognition agreements.

6. Cobbett argues that „the union movement needs to stop reacting to managerial and private sector initiatives and to start setting the agenda itself, working actively in the formulation of a housing policy”. Critically asses this statement.

7. „A reconstruction accord would be an agreement on an economic strategy for national development ... (and) could give concrete content to the alliance between COSATU and the ANC in a post-apartheid SA” (van Holdt). Critically evaluate COSATU's involvement in economic policy formulation in the light of the above statement.

8. Evaluate the impact of state strategy in the 70s and 80s on the trade union movement.

### **O3 WITS EXAM QUESTIONS**

Exam questions in Industrial Sociology at the University of the Witwatersrand, chronologically for selected years

**June 1992**

**BA**

**Industrial Sociology 3 – Paper 2 (Examiners: Dr. Glen Adler, Prof. Belinda Bozzoli, Dr. B. Unterhalter, External: Prof. Ari Sitas)**

**The sociology of work (Judy Maller)**

Section A (compulsory)

1. Assess whether the use of management strategies of consent fundamentally challenge the orthodox Marxist thesis of the real subordination of labour.

Section B (1 question)

2. Can it be argued that the shift from scientific management to participative management significantly alter the nature of workplace control?

3. How does the concept of „labour market segmentation” deepen our understanding of flexible production?

4. „Deskilling remains the major tendential (tendency) presence within the development of the capitalist process”. Evaluate Thompson’s argument in the light of the recent restructuring of work.

5. Contrast and compare the distinctive feature of the labour process organised along the lines of Fordism and Japanisation. What conclusions can you draw about their compatibility from the Nissan factory tour?

#### **Exam questions 1994-96**

**June 1994**

**BA, BCom, BSc, Bproc**

**Industrial Sociology 2 – Paper 1 (Examiners: Dr. J. Hyslop, Avril Joffe, External: Prof. Dr. DM Cooper)**

**Section A Capitalism and modernity (Dr. J. Hyslop)**

(Answer 2 questions)

1. (compulsory): What are the main similarities and differences between Marx and Weber’s conceptions of the transition from „traditionalist” agricultural society to „modern” capitalist society? Which version do you find more convincing and why?

Answer 1 question from the following:

2. „Edward Said’s concept of ‘Orientalism’ provides a basis for understanding why Marx and Weber’s conceptions of the relation between ‘the West and the Rest’ are inadequate”. Discuss.

3. „Marx and Weber’s work is rooted in Enlightenment thought and therefore suffers from all the typical problems of that outlook”. Discuss.

4. „Their treatment of magic and religion is the weakest aspect of Marx and Weber’s thought”. Discuss.

**Section B: The Sociology of the Firm and Industrial Organisation (Avril Joffe).**

2 questions

5. (compulsory): It has been suggested that „the perspective of economic sociology is indispensable for

### **O3 WITS EXAM QUESTIONS**

Exam questions in Industrial Sociology at the University of the Witwatersrand, chronologically for selected years

understanding a period of discontinuity in which the gap between economic theory and actual economic practices has widened” (F. Block). Outline those economic practices identified with post-industrial trends, which challenge economic theories and critically evaluate the statement above.

6. „American Big Business meant both efficiency and the pursuit of market control”. Critically evaluate this view with reference to relevant theoretical contributions and empirical material.

7. Explain the interrelation between firm-level choices, social regulations and governmental actions with reference to the recent policy suggestions for the South African industry.

8. In explaining divergent patterns of corporate structure and industrial organisation three distinct but related arguments have been developed: that firms have a choice in how they respond to external pressures; that local historical traditions shape the strategic choices of individual firms and that local politics matter. Critically evaluate these arguments with reference to one or more of the case studies covered in the course (Italy, Japan, South Korea or SA).

**June 1994**

**BA, BCom, CSc, BProc**

**Industrial Sociology 2 – Paper 2 (Examiners: Prof. Eddie Webster, W. Leroke, External: Prof. Dr. D Cooper)**

**Sociology of Work (Prof. Eddie Webster, W. Leroke)**

Answer 2 questions:

1. (compulsory): Outline and critically evaluate Marx’s theory of the labour process. How useful is this theory as an approach to understanding the sociology of work in SA? (Refer to the Carlton case study).

2. „Deskilling is a fundamental tendency in the era of modern capitalism”. Critically evaluate.

3. Does the idea of „flexible specialization”, or „postfordism” radically break with „fordist” notions of production?

4. „Workers have multiple identities that are not necessarily class-determined”. Critically examine the implications of this proposition for the study of workplace relations in SA.

5. Critically evaluate the concept of worker participation, and compare and contrast its practice in Volkswagen and the cooperatives run by the National Union of Mineworkers.

**November 1996**

**BA, BCom, BSc, BProc**

**General Sociology and Industrial Sociology 3 – Paper 3 (Examiners: Dr. O. Chimere-Dan, Ian Macun, Sakhela Buhlungu, A. Morris, External: Prof. C. Crothers)**

Answer 2 questions from the option you have studied:

**Section A: Population Studies (O. Chimere-Dan)**

(...)

**Section B: The Sociology of Work and Industrial Democracy (Sakhela Buhlungu, Ian Macun)**

1. Critically discuss worker participation with reference to different interpretations and different forms of worker participation. Illustrate your answer with reference to one example in either SA, Yugoslavia or a

### **O3 WITS EXAM QUESTIONS**

Exam questions in Industrial Sociology at the University of the Witwatersrand, chronologically for selected years

producer cooperative.

2. Examine the limits and opportunities for democratising the workplace within the capitalist labour process. Discuss these with reference to theoretical approaches to the labour process and to claims about new production relations associated with post-Fordism.

3. Outline the experience of worker participation in producer cooperatives or in the Yugoslavian self-management system. Evaluate the problems of participation in one of these experiences and highlight the tensions between economic efficiency and the democratisation of work.

4. What are the obstacles to the success of worker participation in South African companies? Critically discuss with reference to two of the case studies dealt with in the course.

**Section C: Urban Sociology (A. Morris)**

(...)

**Section D: The Sociology of War, Peace and Security (Prof. J. Cock)**

(...)

#### **Exam questions 1998**

**Southern Africa in the Era of Globalisation**

**November 1998**

**1<sup>st</sup> year**

**BA**

**Internal Examiners: Sakhela Buhlungu, Dr. O. Chimere-Dan, Dr. D. Fig, Prof. Eddie Webster, External examiners : Prof. J. Lever**

Answer 4 questions, 1 from each section

**Section A : Industrialisation, democratisation and globalisation in Southern Africa (Part 1) Sakhela Buhlungu**

1. Why did different „forms of labour” emerge in SA when industrialisation began? Why did they persist? Refer to the work of Allen.

2. „The black migrant labour system was cheaper for the mines” (Callinicos, 1994). Who benefited from and who did not benefit from the migrant labour system on the South African mines?

3. „The ICU collapsed because of corruption among the leaders of the union”. Critically discuss.

**Section B Industrialisation, democratisation and globalisation in Southern Africa (Part 2) Prof. Eddie Webster**

4. Are the differences between Nazi Germany and apartheid greater than the similarities?

5. Identify the reasons for the decline of apartheid. Does SA’s transition confirm the notion of an „elite pact” or does it challenge this explanation of transition?

6. Identify the „winners” and „losers” in the new SA. Does the concept of „globalisation” help us explain this outcome?

**Section C: Globalization and Underdevelopment (Part 1) Dr. D. Fig**

### **O3 WITS EXAM QUESTIONS**

Exam questions in Industrial Sociology at the University of the Witwatersrand, chronologically for selected years

7. „Increasing globalization helps to expand opportunities for nations and, on average, helps workers in rich and poor countries alike”. Do you agree with this statement taken from the World Bank Development Report (1966)?

8. In what ways are the dependency theorists critical of views of the modernisation theorists? Are their criticisms valid?

9. Explain the impact of globalization on the state in developing countries. Is it valid to argue that globalization has fundamentally affected the nature of the state in developing countries?

#### **Section D: Globalization and Underdevelopment (Part 2) Dr. O. Chimere-Dan**

10. What roles do you think the multinational corporations have played in the development experiences of African countries?

11. Critically assess the view that some African countries have „success stories” emerging from their structural adjustment programmes. Illustrate your answer with a case study of an African country.

12. It has been argued that globalization is incompatible with the desire of African governments to achieve gender equity. Do you agree or disagree?

#### **Organisations, Movements and Change**

**November 1998**

**BA 2<sup>nd</sup> year**

**Internal examiners: Franco Barchiesi, Christine Psoulis**

**External examiners: Prof. J. Lever**

Answer 4 questions, 2 from A and 2 from B.

#### **Section A (Franco Barchiesi)**

1. (compulsory): Compare and contrast the Taylorist and „Japanese” forms of organisation of production. Which of the two is the more effective in dealing with non-mass production markets?

2. „Bureaucracy is the most efficient and effective form of modern organisation” (Weber). Discuss.

3. Critically discuss Foucault’s concept of power as applied to organisations. Do you think it is a useful theory in assisting us to explain the flexible organisation of production?

4. Examine the problems and constraints involved in the introduction of worker participation and cooperation schemes in SA.

#### **Section B: The Sociology of the Labour Movement (Christine Psoulis)**

5. (compulsory): Critically evaluate the idea that oligarchy is an inevitable result of trade union growth.

6. Outline and critically evaluate the key features of the optimistic and pessimistic interpretations of trade unions.

7. „The role of the trade union official and shop steward is shot-through with contradiction” (Tony Lane). Critically examine the role and function of the trade union official and shop steward.

8. Identify the key threats facing the trade union movement by paying particular attention to the emergence of flexi workers.

### **O3 WITS EXAM QUESTIONS**

Exam questions in Industrial Sociology at the University of the Witwatersrand, chronologically for selected years

#### **South African Industrial Relations in the Context of Globalization**

**November 1998**

**BA 3<sup>rd</sup> year**

**Internal examiners: Sakhela Buhlungu**

**External examiners : Prof. J. Lever**

Answer 2 of the following questions:

1. According to Teeple (1994) globalization has resulted in „a reduction of unions’ ability to achieve higher wages and benefits for their members”. Critically discuss this assertion. Your answer must include an examination of those free-market or neo-liberal policies which change the balance of powers against trade unions.
2. Adler and Webster (1995) have criticised transition theorists for neglecting the role of popular movements (particularly labour) in democratic transitions. Examine whether or not their discussion represents an alternative approach to the notion of „elite pacting” suggested by transition theory.
3. „The popular forms of industrial relations in terms of ‘institutions of job regulation’ is unsatisfactory because it carries with it the danger of reification” (Hyman, 1975). Discuss. Provide a definition of industrial relations which avoids the danger noted by Hyman, making reference to the interests of the key actors in industrial relations.
4. Webster has argued that South African industrial relations have been a „kind of Molotov cocktail”. Discuss the processes and factor which lead to the persistence of the past, on the one hand, those which dictate that SA should overcome this legacy, on the other.
5. a) Does the new Labour Relations Act (1995) represent a challenge to globalization and neo-liberalism or is it simply a capitulation to the dictates of global capital? Discuss (...)  
Or  
b) „The LRA provides fresh opportunities for management and unions to develop a new culture of dealing with one another – to find a way to rise to the industrial challenges facing SA” (King 1996). Discuss (...).
6. Critically evaluate the opportunities and dangers of corporatism for trade unions, making reference to the history of corporatist institutions in SA.

#### **The Sociology of Work**

**June 1998**

**BA 3<sup>rd</sup> year**

**Internal examiners: Prof. Eddie Webster, Sakhela Buhlungu, Bridget Kenny**

**External examiners : Prof. J. Lever**

Answer 2 of the following questions:

1. „Globalization is most advanced in the areas of financial markets and the Japanized organisational paradigm and least advanced in the area of labour migration” (Waters). Critically evaluate this statement by defining the nature of globalization and examining its impact on the world of work.
2. Outline and critically evaluate Kraak’s argument that globalization opens up the opportunity for a synergy between scientific knowledge and tacit knowledge.
3. What is post-fordism? Is work in SA being organised along post-fordist lines? Identify opportunities and



### **O3 WITS EXAM QUESTIONS**

Exam questions in Industrial Sociology at the University of the Witwatersrand, chronologically for selected years

constraints in developing a new work paradigm in SA.

4. Critically discuss the defining features of the informal sector. Your discussion should include Castells' and Portes' approach and should use at least three examples of different forms of informal work to elaborate on your definition.

5. „Affirmative action means a concerted effort on the part of companies to employ and place blacks in positions of operational power” (Makhanya, 1995). Critically evaluate this statement and compare it to the approach adopted by the Employment Equity Bill for addressing the legacy of inequality in the South African workplace.

6. „Co-determination has significantly changed the way in which employers utilize labour as a factor of production” (Streeck). With reference to the German system of co-determination, critically evaluate this proposition and identify the obstacles and opportunities this system creates in the era of globalization.

7. What impact is the global restructuring of work having on workers? Your discussion should critically assess whether or not such restructuring holds opportunities for workplace democratisation.

## O4 SWOP THESES

### SWOP graduates and the topics of their theses, in chronological order

“SWOP-graduates” are all those graduates who were registered in the Sociology Department and whose theses were supervised by SWOP staff.

Because of the low number of graduates, Honours theses are taken into account for the early years. From 1990 onwards, only MA and PhD theses are listed (PhDs in bold type). Elsewhere in the book it is stated that A. Sitas received his PhD under the supervision of E. Webster. He is not listed here because at the point of time of his defence, E. Webster himself was not yet entitled to supervise PhDs. His colleague David Webster (Anthropology) was thus the official supervisor.

Source: SWOP annual reports: Sociology of Work Program (1990); (1991); Sociology of Work Unit (1995); (1997); (1998); (1999); (2002); (2003).

Year	Name of graduate	Title of thesis (supervisor)
1987	T.K. Philip (Hns)	Producer co-operatives in South Africa (Eddie Webster)
1987	Karl von Holdt (Hns)	Trade unions, community organisations and politics: a local case study on the East Rand (Eddie Webster)
1987	A. Arnott (Hns)	The august 1987 strike at Randfontein Estates gold Mine: a case study in the problems of trade union democracy (Jean Leger)
1988	D. Rutstein (Hns)	Industrial democracy in South Africa (Eddie Webster)
1988	W. Leroke (Hns)	Capital/labour relations in the mining industry in the reform period: a case study of Rietspruit Collieries (Jean Leger)
<b>1988</b>	<b>Rob Lambert</b>	<b>Political unionism in South Africa: the South African Congress of Trade Unions 1955-66 (Eddie Webster)</b>
1989	S. Silver (Hns)	Capital strategy and company housing schemes (Eddie Webster)
1989	B. Goldblatt (Hns)	A code of conduct for the mines – Millstone or milestone (Jean Leger)
1989	S. Surtee (Hns)	Alienation and the black auto-assembly line worker at Nissan SA (Judy Maller)
1989	F. Hassim (Hns)	An evaluation of the stayaway tactic (Eddie Webster, Judy Maller)
90-91	Judy Maller	Participative management: a new South African corporate strategy (no information)
<b>1992</b>	<b>Jean Leger</b>	<b>Talking rocks: an investigation of the pit sense of fall of ground accidents amongst underground miners (Eddie Webster)</b>
1992 (?)	S. Mapadimeng	The changing nature of workplace representation in South Africa (Ian Macun)
1993	S. Arkles	The social consequences of industrial accidents: disabled mine workers in Lesotho (Eddie Webster)
1994	Lael Bethlehem	Restructuring of work in the South African pulp and paper industry (Avril Joffe)
<b>1995</b>	<b>Owen Crankshaw</b>	<b>The evolving class structure of South Africa, 1970-1990 (Eddie Webster)</b>
1995	D. Gampel	Unlocking management’s black box: restructuring the production process in the consumer durables sector (Avril Joffe)
1996	Sakhela Buhlungu	Trade union responses to participatory management: a case study (Glenn Adler)
96/97	K. Gostner	Social clauses and international trade: globalisation, economic regulation and organised labour (Glenn Adler)
96/97	Tanya Rosenthal	Collective action and worker consciousness in the chemical industry (Belinda Bozzoli)
96/97	Franco Barchiesi	Flexibility and changes in forms of workplace subjectivity: a case study of the South African automobile assembly industry (Glenn Adler)
97/98	M. Ginsburg	Trade union education: its past and future role in the development of the South African labour movement (Eddie Webster)
<b>97/98</b>	<b>S. Surtee</b>	<b>Mortals in an immortal profession: a historical examination of Indian teachers on the Witwatersrand (Dr. J. Hyslop)</b>
98/99	L. Mashike	Corporate strategy and the new competition: the case of South African Philips (Pty) Ltd (Eddie Webster)
98/99	M. Moore	Social networks and innovation: an exploratory study of actors contributing to

<b>O4 SWOP THESES</b>		5
SWOP graduates and the topics of their theses, in chronological order		
		technological innovation in South African firms (Ian Macun)
98/99	S. Nakanyane	The changing nature of work and collective action: the case of the private security industry in Gauteng (Franco Barchiesi)
98/99	Geoffrey Nkadimeng	From miracle to mirage: the ANC's economic policy shift from Merg to GEAR (Eddie Webster)
98/99	C. M. Tshoedi	Functional differentiation in trade union employment: a study of gender inequality with specific reference to female union officials (Sakhela Buhlungu)
00/01	Sarah Mosoetsa	Restructuring in the footwear industry: the case of the informal sector in Manchester Road, Pietermaritzburg, KwazuluNatal (Dr. E Walker)
00/01	Nathaniel Ndala	The impact of casualisation on permanent workers in the retail sector (Bridget Kenny)
00/01	M. Dhlomo	Changing approaches towards productivity in South Africa: a case study of the Workplace Challenge Initiative (Eddie Webster)
00/01	K. Moleme	The impact of bargaining councils on job creation: a case study of the Metal and Engineering Industries Bargaining Sector (Eddie Webster, Christine Psoulis)
01/02	Grace Khunou	Trade unions' contribution to the debate on social welfare policy in democratic South Africa (Franco Barchiesi)
01/02	A. Nkoko	The relationship between the Southern African Clothing and Textile Workers' Union and other clothing sector unions in SADC: a case study of South Africa and Zimbabwe (Andries Bezuidenhout)
01/02	Rahmat Omar	Call centres in Telkom: sweatshops of the digital era? (Eddie Webster)
01/02	Sizwe Phakathi	Workplace culture and teamwork on a South African mine (Eddie Webster)
01/02	T. Sephiri	The role of Black intellectuals in the labour movement from the 1980's-1990's: a case study of NUMSA (Sakhela Buhlungu)
<b>01/02</b>	<b>Sakhela Buhlungu</b>	<b>Democracy and modernisation in the making of the South African trade union movement: the dilemma of leadership, 1973-2000 (Eddie Webster)</b>
02/03	David Masondo	Trade liberalisation and the restructuring of work in post-apartheid South Africa: a case study of BMW (Eddie Webster)
02/03	S. Zdrzil	Skills development in South Africa: case studies in retaining retrenched workers (Eddie Webster)
02/03	A. Ngonini	The impact of mining retrenchments on rural homesteads: a case study of two villages in Mbizana Municipal District, Eastern Cape (Andries Bezuidenhout)
02/03	Portia Lebala	The franchising by steers in Zambia (Bridget Kenny)

## O5 SWOP STAFF

### SWOP staff development, chronologically according to first year in SWOP

Except for administrative staff, all SWOP staff mentioned in the annual reports are listed, where available either from the annual reports or from the interviews, with information regarding their former institutional affiliation(s) and their institutional affiliation(s) after leaving SWOP. In order to highlight staff development during their stay with SWOP, acquired degrees, as far as indicated in the annual reports, are added in brackets behind the names. Positions are indicated as given in the annual reports; however, sometimes the status remains unclear and some positions change denomination throughout time. Cf. the following explanations given:

“Academic Staff Associates”: “(...) attend monthly business meeting of the Unit and play a more direct role in its work. (...) spend an average of 15% of their time on Unit-related work”. *Sociology of Work Unit* (1995), p. 6.

“Research Staff Associate”: “(...) persons who have an interest in the activities of the Unit and whose own area of work is of direct relevance to ongoing projects in SWOP. These are the Research Associates, who are circulated with all the minutes and publications of SWOP, but with whom there is less frequent contact than with the Academic Staff Associates”. *SWOP Report 1991-1995*, p. 6. Furthermore: “(...) contract research staff associates are on the payroll of teaching departments, mainly but not only the department of sociology. Research associates are part of a network of researchers off-campus. Student associates are interns sponsored by the NRF and registered in higher degrees in the department of sociology”. Webster, Eddie/Fakier, Khayaat (2001), p. 17.

No report was available for the time prior to 1987. Eddie Webster’s entry into the project is given here as 1983, in accordance with his interviews. For all others, the year 1987 is indicated because of missing further information.

Source: SWOP Annual reports: *Sociology of Work Program* (1990); (1991); *Sociology of Work Unit* (1995); (1997); (1998); (1999); (2002); (2003).

Name, Position	Period	Institutional origin, degree	Institutional affiliation(s) after leaving SWOP
<b>Eddie Webster</b> (Prof.) Director	83-04	BA Hons, Rhodes; MA Oxon, BPhil, York, PhD Wits	
<b>Jean Leger</b> (MA, since '92 Dr.), Research Officer Deputy Director Honorary Research Fellow/Research Associate	87-91 91-92 92-01	TAG or IHRG	Vesco Plastics 1992-
<b>Monyaola Mothibeli</b> Research assistant (Intern)	87-91	Mie workers, „Welkom Gold Mine”, dismissed in 1986	
<b>Karl von Holdt</b> (Dr. since '02), SWOP employee Research Associate Research Staff (post-doctoral fellow) Honorary Research Associate	1987 91-98 98-02 02-03	Honours Wits	SALB (1991-95) (Senior) Research Officer, NALEDI (since 1996/97)
<b>Jochelson</b> SWOP employee	1988		
<b>K. Philip</b> (Hns.) SWOP employee Research Associate	1988 97-98		Managing Director, Mineworkers Development Agency
<b>Avril Joffe</b> Lecturer Soc. Dept., Acad. Staff Research Associate	87-94 94-97		Labour Market Alternatives
<b>Judy Maller</b> (Hns., since '91 MA) Junior Lecturer Soc. Dept., Acad. Staff and MA student Deputy Director	87-92 1993	TAG or IHRG	
<b>Darlene Miller</b> Lecturer Soc. Dept., Acad. Staff		BA Hons, Wits, MA John Hopkins Univ., USA, PhD	

<b>O5 SWOP STAFF</b>			
SWOP staff development, chronologically according to first year in SWOP			
and MA student Dept of Soc., University Research Associate	87-90 02-03	John Hopkins University	
<b>Glenn Adler</b> , (Dr.) Lecturer Soc. Dept., Staff Assoc. Senior lecturer, Dept. of Soc. SWOP-Director	94-95 95-00 2000	PhD Columbia University, NY 1995	Researcher, Service Employees International Union, US 2000 Prof. since 2000/01
<b>Barry Dwolatsky</b> (Dr., Prof.) Senior lecturer/Prof. Dept. of Electrical Engineering, Acad. Staff Associate	90-99		
<b>Owen Crankshaw</b> (MA, 95 Dr.) Research Associate	19-97	NIPR Centre for Policy Studies	
<b>Ian Macun</b> Deputy Director Research Officer Deputy Director Research Associate Honorary Research Associate	94-95 95-99 96-98 98-01 01-	TAG or IHRG	Researcher, Department of Labour (1998) Director, Department of Labour (2001)
<b>Sakhela Buhlungu</b> (Hns., '96 MA, 2001 Dr.) Lecturer, Dept. of Soc., Acad. Staff Associate Research Officer Deputy Director	91-01 1994 01-03	BA Hons UCT, MA Wits, PhD Wits	
<b>Tanya Rosenthal</b> (Hns., '97 MA) Research officer Research Associate	95-97 97-98		Industrial Restructuring Coordinator, CWIU
<b>Windsor Leroke</b> (Hns.) Lecturer Dept. of Soc., Acad. Staff Associate	91-97		
<b>Lael Bethlehem</b> (Hns., '94 MA) Research Associate	91-98	NALEDI	NALEDI (91-96) NEDLAC (96/97) Dir. General, Dept. of Forestry (97/98)
<b>Prof. JCA Davies</b> Research Associate	91-97	National Centre of Occupational Health	
<b>M. Hermanus</b> Research Associate	91-98	Group Manager „Health, Safety and Environment”, Samancor	
<b>C. Hock</b> Graduate School of Business, Wits, Research Associate	91-97	Graduate School of Business, Wits	
<b>Franco Barchiesi</b> (MA) (Junior) Lecturer, Dept. of Soc., Staff Associate University Research Associate	96-01 01-02		
<b>M. Moore</b> (Hns.) Junior lecturer, Dept. of Soc., Staff Associate Research Associate	96-97 97-98		Researcher, CSIR
<b>S. Roberts</b> Lecturer, Dept. of Economics, Research Associate	96-97		
<b>Christine Psoulis</b>		Researcher	ACNielsen (market research

<b>O5 SWOP STAFF</b>			
SWOP staff development, chronologically according to first year in SWOP			
Research Associate Part-time Contract Researcher Research Staff	96-97 97-98 98-99		company) Senior Researcher on the South African Advertising Research Foundation and Radio Audience Measurement Survey
<b>Gay Seidman</b> (Prof.) Dept. of Soc., U. of Wisconsin, Research Associate	96-97	Dept. of Sociology, University of Wisconsin	
<b>S. Surtee</b> (97 Dr.) Research Associate	96-99		Independent researcher
<b>M. Ginsburg</b> (Hns.) MA Student Associate	96-97		
<b>K. Gostner</b> (Hns., '97 MA) Student Associate Research Associate	96-97 97-99		Labour Market Alternatives 1997/98 NEDLAC 1998/99
<b>M. Newton</b> MA Student Associate	96-97		
<b>Lucien van der Walt</b> (MA) MA Student Associate Student Associate, CSD Intern Dept. of Soc., Staff Associate University Research Associate	96-97 97-98 98-01 01-03	BA Hons, Wits	
<b>Bridget Kenny</b> (MA) Research Officer Dept. of Soc., University Research Associate	97-02 02-03	BA Hons. Anthropology, Univ. of Chicago, MA Anthro. and Sociol., Univ. of Wisconsin, Madison	
<b>Andries Bezuidenhout</b> (MA) Lecturer Dept. of Soc., RAU, Research Associate Research Staff	97-98 98-03	Rand Afrikaans University	
<b>R. de Villier</b> Lecturer, Dept. of Soc., Research Associate	97-98		
<b>Devan Pillay</b> (Dr.) Research Associate Dept. of Soc., University Research Associate	97-98 01-03	BA UNISA, PhD Essex Senior Research Officer, NUM	
<b>L. Mashike</b> (Hns.) MA Student Assoc., CSD Intern	97-98		
<b>S. Nakanyane</b> (Hns.) MA Student Assoc., CSD Intern	97-98		
<b>Geoffrey Nkadimeng</b> (Hns., '99 MA) Student Associate, CSD Intern Junior Lecturer, Dept. of Soc., Student Associate Staff Associate Dept. of Soc., University Research Associate	97-98 98-99 2000 01-03	BA Hons, Wits, MA Wits	
<b>C.M. Tshoedi</b> (Hns.) Student Associate, CSD Intern	97-98		
<b>B. Maguranyanga</b> Student Assoc., CSD Intern	97-98		
<b>Rob Lambert</b> (Dr., Prof.) Dept. of Organisation and Labour Studies, Univ. of Western	98-03	Dept. of Organisation and Labour Studies, University of Western Australia, Perth	

<b>O5 SWOP STAFF</b>			
SWOP staff development, chronologically according to first year in SWOP			
Australia, Perth, Overseas Research Associate			
<b>Chris Bolsmann</b> Dept. of Soc. RAU, Research Assoc. Honorary Research Associate	98-01 01-03	Rand Afrikaans University	
<b>Tanya van Meelis</b> Research Associate Honorary Research Associate	97-01 01-03	SALB	Managing editor, SALB COSATU
<b>Shireen Ally (MA)</b> Junior Lecturer, Dept. of Sociol., Student Associate	98-99		
<b>Nombeko Liwane, (Hns.)</b> Student Associate	98-99		
<b>Brian Maguranyanga, (MA)</b> Student Associate	98-99		
<b>Lephopho Mashike</b> Junior Lecturer, Dept. of Soc., Student Associate	98-99		
<b>Mpumi Mkaliphi, (MA)</b> Student Associate	98-99		
<b>Kagiso Moleme (Hns., MA)</b> Student Associate	98-99		
<b>Simon Ramapepe, (Hns.)</b> Student Associate, CSD Intern	98-99		
<b>Timothy Phakati, (Hns.)</b> Indust. Soc. Student, Fieldworker	98-99		
<b>David Daw, (MA)</b> Student Town Planning, Fieldworker	98-99		
<b>Wellington Thwala, (Dr.)</b> Student Civil Engineering, Fieldworker	98-99		
<b>Nathaniel Ndala (Hns., MA)</b> Student Research Assistant	98-99		
<b>Jacklyn Cock (Prof.)</b> Dept. of Soc., Staff Associate University Research Associate	2000 01-03	BA Hons Rhodes, PhD Rhodes	
<b>David Fig (Dr.)</b> Staff Associate University Research Associate Contract funded by MacArthur	2000 01-03 02-03		
<b>Rahmat Omar (Hns., '02 MA)</b> Research Staff	00-03		
<b>Sarah Mosoetsa (Hns., '01 MA)</b> Student Intern Research Staff (02-03 DfID funded)	00-01 01-03		
<b>Paul Stewart</b> Dept of Soc. Staff Associate University Research Associate	2000 01-03	BA UCT, BA Hons, Wits	
<b>David Dickinson (Dr.)</b> Fac. of Management Staff Assoc. University Research Associate	2000 01-02		
<b>Simon Roberts (Dr)</b> Dept. of Economics, Staff Assoc.	2000		

<b>O5 SWOP STAFF</b>			
SWOP staff development, chronologically according to first year in SWOP			
University Research Associate	01-02		
<b>Michael Burawoy</b> (Prof.) Dept. of Sociology, UC Berkeley, Overseas Staff Associate	02-03	Dept. of Sociology, UC Berkeley	
<b>Aubrey Nkoko</b> (Hns.) MA Stud. Intern	00-01		
<b>Thabo Sephiri</b> (Hns.) MA Stud. Intern	00-01		
<b>Sizwe Phakathi</b> (Hns., '02 MA) MA Stud. Intern Research Staff (02-03 contract funded by CSIR MiningTech)	00-01 01-03		Centre for the Study of Violence and Reconciliation
<b>Xolani Ngonini</b> Hns. Stud. Intern MA Stud. Intern	00-01 01-02		
<b>Mashadi Dumelakgosi</b> Hns. Stud. Intern	00-01		
<b>Thuso Maema</b> Hns. Stud. Intern MA Stud. Intern	00-01 02-03		
<b>Maud Dhlomo</b> (Hns.) MA Stud. Intern	00-01		
<b>Josephine Mala</b> Hns. Stud. Soc. Anthro. Intern	00-01		
<b>Bernadette Johnson</b> School of Education, University Research Associate	01-03		
<b>Chris Benner</b> (Prof.) Pennsylvania State University, Honorary Research Associate	01-03	Dept. of Geography, Pennsylvania State University	
<b>Geoff Wood</b> (Prof.) Middlesex University, Honorary Research Associate	01-03	Human Resource Management, Middlesex University	
<b>Portia Lebala</b> Hns. Stud. Intern MA Stud. Intern	01-02 01-02		
<b>Mashadi Dumelakgosi</b> (Hns.) MA Stud. Intern	01-02		
<b>Rahima Ahmed</b> Hns. Stud. Intern	01-02		
<b>David Masondo</b> , (Hns.) Stud. Intern MA Stud. Intern	01-02 02-03		
<b>Karabo Makalima</b> Hns. Stud. Intern	02-03		
<b>Simon Motlhanke</b> Hns. Stud. Intern	02-03		
<b>Sanelisiwe Gumbi</b> Hns. Stud. Intern	02-03		



## O6 TURP RESEARCH PROJECTS

### List of all TURP research projects, chronological

Commissioners of research projects are indicated in brackets for those TURP reports that provide this information.

Source: Trade Union Research Project (1986a); (1986b); (1989a); (1989b); (1990); (1991); (1992a); (1992b); (1993); (1993/94); (1994/95); (1995/96); (1996/97); (1998); (1999); (2000); (2001); (n.d.a); (n.d.b).

Year	Short-term requests	Sector analyses	Big projects, others
1986	n.s.	n.s.	Industrial decentralisation in the Bantustans Fingerprinting Law State of Emergency - Report on attacks on COSATU people in Natal
1988	Company reports: 78 Wage analysis: 10 Pensions/assurance/ tax: 9 Inflation/living levels/food increases: 9	7	Medical Aid: 3 Grading: 7 Law: 15 (Outline of Influx Control Laws) Other: 18
1989	111 Company reports 10 wage analyses	13 sector analyses Leather industry Hotel industry Fast Food-Sector Retail Whole sale Sugar industry Gum and plastic industry	Deregulation in the metal industry (NUMSA) Department of Health, Public Works and Education in the KwaZulu and Natal Provincial Administration (NEHAWU) Workforce in the Commercial Distributive, Hotel and Catering Trades (CCAWUSA) Parental Rights in the Commercial Distributive Trade (CCAWUSA) Clothing firms in Isithebe (ACTWUSA) Flexibility in the Retail-Industry (SACCAWU) Municipal funding (SAMWU) Dossier on the South African Economy (COSATU-Education) Retrenchment provisions in the UK (ACTWUSA) Supermarket Cooperatives (CCAWUSA)
1990	70	Leather industry Hotel industry Fast Food-Sector Retail sector Wholesale sector Sugar industry Banks and insurances Textile industry	Metal Industry Project (NUMSA) Franchising in South Africa (SACCAWU) Barlow Rand's financial results and industrial relations policies since 1974 (COSATU campaign against Barlow Rand) Control by conglomerates of the South African economy (NUMSA) Barlow Rand's metal subsidiaries (NUMSA) Tax and Retrenchment Pay (CAWU) Legislation affecting casual and

<b>O6 TURP RESEARCH PROJECTS</b>			
List of all TURP research projects, chronological			
			part-time workers
1991	71 Company reports	Retail sector	Information package on job creation (COSATU) Investments in the metal industry (NUMSA) Metal industry project continues in SWOP (NUMSA)
1992	77 Company reports	9	Final report of the Metal Industry Project (NUMSA) Restructuring in the retail industry (SACCAWU)
1993-Juni 1994	126 Company reports 75 quick information	11 sector reports Sugar industry Retail Catering Hotel sector Financial services Footwear Tannery General goods Textile Battery Ceramics	Small business (COSATU, REF) Research proposal on regional tourism development Research proposal on the impact of the GATT agreement on regional economic development Corporate governance (NALEDI)
July 1994- June 1995	34 Company reports	n.s.	Women's Empowerment Research Project (SACCAWU) Small business in KZN (Industrial Council Research Project, Cape Town) Wages and working conditions in the cotton industry (SACTWU) Wages and working conditions in the industrial textiles sector (SACTWU)
1995/96	11 Company reports	n.s.	South African Enterprise Labour Flexibility Survey (ILO) The impact of the national budget on women (n.s.) Empowering women in SACCAWU (SACCAWU) KZN Industrial Restructuring Programme (REF, Centre for Social and development Studies) Conditions of women workers in the clothing, textile and leather industry (SACTWU)
1996/97		Leather and footwear industry Financial services and insurances	Conditions of women workers in the clothing, textile and leather industry (SACTWU) Technological Change (Technology for Industry of CSIR, FAWU) National Survey of Nurses (DENOSA, Fac. of Social Sciences, University of Natal) KZN Industrial Restructuring Project (REF)

<b>O6 TURP RESEARCH PROJECTS</b>			
List of all TURP research projects, chronological			
			Consultancy sector in KZN (REF) Models of trade union education and accreditation (DITSELA) Directory of LSO (DITSELA) Funders and fund raising among LSO (DITSELA) Historical account of COSATU's macro-economic policy (September Commission input paper) COSATU's involvement on developing industrial strategy (September Commission input paper)
1998	N.s.	Leather industry Automobile industry Management services	Micro-enterprises (CWC) Petroleum Industrial Restructuring Audit (CEPPWAWU) Clothing and Textile Firms in the SADC (SACTWU) Trade union research demand and supply Bursary Fund postal survey SACTWU Royal Hotel grading system (Royal Hotel) Durban Metro job creation project (Ari Sitas) Restructuring at Rainbow Farms (Labour caucus at Rainbow Farms) Footwear and leather consultancy (REF)
1999	5	Petroleum industry	Police remuneration systems (POPCRU) Petroleum Industrial Restructuring Audit (CEPPWAWU, by South African Labour Development Trust) Impact of collective bargaining on competitiveness (SWOP-Project, funder: ILO)
2000	14		Petroleum Industrial Restructuring Audit (CEPPWAWU, funded by South African Labour Development Trust) COSATU Development Model Skills Plans Project (COSATU, funded by South African Labour Development Trust) Privatisation of prisons (POPCRU) Unionisation of police in Southern Africa (POPCRU)

<b>O6 TURP RESEARCH PROJECTS</b>			
List of all TURP research projects, chronological			
			Campaign for Clean Clothes (ITGLWF) Understanding nurse emigration (DENOSA) MERSETA Sector Skills Plan (MERSETA) Response to plant closure proposal (CEPPWAWU)
2001	5	Textile sector Tourism sector Electrical industry Retail sector	Campaign for Clean Clothes (ITGLWF) Unionisation of police in Southern Africa (POPCRU) Privatisation of urban municipalities – case study of Durban Transport (NALEDI) Grading system for COSATU employees (COSATU) Implications of the Road Management Corporation Act (POPCRU) Informal sector in sub-Saharan Africa (Streetnet, ILO) Expansion of Shoprite Holdings in Africa (SACCAWU) Understanding nurse emigration (DENOSA) Impact of globalisation on firms in KZN (IOLS)

## 07 TURP PUBLICATIONS

TURP information material, didactic material and publications, in chronological order

The more important publications are in italics. The commissioner is added in brackets for the TURP reports that contain this information. Conference presentations are not included in this list.

Source: Trade Union Research Project (1986a); (1986b); (1989a); (1989b); (1990); (1991); (1992a); (1992b); (1993); (1993/94); (1994/95); (1995/96); (1996/97); (1998); (1999); (2000); (2001); (n.d.a); (n.d.b).

Year	Material and publications
1986	New sheets Unemployment Insurance Fund Negotiating maternity agreements Grading systems Laws controlling Black Townships The KwaNatal 'Option' (?) Influx Control laws Retrenchment laws Wage indexation Company ownership and control and public corporations
1988	Pamphlets/Books: 7
1989	TURP News Brochures: <i>Medical Schemes for Workers</i> <i>Workers and Tax: how to calculate your tax under the new S.I.T.E. System</i> Workers' pensions: who profits? A study of pension fund investment in South Africa <i>Amandla ethu Akakhokhelwe: our strength must be paid (NUMSA)</i> <i>Natal Die casting (with NUMSA)</i> <i>Flexibility in the Retail Industry (in SALB)</i> Other publications: BTR Dunlop Newsletter 'Sonqoba Simunye' (NUMSA) Information about deregulation
1990	TURP News (print run 1500) Books: <i>Wage negotiations... some practical information</i> Pamphlet: Value Added Tax Standard Income Tax on Employees (SITE) tax system
1991	TURP News (1000 copies distributed via NUMSA) Pamphlets: <i>Workers and Unemployment Insurance</i> with a set of posters in English and Zulu The concentration of Economic power in South Africa (10 000 copies) Update on Value Added Tax (10 000 copies) Education modules for COSATU Education Programme: South African economic development Basic economic concepts The South African economic crisis The economic reconstruction of South Africa
1992	TURP News: 400 copies distributed via NUMSA Books: <i>Calculations for wage negotiations</i> (Vol. 2 of Wage negotiations – some practical information [1990]) <i>Our political economy - Understanding the problems</i> 5000 copies sold. Revised new edition: Workers and unemployment insurance Update of the pamphlet on income tax
1993	TURP News (1000 copies) 7 Education Modules for COSATU: International trade The labour process The world economy

<b>07 TURP PUBLICATIONS</b>	
TURP information material, didactic material and publications, in chronological order	
	<p>Restructuring the South African economy                      Development economics                      Information for wage bargaining                      Brochure with the results of the Industrial Strategy Project as didactic material                      Summary of a document on the economy of the Natal region (COSATU)                      Bulletin of statistical material for COSATU Secretariat                      Statistics for updating Our political economy - understanding the problems                      Update of pamphlet on SITE taxation system, 26 000 copies distributed together with COSATU-                      publication The Shopsteward</p>
1993/94	<p><i>Johannesburg Stock Exchange</i> 5 000 copies                      Three manuals for Workers' College:                      Economic Theory                      The South African labour market                      Productivity</p>
1994/95	<p>TURP News  <i>A user's guide to the South African economy</i> (popularization of statistical material)                      Popularisation of five ISP studies in the form of a book series:  <i>The motor vehicle assembly and components industry in South Africa</i>  <i>The household electrical durables industry</i>  <i>The paper sector in South Africa</i>  <i>The engineering industry in South Africa</i>  <i>The South African plastics production chain</i>  <i>Analysing company information</i> (update of Wage negotiations ... some practical information)                      Material for the diploma in Labour Economics:                      The global economy                      The South African political economy                      The Natal region                      The South African labour market                      New bargaining issues at the workplace                      Work reorganisation                      Basic economic theory</p>
1995/96	<p>TURP News  <i>Understanding the financial pages of a newspaper: a unionists' guide</i>                      Simplified version of labour's „Social Equity Document“ for COSATU                      Articles and pamphlets:                      Electing women shopstewards                      Gender work in COSATU                      Trade policy and productivity in South African manufacturing                      Pay equity                      Didactic material:                      Women and the economy                      Empowering women in the unions                      Women in the South African workplace                      Sexual harassment and assertiveness                      Privatisation                      Work organisation                      Productivity                      Company information</p>
1996/97	<p>TURP News  <i>South Africa in the global economy: understanding the challenges, working towards alternatives</i>                      Understanding the economy (brochure on informal economy for SEWU) 5000 copies distributed in                      Zulu, 2000 copies in English                      Update of Workplace restructuring and productivity                      A directory of labour education and support organisations in South Africa                      Articles and book chapters:                      „Textile, clothing and footwear workers: poorly paid and on short-time“, in: Agenda, No. 35, 1997</p>

<b>O7 TURP PUBLICATIONS</b> TURP information material, didactic material and publications, in chronological order	
	2 articles on website around work and trade unions in the SALB Chapter on co-determination for NALEDI-Publication Research report on study on technology for FAWZ in SALB „Catalyst for a ‚skills revolution‘ or cause for concern? A critical look at implementing the government’s skills development strategy” in: ABET Journal (National Literacy Cooperation) „Economic freedom: a trade union perspective” in: Democracy Watch No. 1, 1997
1998	Articles: Jarvis, David (1998): „The organiser’s dilemma: union responses to industrial restructuring“ in: SALB 22 Nr. 5 Jarvis, David; Ari Sitas (1998): „Co-determination and transformation: co-optation or alternative vision” in: Democracy and Development 2 Mafuleka, Alfred (1998): „Union rights: the African situation” in: SALB 22 Nr. 6 Sitas, Ari et al. (no year): Nursing in transition, Sociology Seminar Series, University of Natal
1999	<i>Making sense of workplace restructuring</i> Phillips, Gary (1999): „The NQF, restructuring outcomes and the role of industry-based training: ‘which’ skills development strategy will reach the shopfloor?” in: Hemson, Crispin (ed.) (1998): Wrestling with the NQF: proceeding of a conference on the National Qualifications Framework and adult education and training by the Centre for Adult and Community Education of the University of Natal
2000	<i>Best operating practices toolkit for workers</i> , TURP and KZN Benchmarking: 1 Video: Workplace restructuring: a modern worker’s guide And six booklets: Workplace restructuring Technology and workplace restructuring Health and safety and workplace restructuring Negotiating Restructuring Restructuring information Glossary Phillips, Gary (2000): „Teamwork: opportunity or threat for workers” in: SALB Ibid. (2000): „Participation and consensus: shopstewards under pressure” in: SALB Ibid. (2000): „New technology: higher skills and fewer jobs” in: SALB
2001	<i>Measuring change: South Africa’s economy since 1994 (Ed. Jillian Nicholson)</i> Articles: Phillips, Gary; David Jarvis (2001): „Developing alternatives” in: SALB Phillips, Gary; David Jarvis (2001): „Participating in change: labour’s involvement in the Workplace Challenge Project” in: The Shopsteward Phillips, Gary (2001): „Protecting organisational culture and values: a case study” in: OD Debate 2 contributions on Clean Clothes Website: <a href="http://www.cleanclothes.org">www.cleanclothes.org</a>

## O8 TURP STAFF

TURP staff development (research staff), in chronological order

Only those years that contain information on staff were taken into account. Administrative and library staff are not taken into account. Changes in individuals' positions are noted. The length of the bar indicates the length of stay with TURP. Information regarding former and subsequent activities is taken from the TURP reports and was completed using information from the interviews with Ari Sitas, Debby Bonnin, Gerhard Maré and Jay Govender.

Sources: Trade Union Research Project (1986a); (1986b); (1989a); (1989b); (1990); (1991); (1992a); (1992b); (1993); (1993/94); (1994/95); (1995/96); (1996/97); (1998); (1999); (2000); (2001); (n.d.a); (n.d.b). Interviews with Ari Sitas, Debby Bonnin, Gerhard Maré and Jay Govender.

1986	1987	1988	1990	1992	1993	1994/95	1995/96	1996/97	1998	1999	2000	2001	
Deanne Collins, former trade unionist													
Jillian Nicholson, BA, legal counselling for trade unions and „community organisations“ since early 1970s, since 1989 TURP-Associate													
		Imraan Valodia, 1994/95 MA Economics, U of Lancaster, leaves TURP in 1995/96 and joins the TURP-„Management Committee“											
		Shafika Isaacs, experience in counselling for wage negotiations, MA student in ILS, 1994/95 Social Science degree, U Natal, 1996/97 Sabbatical MA Science and Technology Policy, U of Sussex											
		Alfred Mafuleka, former trade unionist and BA student, 1994/95 Certificate course on Adult Education am Centre for Adult Education											
		David Jarvis, 1994/95 MA ILS, 1996/97 Director of TURP, 2001 Associate, since then NALEDI senior researcher											
						Mel Clark, former SACTWU-official, since 1997 REF, and TURP-„Managing Committee“							
							Gary Phillips						
										Michael Koen, „TURP- Associate“, former SASBO „National Educator“, MA IOLS, Workers' College			
										Jay Govender, former SACTWU organiser, former FairShare-researcher, Student in Admin in public policy planning in University of Durban/Westville			
										Jantjie Xaba, MA Student RAU			
										Monique Marks, TURP-„Associate“, Sociology, University of Natal			



## O9 TURP MANAGEMENT COMMITTEE

### TURP – development of the “Management Committee”, chronological

Only those years that contain information on the Management Committee are taken into account. Changes in individuals’ positions are taken into account. The bar indicates the length of stay in the TURP Managing Committee. Information on prior and subsequent activities is taken from the TURP reports and completed by information from the interviews with Ari Sitas, Debby Bonnin, Gerhard Maré and Jay Govender.

Sources: Trade Union Research Project (1986a); (1986b); (1989a); (1989b); (1990); (1991); (1992a); (1992b); (1993); (1993/94); (1994/95); (1995/96); (1996/97); (1998); (1999); (2000); (2001); (n.d.a); (n.d.b). Interviews with Ari Sitas, Debby Bonnin, Gerhard Maré and Jay Govender.

1991	1992	1993	1994/95	1995/96	1996/97	1998	1999	2000	2001
Ari Sitas, Sociology University of Natal									
Charles Meth, Economy, University of Natal									
Jace Naidoo, Industrial Health Unit, Univ. Natal; later Director of „Workplace Information Group“, Johannesburg									
Gino Govender, COSATU Regional Education Officer, Natal; later „COSATU National Education Officer”									
Patricia Horn, Chemical Workers Industrial Union, since 1994/95 General Secretary SEWU									
Moss Ngoasheng, Univ. Natal und Economic Trends Group									
		Magwaza Maphalala, CO-SATU Regional Education Officer Natal							
		Yvonne Muthien, Sociology, Univ. Natal							
Geoff Schreiner, former NUMSA National Research Officer, since 1994/95 Consultant in Participative Solutions Africa									
Imraan Valodia, Research Fellow at the Centre for Social and developmental Studies									
				Paulos Ngcobo, COSATU-Regional Secretary KZN					
					Thembehle Nzuza, PPWAWU Education co-ordinator KZN				

<b>O9 TURP MANAGEMENT COMMITTEE</b>						
TURP – development of the “Management Committee”, chronological						
					Mel Clark, KZN Regional Economic Forum labour co-ordinator and Forum manager, since 1998 Chief Economic Officer, KZN Economic Council	
					Debby Bonnin, IOLS/Sociology, Univ. of Natal	
					Sphelele Zuma, COSATU education officer KZN	
					Jillian Nicholson TURP-“Associate”, free-lance materials development and training specialist	

## O10 UCT STAFF

### Industrial Sociology at the University of Cape Town, staff development, chronologically according to first year of employment

Information is based on the course handbooks of the Sociology Department of UCT, from 1979 to 2003 (whereas some staff members were active here prior to 1979): “Department of Sociology Handbooks” 1979, 1980, 1982, 1985, 1986, 1989, “Undergraduate Students’ Handbook” 1992, 1995, 1999 und “Department of Sociology, Postgraduate Studies und Undergraduate Students’ Handbook” 2000, 2002 and 2003.

Information on prior and subsequent activities was completed by the interviews with Johann Maree and Ken Jubber. It was not always specified whether the individuals mentioned were employed in one-off projects or whether they also participated in academic teaching – the interviews confirmed that the majority of project staff were also involved in teaching. Therefore, both categories are combined in the below table.

In order to differentiate the development of staff, new academic degrees were added with the date of completion. Only in the case of change from the status of “lecturer” to “senior lecturer”, in order to facilitate the composition and readability of the table, the higher of both statuses was regularly indicated.

Name, acad. degree	Time	Project-staff	Degrees/institutional affiliation before UCT	Subsequent activities and affiliations
Simon Burton	79-80		?	?
David Lincoln Dr., Assistant lecturer 79-82, senior lecturer)	79-03		BA Hons Natal, MA Wilfrid Laurier, Phd UCT	UCT
Erica Boddington Assistant lecturer	79-80		MA Sociology UCT	Private consulting
Colin Maxwell Assistant lecturer	79-82		?	?
Hector Njokweni Graduate assistant	79-90		?	?
W. Cowan Assistant lecturer	80-89		SALDRU	?
Johann Maree Prof. (since 99)	80-03		BSc Hons (Rhodes), BA (Oxford), MA (Sussex), PhD (UCT)	UCT
Avril Joffe Junior lecturer	82		Wits graduate; 1st academic appointment at UCT, PhD UCT	Wits/SWOP; consultant
Alide Kooy	82	IHRG, founding member	MA Economics	SALDRU, Journalism, Financial editor
Paul Pretorius Advocate	81-82		Labour law	?
David Cooper Dr., Assoc. Prof. (since	82-		BSc Eng (UCT), MSocSc, PhD (Birmingham)	UCT

<b>O10 UCT STAFF</b>				
Industrial Sociology at the University of Cape Town, staff development, chronologically according to first year of employment				
99)				
Myers, Jonny, Dr. Med.	82-86	IHRG	Medical doctor, founding member IHRG	Professor of Public Health, Faculty of Health Sciences, UCT
Cornell, Judith	82-85	IHRG	IHRG founding member; BA Fine Arts, actress	SALDRU, NGOs
Jennifer Fine	83	IHRG	?	?
S. Myrdal	83	IHRG	Community Health Research Project, UCT	
E. Thomson, Dr.	83	IHRG	Medical doctor, Community Health Research Project, UCT	Medical laboratory; medical work for a welfare function
Jeff Lever Lecturer	83-85		Stellenbosch	UWC; consulting
David Fig	85	ILRIG	MA student UCT	Wits Sociology; consulting
Peter Lewis	85	IHRG	British, MA University of Oxford	Norwegian Trade Union Centre for Social Science and Research FAFO, Cape Town
D. Luyt	85		postgraduate student; lecturing in IS	?
Alan Morris	85		MA Sociology UCT	Wits; University of Sydney, Australia
Linda Cooper	85, 91	ILRIG	MA Economic History, UCT	Adult Education Unit, UCT; CHED (Centre for Higher Education and Development)
Hillary Joffe	85-86		MA, PhD Sociology UCT	Wits; financial journalist
Jonathan Grossman Dr. since 94, Senior Lecturer	86-03		BA Wits, BSocSc Hons UCT, PhD Warwick	UCT
Melvin Goldberg Dr. seit 92, lecturer	86-00		BA Hons UCT, MA London; Lecturer Economic History, UCT; School of Oriental and African Studies, University of London	Manager of a wine farm
June Rose Nala	88		Factory worker from Natal, retrenched 1973, trade unionist; Ruskin College for Trade Unionists, Oxford, UK; MA Sociology Warwick University, IOLS	Workers' College at Durban, Dept. of Labour, Durban
Judith Head Dr., senior lecturer	91-03		BA Hons Middlesex, PhD Durham (1980); Centro de Estudos Africanos, Universidade Eduardo Mondlane, Maputo, Mozambique, MA Public Health UWC (2001)	UCT
Ian Macun	92-94		UCT graduate	Wits/SWOP, Department of Labour
Henry Chipeya Dr., lecturer	92-95		MA Warwick, MPhil La Hague, PhD Bath; trade unionist in CUSA, NACTU	University in Australia; Head Office of Shell at Durban, Labour Relations Manager
Jeremy Seekings Senior lecturer, Assoc.	94-02		PhD Oxford	UCT

<b>O10 UCT STAFF</b>				
Industrial Sociology at the University of Cape Town, staff development, chronologically according to first year of employment				
Prof. since 95				
Mike Savage Prof., Head of Dept. (82, 85-89)	79-95		BA, MSocSc UCT, DipSocAd London, Wits Sociology Dept.	Director of the Open Society; American Charitable Fund
Owen Crankshaw Dr., senior lecturer, Assoc. Prof.	95-		BA, MA, Phd Wits; Sociology Dept., Wits, SWOP; Centre for Policy Studies, Wits	UCT
Godfrey, Shane	02	Labour and Enterprise Project	BA Hons., MA Industrial Sociol. UCT., MA Law UNISA, lecturer in Law Faculty, UCT	UCT/LEP

## O11 SALB CONTENTS

“South African Labour Bulletin” – schematic presentation of the Editorial Board, contents and thematic areas for chosen issues, chronological

Concerning the authors, it should be noted that under apartheid, articles also appeared under pseudonyms. Sitas confirmed this in general (Interview Ari Sitas 17 February 2004). Nzimande himself has published anonymously (Interview Blade Nzimande 6 April 2004).

Thematic areas are abbreviated and symbolically represented as follows:

§ = Rights and law

**TU.** = Focus on individual trade unions or trade union federations or opinions of individual trade unions

× = Health and safety

♀ = Women and gender

**Int.** = International issues

**Pol.** = Politics, current affairs

**Hist.** = History

**Str.** = Strike, forms of labour dispute (dispute, battle, stay-away, boycott, victory etc.), from 1990 onwards increasingly less conflictive forms such as negotiations, protests, etc.

**Buss.** = Businesses

**Repr.** = Repression (detention, threatening, censorship etc.)

**Econ.** = General economy, economic globalisation

**T** = Theoretical, scholarly contributions, general issues around trade unions and general politics

**Info** = concrete and practical information (statistics, company profiles, inflation rates, wage levels etc.)

**New** = Recent topics in the domains of work and industry, such as informal work, casual and precarious work, migration, prostitution etc.

**Pers.** = Presentation of individuals, obituaries etc.

**Other** = other or unclear

**Cult.** = Culture

SALB No. and Editorial Board	Contents	Theme
<p><b>Vol. 1, No. 1, April 1974</b></p> <p>Harriet Bolton                      John Copelyn (TU, later HCI company),                      Alec Erwin (IIE, TU, FOSATU, Reg.)                      Foszia Fisher (IIE),                      Gwen Mokoape (later Managing Director of Ubambo Resources),                      Harold Nxasana (IIE, TU, ANC),                      Eddie Webster</p>	<p>Last chapter of the report by <i>IIE and SAIRR</i>, Analysis of arguments for and against full trade union rights for black workers</p>	<p>T</p>

<b>O11 SALB CONTENTS</b>		
“South African Labour Bulletin” – schematic presentation of the Editorial Board, contents and thematic areas for chosen issues, chronological		
<b>Vol. 2, No. 1, May-June 1975</b>  Foszia Fisher; John Mawbey (TU); Harold Nxasana Eddie Webster	<b>Comment:</b> Is there a crisis?	T
	Prohibition on furnishing of information	Repr.
	<b>Articles:</b> <i>Martin Legassick (UWC):</i> The record of British firms in South Africa: in the context of the political economy	Int.
	<i>Colin Bundy (Wits; School of Oriental and African Studies, London, U of London):</i> The abolition of the Masters and Servants Act	§
	<i>Foszia Fisher:</i> Parliamentary debate on labour	Pol.
	<i>Graham McIntosh (TU):</i> The United Party labour policy	Pol.
	<i>Mike Kirkwood (Ravan Press):</i> The Defy dispute: questions of solidarity	Str.
	<b>Book Review:</b> <i>Jean Westmore</i> (Film and Publications Board): Liz Clarke (U KZN) and Jane Ngobese: Women without men	♀
<b>Vol. 3, No. 1, July 1976</b>  <b>Cape Town:</b> Johann Maree, Dudley Horner (SALDRU) <b>Durban:</b> Alec Erwin, Bekisisa Nxasana, John Mawbey, Foszia Fisher <b>Johannesburg:</b> Eddie Webster	<b>Comment:</b> Making the market place less unequal	T
	<b>Articles:</b> <i>Peter Galt:</i> Security of employment and victimization in South African Law	§
	The Case of Wislons vs. Rex 1948	§
	<i>I.R. Phimister (UCT, U Rhodesia, Oxford):</i> African worker consciousness: origins and aspects to 1953	Hist.
	<i>Eddie Webster:</i> Towards a stable truce	A
	<i>David Webster Wits):</i> A review of some ‘popular’ anthropological approaches to the understanding of black workers	T
	<i>Timothy(?) and Martin Plaut (BBC):</i> A review of the Trade Union Industrial Studies Series	T
	<b>Vol. 4 No.1&amp;2, Jan.-Feb. 1978</b>  <b>Cape Town:</b> Johann Maree, Dudley Horner <b>Durban:</b> Alec Erwin, Foszia Fisher, Ravi Joshi, John Mawbey	<b>Part I: The view from the shop floor:</b> Black worker labour law and job discrimination
Wages and living costs		Info
Life in Namibia for black workers		Int.
Industrial relations		T

<b>O11 SALB CONTENTS</b>		
“South African Labour Bulletin” – schematic presentation of the Editorial Board, contents and thematic areas for chosen issues, chronological		
<b>Johannesburg:</b> Eddie Webster	Worker consciousness and collective action	T
	Black teachers and the education system	Other
	Bantu education in crisis	Other
	<b>Part II: Namibian workers under colonial rule</b>	Hist.
	<i>Keith Gottschalk (UWC):</i> South African Labour Policy in Namibia 1915-1975	
	<i>R. Moorsom (Namibian Economic Policy Research Unit; tribunal member in New Zealand):</i> Migrant workers and the formation of Swanla 1900-1926	Hist.
	<i>R. Gordon (Personnel Officer on a Namibian Mine, Stud. Stellenbosch and Illinois, U Vermont):</i> Some organisational aspects of labour protest amongst contract workers in Namibia	Int.
	<i>R. Moorsom:</i> Workers’ consciousness and the 1971-72 contract workers strike	T
	<i>B. Rogers:</i> Notes on labour conditions at the Rössing mine	Info
	<i>F.B. Gebhardt:</i> The socio-economic status of farm labourers in Namibia	T
	<i>Africa Bureau:</i> Namibia’s Economy	Int.
	<b>Documents:</b>	Str.
	Documents from the 1971-1972 workers strike	
	The strikers’ manifesto	Str.
Draft constitution of the Namibian Workers’ Union (NAWU)	Int.	
<b>Vol. 5, No. 1, May 1979</b>	<b>Comments:</b>	T
	The right to strike	
<b>Cape Town:</b> Johann Maree, Dudley Horner, Alide Kooy	<b>Articles:</b>	TU
<b>Durban:</b> Alec Erwin, Charles Meth (UKZN), Liz Hosken (Gaia Foundation)	<i>Phil Bonner:</i> Focus on FOSATU	
<b>Johannesburg:</b> Eddie Webster, Phil Bonner (Wits)	<i>Riaan de Villiers:</i> Eveready Strike	Str.
	<i>Halton Cheadle (UCT):</i> Reflections on the right to strike and the contract of employment	§
	<i>Liz Hosken:</i> Strike at Rainbow Chickens Hammarisdale, Natal, January 1979	Str.
	<i>Carole Cooper:</i> Details of Strikes during 1978	Str.
	<i>Fink Haysom:</i> The right to strike in South African law	§
	<i>D. Massey (Boston):</i> Briefing on international solidarity of labour	Int.
	<b>Documents:</b>	Pol.
	Evidence submitted to the Wiehahn Commission by the SALB on the settlement of industrial disputes	
	Obituary to Igneous Makhaye (killed by supervisor at the workplace)	Pers.



<b>O11 SALB CONTENTS</b>		
“South African Labour Bulletin” – schematic presentation of the Editorial Board, contents and thematic areas for chosen issues, chronological		
<b>Vol. 6 No. 1 July 1980</b>  <b>Cape Town:</b> Johann Maree, Dudley Horner, Alide Kooy <b>Durban:</b> Merle Favis, Charles Meth, Rob Lambert <b>Johannesburg:</b> Eddie Webster, Phil Bonner	<b>Domestic Labour in South Africa:</b>	T
	<i>SALB:</i> Introductory Comment on domestic labour	
	<i>SALB:</i> State Repression on democratic unions	Repr.
	Letters to the Bulletin	Other
	<b>Articles:</b>	T
	<i>Jacklyn Cock:</i> Deference and dependence: a note on the self imagery of domestic workers	
	<i>Jennifer Shindler:</i> The effects of influx control and labour saving appliances on domestic service	T
	<b>Interview:</b>	TU
	Maggie Oewies talks about the Domestic Workers Association	
	<i>Geoffrey Budlender:</i> Censorship and labour reporting	Repr.
<b>Vol. 7, Nos. 1 &amp; 2, September 1981</b>  <b>Cape Town:</b> Johann Maree, Dudley Horner, Alide Kooy <b>Durban:</b> Merle Favis, Charles Meth, Rob Lambert <b>Johannesburg:</b> Eddie Webster, Phil Bonner	<i>Douglas Hindson:</i> the New Black Labour Regulations: limited reform, intensified control	§
	<i>Michael Lipton:</i> Minimum wages, exploitation and Botswana’s unemployment crisis	Int.
	<b>State and Capital: Response to labour</b>	T
	<i>SALB:</i> Comment	
	<b>Documents:</b>	Pol.
	Langa statement and resolution – union responses to march draft bill	
	<i>Paul Benjamin, Halton Cheadle, Modise Khoza:</i> A guide to the Labour Relations Amendment Act (1981)	§
	<i>SALB Editors:</i> Critique of the Act	§
	<i>Bob Fine, Francine de Clercq, Duncan Innes:</i> Trade unions and the state; the question of legality	T
	<i>Mike Morris:</i> Capital’s responses to African trade union post Wiehahn	T
<b>Vol. 8, No. 1, Sept. 1982</b>  <b>Cape Town:</b> Johann Maree, Dudley Horner, Alide Kooy <b>Durban:</b> Merle Favis, Charles Meth, Rob Lambert <b>Johannesburg:</b> Eddie Webster, Phil Bonner, Halton Cheadle	<i>David Kaplan, Mike Morris:</i> Manufacturing capital and the question of African trade union recognition 1960-1964	Hist.
	<i>SALB:</i> Introduction: testing the mettle briefings	Other
	<i>Jeremy Baskin, Ian Bissell:</i> Sundumbili general strike of march 1982	Str.
	<i>Duncan Innes:</i> Trade unions and the state. Rebutting our critics	Pol.
	<i>Bob Fine:</i> Trade unions and the state once more: a reply to our critics	Pol.
	<i>Nadia Hartman:</i> Industrial councils: barriers to labour democracy	T

<b>O11 SALB CONTENTS</b>		
“South African Labour Bulletin” – schematic presentation of the Editorial Board, contents and thematic areas for chosen issues, chronological		
	<b>Documents:</b>	T
	<i>John Copelyn, (National Organizer NUTW):</i> Problems of collective bargaining	
	<i>FOSATU Central Committee Resolutions:</i> Principles of collective bargaining	T
	<i>Z.A. Khanyile, Chief Labour Officer, KwaZulu:</i> What is a trade union	T
	<i>Obituary: Joseph Mavi, „a man of the people”</i>	Pers.
<b>Vol. 8 No. 8 and Vol. 9 No. 1, Sept./Oct. 1983</b>	<b>Briefings:</b>	TU
<b>Cape Town:</b> Johann Maree, Dudley Horner, Dave Kaplan	Ari Sitas: MAWU: Growth in Natal	
<b>Durban:</b> Charles Meth, Rob Lambert, Ari Sitas	<i>Cape Town Correspondent:</i> Unions and the UDF	Pol.
<b>Eastern Cape:</b> Paul Steward	<i>Cape Town Correspondent:</i> The Mthiya Case	Other
<b>Johannesburg:</b> Eddie Webster, Phil Bonner, Eddie Koch, Doug Hindson	<i>Johannesburg Correspondent:</i> Union repression	Repr.
	<i>Durban Correspondent:</i> Legal strike in Natal	Str.
	<i>Rob Lambert:</i> Shop floor struggle	Str.
	<i>Eastern Cape Correspondent:</i> Mdantsane Bus Boycott	Str.
	<i>Johannesburg Correspondent:</i> Lectures for workers	T
	<b>Articles:</b>	Buss.
	<i>Charles Nupen:</i> Unfair labour practices	
	<i>A lawyer:</i> Homeland labour laws	§
	<i>John Myers and Malcolm Steinberg:</i> Health and safety	×
	<b>Documents:</b>	×
	A South African union: Health and safety	
	Joint statement: Ciskei repression	Repr.
	<b>Interviews, statements, debates:</b>	Pol.
	<i>Isabella Silver and Alexia Sfarnas:</i> The UDF	
	<i>Ike van der Watt:</i> TUCSA in a Donga?	TU
	<b>Reviews:</b>	Pol.
	<i>Barry Streek:</i> Surplus Peoples Project	
	<i>Rob Lambert:</i> Capital and labour in South Africa	T
	<i>Kenyan Tomaselli, Nofikile Nxumalo, Clair van der Merwe:</i> The funeral of Neil Aggett	Pers.
<b>Vol. 10, No. 1, Aug.-Sept. 1984</b>	<b>Briefings/Reports:</b>	Str.
<b>Cape Town:</b> Johann Maree, Dudley Horner, Dave Kaplan, Debbie Budlender	<i>SALB Correspondent:</i> Sagunto struggle	
	<i>SALB Correspondent:</i> Guatemala victory	Int.

<b>O11 SALB CONTENTS</b>		
“South African Labour Bulletin” – schematic presentation of the Editorial Board, contents and thematic areas for chosen issues, chronological		
<b>Durban:</b> Rob Lambert, Ari Sitas <b>Eastern Cape:</b> Andre Roux, Sarah Christie, Ian Macun <b>Johannesburg:</b> Eddie Webster, Phil Bonner, Paul Stewart, Doug Hindson, Jon Lewis	<i>SALB Correspondent:</i> Coal not dole	Other
	<i>SALB Correspondent:</i> French Steelworkers	Int.
	<i>SALB Correspondent:</i> Germany: 35-hour week	Int.
	<i>Gavin Evans:</i> TAWU in Port Elizabeth	TU
	<i>Debbie Budlender:</i> RAWU victory	Str.
	<i>SALB Correspondent:</i> Uniply revisited	Other
	<i>Halton Cheadle:</i> The law and retrenchment	§
	<b>Documents/Interviews:</b>	Pol.
	UIF Memorandum & Benefit Charter	
	Working for Frame	Other
	Letter: AF&CWU in Queenstown	Other
	Review: Trade union directory	Info
	<b>Articles:</b>	Buss.
	<i>Ingrid Obery:</i> Retrenchment on the East Rand	
	<i>Jeremy Keenan:</i> B&S Closure	Buss.
	<i>Mark Swilling:</i> MAWU Split	TU
<b>Vol. 11, No. 1, Sept. 1985</b>  <b>Cape Town:</b> Johann Maree, Dave Kaplan, Debbie Budlender <b>Durban:</b> Rob Lambert, Ari Sitas, Shamim Marie, Bonginkosi Nzimande (=Blade Nzimande) <b>Eastern Cape:</b> Andre Roux, Sarah Christie, Ashwin Desai <b>Johannesburg:</b> Eddie Webster, Phil Bonner, Doug Hindson, Jon Lewis	<b>Briefings:</b>	Buss.
	<i>SALB correspondent:</i> BTR international	
	<i>Marcel Golding</i> (TU, later HCI company): NUM dispute	Str.
	<i>Cobbett/Lewis:</i> NUM strike	Str.
	<i>Jon Lewis:</i> MAWU & the industrial council	TU
	<i>Jon Lewis:</i> PWAU & the industrial council	TU
	<i>SALB correspondent:</i> Sasol accident	×
	<i>Marcel Golding:</i> 10 years for CCAWUSA	TU
	<i>Jon Lewis:</i> Union unity	T
	<i>Marcel Golding:</i> BCAWU: Pilkington strike	Str.
	<i>Marcel Golding:</i> SACWU: AECI strike	Str.
	<i>ILR:</i> Filipino women in free trade zones	Int.
	<i>SALB correspondent:</i> JMCEU	Other
	<b>Debate</b>	T
	<i>Alec Erwin:</i> The question of unity	
	<b>Interviews:</b>	Pers.
	<i>John Gomomo</i>	

<b>O11 SALB CONTENTS</b>		
“South African Labour Bulletin” – schematic presentation of the Editorial Board, contents and thematic areas for chosen issues, chronological		
	<i>FOSATU Eastern Cape region</i>	TU
	<i>Thembinkosi Mkalipi</i>	Other
	<b>Articles/reports:</b> <i>Labour Monitoring Group: Eastern Cape stay-aways</i>	Str.
	<b>Review:</b> FOSATU worker choirs	Cult.
	<b>Tribute:</b> Oscar Mpetha	Pers.
<b>Vol. 12, No. 1, Nov./Dec. 1986</b>  <b>Cape Town:</b> Johann Maree, Dave Kaplan, Debbie Budlender <b>Durban:</b> Rob Lambert, Ari Sitas, Shamim Marie, Bonginkosi Nzimande (=Blade Nzimande) <b>Eastern Cape:</b> Andre Roux, Ashwin Desai <b>Johannesburg:</b> Eddie Webster, Phil Bonner, Doug Hindson, Jon Lewis <b>Production:</b> Jon Lewis, Pippa Green	<b>Briefings /Reports:</b> <i>Debbie Budlender: Deregulation</i>	T
	<i>Pippa Green: Detainees struggle at Cadburys</i>	Repr.
	<i>Aasha Mehta: Strike at Scotford mills</i>	Str.
	<i>TAG: Health and safety on the mines</i>	×
	<i>LMG: Kinrooss Stayaway</i>	Str.
	<i>Sarakinsky/Keenan: Unemployment in South Africa</i>	Econ..
	<i>Pippa Green: Organising railway workers</i>	TU
	<b>Debate:</b> <i>David Kaplan: The current crisis and unions</i>	T
	<i>Leif Blomberg: Disinvestment: a Swedish view</i>	Int.
	<b>Document:</b> The launch of CUSA-AZACTU	TU
	<b>Interviews:</b> <i>Norma Daniels: Leaving TUCSA</i>	TU
	<i>Robbie Botha: The death of TUCSA</i>	TU
	<i>Ike van der Watt: A new Labour Forum</i>	Pol.
	<b>Articles:</b> <i>Pippa Green: Northern Natal: meeting UWUSA’s challenge</i>	TU
	<i>Glenn Adler: The strike at general Motors</i>	Str.
	<b>Reviews:</b> <i>G. Brown: Hard labour</i>	T
	<i>S. Marie: Divide and profit</i>	T
	<b>Statistics</b> <i>Labour Research Service: Statistics for trade unions</i>	Info

<b>O11 SALB CONTENTS</b>		
“South African Labour Bulletin” – schematic presentation of the Editorial Board, contents and thematic areas for chosen issues, chronological		
<p><b>Vol. 13, No. 1, Nov. 1987</b></p> <p><b>Cape Town:</b> Johann Maree, Dave Kaplan, Di Cooper  <b>Durban:</b> Rob Lambert, Ari Sitas, Bonginkosi Nzimande (=Blade Nzimande), Charles Meth  <b>Johannesburg:</b> Eddie Webster, Phil Bonner, Doug Hindson  <b>Production:</b> Maimuna Suliman, Coletane Markham, Jabu Matiko</p>	<b>Briefings:</b>	Str.
	<i>D. Cooper:</i> Premier strike	
	<i>J. Matiko:</i> Albany strike	Str.
	<i>F. Kruger:</i> Mercedes Benz strike	Str.
	<i>J. Matiko:</i> Cadac strike	Str.
	<i>C. Markham:</i> POTWA	Other
	<i>D. Cooper:</i> Spekenham dispute	Str.
	<b>Reports:</b>	Str.
	<i>J. Matiko:</i> SACWU/SASOL dispute	
	<i>C. Markham:</i> Textile/clothing merger	Econ..
	<b>Document:</b>	§
	<i>CCAWUSA:</i> Parental rights	
	<b>Reports/Articles:</b>	Str.
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	<b>Briefing:</b> <i>Malcolm Ray: Skills development</i>	Econ..
	<b>Document:</b> <i>President Nelson Mandela: Politics and the unions</i>	Pol.
	<b>Interview:</b> <i>Sam Shilowa: Where there’s a will</i> Interviewed by <i>Eddie Webster and Sakhela Buhlungu</i>	Pers.
	<b>Workplace:</b> <i>Sasha Gear: Sex work – a new dispensation?</i>	New
	<b>Feature:</b> <i>Maria van Driel: Anti-privatisation - for democratic public sector reform</i>	Econ..
	<b>Feature:</b> <i>Tanya Rosenthal, Welile Loningo: Defend, empower, advance – CWIU’s approach to company restructuring</i>	TU
	<b>Debate:</b> <i>Ian Macun, Karl von Holdt: Truth and reconciliation? Business, labour and apartheid</i>	T
<i>Glenn Adler: Social partnership – a dead end for labour</i>	T	
<b>Mediation notes:</b>	T	

<b>O11 SALB CONTENTS</b>		
“South African Labour Bulletin” – schematic presentation of the Editorial Board, contents and thematic areas for chosen issues, chronological		
	<i>Thabo Ndabeni</i> : The second option – alternative dispute resolution	
	<b>Briefing:</b> <i>Salim Vally</i> : The socialist alternative	T
	<b>International:</b> <i>Ravi Naidoo</i> : South Korea – the showdown	Int.
	<b>NPI column:</b> <i>Alvan Riley</i> : The 1997 matric results	Other
	<b>Profile:</b> <i>Malcolm Ray, William Matlala</i> : Divided loyalties – <i>Ben van der Merwe</i>	Pers.
	<b>Editorial notes</b>	Other
<b>Vol. 23, No. 1, Feb. 1999</b>	<b>Redeye</b>	Other
	<b>Inflation figures</b>	Other
<b>Managing editor:</b> Deanne Collins	<b>Cover story:</b> <i>Jan Theron</i> : Terms of empowerment	Other
<b>Manager/Writer:</b> Etienne Vlok	<b>Briefing:</b> <i>Deanne Collins</i> : Technikon troubles	Other
<b>Subscriptions and marketing:</b> Rugaya Rees	<b>Features:</b> <i>Karl von Holdt</i> : Fighting crime building community in the Western Cape	Other
<b>Administrator:</b> Jacquie Dintoe	<i>Etienne Vlok, Chris Bolsmann</i> : The double-digit strike	Str.
<b>Design and production:</b> Warren Parker, Diane Stuart	<i>Farnaaz Majiet</i> : My sister, my responsibility – women claim their rights and Gabriel	♀
<b>Editorial Board :</b>	<b>Documents:</b> <i>SPHRE</i> : Labour rights are human rights	§
<b>Cape Town :</b> Dave Lewis, Howard Gabriels, Johann Maree	<i>Martha Molete</i> : A better workplace better life	Other
<b>Durban:</b> Ari Sitas, Ashwin Desai, Imraan Valodia, Deanne Collins	<b>Features:</b> <i>Bheki Ngubane</i> : SAAPAWU in 1999	TU
<b>Johannesburg:</b> Lael Bethlehem, Sakhela Buhlungu, Avril Joffe, Eddie Webster, Karl von Holdt, Bethuel Maserumule, Phil Bonner	<i>Claire Horton</i> : Made in SADC sold in SA	Int.
<b>Eastern Cape:</b> Roger Southall	<b>Interview:</b> YCW – organising casual workers Interview by <i>Rob Rees</i>	New
<b>International:</b> US: Gay Seidman UK: Jane Barrett Australia: Rob Lambert	<b>Features:</b> <i>Charles Crothers</i> : AIDS at work	×
<b>Associate Editors:</b> Vusi Nhlapo, Tanya van Meelis, Connie September	<i>John J. Williams</i> : World Bank scenarios why they should be rejected	Glob.
	<b>Briefings:</b>	Glob.



<b>O11 SALB CONTENTS</b>		
“South African Labour Bulletin” – schematic presentation of the Editorial Board, contents and thematic areas for chosen issues, chronological		
	<i>Ndangwa Noyoo</i> : Globalisation – trade unions at a crossroads	
	<i>Etienne Vlok</i> : Census '96 results	Info
	<b>Workplace :</b> <i>Ruan van der Walt</i> : Workplace forums : efficiency and democracy ?	T
	<b>Features:</b> <i>Christo Loots</i> : It’s an ACT – a brief overview	Other
	<b>Briefing:</b> <i>Etienne Vlok</i> : A culture Bulletin	Cult.
	<b>Debates:</b> <i>Edward Cottle</i> : Jobs Summit fails to deliver	Econ..
	<i>Kuseni Dlamini</i> : Globalisation – can unions reinvent themselves?	Glob.
	<b>International:</b> <i>Herbert Jauch</i> : Building a regional labour movement	Int.
	<i>Rob Lambert</i> : Fighting globalisation – the Australian maritime dispute	Int.
	<b>NPI column</b>	Econ..
	<b>Profile:</b> <i>Etienne Vlok, William Matlala</i> : Director of Mining <i>Ikaneng Edwin Director Matlala</i>	Pers.
	<b>Editorial notes</b>	Other
<b>Vol. 24, No. 1, Feb. 2000</b>	<b>Redeye</b>	Other
	<b>Inflation figures</b>	Info
<b>Editor:</b> Tanya van Meelis	<b>The law at work:</b> <i>Anton Roskam, Nadine Fourie</i> : Union liability – assessing the SAMWU case	§
<b>Manager/Writer:</b> Etienne Vlok	<b>Feature:</b> <i>Sarah Mosoetsa</i> : South Africa: moving into the Fourth World?	Int.
<b>Subscriptions and marketing:</b> Rugaya Rees	<b>Bargaining:</b> <i>Ebrahim-Khalil Hassen</i> : Public sector – from showdown to partnership	Econ..
<b>Dispatch and Promotions:</b> Phistus Mekgwe	<b>Focus: Petroleum restructuring:</b> <i>EDRC Petroleum Group</i> : Liquid fuels industry – an overview of policy challenges	Econ..
<b>Administrator:</b> Jacquie Dintoe	<i>Etienne Vlok</i> : The research process as tool	T
<b>General assistant:</b> Lisa Vorwerk	<i>Gary Phillips</i> : Teamwork: opportunity of threat for workers?	T
<b>Design and production:</b> Warren Parker, Diane Stuart	<i>Gary Phillips</i> : Participation and consensus – shopstewards under pressure	T
<b>Editorial Board :</b>	<i>Gary Phillips</i> : New technology – higher skills and fewer jobs	T
<b>Cape Town :</b> Johann Maree		
<b>Durban:</b> Ari Sitas, Imraan Valodia, Deanne Collins		
<b>Johannesburg:</b> Jane Barrett, Lael Bethlehem, Sakhela Buhlungu, Avril Joffe,		

<b>O11 SALB CONTENTS</b>			
“South African Labour Bulletin” – schematic presentation of the Editorial Board, contents and thematic areas for chosen issues, chronological			
<p>Eddie Webster, Karl von Holdt, Bethuel Maserumule, Phil Bonner, Chris Bonner, Tanya van Meelis</p> <p><b>Eastern Cape:</b> Roger Southall</p> <p><b>International:</b> US: Gay Seidman Australia: Rob Lambert</p> <p><b>Associate Editors:</b> Vusi Nhlapo, Connie September</p>	<b>AIDS:</b> <i>Andrea Meeson, Susan Fox:</i> mining for solutions to HIV/AIDS	×	
	<b>Focus on Nedlac</b>	Econ..	
	<b>Interview:</b> <i>Philip Dexter</i> – the referee Interviewed by <i>Tanya van Meelis</i>	Pers.	
	<b>Culture Bulletin:</b> <i>John Pape:</i> How long	Other	
	<b>Agreements:</b> <i>John Pape:</i> The Odi agreement – an alternative to privatisation?	Econ..	
	<b>Feature:</b> <i>Martin Jansen:</i> International study circles responding to globalisation <i>Thobile Yanta:</i> COSATU members’ views - joining unions and union democracy	Glob.	
	<b>Union profile:</b> <i>Hassan Sunmonu,</i> OATUU, ‘We workers of Africa ...’ Interviewed by <i>Etienne Vlok</i>	TU	
	<b>Debate:</b> <i>Max Ozinsky:</i> The good, the bad – reply to ‘How the West was won’	Int.	
	<b>International:</b> <i>Sabata Nakanyane:</i> Trade unions in Namibia	Other	
	<b>NPI column</b>	Int.	
	<b>Profile:</b> <i>Similo Makambi and Lorna Motsoshae</i> – working together, supporting each other By <i>Rugaya Rees, Lisa Vorwerk</i>	Econ..	
	<b>Editorial notes</b>	Pers.	
	<p><b>Vol. 25, no. 1, Feb. 2001</b></p> <p><b>Editor:</b> Tanya van Meelis <b>Manager/Writer:</b> Etienne Vlok <b>Subscriptions and marketing:</b> Rugaya Rees <b>Dispatch and Promotions:</b> Phistus Mekgwe <b>Administrator:</b> Jacquie Dintoe <b>Design and production:</b> Warren Parker, Diane Stuart</p>	<b>Redeye</b>	Other
		<b>Letter</b>	Other
		<b>The law at work:</b> <i>Anton Roskam, Doris Tshepe:</i> Employees and independent contractors	New
<b>Feature:</b> <i>Haroon Bhorat:</i> Wage differences – their origins and policy implications		T	
<b>Focus: Transport:</b> <i>Jane Barrett:</i> transport – key to an integrated economy and society		Econ..	

<b>O11 SALB CONTENTS</b>		
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<b>Editorial Board :</b> <b>Cape Town :</b> Johann Maree, Connie September <b>Durban:</b> Ari Sitas, Imraan Valodia, Deanne Collins <b>Johannesburg:</b> Jane Barrett, Lael Bethlehem, Sakhela Buhlungu, Avril Joffe, Sarah Mosoetsa, Eddie Webster, Karl von Holdt, Bethuel Maserumule, Phil Bonner, Chris Bonner, Tanya van Meelis, Vusi Nhlapo <b>Eastern Cape:</b> Roger Southall <b>International:</b> US: Gay Seidman Australia: Rob Lambert	<i>Jane Barrett:</i> Flags of convenience: international exploitation, international solidarity	T
	<i>Tanya van Meelis:</i> A bigger problem – tendering in the bus industry	Econ..
	<i>Jane Barrett:</i> Transnet – a complex creature	Buss.
	<i>Karl von Holdt:</i> Spoornet – a labour strategy for reconstruction	Other
	Interview with <i>Maurice Bokaba:</i> Skorokoros, Zola Budds and E-20s Interviewed by <i>Etienne Vlok</i>	Other
	<b>HIV/AIDS:</b> <i>Etienne Vlok:</i> The route of the problem. Part 1	×
	<b>Focus on Nedlac</b>	Econ..
	<b>Feature:</b> <i>Jan Theron:</i> Responding to externalisation: Part 2	Glob.
	<i>Pete Lewis:</i> The Injaka Bridge disaster, 1998	Other
	<i>Liz Walker, Leah Gilbert:</i> Women pay the price: HIV/AIDS and social inequalities in South Africa	×
	<b>Workplace:</b> <i>Gary Phillips, David Jarvis:</i> Developing alternatives	T
	<b>Union profile:</b> <i>Interview with Manene Samela:</i> ‘Agent for change’ Interviewed by <i>Tanya van Meelis</i>	Pers.
	<b>Profile:</b> <i>Willem Songleton - A good track record</i> By <i>Etienne Vlok, William Matlala</i>	Pers.
	<b>Regulars:</b> <b>Editorial</b> <b>Redeye</b> <b>Com dot com</b> <b>Newsbits</b> <b>Book review</b> <b>Sports</b>	Other
	<b>Vol. 27, No. 1, Feb. 2003</b>	<b>Special report:</b> <b>Cover story: The future of collective bargaining</b> Bargaining for whom?
<b>Editor:</b> Renée Grawitzky <b>Subscriptions and marketing:</b> Rugaya Rees	What are people bargaining over? Labour Bulletin looks at changes around the	Info

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“South African Labour Bulletin” – schematic presentation of the Editorial Board, contents and thematic areas for chosen issues, chronological

<p><b>Administrator:</b> Jacquie Dintoe  <b>Editorial assistance:</b> Malcolm Dunkeld</p> <p><b>Editorial Board :</b>  <b>Cape Town :</b>                  Johann Maree, Connie September  <b>Durban:</b> Ari Sitas, Imraan Valodia, Deanne Collins  <b>Johannesburg:</b> Jane Barrett, Lael Bethlehem, Sakhela Buhlungu, Avril Joffe, Sarah Mosoetsa, Eddie Webster, Karl von Holdt, Bethuel Maserumule, Phil Bonner, Chris Bonner, Tanya van Meelis, Vusi Nhlapo, Roger Southall  <b>International:</b>                  US: Gay Seidman                  Australia: Rob Lambert</p>	bargaining agenda	
	<i>FEDUSA:</i> FEDUSA on medical aids	×
	<i>COSATU:</i> COSATU reviews its living wage campaign	TU
	<i>Labour Bulletin:</i> Are bargaining councils under threat?	T
	<i>Patrick Deale:</i> Resolving disputes in the metal industry	Str.
	<i>Alistair Smith:</i> Council to show its mettle Interviewed by <i>Labour Bulletin</i>	Other
	<i>Jacqui du Toit:</i> Into the public eye	Other
	<b>Politics and economics :</b> <i>Labour Bulletin :</i> Can we reach another summit ?	Pol.
	<i>Hassan Lorgat:</i> Is the forward march of labour halted?	T
	Lessons from the ANC Conference	Pol.
	Telkom – a bad call for labour	Buss.
	Economics for shopstewards: the Budget	T
	<i>Johann Hamman:</i> BEE – sowing the seeds for growth	Other
	<b>Trade:</b> <i>Dti:</i> Unpacking the SACU-US trade agreement	Glob.
	<i>Lesiba Matjila:</i> Unions move on mergers and acquisitions	TU
	<b>Workers’ world:</b> <b>The law at work:</b> <i>Mandy Taylor:</i> Constitutional Court rules on outsourcing	§
	<i>Anton Roskam, Jeannine Bednar:</i> Can minorities rule?	T
	<i>FEDUSA:</i> What’s the point of legislation without implementation	§
	<b>Personal finance:</b> Workers face avalanche of garnishee orders	Other
	<b>Health and safety:</b> <i>Judy Ann Seidman:</i> Forget the condom: is he wearing Nikes?	×
	<b>From the Boss’s desk</b> <i>Bernie Fanaroff:</i> How unions can engage with corporate governance	T
	<b>Inside Africa:</b> African roundup	Int.
	<i>Sarah Mosoetsa:</i> Globalisation and regional integration: a trade union response	Glob.
<i>Darlene Miller:</i> Malling or mauling Africa	Int.	

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“South African Labour Bulletin” – schematic presentation of the Editorial Board, contents and thematic areas for chosen issues, chronological

	International:	Int.
	<i>Asbjorn Wahl</i> : European trade unions at a crossroads	
	<i>Marcelle Dawson</i> : Is another world possible??	Other

**O12 SALB EDITORIAL BOARD**

**"South African Labour Bulletin" Editorial Board, according to city and in chronological order**

Figures are based on number one of each volume. Volumes did not necessarily correspond to a calendar year. Years of activity as a "Board" member are highlighted in red, the years after moving from a different city in orange, editors in chief in purple. Information on members of the board are taken from the SALB and other documents used in the study and were completed by the interviews as well as, where necessary, by additional internet research.

	1974 Vol. 1-1	1975 Vol. 2-1	1976 Vol. 3-1	1978 Vol. 4-1&2	1979 Vol. 5-1	1980 Vol. 6-1	1981 Vol. 7-1&2	1982 Vol. 8-1	1983 Vol. 8-8 and Vol. 9-1	1984 Vol. 10-1	1985 Vol. 11-1	1986 Vol. 12-1	1987 Vol. 13-1	1989 Vol. 14-1	1990 Vol. 15-1	1991 Vol. 16-1	1993 Vol. 17-1	1994 Vol. 18-1	1995 Vol. 19-1	1996 Vol. 20-1	1997 Vol. 21-1	1998 Vol. 22-1	1999 Vol. 23-1	2000 Vol. 24-1	2001 Vol. 25-1	2003 Vol. 27-1		
<b>Johannesburg</b>	<p><i>Harriet Bolson</i> (Secretary of the Garment, Textile and Furniture Unions)  <i>Eddie Webster</i> (Wits)  <i>Phil Bonner</i> (History Department, Wits)  <i>Hulton Cheadle</i> (1970s wage commissions, union organiser, Prof. labour law/UCT, Attorney of the High Court of SA, Senior Partner at Cheadle, Thomson and Hayson, expert of the National Manpower Commission)  <i>Eddie Koch</i> (Director Mafisa Resource and Planning, NGO for tourism, freelance writer)  <i>Doug Hudson</i>  <i>Paul Stewart</i>  <i>Jon Lewis</i> (British, expelled in 1987)  <i>Amrit Manga</i> (Journalist)  <i>Eddie Koch</i>  <i>Karl von Holtz</i> (91-95 managing Editor SALB, Coordinator September Commission COSATU, later Naledi)  <i>Avril Luff</i> (until '95 research assistant SWOP, from then on consultant)  <i>Monty Narsoo</i> (Department of Planning and Local Government)  <i>Mass Ngwenyama</i> (MA Development Studies U Natal, 1990 Sussex, Dept. of Justice, Clerk at Magistrate's Court, founder and director of Safika Holdings)  <i>Paul Benjamin</i> (Centre of Applied Legal Studies)  <i>Deanne Collins</i> (researcher, trade union development trainer, writers, since 2000 Media and Publications at UKZN)  <i>Sukhela Isahlangu</i> (TU, SWOP)  <i>Lael Bethlehem</i> (Dept. of Water Affairs and Forestry, Dir. Research Naledi)  <i>Bethuel Maserumale</i> (FES Project manager for coordination of TU)</p>																											
<b>Durban</b>	<p><i>John Cooper</i> (General Secretary SACTWU, later company)  <i>Alec Ewin</i> (IE, University of Natal, Trade unionist, Lesotho University, FOSATU, Minister of Trade and Industry)  <i>Fozzia Fisher</i> (IE)  <i>Harold Nswana</i> (IE, trade union, ANC)  <i>Gwen Mokoape</i> (later Managing Director of Ubambo Resources)  <i>John Mawbey</i> (TU)  <i>Ravi Joshi</i>  <i>Charles Mch</i> (U Natal, later Development Policy Research Unit)  <i>Liz Hosken</i> (later Gaia Foundation for environmental protection)  <i>Merle Favis</i> (later "training consultant" at South African Grantmakers Association)  <i>Rob Lambert</i> (MA Warwick, PhD Wits, until 1987 U Natal, since 1994 Australia)  <i>Ari Sitas</i> (IOL-S)  <i>Shamin Marie - Shamin Meer</i> (Dept. of Industrial Sociology, social workers, activist for women and community rights, co-founder of SPEAK and Agenda journals, after 1994 consultant)  <i>Bonginkosi Nizmande - Blade Nizmande</i> (PhD Industrial Sociology Natal, then General Secretary SACP)  <i>Ashwin Desai</i>  <i>Inraan Valodia</i> ('87-'88 Yamami Oil Company, Johannesburg, '88-'96 TURP, since '96 School of Development Studies UKZN, Editorial Board Transformation)  <i>Thembeke Gwagwa</i> (General Secretary, Democratic Nurses' Organisation of South Africa)  <i>Gisela Schweitzer</i> (NUMSA organizer '80er, then NUMSA Research Officer)  <i>Deanne Collins</i></p>																											
<b>Cape Town</b>	<p><i>Johann Marée</i> (Industrial Sociology, UCT)  <i>Dudley Horner</i> (SAIRR, since 1975 SALDRU/UCT)  <i>Alde Kooij</i>  <i>Dave Kaplan</i> (Dept. of Economics, UCT, Government Department of Science and Technology/Department of Trade and Industry)  <i>Debbie Badtender</i> (Researcher in an NGO, consulting on gender-issues)  <i>Di Cooper</i> (Trade unionist in 1980s, since 1990s researcher in Medical Sciences, UCT)  <i>David Lewis</i> (Researcher in Development Policy Research Unit, UCT, and consultant on labour market policy for the Ministry)  <i>Henry Chipoya</i> (UCT)  <i>Howard Gabriels</i> (COSATU, '93 Dir. Western Cape Economic Forum, '96 Ministry of Post and Telecommunications, '99 consultant, MA Marketing Unit Pretoria)  <i>Connie September</i></p>																											
<b>Eastern Cape</b>	<p><i>Paul Stewart</i> (Wits sociology, established Eastern Cape Branch of the SALB, after 1984 Johannesburg)  <i>Andre Roux</i>  <i>Sarah Christie</i> ('81-'85 Rhodes U, UCT, later mediator, arbitrator and trainer of employment law and dispute resolution, judge for World Bank Administrative Tribunal, consultant for international organisations such as IMF)  <i>Ian Macan</i> (Rhodes, then Wits, later Department of Labour)  <i>Ashwin Dean</i> (until 1980 Eastern Cape, 1991-99 Durban, Centre for Civil Society at U Natal, community activist, journalist)  <i>Roger Southall</i> (until 2001 Eastern Cape, Political scientist Rhodes, then Johannesburg, later HSRC)</p>																											
<b>International</b>	<p><i>Gay Seidman</i> (Prof. Sociology, U Wisconsin, Madison, USA)  <i>Jane Barrett</i> (until '99 UK, then Johannesburg as researcher in South African Transport and Allied Workers' Union)  <i>Rob Lambert</i>  <i>Enoch Godongwana</i> (Gen. Secy NUMSA, Exec. Council Finances &amp; Econ. of Eastern Cape '97)  <i>Vusi Nhlapo</i> (NEHAWU, National African Federated Chamber of Commerce and Industry)  <i>Connie September</i> (Vice President COSATU)  <i>Tanya van Meelis</i> (Trade &amp; Industry Policy Coord., COSATU)</p>																											
<b>Associate Editors</b>	<p><i>Enoch Godongwana</i> (Gen. Secy NUMSA, Exec. Council Finances &amp; Econ. of Eastern Cape '97)  <i>Vusi Nhlapo</i> (NEHAWU, National African Federated Chamber of Commerce and Industry)  <i>Connie September</i> (Vice President COSATU)  <i>Tanya van Meelis</i> (Trade &amp; Industry Policy Coord., COSATU)</p>																											

## O13 ESSAYS... REFERENCES

“Essays in Southern African labour history”, ed. Eddie Webster, referenced literature by chapter, according to number of references and alphabetically according to referenced authors

The patterns of referencing are given by chapter of the edited volume and contain all references concerning South African as well as overseas authors and student theses. Information regarding the institutional affiliation of referenced authors was obtained through commonly used search tools and does not claim to be exhaustive. In some cases, referenced authors’ attributions of institutional affiliation may not correspond exactly to the dates of publication of the referenced work due to the fact that complete documentation was not available for some biographies. In those cases where several affiliations are listed and separated by commas, the enumeration is chronological; where several institutional affiliations are listed and separated by slashes, these are simultaneous affiliations. Institutional affiliations do not contain any information on the authors’ nationalities, an issue not taken into account here. All those referenced texts that could not be attributed to given categories are listed under “other”.

### 1. Chapt. Webster, „Background to the supply and control of labour in the gold mines“

Author	Background, institutional affiliation	Title, year and place of publications	Number of references
Bransky, Denis	?	„Causes of the Anglo Boer War”, unpub. Paper, Oxford, 1974	3
Johnstone, F.A.	Memorial University, Newfoundland, Canada	„Class conflict and colour bars in the South African mining industry”, Institute of Commonwealth Studies, Collected Seminar Papers No. 10, London, 1970	1
Rex	South Africa	„The compound, reserve and urban location – essential institutions of Southern African labour exploitation” <i>SALB</i> , Vol. 1, No. 5	1
Roux, Eddie	SACP	Time longer than rope	1
O’Meara, Dan	Wits; University Rhodesia; University of Montreal	„The 1946 African mine workers strike and a political economy of South Africa“, in: <i>Journal of Commonwealth and Comparative Politics</i> , March 1975	1
Taylor, I., Walton	?	„Industrial sabotage“ in: Cohen, S., Taylor, I., <i>Images of deviance</i> , Penguin, 1972	1

### 2. Chapt. Warwick, „Black industrial protest on the Witwatersrand, 1901-1902“

Author	Background, institutional affiliation	Title, year and place of publications	Number of references
Jeeves, Alan	Queens University Ontario/UNISA	„The control of migratory labour on the South African gold mines in the Era of Kruger and Milner” in: <i>Journal of southern African Studies</i> , Vol. 2, No. 1, 1975	1
Denoon, D.J.N.	Makerere, Australian National University	„The Transvaal labour crisis, 1901-6” in: <i>Journal of African History</i> , Vol. 8, No. 3, 1967	1
Onselen, Charles van	Wits	„Worker consciousness in Black miners: Southern Rhodesia, 1900-1920” in: <i>Journal of African History</i> , Vol. 14, No. 2, 1973	1
Onselen, Charles van	Wits	Chibaro, London, 1976	1

### 3. Chapt. Moroney „Mine worker protest on the Witwatersrand: 1901-1912“

Author	Background, institutional affiliation	Title, year and place of publications	Number of references
Kornhauser, A., Dubin, R., Ross,	US	Industrial conflict, New York, 1954	1

<b>O13 ESSAYS... REFERENCES</b>			
“Essays in Southern African labour history”, ed. Eddie Webster, referenced literature by chapter, according to number of references and alphabetically according to referenced authors			
A.H.			
Kerr, C.	UC Berkeley	Labour and management in industrial society, New York, 1964	1
Moroney, Sean	Wits (Stud.), dann SAIRR	„Industrial conflict I a labour repressive economy: Black labour on the Transvaal mines 1901-1912”, Honours Diss., Wits, 1976	3
Matsobane, P, Eggehuizen, T. (eds.)	Agency for Industrial Mission, SA	Another blanket, Johannesburg, Agency for Industrial Mission, 1976	1
Warwick, P.	Verlag England	Black industrial protest on the Witwatersrand 1901-2, SALB Vol. 2, No. 8	1
Onselen, Charles van	Wits	„South Africa’s lumpen proletarian Army: ‘Umkosi Was Ntaba’ – ‘The Regiment of the Hills’, 1890-1920”, unpublished, African Studies Institute, Wits, 1976	1
Johnstone, F.A.	Memorial University, Newfoundland, Canada	Class, race and gold: a study of class relations and racial discrimination in South Africa, London, 1976	1
<b>4. Chapt., Phimister, „Origins and aspects of African workers consciousness in Rhodesia“</b>			
Author	Background, institutional affiliation	Title, year and place of publications	Number of references
Onselen, Charles van	Wits	„Worker consciousness in Black miners: Southern Rhodesia, 1900-1920” in: Journal of African History, Vol. 14, No. 2, 1973	5
Phimister	UCT Economic History	„The Shamva mine strike of 1927: an emerging African proletariat”, in: Rhodesian History, Vol. 2, 1971	1
Onselen, Charles van	Wits	„Black workers in Central African industry: a critical essay on the historiography and sociology of Rhodesia”, in: Journal of African Studies, 1975	1
Onselen, Charles van	Wits	Chibaro, London, 1974	2
Genovese, E.	Columbia University, US	The political economy of slavery, London, 1966	1
Phimister	UCT Economic History	„Peasant production an underdevelopment in Southern Rhodesia, 1890-1914” in: African Affairs, Vol. 73, 1974	1
Beach, D.N.	PhD Univ. London, University of Rhodesia	„The Shona economy: branches of production”, University of Rhodesia, Henderson Seminar No. 29, 3, 1974	3
Tabler, E.C. (ed.)	?	To the Victoria Falls via Matabeleland: the diary of Major Henry Stabb, 1875, Cape Town, 1967	1
Tabler (ed.)	?	Zambezia and Matabeleland in the seventies, London, 1960	1
Vaughan-Williams, H.	?	A visit to Lobengula in 1889, Pietermaritzburg, 1947	1
Horst, S. van der	UCT	Native labour in South Africa, London, 1942	1
Luxemburg, Rosa	Deutschland	The accumulation of capital, London, 1963	1



<b>O13 ESSAYS... REFERENCES</b>			
“Essays in Southern African labour history”, ed. Eddie Webster, referenced literature by chapter, according to number of references and alphabetically according to referenced authors			
Ranger, T.O.	Uni. of Rhodesia, Uni. Dar-es-Salaam, Oxford, Uni. Zimbabwe	Revolt in Southern Rhodesia 1896-7, London, 1967	1
Memmi, A.	Université de Paris-Nanterre	The colonizer and the colonized, Boston, 1967	1
Fanon, F.	Algeria	The wretched of the earth, Harmondsworth, 1967	1
Beach	PhD Univ. London, University of Rhodesia	„The rising in South Western Mashonaland, 1896-7”, University of London, unpub. PhD thesis, 1971	1
Tyrie Laing, D.	?	The Matabele rebellion, London, 1897?	1
Hone, P.	?	Southern Rhodesia, London, 1909	1
Thompson, H.C.	?	Rhodesia and its government, London, 1898	1
Phimister	UCT Economic History	„Gold mining in Southern Rhodesia, 1919-153”, in: Rhodesian Journal of Economics, Vol. 10, 1976	1
<b>5. Chapt., Davies, „The class character of South Africa’s industrial conciliation legislation“</b>			
Author	Background, institutional affiliation	Title, year and place of publications	Number of references
Johnstone, F.A.	Memorial University, Newfoundland, Canada	Class, race and gold: a study of class relations and racial discrimination in South Africa, London, 1976	1
Andrews, W.H.	SACP/ICU	Class struggles in South Africa, Cape Town, 1941	1
Simons, H.J. and R.E.	SACP	Class and colour in South Africa 1850-1950, Penguin, 1969	1
<b>6. Chapt., Lever, „Capital and labour in South Africa: the passage of the Industrial Conciliation Act, 1924“</b>			
Author	Background, institutional affiliation	Title, year and place of publications	Number of references
Hancock, William Keith	South Africa	Smuts. The sanguine years, Cambridge, 1962	1
Simons, H.J. and R.E.	SACP	Class and colour in South Africa 1850-1950, Penguin, 1969	2
Gitsham, E., Trembath, J.	South African Typographical Union	A first account of labour organisations in South Africa	1
Walker, I., Weinbren B.	?	2000 casualties	1
Johnstone, F.A.	Memorial University, Newfoundland, Canada	Class, race and gold: a study of class relations and racial discrimination in South Africa, London, 1976	1
n.s.	?	„The colour bar decision in the Transvaal” in: Journal of Comparative Legislation and International Law, Series III, Vol. 6, 1924	1
Dahrendorf, Ralf	Universität des Saarlandes, LSE, Wissenschaftszentrum Berlin	Class and conflict in industrial society (1957)	1
<b>7. Chapt., Bonner, „The decline and fall of the ICU – a case of self destruction?“</b>			

### O13 ESSAYS... REFERENCES

“Essays in Southern African labour history”, ed. Eddie Webster, referenced literature by chapter, according to number of references and alphabetically according to referenced authors

Author	Background, institutional affiliation	Title, year and place of publications	Number of references
Diamond, C.R.	UCT (Stud.)	„African labour problems on the South African gold mines with special reference to the strikes of 1916”, MA thesis, UCT, 1969	1
Kadalie, C.	ICU leadership	My life and the ICU	1
Johns, S.W.	Brandeis Uni., Duke Univ.	„The birth of non-White trade unions in South Africa” in: <i>Race</i> , Oct. 1967	1
Johns, S.W.	Brandeis University, Duke University	„Trade union – political pressure group or mass movement the ICWU of Africa“ in: R.I. Rotberg, Mazrui A. (eds.), <i>Protest and power in black Africa</i> , 1970	1
Roux, E.	SACP	Time longer than rope, Univ. of Wisconsin Press, 1974	1
Simons, H.J. and R.E.	SACP	Class and colour in South Africa 1850-1950, Penguin, 1969	1
Smith, H.H.	Rhodes University (Stud.)	„The development of labour organisation in East London – 1900-1948”, MA thesis, Rhodes University, 1949	1
Wickins, P.	PhD in UCT	„The Industrial and Commercial Workers’ Union”, PhD thesis, UCT, 1973	1
Wickins, P.	PhD in UCT	„General labour movement in Cape Town 1918-1020“ in: <i>S.A.J.E.</i> , 1972	1
Slater, H.	South Africa	„Proletarianization in Natal – the ICU“, Commonwealth Studies Seminar Papers, Univ. of London, 1970	1
Swanson, Maynard	UCT	„Alison Wessels Champion“, unpub. Paper, US African Studies Association	1

#### 8. Chapt., Lewis, „The new unionism’: industrialisation and industrial unions in South Africa 1925-1930“

Author	Background, institutional affiliation	Title, year and place of publications	Number of references
Engels, F., quoted by Hyman	Warwick, LSE	Engels, letter to Sorge and „Preface to the 1892 English edition of <i>The Condition of the working class</i> ”, quoted in: Hyman, R., <i>Marxism and the sociology of trade unionism</i> , Pluto, 1971	1
Lever, J.	Stellenbosch	„Labour and capital in South Africa: the passage of the Industrial Conciliation Act, 1924” in this volume, i.e. SALB	1
Kadalie, C.	ICU Führung	„The relation between White and Black workers in South Africa”, Pamphlet, 1927	2
Bonner, Phil	Wits	„The decline and fall of the ICU – a case of self-destruction?” in this volume, i.e. SALB	1
Wolpe, H.	SACP	„Capitalism and cheap labour power in South Africa“ <i>Economy and Society</i> , Vol. 1, No. 4	1
Roux, E.	SACP	„Time longer than rope, Wisconsin, 1966	4
Hepple, A.	Labour MP, South Africa	„The African worker in South Africa” Pamphlet	2
Gitsham, Trembath	South African Typographical Union	n.s.	5
Kaplan, D.	UCT	„Capitalist development in South Africa:	1

### O13 ESSAYS... REFERENCES

“Essays in Southern African labour history”, ed. Eddie Webster, referenced literature by chapter, according to number of references and alphabetically according to referenced authors

		class conflict and the state”, mimeo, 1974	
Hinton, J.	Warwick, UK	The first shop stewards’ movement, London, 1973	1
Simons, H.J. and R.E.	SACP	Class and colour in South Africa 1850-1950, Penguin, 1969	7
Coetzee, J.A. Grey	South Africa	Industrial relations in South Africa	3
Sachs, E.S.	GWU	Garment workers in action, Johannesburg, 1957	4
Wolpe, H.	SACP	„The ‘white working class’ in South Africa” in: <i>Economy and Society</i> , Vol. 5, No. 2	1
Lewis, Dave	South Africa	„Registered trade unions and Western Cape workers”, in this volume, i.e. SALB	1

#### 9. Chapt., Stein, „Max Gordon and African trade unionism on the Witwatersrand, 1935-1940“

Author	Background, institutional affiliation	Title, year and place of publications	Number of references
Roux, E.	SACP	Time longer than rope	1
Phillips, R.	American Board Mission in South Africa	The Bantu in the city, 1938	3
Saffery, A.L.	SAIRR/Trade unionist	„African trade unions and the institute” in: <i>Race Relations</i> , 1941	1
Andrews, W.H.	SACP/ICU	Class struggles in South Africa	1
McGregor, F.	?	„Minimum Wage Regulation in South Africa” in: <i>Race Relations</i> , 1940	1

#### 10. Chapt., O’Meara, „White trade unionism, political power and Afrikaner nationalism“

Author	Background, institutional affiliation	Title, year and place of publications	Number of references
Naude	Südafrika	Naude, Louis, Dr. Hertzog. Die Nasionale Party en Die Mynwerkers, Nasionale Raad van Trustees, Pretoria, 1969	Book review of this publication
Johnstone, F.A.	Memorial University, Newfoundland, Canada	„Class conflict and colour bars in the South African mining industry”, <i>Institute of Commonwealth Studies, Collected Seminar Papers No. 10</i> , London, 1970	1
Kaplan, D.	UCT	„Economic development and the state”, Workshop on Southern African Studies, Oxford University, September 1974	1
O’Meara, D.	Wits, University of Rhodesia, University of Québec, Montréal	„The 1946 mineworkers’ strike and a political economy of South Africa, in: <i>Journal of Commonwealth and Comparative Politics</i> , March 1975	1
Moodie, D.	Wits, Hobart and William Smith College, US	The rise of Afrikanerdom, University of California Press, 1975	1
Hepple, A.	Labour MP, South Africa	Trade unions in travail, Johannesburg, 1954	1

#### 11. Chapt., Lewis, „Solly Sachs and the Garment Workers’ Union“

Author	Background, institutional affiliation	Title, year and place of publication	References
O’Meara, D.	Wits, University of	n.s., i.e. probably contribution to this	1

<b>O13 ESSAYS... REFERENCES</b>			
“Essays in Southern African labour history”, ed. Eddie Webster, referenced literature by chapter, according to number of references and alphabetically according to referenced authors			
	Rhodesia, Uni. Québec	volume/SALB	
Carchedi, G.	University of Amsterdam	No title specified, in: <i>Economy and Society</i> Vol. 4, No. 1, 1975	1
Poulantzas, N.	Paris	No title specified, in: <i>New Left Review</i> , Vol. 78, 1973	1
Thomas, W.H. (ed.)	Western Cape, South Africa	<i>Labour perspectives in South Africa</i> , David Phillip, Cape Town, 1974	1
Sachs, E. S.	GWU	<i>The anatomy of Apartheid</i> , London, 1965	1
Sachs, E. S.	GWU	<i>The choice before South Africa</i> , London, 1952	1
Sachs, E. S.	GWU	<i>Garment workers in action- the history of the garment workers of South Africa to 1952</i> , Eagle Press, Johannesburg, 1957 also published as <i>Rebel daughters</i> , London, 1957	1
<b>12. Chapt., Mawbey, „Afrikaner women of the Garment Union during the thirties and forties“</b>			
Author	Background, institutional affiliation	Title, year and place of publication	References
O’Meara, Dan	Wits, Univ. of Rhodesia, Univ. Québec	„White trade unionism, political power and Afrikaner nationalism“ in: SALB, Vol. 1, No. 10	1
<b>13. Chapt., Ensor, „TUCSA’s relationship with African trade unions – an attempt at control 1954-1962“</b>			
Author	Background, institutional affiliation	Title, year and place of publication	References
Feit, E.	?	<i>The South African Congress of Trade Unions</i> , 1975	1
<b>14. Chapt., Lewis, „Registered trade unions and Western Cape workers“</b>			
Author	Background, institutional affiliation	Title, year and place of publication	References
Davies, Rob	South Africa	„The class character of South Africa’s industrial conciliation legislation” in this volume, i.e. SALB	1
Alexander, R.A., Simons, H.J.	SACP	<i>Job reservation and the trade union</i> , 1959	1
Horrell, M.	SAIRR	<i>South Africa’s workers: their organization and patterns of employment</i> , SAIRR, 1969	1
Leslie, R.	?	„Coloured labour and trade unionism in Cape Town” in: <i>The Journal of the Economic Society of South Africa</i> , Vol. III, No. 2, 1930	1
Trapido, S.	PhD London, South African in exile	„White conflict and non-White participation in the politics of the Cape of Good Hope, 1853-1910” unpub. PhD, London, 1970	1
Simons, H.J.	SACP	„The Coloured worker and trade unionism”, in: <i>Race Relations</i> , Vol. 9, No. 1, 1942	1

## O14 WEBSTER OVERSEAS REFERENCES

Webster, “Cast in a racial mould”: referenced overseas literature, ordered according to number of references and alphabetically according to referenced authors

Information regarding the institutional affiliation of referenced authors was obtained through commonly used search tools and does not claim to be exhaustive. In some cases, referenced authors’ attributions of institutional affiliation may not correspond exactly to the dates of publication of the referenced work due to the fact that complete documentation was not available for some biographies. In those cases where several affiliations are listed and separated by commas, the enumeration is chronological; where several institutional affiliations are listed and separated by slashes, these are simultaneous affiliations. Institutional affiliations do not contain any information on the authors’ nationalities, an issue not taken into account here.

Author	Background, institutional affiliation	Title, date and place of publication	References
Marx, Karl		Capital, A critique of political economy, Vol. 1, London, 1976	22
Edwards, Richard	University of Nebraska	Contested terrain: the transformation of the workplace in the twentieth century, New York, 1979	21
Braverman, Harry	US	Labour and monopoly capital – the degradation of work in the twentieth century, New York, London, 1974	11
Brighton Labour Process Group		„The capitalist labour process” in: Capital and Class, 1977	4
Burawoy, Michael	Berkeley	„Migrant Labour in South Africa and the United States”, in: T. Nichols, Capital and Labour: a Marxist primer, Glasgow, 1980	4
Greenberg, S.	Yale University	Race and state in capitalist development, Johannesburg, 1980	4
Hyman, Richard	London School of Economics, until 2000 University of Warwick	Marxism and the sociology of trade unionism, 1971	4
Palloix, Christian	Université de Picardie	„The labour process: from Fordism to neo-Fordism” in. The labour process and class struggle, Stage 1, Conference of socialist economists pamphlets, London, 1978	4
Sohn-Rethel, Alfred	formerly Universität Bremen	„Intellectual and manual labour, a critique of epistemology“, London, 1978	4
Hyman, Richard	London School of Economics, until 2000 University of Warwick	Strikes, London, 1971	3
Nichols, Theo (ed.)	University of Cardiff	Capital and labour, a Marxist primer, Glasgow, 1980	3
Turner, H. A.	Probably formerly Cambridge	„The morphology of trade unionism” in: W.E.J. McCarthy, Trade Unions, selected writings, Harmondsworth, 1972	3
Berg, Maxine	University of Warwick	Technology and toil in nineteenth century Britain, London, 1979	2
Elger, Tony	University of Warwick	„Valorization and ‚deskilling’: a critique of Braverman“, in: Capital and Class, 1979	2
Elger, Tony; Schwarz, B.	University of Warwick	„Monopoly capitalism and the impact of Taylorism” in. Nichols, Capital and labour, a Marxist primer, Glasgow, 1980	2
Lane, Tony	University of Cardiff	The union makes us strong, London, 1974	2
Luckhardt, L.; Wall, B.	„Free South Africa Committee”, Edmonton, Canada	Organize or starve: the history of SACTU, London, 1980	2
Marx, Karl;		The Marx-Engels Reader, edited by Robert C.	2

<b>O14 WEBSTER OVERSEAS REFERENCES</b>			
Webster, “Cast in a racial mould”: referenced overseas literature, ordered according to number of references and alphabetically according to referenced authors			
Engels, Friedrich		Tucker, New York, 1972	
Neuhaus, Rolf	Probably Germany	International Trade Secretariats, Friedrich-Ebert-Stiftung, 1981	2
Olle, Werner; Scholler, Wolfgang	Probably Germany	„World market competition and restrictions upon international trade union policies”, in: <i>Capital and Class</i> , No. 2	2
Aglietta, M.	Université Paris	A theory of capitalist regulation: the US experience, London, 1978	1
Baritz, L.	University of Massachusetts	Servants of power, New York, 1965	1
Bendix, Reinhard	University of California, Berkeley	Work and authority in industry: ideologies of management in the course of industrialisation, Berkeley, 1974	1
Beynon, H.	University of Cardiff	Working for Ford, London, 1973	1
Burawoy, Michael	Berkeley	„Towards a Marxist theory of the capitalist labour process”, <i>Politics and Society</i> , XIII, 1, 1978	1
Burawoy, Michael	Berkeley	„The politics of production and the production of politics: a comparative analysis of piecework machine shops in the U.S. and Hungary, in: <i>Political power and social theory</i> , Vol. 1, 1980	1
Busch, Gary Kenneth	The Economist Intelligence Unit, London	Political currents in the International Labour Movement, Volume 1, Europa and North America	1
Castles, Stephen; Kosack, Godula	Oxford; Marburg	„The function of migrant labour in Western European capitalism”, <i>New Left Review</i> , 73, 1973	1
Cleaver, Harry	University of Texas	Reading capital politically, Houston, 1979	1
Flanders, A.	Oxford School of Industrial Relations	„What are trade unions for?” in: W. E. McCarthy (ed.), <i>Trade unions</i> , Harmondsworth, 1972	1
Fox, A.	Probably Alan Fox, Oxford University	„Management’s frame of reference“ in: A. Flanders (ed.), <i>Collective bargaining</i> , Harmondsworth, 1969	1
Hinton, J.	Warwick	„The first shop stewards’ movement“, 1973	1
Hobsbawm, Eric	1971-82 University of London; since 1984 New School for Social Research	„The labour aristocracy in nineteenth century Britain” in: <i>Labouring men</i> , London, 1964	1
Hyman, Richard	London School of Economics, until 2000 University of Warwick	„The politics of workplace trade unionism” in: <i>Capital and Class</i> , 1979	1
Johnstone, Frederick A.	Memorial University of Newfoundland	<i>Class, race and gold</i> , London, 1976, PhD Thesis Oxford; London, 1976	1
Landes, D.S.	Harvard	<i>The unbound Prometheus</i> , Cambridge, 1969	1
Marglin, Stephen	Harvard	„What do bosses do? The origins and functions of hierarchy in capitalist production” in: Andre Gorz, <i>The division of labour, the labour process and class struggle in modern capitalism</i> , Brighton, 1978	1
Marx, Karl; Engels, Friedrich		„Manifesto of the Communist Party”, in: <i>Marx-Engels Reader</i> , edited by Robert C. Tucker, New York, 1972	1
Parkin, F.	Oxford	<i>Marxism and class theory – a bourgeois critique</i> , Columbia University Press, 1979	1
Ross, A. M.		<i>Trade union policy</i> , Berkeley, 1948	1

<b>O14 WEBSTER OVERSEAS REFERENCES</b>			
Webster, “Cast in a racial mould”: referenced overseas literature, ordered according to number of references and alphabetically according to referenced authors			
Rubery, Jill	Manchester School of Management	„Structured labour markets, worker organization and low pay”, Cambridge Journal of Economics, II, 8, 1978	1
Taylor, Frederick W.	US	„Shop management” (1903); „Hearings before special committee of the House of Representatives to investigate the Taylor and other systems of shop management (1912); Principles of scientific management” (1911)	1
Taylor, Frederick W.	US	Scientific Management, New York/London, 1947	1
Thompson, Don; Larson, Rodney	UK	Where were you brother? 1978	1
Thompson, E.P.	University of Warwick from the mid-1960s	The making of the English working class, Harmondsworth, 1963	1
Thompson, Paul	Probably University of Strathclyde	The nature of work, London, 1983	1
Wright Mills, C.	Columbia University	The new men of power, Brace, 1948	1
Wright, Eric Olin	University of Wisconsin	„Intellectuals and the working class”, in: The insurgent sociologist VIII, 1, 1978	1
Wright, Eric Olin	University of Madison	Class, crisis and the state, London, 1978	1
<b>Total</b>			<b>132</b>

## O15 WEBSTER SA REFERENCES

Webster, “Cast in a racial mould”: referenced South African literature, ordered according to number of references and alphabetically according to referenced authors

The table includes references to South African literature including student theses, but not articles from the SALB.

Information regarding the institutional affiliation of referenced authors was obtained through commonly used search tools and does not claim to be exhaustive. In some cases, referenced authors’ attributions of institutional affiliation may not correspond exactly to the dates of publication of the referenced work due to the fact that complete documentation was not available for some biographies. In those cases where several affiliations are listed and separated by commas, the enumeration is chronological; where several institutional affiliations are listed and separated by slashes, these are simultaneous affiliations. Institutional affiliations do not contain any information on the authors’ nationalities, an issue not taken into account here.

Author	Institutional affiliation	Title, date and place of publication	References
Claasens	Wits (Stud.)	Riekert and Wiehahn: union and migrants, Industrial Sociology Honours dissertation, University of the Witwatersrand, 1980	7
Cullinan, M.	Wits (Stud.)	Deskilling, technical and industrial training, and white craft unions, Industrial Sociology Honours, University of the Witwatersrand, 1980	6
Davies, R.	African Studies Centre, Universidade Eduardo Mondlane, Maputo, Mozambique	Capital, State and white labour in South Africa, 1900-1960, Brighton, 1979	5
Greenberg <sup>1</sup> , S.; Giliomee, H.	Yale; U Stellenbosch	Labour bureaucracies and the African rural areas: a field research report, Urban-Rural Workshop Report 82/8, Institute of Future Research, University of Stellenbosch, 1982	5
Stewart, P.	Wits Sociology	Pushing the frontiers of control: a shop floor struggle, in: Africa Perspective, No. 19	5
Bloch, B.	UCT (Stud.)	The development of manufacturing industry in South Africa, 1939-1969, M.A. Thesis, University of Cape Town, 1980	4
Hlongwane, Jane	SAEWU secretary <sup>2</sup>	„The emergence of African unions in Johannesburg with reference to the engineering industry“, in: J.A. Grey Coetzee, Industrial relations in South Africa, Cape Town, 1976	4
Webster, Eddie	Wits (Sociology)	The labour process and forms of workplace organization in South African foundries, PhD University of the Witwatersrand, 1983	4
Goldblatt, D.	Wits	Interview with Josias, Industrial Sociology Project, University of the Witwatersrand	3
Innes, Duncan	Wits (Business School)	The state, post-war manufacturing and class struggle, mimeo 1978	3
Institute for Industrial Education		The Durban Strikes, 1974	3
Sitas, Ari	U Natal	Disorganizing the unorganized: registered unions and the black worker, 1962-1980, unpubl. mimeo	3
Webster, Eddie	Wits (Sociology)	„A new frontier of control? Changing forms of job control in South African industrial relations“, paper no. 111, Second Carnegie Inquiry into Poverty and Development, University of Cape Town, 1984	3
Cassim, F.	probably Fuad Cassim,	„Labour market segmentation in South	2



## O15 WEBSTER SA REFERENCES

Webster, "Cast in a racial mould": referenced South African literature, ordered according to number of references and alphabetically according to referenced authors

	later EAGER-Project for Equity and Growth through Economic Research	Africa", Seminar paper, African Studies Institute, University of the Witwatersrand, 1982	
Dobson		The National Industrial Council for the engineering and metallurgical industry: a case study, Sociology Honours Dissertation, University of Cape Town, 1982	2
Sitas, Ari	U Natal	„Drought in the city”, paper delivered at the University of the Witwatersrand History Workshop, 1980	2
Stewart, P.	Wits (Stud., Sociology, later lecturer)	A worker has a human face, Honours Dissertation, University of the Witwatersrand, 1981	2
Tobiansky, P.	Wits (Stud.)	SEIFSA and the industry it represents, B.A. Hons. Thesis, University of the Witwatersrand, 1980	2
Webster, Eddie	Wits (Sociology)	Essays in Southern African labour history, Johannesburg, 1978	2
Webster, Eddie	Wits (Sociology)	„Stayaways and the black working class: evaluating a strategy” in: Labour, Capital and Society, XIV, 1, 1981	2
Wilson, Francis	School of Economics, UCT	Migrant Labour, Johannesburg, 1972	2
	Bureau of Economic Research, University of Stellenbosch	A survey of contemporary economic conditions and prospects for 1961, Stellenbosch, 1963	1
Budlender, D.	UCT (Stud.)	Labour legislation in South Africa, 1924-1945, M.A. Thesis, University of Cape Town, 1979	1
Douwes Dekker, L.	Wits (Stud.)	The development of industrial relations by companies in South Africa, 1973-1977, MA Thesis, University of the Witwatersrand, 1981	1
Economic Research Committee	Wits, Economic Research Committee	Survey among 80 migrant workers on the East Rand conducted by the Economic Research Committee at the University of the Witwatersrand in 1979-80 (unpublished)	1
Hemson, D.	HSRC/ University of Durban-Westville	Capital restructuring and the war economy, mimeo, 1977	1
Hemson, D.	HSRC/ University of Durban-Westville	„Trade unions and the struggle for liberation”, in: Capital and Class, 1976	1
Jaffee, Georgina		„The retrenchment process and some explanations“, South African Review, 2, 1984	1
Jankelson, M.B.		The operating of the industrial council system in South Africa, MBA-Thesis University of the Witwatersrand School of Business (s.d.)	1
Katz, Elaine	African Studies Institute, Wits	A trade union aristocracy African Studies Institute, University of the Witwatersrand, Johannesburg, 1976	1
La Grange, R.	Wits (Stud.)	A general overview of the relationship between the registered trade unions and the labour process in the engineering industry after World War Two, Industrial Sociology honours dissertation, University of the Witwatersrand, Johannesburg, 1980	1
Obery, I.	Wits (Stud.)	Recession and retrenchment: responses by	1

## O15 WEBSTER SA REFERENCES

Webster, “Cast in a racial mould”: referenced South African literature, ordered according to number of references and alphabetically according to referenced authors

		capital and labour in the East Rand metal industry, 1982, Hons. dissertation, University of the Witwatersrand, 1983	
Richards, Cecil Sydney (60er University of the Witwatersrand)		The iron and steel industry in South Africa, Johannesburg, 1948	1
Schlemmer, L.; Boulanger, M.		„Race and employment patterns among larger employers in Durban in a brief case study of employment policy in relation to social change” in: Schlemmer, L; Webster, Eddie, Change, reform and economic growth in South Africa, Johannesburg, 1978	1
Sideris, T.	Wits (Stud.)	Industrial Councils and Union Democracy, Industrial Sociology Honours Dissertation, University of the Witwatersrand, 1982	1
Webster, Eddie	Wits (Sociology)	„Servants of apartheid? A survey of social research into industry in South Africa” in: Africa Perspective, 14, 1980	1
		„Recognition agreements – a response” in: Work in Progress,, Vol. 21, 1981	
<b>Total</b>			<b>86</b>

### Notes:

<sup>1</sup> Stanley Greenberg had been active in South Africa and in the US. In the case of this co-authorship with Giliomee, he was listed under South African literature, otherwise he was counted into US literature.

<sup>2</sup> As a contribution to a scholarly edited volume, this text is counted here into publications by the scholarly community.

## O16 WEBSTER SALB REFERENCES

Webster, “Cast in a racial mould”: referenced texts from the “South African Labour Bulletin”, according to number of references and alphabetically according to referenced authors

Information regarding the institutional affiliation of referenced authors was obtained through commonly used search tools and does not claim to be exhaustive. In some cases, referenced authors’ attributions of institutional affiliation may not correspond exactly to the dates of publication of the referenced work due to the fact that complete documentation was not available for some biographies. In those cases where several affiliations are listed and separated by commas, the enumeration is chronological; where several institutional affiliations are listed and separated by slashes, these are simultaneous affiliations. Institutional affiliations do not contain any information on the authors’ nationalities, an issue not taken into account here.

Author	Institutional affiliation	Title, date and place of publication	References
Bonner, P.	Wits, History	„Focus on FOSATU”, in: SALB, V, 1, 1979	4
Borman, Wessels (General Secretary Yster & Staal)	Trade union	„Some reactions to Wiehahn” in: SALB, V, 2, 1979	3
MAWU	Trade union	„Workers under the baton: an examination of the labour dispute at Heinemann Electric Company” in: SALB, I, 7, 1977	3
Webster, Eddie	Wits (Sociology)	„MAWU and the Industrial Council”, in: SALB, VIII, 5, 1983	3
	SALB	SALB, V, 1	2
	SALB	SALB, VII, 4&5, 1982	2
Bozzoli, Belinda	Wits (Sociology)	„Managerialism and the mode of production in South Africa” in: SALB, II, 8, 1977	2
Clerq, F. de		„The organized labour movement and state registration: unity or fragmentation?” in: SALB, V, 6/7, 1980	2
Ensor, L.; Cooper, C.	SAIRR, ?	„Summary of recommendations of the Rieker Commission“, SALB, V, 4	2
Kirkwood, M.		„The Defy dispute: questions of solidarity”, in: SALB, II, 1, 1975	2
Legassick		„The record of British firms in South Africa in the context of the political economy”, in: SALB, II, 1, 1975	2
Morris		SALB, VII, 1&2	2
Morris; Kaplan	?, UCT	„Labour policy in ISCOR”, SALB, II, 6, 1976	2
Mthethwa, A.; Mfeti, Pindele		„Report on the Leyland Motor Corporation and the Metal and Allied Workers Union” in: SALB, II, 5, 1975	2
Roux, M.		„The division of labour at Ford” in: SALB, VI, 2&3, 1980	2
South African Labour and Development Research Unit (SALDRU)	SALDRU	„The Wiehahn Commission: a summary”, in: SALB, V, 2, 1979	2
Swilling, Mark		„Workers divided: a critical assessment of the split in MAWU on the East rand” in: SALB, X, 1, 1984	2
Villiers, R. de		„Eveready strike” in: SALB, V, 1, 1979	2
no name	SALB	SALB, VI, 7	1
no name	SALB	SALB, VI, 8	1
no name	SALB	SALB, VI, 6	1
no name	SALB	SALB, VII, 8	1
„Durban editors”	SALB	„Conac engineering and the Department of	1

<b>O16 WEBSTER SALB REFERENCES</b>			
Webster, “Cast in a racial mould”: referenced texts from the “South African Labour Bulletin”, according to number of references and alphabetically according to referenced authors			
		Labour”, in: SALB, II, 9/10, 1976	
Baskin, Jeremy	Consultant?	„The Germiston Shop Stewards’ Council”, in: SALB, VII, 8, 1982	1
Bonner, P.; Webster, Eddie	Wits (History, Sociology)	„Background to the Wiehahn Commission“, in: SALB, V, 2	1
Cheadle, Halton		Letter to the SALB, V, 6&7	1
Copelyn, J.		„And what of Leyland?”, in: SALB, I, 3, 1974	1
Editorial comment	SALB	„Prohibition on furnishing of information” in: SALB, II, 1, 1975	1
Fine; de Clercq; Innes	Innes: Wits (Business School)	„Trade Unions and the State: The case for legality“, in: SALB, VII, 1&2	1
General Workers’ Union	Trade union	Reply to Cheadle, in: SALB, VI, 1	1
Hendler, P.		„The organization of parallel unions” in: SALB, V, 6&7, 1980	1
Keenan, J.		„The B and S closure: rationalization or reprisals?” SALB, X, 1.	1
Lambert, Rob	U Natal	„Political unionism in South Africa”, in: SALB, VI, 2/3 1980	1
Maree, Johann	UCT	„SAAWU in East London, 1979-1981“, in: SALB, VII, 4&5	1
Maree, Johann	UCT	„Seeing strikes in perspective“ (Book review) in SALB, 1976	1
Meth, C.	U Natal?	„Trade unions, skill shortage and private enterprise”, in: SALB, V, 3, 1979	1
Nicol, M.		„Legislation, registration, emasculation”, in: SALB, V, 7, 1980	1
Webster, D.	Wits (Anthropology)	„A review of some ,popular’ anthropological approaches to the understanding of black workers“, in: SALB, 1976	1
Webster, Eddie	Wits (Sociology)	„A profile of unregistered union members in Durban“ in: SALB, IV, 8, 1979	1
<b>Total</b>			<b>62</b>

## O17 BUHLUNGU OVERSEAS REFERENCES

Buhlungu, “Democracy and Modernization”: referenced overseas literature according to number of references and alphabetically according to referenced authors

Information regarding the institutional affiliation of referenced authors was obtained through commonly used search tools and does not claim to be exhaustive. In some cases, referenced authors’ attributions of institutional affiliation may not correspond exactly to the dates of publication of the referenced work due to the fact that complete documentation was not available for some biographies. In those cases where several affiliations are listed and separated by commas, the enumeration is chronological; where several institutional affiliations are listed and separated by slashes, these are simultaneous affiliations. Institutional affiliations do not contain any information on the authors’ nationalities, an issue not taken into account here.

Author	Background, institutional affiliation	Title, date and place of publication	References
Voss, Kim; Sherman, Rachel	University of California, Berkeley	„Breaking the iron law of oligarchy: union revitalization in the American labor movement”, <i>American Journal of Sociology</i> , 106 (2), 2000	9
Luckhardt, L.; Wall, B.	„Free South Africa Committee” in Edmonton, Canada	„Organize or starve: the history of SACTU”, London, 1980	7
MacShane, Denis; Plaut, Martin; Ward, Davis	European Policy Institute and MP Labour Party, BBC Africa, World Development Movement, London	Power! Black workers, their unions and the struggle for freedom in South Africa, Nottingham, 1984	6
Neuman, W.	University of Wisconsin	Social research methods: qualitative and quantitative methods, 4 <sup>th</sup> edition, Boston, 2000	6
Burgess, Robert	University of Warwick; Leicester	„The unstructured interview as a conversation” in: Burgess, Field research: a sourcebook and field manual, London, 1981	5
Hyman, Richard	London School of Economics, until 2000 University of Warwick	Marxism and the sociology of trade unionism, 1971	5
Webb, Beatrice; Webb, Sidney	UK	Industrial democracy (1897), London, 1920	5
Kvale, Steinar	University of Aarhus	InterViews: an introduction to qualitative research interviewing, Thousand Oaks, 1996	4
Lane, Tony	University of Cardiff	The union makes us strong, London, 1974	4
Hemingway, John	?	Conflict and democracy: studies in trade union government, Oxford, 1978	3
Hobsbawm, Eric	1971-82 University of London; since 1984 New School for Social Research	Labouring men: studies in the history of labour, 1964	3
Hyman, Richard	London School of Economics, until 2000 University of Warwick	Industrial relations: a Marxist introduction, Houndsmills, 1975	3
Lester, Richard	Princeton University	As unions mature, Princeton, 1958	3
Webb, Beatrice; Webb, Sidney	UK	The history of trade unionism, 1926	3
Weber, Max	Formerly German universities	Economy and society: an outline of interpretive sociology, 1968	3
Crouch, C.	European University Institute, Florence and Max-Planck-	Trade unions: the logic of collective action, London, 1982	2

<b>O17 BUHLUNGU OVERSEAS REFERENCES</b>			
Buhlungu, “Democracy and Modernization”: referenced overseas literature according to number of references and alphabetically according to referenced authors			
	Gesellschaft, Köln		
Gramsci, Antonio	Italian activist and journalist	„The intellectuals”, in: Q. Hoare, G. Nowell-Smith (eds.), <i>Selections from the prison notebooks of Antonio Gramsci</i> , London, 1971	2
Hobsbawm, Eric	1971-82 University of London; since 1984 New School for Social Research	„Introduction: inventing traditions“, in: Eric Hobsbawm, T. Ranger (eds.), <i>The invention of tradition</i> , Cambridge, 1983	2
Hyman, Richard; Fryer, R.	London School of Economics, until 2000 University of Warwick	„Trade unions: sociology and political economy”, in: T. Clarke, L. Clements (eds.), <i>Trade unions under capitalism</i> , Glasgow, 1977	2
Kelly, John	London School of Economics	<i>Trade unions and socialist politics</i> , London, 1988	2
Kelly, John; Heery, Edmund	London School of Economics, Cardiff University	„Working for the trade union: British trade union officers”, Cambridge, 1994	2
Lawrence, Elizabeth	Sheffield Hallam University, UK	<i>Gender and trade unions</i> , London, 1994	2
Mannheim, Karl	Formerly universities of Frankfurt and London	<i>Essays on the sociology of knowledge</i> , London, 1952	2
Moodie, Dunbar	Wits, Hobart and William Smith College, US	<i>Going for gold: men, mines and migration</i> , Johannesburg, 1994	2
Tarrow, Sidney	University of California, Berkeley	<i>Power in movement: social movements and contentious politics</i> , 2 <sup>nd</sup> edition, 1998	2
Thompson, E.P.	University of Warwick from the mid-1960s	<i>The making of the English working class</i> , New York, 1963	2
Wright Mills, C.	Columbia University	<i>The new men of power: America’s labor leaders</i> , New York, 1948	2
Babbie, Earl	Chapman University, US	<i>The practice of social research</i> , 5th edition, Belmont, 1989	1
Boggs, Carl	National University in Los Angeles	<i>Gramsci’s Marxism</i> , 1976	1
Bramble, Tom	University of Queensland, Australia	„Deterring democracy? Australia’s new generation of trade union officials”, in: <i>Journal of Industrial Relations</i> , 37 (3), 1995	1
Chabal, Patrick; Daloz, Jean-Pascal	King’s College, London, Centre d’Etudes d’Afrique Noire, Bordeaux	<i>Africa works: disorder as political instrument</i> , Oxford, 1999	1
Engels, Friedrich		<i>The conditions of the working class in England</i> , Moscow, 1973	1
Fantasia, Rick	Smith College, US	<i>Cultures of solidarity: consciousness, action and contemporary American workers</i> , Berkeley, L.A., 1988	1
Flanders, Allan	Oxford School of Industrial Relations	<i>Management and unions</i> , 1970	1
Friedman, Samuel R.	National Development and Research Institute, New York	<i>Teamster rank and file: power, bureaucracy and rebellion at work and in a union</i> , New York, 1982	1
Goode, William Josiah; Hatt, Paul K.	formerly Stanford University; Northwestern University	<i>Methods in social research</i> , Tokyo, 1952	1
Gouldner, Alvin W.	formerly Washington University	<i>The future of intellectuals and the rise of the new class</i> , London, 1979	1
Gramsci, Antonio	Ital. Aktivist und Journalist	„The study of philosophy”, in: Q. Hoare,	1

<b>O17 BUHLUNGU OVERSEAS REFERENCES</b>			
Buhlungu, “Democracy and Modernization”: referenced overseas literature according to number of references and alphabetically according to referenced authors			
		G. Nowell-Smith (eds.), Selections from the prison notebooks of Antonio Gramsci, London, 1971	
Hyman, Richard	London School of Economics, until 2000 University of Warwick	An emerging agenda for trade unions? Discussion Paper No. 98, International Institute for Labour Studies, Geneva 1999	1
Kelly, John; Heery, Edmund	London School of Economics, Cardiff University	„Do female representative make a difference women full-time officials and trade union work”, in: <i>Work, Employment and Society</i> , 2, 4, 1988	1
Konrád, György; Szelenyi, Ivan	Budapest, Berlin; Hungarian Academy of Arts, Yale University	Intellectuals on the road to class power, Brighton, 1979	1
Kransdorff, Arnold	UK	Corporate amnesia: keeping know-how in the company, Oxford, 1998	1
Lipset, S.M.; Trow, Martin; Coleman, James	Stanford University, University of California, Berkeley, formerly University of Chicago	Union democracy: the internal politics of the International Typographical Union, New York, 1956	1
Locke, Richard Michael; Thelen, Kathleen	Massachusetts Institute of Technology, Northwestern University	„Apples and oranges revisited: contextualized comparisons and the study of comparative labor politics”, in: <i>Politics &amp; Society</i> , 23, 3, 1995	1
Michels, R.	formerly Basel, Perugia	Political parties: a sociological study of the emergence of leadership, the psychology of power, and oligarchic tendencies of organizations, New York, 1959	1
Pocock, Barbara	University of Adelaide, Australia	Strife: sex and politics in labour unions, St. Leonards, 1997	1
Reskin, Barbara F.; Roos, Patricia A.	Harvard; State University of New Jersey	„Status hierarchies and sex segregation”, in: C. Bose, G. Spitze (eds.), <i>Ingredients for Women’s employment policy</i> , New York, 1997	1
Schumpeter, J.	Czernowitz, Graz, Bonn Harvard	Capitalism, socialism and democracy, 6 <sup>th</sup> edition, London, 1987	1
Seidman, Gay	University of Wisconsin, Madison	Manufacturing militance: workers’ movements in Brazil and South Africa, Berkeley, 1994	1
Stacey, M.	formerly University of Warwick	Methods of social research, Oxford, 1969	1
Thomson, Paul; McHugh, David	University of Strathclyde, UK, ?	Work organizations: a critical introduction, Basingstoke and London, 1990	1
<b>Total</b>			<b>118</b>

## O18 BUHLUNGU SA REFERENCES

Buhlungu “Democracy and Modernization”: referenced South African literature, according to number of references and alphabetically according to referenced authors

The table contains referenced South African literature, including students’ theses but no articles from the SALB. Information regarding the institutional affiliation of referenced authors was obtained through commonly used search tools and does not claim to be exhaustive. In some cases, referenced authors’ attributions of institutional affiliation may not correspond exactly to the dates of publication of the referenced work due to the fact that complete documentation was not available for some biographies. In those cases where several affiliations are listed and separated by commas, the enumeration is chronological; where several institutional affiliations are listed and separated by slashes, these are simultaneous affiliations. Institutional affiliations do not contain any information on the authors’ nationalities, an issue not taken into account here.

Author	Institutional affiliation	Title, date and place of publication	References
Webster, Eddie	SWOP, Wits	Cast in a racial mould, Johannesburg, 1985	11
Maree, Johann	UCT	Developing trade union power and democracy: the rebirth of African trade unions in South Africa in the 1970s, unpublished manuscript, 1992	10
Lowry, Donovan	(probably a history teacher)	20 years in the labour movement: the Urban Training Project and change in South Africa, 1971-1991, Johannesburg, 1999	9
Lambert, Rob	formerls IOLS, Durban, later Australia	Political unionism in South Africa: the South African Congress of Trade Unions, 1955-1965, unpublished PhD thesis, University of the Witwatersrand, 1988	8
Baskin, Jeremy	Consultant?	Striking back, Johannesburg, 1991	6
Friedman, Steven	South Africa’s Centre for Policy Studies	Building tomorrow today: African workers in trade unions, 1970-1984, Johannesburg, 1987	5
Bonnin, Debby	IOLS, Durban	Class consciousness and conflict in the Natal Midlands, 1940-1987: the case of the B-T.R. Sarmcol workers, M.A. Dissertation, University of Natal, 1987	4
Baskin, Jeremy (ed.)	Consultant?	Unions and Transition: COSATU at the dawn of democracy, Johannesburg, 1994	3
Callinicos, Luli	Wits, History	„Labour history and worker education in South Africa”, in. Labour History, 65, 1993	3
Maree, Johann	UCT	„Democracy and oligarchy in trade unions: the independent trade unions in the Transvaal and the Western Province General Workers Union in the 1970s”, Social Dynamics, 8, 1982	3
Pityana, Siphon; Orkin, Mark	Managing Director Laetoli Investments Corporate; HSRC	Beyond the factory floor: a survey of COSATU shop stewards, Johannesburg, 1992	3
Tshoaeadi, C. M.	Wits, SWOP student	Functional differentiation in trade union employment: a study of gender inequality with specific reference to women union officials, M.A. Research Report, University of the Witwatersrand, 1999	3
Adler, Glenn	formerly Wits, SWOP, then USA	„The factory belongs to all who work in it’: race, class and collective action in the South African motor industry, 1967-1986”, unpublished PhD thesis, Columbia University, 1994	2
Baskin, Jeremy	Consultant?	„The social partnership challenge: union trends and industrial relations trends” in: Jeremy Baskin (ed.) Against the current: labour and economic policy in South Africa, Johannesburg, 1996	2
Buhlungu, Sakhela	Wits, SWOP	Trade union responses to participatory management: a case study, M.A. Thesis, University of the	2



<b>O18 BUHLUNGU SA REFERENCES</b>			
Buhlungu “Democracy and Modernization”: referenced South African literature, according to number of references and alphabetically according to referenced authors			
		Witwatersrand, 1996	
Hammond-Tooke, David	Anthropology, Wits	Command or consensus: the development of Transkeian local government, 1975	2
Holdt, Karl von	formerly Wits, NALEDI	From resistance to reconstruction: a case study of trade unionism in the workplace and the community (1980-1996), unpublished PhD thesis, University of the Witwatersrand, 2000	2
Webster, Eddie	Wits, SWOP	„Defusion of the Molotov Cocktail in South African industrial relations; the burden of the past and the challenge of the future”, in: S. Kurivilla, B. Mundel (eds.), Colonialism, nationalism and the institutionalization of industrial relations in the Third World, Stanford, 1999	2
Webster, Eddie	Wits, SWOP	„Taking labour seriously: sociology and labour in South Africa” in: A. Van der Merwe (ed.), Industrial sociology: a South African perspective, Johannesburg, 1995	2
Adler, Glenn	formerly Wits, USA	„The politics of research design during a liberation struggle: interviewing black workers in South Africa“ in: J. G. Grele (ed.), International annual of oral history”, New York, 1990	1
Adler, Glenn (Sociology, Wits)	formerly Wits, USA	„Shop floors and rugby fields: the social bias of auto worker solidarity in South Africa”, in: International Labor and Working-Class History, 51, 1997	1
Buhlungu, Sakhela	Wits, SWOP	„Trade union organisation and capacity in the 1990s: continuities, changes and challenges for PPWAWU” in: Glenn Adler, Eddie Webster (eds.), Trade unions and democratization in South Africa, 1985-1997, London, 2000	1
Buhlungu, Sakhela; Metcalfe, Anthea	Wits, SWOP	„Breaking the racial division in knowledge production: reflections on internship programmes”, in: Perspectives in Education, 19, 2, 2001	1
Coplan, David B.	Anthropology, Wits	„The emergence of an African working-class culture”, in: S. Marks, R. Rathbone (eds.), Industrialization and social change in South Africa: African class formation, culture and consciousness, 1830-1930), London/New York, 1982	1
Couzens, Tim	?	„An introduction to the history of football in South Africa”, in: B. Bozzoli (ed.), Tow and countryside in the Transvaal: capitalist penetration and popular response, Johannesburg, 1983	1
Lewis, David	?	„Registered trade unions and Western Cape workers” in: Webster (ed.), Essays in Southern African Labour history”	1
Hirson, Baruch	?	Year of fire: Year of ash: the Soweto Revolt: roots of a revolution, London, 1999	1
Hyslop, Jonathan		The classroom struggle: policy and resistance in South Africa, 1940-1990, Pietermaritzburg, 1999	1
Nzimande, Blade	SACP	„Managers and the new middle class”, in: Transformation, 1, 1986	1
Nzimande, Blade	SACP	The corporate guerrillas: class formation and the African corporate petty bourgeoisie in post-1973 South Africa, unpublished PhD thesis, University of Natal, 1986	1

<b>O18 BUHLUNGU SA REFERENCES</b>			
Buhlungu “Democracy and Modernization”: referenced South African literature, according to number of references and alphabetically according to referenced authors			
Sephiri, T.	Wits student	The emergence and role of black intellectuals in the development of the trade union movement in South Africa: a case study of NUMSA, 1980-2000, unpublished M.S.A. Research report, University of the Witwatersrand, 2001	1
Sitas, Ari	IOLS, Durban	„Moral formations and struggle amongst migrant workers on the East rand”, in: <i>Labour, Capital and Society</i> , 18, 2, 1985	1
Webster, Eddie	Wits, SWOP	„The impact of intellectuals on the labour movement”, in: <i>Transformation</i> , 18, 1992	1
Webster, Eddie	Wits, SWOP	„The rise of social-movement unionism: the two faces of the black trade union movement in South Africa”, in: S. Frenkel, N. Pines, (eds.), <i>State, resistance and change in South Africa</i> , London, 1994	1
Webster, Eddie; Kuzwayo, J.	Wits, SWOP	„A research note in consciousness and the problem of organization” in: L. Schlemmer, Eddie Webster (eds.), <i>Change, reform and economic growth in South Africa</i> , Johannesburg, 1978	1
<b>Total</b>			<b>98</b>

## O19 BUHLUNGU SALB REFERENCES

Buhlungu “Democracy and Modernization”: referenced literature from the “South African Labour Bulletin”, according to number of references and alphabetically according to referenced author

The table contains referenced literature from the SALB. Information regarding the institutional affiliation of referenced authors was obtained through commonly used search tools and does not claim to be exhaustive. In some cases, referenced authors’ attributions of institutional affiliation may not correspond exactly to the dates of publication of the referenced work due to the fact that complete documentation was not available for some biographies. In those cases where several affiliations are listed and separated by commas, the enumeration is chronological; where several institutional affiliations are listed and separated by slashes, these are simultaneous affiliations. Institutional affiliations do not contain any information on the authors’ nationalities, an issue not taken into account here.

Author	Title, date of publication	References
Webster, Eddie	„A profile of unregistered union members in Durban”, in: SALB, 4, 8, 1979	5
Buhlungu, Sakhela	„The big brain drain: union officials in the 1990s”, in: SALB, 18, 3, 1994	5
Swilling, M.	„Workers divided: a critical assessment of the split in MAWU on the east Rand”, in: SALB, 10, 1, 1984	5
Keenan, J.	„Migrants awake – the 1980 Johannesburg municipality strike”, SALB, 6, 7, 1980	3
Kubheka, S.	„The struggle to be reborn: 20 years of the labour movement” (interviewed by Luli Callinicos), SALB, 18, 5, 1994	3
Budlender, D.	„Cape Town Municipal Workers’ Association: Interview with John Ernstzen”, in: SALB, 10, 2, 1984	3
Collins, D.	„Stopping the gravy train”, in: SALB, 18, 3, 1994	2
Hindson, D.; Crankshaw, Owen	„New jobs, new skills, new divisions: the changing structure of South Africa’s workforce”, in: SALB, 15, 1, 1990	2
Marie, B.	„COSATU faces crisis: ‘quick fix’ methods and organizational contradictions”, in: SALB, 16, 5, 1992	2
Schreiner, G.	„Restructuring the labour movement after apartheid”, in: SALB, 18, 3, 1994	2
Webster, Eddie	„MAWU and the Industrial Council – a comment”, in: SALB, 8, 5, 1983	2
Buhlungu, Sakhela	„COSATU and the elections”, in: SALB, 18, 2, 1994	1
Dicks, C.; Thobejane, C.	„OD in unions: a case study of NEHAWU”, in: SALB, 24, 3, 2000	1
Forrest, K.	„What happened at VW?”, in: SALB, 24, 2, 2000	1
Gabriels, H.	„The leader of the Cape Town Municipal Strike in 1990 – Interview with Salie Manie”, SALB, 16, 4	1
Ginsburg, M.; Matlala, W.	„At home in the union – Interview with Petros Mashishi”, in: SALB, 20, 6, 1996	1
Hendler, P.	„The organization of parallel unions”, in: SALB, 5, 6, &7, 1984	1
Holdt, Karl von	„Unilever: testing worker participation”, in: SALB 17, 3, 1993	1
Holdt, Karl von	„New plan for NUMSA”, in: SALB, 17, 2, 1993	1
Kettleddas, Les	„Les Kettleddas, NUMSA’s National Secretary for Collective Bargaining, talks to Snuki Zikalala“, SALB, 16, 6, 1992	1
Maree, Johann	„The Institute for Industrial Education and worker education” in: SALB, 9, 8, 1984	1
Matlala, W.; Vlok, E.	„Jerry Mphahlele: CEPPWAWU ex-shop steward at Fedgas”, in: SALB, 23, 3, 1999	1
Nyman, R.	„The glass ceiling: the representation of women in COSATU“, in: SALB 20, 5, 1996	1
Qabula, Alfred Temba	„It has been such a long time”, in: SALB, 19, 6, 1995	1
Rees, R.	„More workers’ control needed“ in: SALB, 16, 7, 1992	1

Roskam, A.; Fourie, N.	„Union liability: assessing the SAMWU case“, SALB, 24, 1	1
Zikalala, S.	„Interview with veteran unionist Emma Mashinini“, SALB, 17, 4, 1993	1
<b>Total</b>		<b>50</b>

## O20 HOLDT OVERSEAS REFERENCES

Holdt, “Transition from below”: referenced overseas literature according to number of references and alphabetically according to referenced authors

Information regarding the institutional affiliation of referenced authors was obtained through commonly used search tools and does not claim to be exhaustive. In some cases, referenced authors’ attributions of institutional affiliation may not correspond exactly to the dates of publication of the referenced work due to the fact that complete documentation was not available for some biographies. In those cases where several affiliations are listed and separated by commas, the enumeration is chronological; where several institutional affiliations are listed and separated by slashes, these are simultaneous affiliations. Institutional affiliations do not contain any information on the authors’ nationalities, an issue not taken into account here.

Author	Background, institutional affiliation	Title, date and place of publication	References
Moodie, Dunbar; Vivienne Ndatshe	Hobart and William Smith Colleges; teacher and domestic servant/South Africa	Going for gold: men, mines and migration, Johannesburg, Berkeley, 1994	9
Burawoy, Michael	UC Berkeley	The politics of production: factory regimes under capitalism and socialism, London, 1985	3
Bélanger, Jacques; P.K. Edwards; Larry Haiven	?; Université Laval, Sainte-Foy, Quebec ; Saint Mary’s University	Workplace industrial relations and the global challenge, New York, 1994	3
Moody, Kim	Labour and education Research Project, Detroit	Workers in a lean world: unions in the international economy, London, 1997	3
Moore, Barrington	Harvard	Injustice: the social bases of obedience and revolt, London, 1978	3
Seidman, Gay	University of Wisconsin, Madison	Manufacturing militance: workers’ movements in Brazil and South Africa, 1970-1985, Berkeley, 1994	3
Beinart, William	Oxford	„Introduction: political and collective violence in southern African historiography“ in: W. Beinart, T. Ranger, R. Turrell (eds.) Journal of Southern African Studies Special issue: political violence in Southern Africa, Vol. 18, No. 2, 1992	2
Burawoy, Michael	UC Berkeley	Manufacturing consent: changes in the labour process under advanced capitalism, Chicago, 1979	2
Hyman, Richard	University of Warwick, LSE	Industrial relations: a Marxist introduction, London, 1975	2
Munck, Ronaldo	University of Liverpool	Third world workers and the new international labour studies, London, 1987	2
Waterman, Peter	Institute of Social Studies, The Hague, Netherlands	„Social movement unionism: a new union model for a new world order?“ in: Review, a journal of the Fernand Braudel Center, Vol. XVI, no. 3, 1993	2
Burawoy, Michael	UC Berkeley	„The colour of class on the copper mines: from African advancement to Zambianisation“ Zambian Papers No. 7, Institute of African Studies, University of Zambia, Lusaka, 1972	1
Cohen, Robin	University of Warwick	Contested domains: debates in international labour studies, London, New Jersey, 1991	1
Dauskardt, Rolf	Institute for Housing and Urban Development Studies, University of Rotterdam	„Outside the metropolis: the future of South Africa’s secondary cities“, Urban Foundation Research Report 9, Johannesburg, 1994	1
Edwards, P.K.	?	„Understanding conflict in the labour process: the logic and autonomy of struggle“ in: D. Knights, H.	1

<b>O20 HOLDT OVERSEAS REFERENCES</b>			
Holdt, “Transition from below”: referenced overseas literature according to number of references and alphabetically according to referenced authors			
		Wilmot (eds.), Labour process theory, London, 1990	
Gramsci, A.H.		Selections from prison notebooks, London, 1971	1
Lambert, Rob	Durban, Wits, Western Australian University	Lambert, Rob, „Kilusang Mayo Uno and the rise of social movement unionism in the Philippines“ in: Labour and Industry, Vol. 3, No. 2&3, 1990	1
Littler, Craig	University of St Andrews	The development of the labour process in capitalist countries, London, 1982	1
Marx, Karl		Capital Vol. 1, Harmondsworth, 1976	1
Scipes, Kim	Purdue University North Central (PNC) in Westville, Indiana, USA	„Social movement unionism an the Kilusang Mayo Uno“ in: Kasarinlan, Third World Studies Centre, University of the Philippines, Vol. 7, no. 2&3, 1992	1
Tarrow, S.	Cornell University	Power in movement. Social movements and contentious politics, Cambridge, 1998	1
Thompson, E.P.	University of Warwick	Customs in common, London, 1991	1
Thompson, Paul	University of Edinburgh	„Crawling from the wreckage: the labour process and the politics of production“ in: D. Knights, H. Wilmot (eds.), Labour process theory, London, 1990	1
Waterman, Peter		„Trade union internationalism in the Age of Seattle“ in: Peter Waterman, J. Wills (eds.), Place, space and the new labour internationalism, Oxford, 2001	1
Waterman, Peter	Institute of Social Studies, The Hague, Netherlands	For a new labour internationalism, The Hague, 1984	1
<b>Total</b>			<b>48</b>

## O21 HOLDT SA REFERENCES

Holdt, “Transition from below”: referenced South African literature, according to number of references and alphabetically according to referenced authors

Information regarding the institutional affiliation of referenced authors was obtained through commonly used search tools and does not claim to be exhaustive. In some cases, referenced authors’ attributions of institutional affiliation may not correspond exactly to the dates of publication of the referenced work due to the fact that complete documentation was not available for some biographies. In those cases where several affiliations are listed and separated by commas, the enumeration is chronological; where several institutional affiliations are listed and separated by slashes, these are simultaneous affiliations. Institutional affiliations do not contain any information on the authors’ nationalities, an issue not taken into account here.

Author	Institutional affiliation	Title, date and place of publication	References
Hocking, A.		Act of faith: the story of the Highveld Group, Bethulie, 1998	17
Webster, Eddie	SWOP	Cast in a racial mould, Johannesburg, 1985	12
Gordon, R.J.	Namibian compound manager	Mines, masters and migrants: life in a Namibian compound, Johannesburg, 1977	7
Sitas, Ari	IOLS	„African worker responses on the East rand to changes in the metal industry, 1960-1980”, PhD thesis, University of the Witwatersrand, Johannesburg, 1983	7
Baskin, Jeremy	Ethical Investment Research Service	Striking back: a history of COSATU, Johannesburg, 1991	5
Holdt, Karl von	SWOP/NALEDI	„From resistance to reconstruction: a case study of trade unionism in the workplace and the community (1980-1996)”, PhD thesis, University of the Witwatersrand, Johannesburg, 2000	5
Joffe, Avril; Judith Maller; Eddie Webster	SWOP	„South Africa’s industrialisation: the challenge facing labour” in: S. Frenkel, J. Harrod (eds.), <i>Changing labour relations in industrializing countries</i> , New York, 1995	5
Maller, Judy	SWOP	Conflict and cooperation: case studies in worker participation, Johannesburg, 1992	5
Adler, Glenn; Webster, Eddie	SWOP	„Challenging transition theory: the labour movement, radical reform, and transition to democracy in South Africa”, in: <i>Politics and Society</i> , Vol. 23, No. 1, 1995	4
Delius, Peter	History Dept., Wits	A lion amongst the cattle: reconstruction and resistance in the northern Transvaal, Johannesburg, Oxford, Portsmouth, 1996	4
Bozzoli, Belinda	Sociology, Wits	„Why were the 1980s millenarian? Style, repertoire, space and authority in South Africa’s black cities” in: <i>Journal of Historical Sociology</i> , Vol. 13, No. 1, 2000	3
Holdt, Karl von	SWOP/NALEDI	„Trade unions, community organisation and politics: a local case study on the East Rand: 1980-1986”, Labour Studies Research report 3, SWOP, Johannesburg, 1988	3
Lambert, Rob; Eddie Webster	University of Natal, Australia; SWOP	„The re-emergence of political unionism in contemporary South Africa” in: W. Cobbett, R. Cohen (eds.), <i>Popular struggles in South Africa</i> , Trenton, 1988	3
Mamdani, Mahmood	Makerere University, Columbia University	Citizen and subject: contemporary Africa and the legacy of late colonialism, London, Kampala, Cape Town, 1996	3

## O21 HOLDT SA REFERENCES

Holdt, "Transition from below": referenced South African literature, according to number of references and alphabetically according to referenced authors

Buhlungu, Sakhela	SWOP	„Democracy and modernisation in the making of the South African trade union movement: the dilemma of leadership, 1973-2000” PhD Thesis, University of the Witwatersrand, 2001	2
Friedman, Steven	South Africa’s Centre for Policy Studies	Building tomorrow today- African workers in trade unions 1970-1984, Johannesburg, 1987	2
Mayekiso, M.	SA National Civic Organisation	Township politics: civic struggles for a new South Africa, New York, 1996	2
Segal, Lauren	Centre for the Study of Violence and Reconciliation	„The human face of violence: hostel dwellers speak” in: Journal of Southern African Studies, Vol. 18, No. 1, 1992	2
Swilling, Mark	School of Public Management and Planning at the Univ. of Stellenbosch	„The United Democratic Front and township revolt” in: W. Cobbett, R. Cohen (eds.), <i>Popular struggle in South Africa</i> , Trenton, 1988	2
Webster, Eddie	SWOP	„Manufacturing compromise: the dynamics of race and class among South African shop stewards in the nineties” in: R. Baldoz, C. Koeber, R. Kraft (eds.), <i>The critical study of work. Labor, technology and global production</i> , Philadelphia, 2002	2
Webster, Eddie	SWOP	„The rise of social movement unionism. The two faces of the black trade union movement in South Africa” in: P. Frankel, N. Pines, M. Swilling (eds.), <i>State, resistance and change in South Africa</i> , London, 1988	2
Webster, Eddie; Graeme Simpson	Centre for the Study of Violence and Reconciliation in South Africa	„Crossing the picket-line: violence in industrial conflict” in: <i>Industrial Relations Journal of South Africa</i> , Vol. 11, 1991	2
Adler, Glenn	SWOP	„Skills, control and ‘careers at work’: possibilities for worker control in the South African motor industry” in: <i>African Sociological Review</i> , Vol. 5, No. 2, 1993	1
Adler, Glenn	SWOP	„‘The factory belongs to all who work in it’: race, class and collective action in the South African motor industry, 1967-1986”, PhD dissertation, Political Science Dept., Columbia University, 1994	1
Adler, Glenn, Eddie Webster	SWOP	„Towards a class compromise in South Africa’s ‘double transition’: bargained liberalisation and the consolidation of democracy” in: <i>Politics and Society</i> , Vol. 27, No. 3, 1999	1
Adler, Glenn; Eddie Webster (eds.)	SWOP	<i>Trade unions and democratization in South Africa, 1985-1997</i> , London, 2000	1
Alder, Glenn; Judith Maller; Eddie Webster	SWOP	„Unions, direct action and transition in South Africa” in: N. Etherington (ed.), <i>Peace, politics and violence in Southern Africa</i> , London, 1992	1
Benjamin, Paul	Labour law practitioner, Cape Town	„Trade unions and the industrial court” in: G. Moss, I. Obery (eds.), <i>South African Review</i> 4, Johannesburg, 1987	1
Bonner, Phil; V. Ndima	History Dept., Wits; School of Post-Graduate Studies in Humanities and Social Sciences, Wits	„The roots of violence on the East Rand, 1980-1990” Seminar paper, Institute for Advanced Social Research, Wits, 1999	1
Buhlungu,	SWOP	„Trade union responses to participatory	1



## O21 HOLDT SA REFERENCES

Holdt, "Transition from below": referenced South African literature, according to number of references and alphabetically according to referenced authors

Sakhela		management: a case-study" MA dissertation, University of the Witwatersrand, 1996	
Buhlungu, Sakhela	SWOP	„Trade union organization and capacity in the 1990s: continuities, change and challenges for PPWAWU" in: Adler/Webster (eds.), Trade unions and democratization in South Africa, 1985-1997, London, 2000	1
Crankshaw, Owen	SWOP, UCT	Race, class and the changing division of labour under apartheid, London, 1997	1
Dolny, Helena	South African Land Bank	Banking on change, Johannesburg, 2001	1
Eidelberg, Philip	History Dept., UNISA	„The tripartite Alliance on the eve of a new millennium" in: Adler/Webster (eds.), Trade unions and democratization in South Africa, 1985-1997, London, 2000	1
Friedman, Steven; M. Shaw	South Africa's Centre for Policy Studies; ?	„Power in partnership? Trade unions, forums and transition" in: Adler/Webster (eds.), Trade unions and democratization in South Africa, 1985-1997, London, 2000	1
Götz, Graeme	Public and Development Management, Wits Business School	„Shoot anything that flies, claim anything that falls: labour and the changing definition of the Reconstruction and Development Programme" in: Adler/Webster (eds.), Trade unions and democratization in South Africa, 1985-1997, London, 2000	1
Holdt, Karl von	SWOP/NALEDI	„White workers and trade unionism in a changing South Africa: a case study of the construction and contestation of racial solidarity in the workplace", Paper presented at History Workshop „The burden of race: 'whiteness' and 'blackness' in modern South Africa", University of the Witwatersrand, 5-8 July 2001	1
Holdt, Karl von	SWOP/NALEDI	„Social movement unionism: the case of South Africa" in: Work, Employment and Society, Vol. 16, No. 2, 2002	1
Jourdan, P.	Council for Mineral Technology	„South Africa's mineral beneficiation industries" unpublished first draft, Industrial Strategy Project, Johannesburg, 1993	1
Keegan, Timothy	Institute for Historical Research, UWC	Colonial South Africa and the origins of the racial order, Cape Town, 1996	1
Kenny, Bridget; Eddie Webster	SWOP	„Eroding the core: flexibility and the resegmentation of the South African labour market" in: Critical Sociology, Vol. 24, No. 3, 1999	1
Leger, J.	SWOP	„'Talking rocks': an investigation of the pit sense of rockfall accidents amongst underground gold miners", PhD thesis, Wits, Johannesburg, 1992	1
Lings, K.	Nedcor Bank	„An economic analysis of the iron and steel industry in South Africa" Occasional Paper 7, Nedcor Group Economic Unit, Johannesburg, 1990	1
Lloyd, C.	NUMSA?	Work organisation and world class management: a critical guide, Johannesburg, 1994	1
Lodge, T.	Political Studies, Wits	„People's war or negotiation? African National	1

## O21 HOLDT SA REFERENCES

Holdt, "Transition from below": referenced South African literature, according to number of references and alphabetically according to referenced authors

		Congress Strategies in the 1980s" in: G. Moss, I. Obery (eds.), South African Review 5, Johannesburg, 1989	
Lodge, T.	Political Studies, Wits	„Mayihlome! Let us go to war! From Nkomati to Kabwe, the African National Congress, January 1984-June 1985" in: South African Review 3, Johannesburg, 1986	1
Maree, Johann	UCT	„trade unions and corporatism in South Africa" in: Transformation Vol. 21, 1993	1
Morris, Alan	PhD Wits, University of New South Wales, Australia	„The complexities of sustained urban struggle: the case of Oukasie" in: South African Sociological Review", Vol. 2, No. 2, 1990	1
Seekings, Jeremy	Sociology/Political Studies, UCT	The UDF: a history of the United Democratic Front in South Africa 1983-1991, Cape Town, 2000	1
Sipho Pityana; Orkin, Mark	Izingwe Capital (Pty) Ltd, Nelson Mandela Bay Development Agency; HSRC and Faculty of Management, Wits	Beyond the factory floor: a survey of COSATU shopstewards, Johannesburg, 1992	1
Steinberg, J.	Journalist	Midlands, Johannesburg, 2002	1
Theron, J.	UCT?	„Employment it not what it used to be" Draft paper presented at the Changing Nature of Work Workshop, Department of Labour,, National Institute for Economic policy and SWOP, 2003	1
Villiers, Derek de; Mark Anstey	Department of Public Administration, Vista University; Labour Relations Unit/Univ. of Port Elizabeth	„Trade unions in transitions to democracy in South Africa, Spain and Brazil" in: Adler/Webster (eds.), Trade unions and democratization in South Africa, 1985-1997, London, 2000	1
Webster, Eddie, Glenn Adler	SWOP	„Consolidating democracy in a liberalizing world: trade unions and democratization in South Africa" in: Adler/Webster (eds.), Trade unions and democratization in South Africa, 1985-1997, London, 2000	1
Webster, Eddie; Rahmat Omar	SWOP	„Work restructuring in post-apartheid South Africa" in: Work and Occupations, 2003 (forthcoming)	1
<b>Total</b>			<b>132</b>

## O22 HOLDT SALB REFERENCES

Holdt, “Transition from below”: referenced literature from the “South African Labour Bulletin”, according to number of references and alphabetically according to referenced authors

The table contains referenced literature from the SALB. Information regarding the institutional affiliation of referenced authors was obtained through commonly used search tools and does not claim to be exhaustive. In some cases, referenced authors’ attributions of institutional affiliation may not correspond exactly to the dates of publication of the referenced work due to the fact that complete documentation was not available for some biographies. In those cases where several affiliations are listed and separated by commas, the enumeration is chronological; where several institutional affiliations are listed and separated by slashes, these are simultaneous affiliations. Institutional affiliations do not contain any information on the authors’ nationalities, an issue not taken into account here.

Author	Title and date of publication	References
Holdt, Karl von	„NUMSA’s three-year programme: addressing the question of power”, Vol. 19, No. 2, 1995	4
Holdt, Karl von	„New plan for NUMSA”, Vol. 17, No. 2, 1993	2
Labour Monitoring Group	„The November stayaway”, Vol. 10, No. 6, 1985	2
SALB	1989	2
Bird, A.	„NUMSA’s vocational training project”, Vol. 15, No. 1, 1990	1
Budlender, Debbie (Community Agency for Social Enquiry)	„The Factories Act 1928-1945”, Vol. 8, No. 7, 1983	1
Foster, Joe, (General Secretary, FOSATU)	„The workers’ struggle- where does FOSATU stand?”, Vol. 7, No. 8, 1982	1
Green, P.	„Trade unions and the state of emergency”, Vol. 11, No. 7, 1986	1
Holdt, Karl von	„Empowering the supervisor at SA Engineering”, Vol. 20, No. 2, 1996	1
Holdt, Karl von	„NUMSA workshop”, Vol. 18, No. 4, 1994	1
Holdt, Karl von	„What is the future of labour”, Vol. 16, No. 8, 1992	1
Holdt, Karl von	„Towards transforming South African industry: a ‘reconstruction accord’ between unions and the ANC?”, Vol. 15, No. 6, 1991	1
Holdt, Karl von	„From resistance to reconstruction: the changing role of trade unions”, Vol. 15, No. 6, 1991	1
Holdt, Karl von (SWOP/NALEDI)	„The Mercedes Benz sleep-in”, Vol. 15, No. 4, 1990	1
Mondi, L.	„Mandela release: workers celebrate”, Vol. 14, No. 7, 1990	1
Mosoetsa, Sarah	„South Africa: moving into the fourth world”, Vol. 24, No. 1, 2000	1
Mtshelwane, Z.	„Trucker blockade: ‘If you leave your base, others will fill your space’”, Vol. 18, No. 5, 1994	1
Njikelana, Sisa (SAAWU)	„The unions and the front: a response to the General Workers Union”, Vol. 9, No. 7, 1984	1
Parfit, J.	„Release of Nelson Mandela: workers respond in the Eastern Cape”, Vol. 14, No. 7, 1990	1
SALB	1987	1
SALB	1996	1
<b>Total</b>		<b>27</b>

**O23 SWOP PRESENTATIONS**

Presentations by SWOP staff for foreign/international audiences, in chronological order

Presentations at international conferences, at conferences outside South Africa, at foreign or international organisations and institutions and at foreign universities.

Presentations that do not deal or do not deal exclusively with South Africa are highlighted.

Sources: The table is based on information provided by the SWOP annual reports: Sociology of Work Program (1990); (1991); Sociology of Work Unit (1995); (1997); (1998); (1999); (2002); (2003).

Year	Person	Place and/or occasion	Topic
1988	Jean Leger, R.S. Arkles	Canadian African Studies Association Congress, Kingston, Ontario	„Permanent disability in black mineworkers: a critical analysis”
	Jean Leger, M. Mothibeli	Canadian African Studies Association Congress, Kingston, Ontario	„Talking rocks: pit sense amongst South African miners”
1989	Jean Leger, K. Jochelson, M. Mothibeli	5 <sup>th</sup> International AIDS Conference, Montreal	„Human immuno-deficiency virus and migrant labour in South Africa”
1990	Eddie Webster	Institute of Southern African Studies, University of Zimbabwe	„Zimbabwe’s first decade of political independence: Lessons for South Africa and Namibia”
1992	Avril Joffe, Judy Maller, Eddie Webster	Labour, Management and Industrialisation Conference, University of New South Wales, Sydney, Australia	„South Africa’s industrialisation: capital’s initiative and labour’s response, with particular reference to the metal industry”
1992	Eddie Webster, Karl von Holdt	2nd Conference on Labour in the Indian Ocean Region, West Australia Trade and Labour Council, Perth, Australia	„Resistance to reconstruction in the South African labour movement”
1993	W. Leroke	African Seminar, School of Advanced International Studies, John Hopkins University, Washington D.C., USA	„The politics of identity and the history of South African trade unionism”
1994	Glenn Adler, Eddie Webster	13 <sup>th</sup> ISA World Congress of Sociology, Bielefeld, Germany	„Challenging transition theory: the labour movement, radical reform and transition to democracy in South Africa”
1994	Eddie Webster, Jacklyn Cock	Conference on Rethinking Bretton Woods, Centre of Concern, Washington, USA	„Look before you leap- social impact assessments in South Africa”
1995	W. Leroke, Eddie Webster	CODESRIA Methodological Seminar for the Multinational Working Group on Labour Movements and Policy-Making in Africa, Dakar, Senegal	„Labour movement policy making and transition in South Africa”
1995	Ian Macun	2 <sup>nd</sup> International Conference on Emerging Union Structures, Swedish Institute of Work Life Research, Stockholm, Sweden	„Growth, structure and power in the South African union movement”
1995	T. Rosenthal	2 <sup>nd</sup> International Conference on Emerging Union Structures, Swedish Institute of Work Life Research, Stockholm, Sweden	„Union change and social change: a South African case study” (Poster Session)
1995	Karl von Holdt	2 <sup>nd</sup> International Conference on Emerging Union Structures, Swedish Institute of Work Life Research, Stockholm, Sweden	„From politics of resistance to politics of reconstruction? The union and ungovernability in the workplace”
1995	Eddie Webster	Seminar Presentation to Havens Centre Visiting Scholar Programme, University of Wisconsin, Madison, USA	„A challenge to globalization? Democratization and labour reform in South Africa”
1995	Eddie Webster	Politics Seminar, Dept. of Political Science, York University, Toronto, Canada	Ibd.
1995	Eddie Webster	Institute of African Studies, Columbia University, New York	Ibd.
1995	Eddie Webster	Africa Politics Colloquium, Dept. of Political Science, University of Wisconsin,	„Challenging transition theory: transition to democracy in South

<b>O23 SWOP PRESENTATIONS</b>			5
Presentations by SWOP staff for foreign/international audiences, in chronological order			
		Madison, USA	Africa”
1996	Franco Barchiesi	Politics and Languages of Contemporary Marxism, Rethinking Marxism, University of Massachusetts, Amherst, USA	„Restructuring, flexibility and the politics of workplace subjectivity – a worker enquiry in the South African car industry”
1996	Glenn Adler, Eddie Webster	The Restructuring of State-Society Relations in Africa, Labour Regimes and Liberalisation, Institute of Development Studies, University of Zimbabwe, Zimbabwe	„Exodus without a map? The labour movement in a liberalising South Africa”
1996	Tanya Rosenthal	The Globalisation of Production and the Regulation of Labour, Industrial Relations Research Unit and Centre for Comparative Labour Studies, University of Warwick, UK	„Forms of worker incorporation and resistance: a case study of the South African glass packaging industry”
1996	Eddie Webster	Coalitions under Stress: Governing Party-Labour Alliances in the 1980s and 1990s, Institute of International Studies, University of California, Berkeley, USA	„Inside and outside the State: trade unions, globalisation and the consolidation of democracy in South Africa”
1996	Eddie Webster	Transformation: Poland and South Africa, Warsaw, Poland	„The role of trade unions in the process of economic and political reform”
1997	Glenn Adler, Eddie Webster	17 <sup>th</sup> World Congress, International Political Science Association, Seoul, Korea	„Bargained liberalisation: the labour movement, policy-making and transition in Zambia and South Africa”
1997	Sakhela Buhlungu	3 <sup>rd</sup> International Conference on Emerging Union Structures: Reshaping Labour Market Institutions, Australian National University, Canberra, Australia	„Till death do us part: COSATU and the tripartite alliance”
1998	Franco Barchiesi	Conference on Globalization from below: Contingency, Conflict and Contestation in historical Perspective, Duke University, Durham, USA	„The opaque mirror, subjectivity and class in worker responses to globalization: the case of the South African car workers”
1998	Lucien van der Walt	Conference on Syndicalism: Swedish and International Historical Experiences, Stockholm University, Stockholm, Sweden	„Revolutionary syndicalist organising in South Africa: the International Socialist League and the Industrial Workers of Africa, 1916-1919”
1997	Eddie Webster, Ari Sitas	Association of Latin American Sociologists, University of Sao Paulo, Brazil	„South African sociology in a globalizing world”
1998	Glenn Adler, Eddie Webster	CODESRIA Multinational Working Group on Labour movements and Policy-Making in Africa, Dakar, Senegal	„Bargained liberalisation: the labour movement, policy-making and the transition in Zambia and South Africa”
1998	Andries Bezuidenhout	XIVth ISA World Congress of Sociology, Montreal, Canada	„Casuals and casualties: trade unions and the restructuring of work in South Africa”
1998	Sakhela Buhlungu	Labour and Globalization in the Developing World Speakers Series, Global Studies Program, University of Wisconsin, Madison, USA	„Gaining influence but losing power? Labour under democracy and globalization in South Africa”
1998	Bridget Kenny, Eddie Webster	XIVth ISA World Congress of Sociology, Montreal, Canada	„Eroding the core: flexibility and the resegmentation of the South African labour market”
1998	Ian Macun	Work, Employment and Society Conference, Cambridge, UK	„Co-operation and trust in South African industrial relations: theory

<b>O23 SWOP PRESENTATIONS</b>			5
Presentations by SWOP staff for foreign/international audiences, in chronological order			
			and evidence”
1998	Eddie Webster, Glenn Adler	XIVth ISA World Congress of Sociology, Montreal, Canada	„South Africa’s double transition: Is a class compromise possible?”
1998	Eddie Webster, K. Gostner	CODESRIA Multinational Working Group on Labour movements and Policy-Making in Africa, Dakar, Senegal	„Nedlac: Building consensus in a new democratic order”
1998	Eddie Webster	XIVth ISA World Congress of Sociology, Montreal, Canada	„The future of the discipline of sociology in the post-apartheid era”
1998	Eddie Webster	Conference on Work, Difference and Social Change: two Decades after Braverman’s Labour and Monopoly Capital, Binghamton, USA	„Manufacturing compromise: the dynamics of race and class among South African shopstewards in the nineties”
1998	Glenn Adler	African Studies Centre, University of Pennsylvania, USA	„The fate of anti-apartheid social movements in a democratic South Africa”
1998	Glenn Adler	Institute of African Studies, Columbia University, USA	Ibd.
1998	Glenn Adler	Annual Meeting of the African Studies Association, USA	Ibd.
1998	Glenn Adler	Global Studies Program, University of Wisconsin, Madison, USA	Ibd.
1998	Glenn Adler	Institute for Labour and Industrial Relations, University of Illinois, Urbana-Champaign, USA	„Why unions matter: reconciling democratization and economic adjustment – some lessons from South Africa”
1998	Eddie Webster	Centre for Work and Society, York University, Toronto, Canada	„Labour market flexibility in South Africa”
2000	Franco Barchiesi	12 <sup>th</sup> World Congress of the International Industrial Relations Association, Tokyo, Japan	„The changing role of labour in South Africa’s democratisation: globalisation, flexibility and the challenge of social citizenship”
2000	Andries Bezuidenhout	Workshop of Comparative Studies in Manufacturing, Cardiff School of Social Sciences, Wales	„Changing colours: trade liberalisation, production regimes and the white goods manufacturing industry in Southern Africa”
2000	Sakhela Buhlungu	International Seminar on Political Transitions and Union Recomposition Processes, Transnational Information Exchange, Centre of Labour Research and Trade Union Advice, CLACSO, UAM, Mexico City, Mexico	„Labour’s dilemmas under democracy and globalization in South Africa”
2000	Sakhela Buhlungu	Symposium on Reinventing Social Emancipation, University of Coimbra, Portugal	„Reinventing participatory democracy in South Africa”
2000	David Fig	Seminar on promoting Corporate Environmental Responsibility in developing Countries, Palais des Nations, Geneva, Switzerland	„Towards a research agenda on corporate environmental responsibility in South Africa”
2000	Lucien van der Walt	European Social Science History Conference, Amsterdam, Netherlands	„Revolutionary syndicalism and African workers in South Africa: a preliminary account of the Industrial Workers of Africa, 1917-1921”
2000	Eddie Webster	Symposium at the Third World Congress of the Association of Latin American Sociology of Work, Buenos Aires, Argentina	„The sociology of labour: new perspectives”
2000	Eddie Webster,	Research Council of the ISA Conference	„Recasting labour studies in the New

<b>O23 SWOP PRESENTATIONS</b>			5
Presentations by SWOP staff for foreign/international audiences, in chronological order			
	Carla Lipsig-Mumme	on Social Transformations at the Turn of the Millennium, Sociological Theory and Current Empirical Research, Montreal, Canada	Millennium”
2000	Eddie Webster, Glenn Adler	Annual Conference of the American Sociological Association, Washington	„Social movement unionism in South Africa: a reassessment”
2000	Eddie Webster	Symposium on Reinventing Social Emancipation, University of Coimbra, Portugal	„Social emancipation and the new labour internationalism: a Southern African perspective”
2000	Eddie Webster	Keynote speaker at the Conference on Work and the Global Economy Network, Global Studies Centre, University of Madison, Wisconsin, USA	„Work and social citizenship in a globalizing economy”
2001	Bridget Kenny	19 <sup>th</sup> Annual International Labour Process Conference, School of Management, Royal Holloway, University of London, UK	„Selling selves: control, resistance and detachment on South African supermarket shop floors”
2001	Bridget Kenny	Class, Space and Community Workshop Conference, Dept. of Sociology and Social Policy, University of Durham, UK	„From insurrectionary to flexible worker: fragmentation and reconfigured social networks of retail sector workers on South Africa’s East Rand”
2001	Eddie Webster, Christine Psoulis	International Conference on Union growth: in Honour of Noah Meltz, Toronto, Canada	„Mobilisation, internal cohesion and organised labour in transitional economies: the case of the Congress of South African Trade Unions”
2001	Eddie Webster	Institute of Philosophy and the Social Sciences, Federal University of Rio de Janeiro, Brazil	„Labour in a globalizing world: the South African case”
2001	Bridget Kenny	Invited Session, American Anthropological Association, Washington D.C., USA	„From insurrectionary worker to flexible citizen: urban spatial relations and worker subjectivity”
2001	Eddie Webster	International Seminar on Labour Movement Revitalisation Strategy, Institute for International Labour Studies, ILO, Geneva, Switzerland	“Challenges facing labour in Southern Africa: a report from the Region”
2001	Eddie Webster, Sakhela Buhlungu	6th Congress of the Southern Initiative on Globalization and Trade Union Rights (SIGTUR), Seoul	Key note speaker and panel discussion
2002	Andries Bezuidenhout	Conference on International Sector Comparison of Management Strategy and Employee Relations in White Goods, School of Social Sciences, Cardiff University	„Market formation: the case of South Africa”
2002	David Fig	UNRISD Project Meeting to plan the next stage of the Promoting Corporate Social and Environmental Responsibility in Developing Countries Project, De La Salle University, Manila, Philippines	„The political economy of corporate social and environmental responsibility in South Africa”
2002	Andries Bezuidenhout	XV ISA World Congress of Sociology, Brisbane, Australia	„Globalisation, manufacturing and the labour movement: the case of the South African white goods manufacturing industry”
2002	Sakhela Buhlungu	XV ISA World Congress of Sociology, Brisbane, Australia	„Union-party alliances in the era of market regulation: the case of South Africa”
2002	Bridget Kenny	XV ISA World Congress of Sociology,	„Casualised employment, insecure

<b>O23 SWOP PRESENTATIONS</b>			
Presentations by SWOP staff for foreign/international audiences, in chronological order			
		Brisbane, Australia	households, and isolated subjects: labour market flexibility in South Africa's retail industry and explorations of resistant possibilities"
2002	Rahmat Omar	XV ISA World Congress of Sociology, Brisbane, Australia	„Working in the call centre of Telkom (SA): trade union responses"
2002	Eddie Webster, Rahmat Omar	Future of the Workplace Conference, University of New South Wales, Sydney, Australia	„Work restructuring in post-apartheid South Africa"
2002	Eddie Webster, Rob Lambert	XV ISA World Congress of Sociology, Brisbane, Australia	„What is new in the new labour internationalism?"
2002	Eddie Webster (with Carla Lipsig-Mummeé)	XV ISA World Congress of Sociology, Brisbane, Australia	„Recasting labour studies in the new millennium"
2002	Eddie Webster	Labour Regimes and Agrarian Reform Conference, Institute of Development Studies, University of Zimbabwe, Harare, Zimbabwe	„Industrial relations and structural adjustment programmes in Africa"
2003	David Fig	ISA Research Committee 44, 3 <sup>rd</sup> World Social Forum, Porto Alegre	„The decision of Zambia to ban genetically modified food aid"
2003	Eddie Webster	Leeds Working Group on International Labour Networking Workshop, Leeds Metropolitan University, Leeds, UK	„What is new in the new labour internationalism: Southern perspectives"
2002	Eddie Webster	Institute of Labour and Employment at the University of California, USA	„Social movement unionism. A reassessment"
2002	Eddie Webster	Dept. of Sociology, Los Angeles, USA	„Social movement unionism. A reassessment"
2002	Sakhela Buhlungu	American Political Science Association, Boston, USA	Invited to panel on labour movements