

REFERENCE LIST

African National Congress. (1994). *The Reconstruction and Development Programme*, Braamfontein: Umanyano.

Anonymous, (2001). Employee - Participation Committees Approved. *Workforce*, 2(10):97

Anonymous, (2001). EU regulations: Deal Clears way for worker consultation. *Country Viewswire* December, 17.

Anstey, M. (1990). *Worker Participation: South African Options and Experiences*. Cape Town: Juta and Co.

Anstey, M. (1995). Can South African industrial relations move beyond adversarialism? Some comparative perspectives on the prospects of Workplace Forums in South Africa. *South African Journal of Labour Relations*. 19(4):30-34.

Anstey, M. (1997). *Corporatism, collective bargaining and enterprise participation: A comparative analysis of the change in South African Labour System*. Unpublished doctoral thesis. University of Port Elizabeth, Port Elizabeth.

Anstey, M. (1997). *Employee participation and Workplace Forums*. Cape Town, Juta and Co.Ltd.

Argyris. C. (1964). *Integrating the Organisation and the Individual*. New York: John Wiley and Sons, Inc.

Ashmos, D. P., Duchon, D., McDaniel, R. R. and Huonker, J. W. (2002). What a mess! Participation as a simple managerial rule to 'complexify' organizations. *Journal of Management Studies*. 39(2):189.

Ballace, J.R. and Gospel, H. F. (1983). Disclosure of information to trade unions: A comparative perspective. *International Labour Review*, 22 (1):57-74.

- Bayat, A. (1991). *Work, Politics and Power*. London: Zed Books Ltd.
- Benjamin, P. and Cooper, S. (1995). Innovation and continuity: Responding to the Labour Relations Bill. *Industrial Law Journal*. 16(1):258-277.
- Bergh, Z.C. and Theron, A. (Eds.) (1999). *Psychology in the work context*. Johannesburg: International Thompson.
- Bendix, R. (1956). *Work and Authority*, New York :The University Library.
- Bendix, S. (1992). *Industrial Relations*. Second edition. Cape Town: Juta and Co. Ltd.
- Bendix, S. (1996). *Industrial Relations*. Third edition. Cape Town: Juta and Co. Ltd.
- Bendix, W. (1980). Trade Unions, Collective Bargaining and Political Democracy. *South African Journal of Labour Relations*. 4(2):37- 45.
- Bendix, W. (1995). Workplace forums: shadows of a shady past or beacons for reform. *Industrial Relations Journal of South Africa*. 15(3):25-37.
- Bennis, W. G, (1966). *Changing Organisations*. New York: Mcgraw-Hill Book Company, Inc.
- Blake, R. R. and Mouton, J.S. (1964). *The Managerial Grid: Key Orientation for achieving production through People*. Houston, Texas: Gulf Publishing Company.
- Blumberg, P. (1968). *Industrial Democracy: The Sociology of Participation*. London: Constable.
- Bogart, E. L. (1942). *Economic History of Europe 1760-1939*. London: Longmans, Green and Co.
- Bolweg, J. F. (1976). *Job Design and Industrial Democracy*. Leiden: Mennen Publishers.
- Brand, J. and Cassim, N. A. (1980). The duty to disclose - a pivotal aspect of collective

bargaining. *Industrial Law Journal*. 1(4): 249-259.

Brannen, P., Batstone, E., Fatchett, D. and White P. (1976). *The Worker Directors: A Sociology of Participation*. London: Hutchinson.

Brassey, M., Cameron, E. Cheadle, H. and Olivier, M. (1987). *The New Labour Law*. Cape Town: Juta and Co.

Bruyn, S. T. (1966). *The Human Perspective in Sociology: The Methodology of Participant Observation*. Englewood Cliffs, N. J.: Prentice Hall.

Braverman, H. (1975). *Labor and Monopoly Capital*. New York: Monthly Review Press.

Bullock, Lord (1977). Report of the Committee of Enquiry on Industrial Democracy. Cmnd.6706.

Burd, M. and Davies, J. (2001). Work space rules(mandated employee participation in corporate decision-making). *Management Today* . 2001 August: 23.

Cameron, E.(1989). *The New Labour Relations Act*. Cape Town: Juta and Co.

Cameron, T. and Spies, S. B.(1986). *Nuwe Geskiedenis van Suid-Afrika in woord en beeld*. Cape Town: Human & Rousseau.

Cheadle, H. (1995). *Current Labour Law*. Cape Town: Juta and Co.

Cheadle, H. (1997). *Current Labour Law*. Cape Town: Juta and Co.

Clegg, H. A. (1955). *Industrial Democracy and Nationalization*. Oxford: Blackwell.

Clegg, H. A. (1960). *A new Approach to Industrial Democracy*. Oxford: Blackwell.

Clough, S. B. and Cole C. W. (1952). *Economic History of Europe*, Third edition, Boston: D.C. Heath and Co.

Clough, S. B. (1968). *European Economic History: The Economic Development of Western Civilization*, Second edition, New York: McGraw-Hill Book Company.

Coldwell, D. A. (1992). Management Participation Programmes versus Union Influences: is there a trade-off? *South African Journal of Labour Relations*, 16(2) 65 -70.

Coopers and Lybrand. (1992). *Employment Law in Europe: a country guide for employers*. London: Gower.

Cordova, E. (1982). Workers' participation in decisions within enterprises: recent trends and problems. *International Labour Review*, 121(2): 125 -140.

Dachler, H.P. and Wilpert, B. (1978). Conceptual Dimensions and Boundaries of Participation in Organisations: A Critical Evaluation. *Administrative Science Quarterly*. 23(1):125- 148.

Dahl, R. (1989). *Democracy and its Critics*. New Haven, Conn: Yale University Press.

Dahrendorf, R. (1959). *Class and Class Conflict in Industrial Society*. London: Routledge and Kegan Paul.

Dale, B. G. and Boaden, R. J. (1990). The Use of Teams in Quality Improvement. In Dale, B.G. *Managing Quality*. Second edition Hertfordshire: Prentice Hall.

Deal, P. (1995). "Meeting Eye to Eye: The workings of workplace forums". *People Dynamics*.13(9):17-23.

Denzin, N. K. (1978). *The research act: A theoretical introduction to sociological methods*. Second edition New York: McGraw Hill.

Derber, M. (1966). The idea of industrial democracy in America 1915-1935. *Labour History*, 7(3): 259-286.

Deutcher, I. (1973). *What We Say/ What We Do: Sentiments and Acts*. Glenview, IL.:Scott, Foresman.

Devenish, G. E. (1998). *A commentary on the South African Constitution*. Durban: Butterworths.

Doucoliagos, C. (1992). Worker Participation and Productivity in Labor-managed and Capitalist Firms: A Meta-Analysis. *Industrial and Labor Relations Review*. 49(1):58-77.

Du Toit, D. (1995). Corporatism and Collective Bargaining in a Democratic South Africa. *Industrial Law Journal*, 16(4): 785-805.

Du Toit, D., Woolfrey, D., Murphy, J., Godfrey, S., Bosch, D. and Christie, S. (1998). *The Labour Relations Act of 1995*. Second edition. Durban: Butterworths.

Du Toit, D., Woolfrey, D., Murphy, J., Godfrey, S., Bosch, D. and Christie, S. (2000). *The Labour Relations Act of 1995*. Third edition. Durban: Butterworths.

Elangovan, A. R. and Shapiro, D. L. (1998). Betrayal or trust in organizations. *Academy of Management Review*, 23: 547-566.

Ely, M., Anzul, M., Friedman, T., Garner, D. and McCormack, A. (1991). *Doing Qualitative Research: Circles within Circles*. New York: The Falmer Press.

Explanatory memorandum (1995). Department of Labour, 2 February. Government Printer.

Everingham, G. K. (1991). Financial Reporting to Employees. *Accounting South Africa*. August: 217.

Ferner, A. and Hyman, R. (eds) (1992). *Industrial Relations in the New Europe*. Oxford: Basil Blackwell.

Flanders, A. (1965). Industrial Relations: What is wrong with the system? In: Barrett, B., Rhodes, E. and Beishon, J. *Industrial Relations and Wider Society*. London: Collier Macmillan.

Flanders, A. (1968). Collective Bargaining: A Theoretical Analysis. *British Journal of*

Industrial Relations, 7(2):1-26).

Finer, H. (1960). *The Major Governments of Europe*. London: Methuen and Co

Finnemore, M. (1996). *Introduction to Labour Relations in South Africa*.
Fifth edition. Durban: Butterworths

Finnemore, M. (1998). *Introduction to Labour Relations in South Africa*.
Sixth edition. Durban: Butterworths

Fisher, D. (1978). Worker Participation in West German Industry. *Monthly Labour Review*, 101(5):59-63.

Fox, A. & Flanders, A. (1969). The Reform of Collective Bargaining: From Donovan to Durkheim. *British Journal of Industrial Relations*,7(2):150-180.

Fox, A. (1974). *Beyond Contract*, London: Faber & Faber:314-369.

Gladstone, A. (1989). Analysis of Discussions. In *Current Approaches to Collective Bargaining*. Geneva: ILO.

Glaser B. & Strauss, A. L. (1967). *The Discovery of Grounded theory: Strategies for Qualitative research*. Chicago: Aldine.

Godfrey, S. and Du Toit, D. (2000). Workplace Forum Proposals: opportunity or threat? *South African Labour Bulletin*. 24(6):13-15.

Gold, M. (1996). Trade Union and Democratic Participation in the United Kingdom. In Kester, G. and Pinaud, H. (ed) *Trade Unions and Democratic Participation in Europe: A Scenario for the 21st Century*. Aldershot: Avebury.

Government Gazette (1995). No 1686, Government Printer.

Greenberg, E. (1989). *Workplace Democracy*. London: Cornell University.

Grosett, M. (1997). Management perceptions of the effect of the disclosure of company information to employees: results of an empirical study. *South African Labour Relations Journal*. 21(3):43-58.

Grogan, J. (1997). *Workplace Law*, Second edition, Cape Town: Juta and Company.

Grogan, J. (1998). *Workplace Law*, Third edition, Cape Town, Juta and Company.

Gutman, A. (1993). Democracy. In R. E. Goodin and P. Pettit. (Eds), *A Companion to Contemporary Political Philosophy*. Cambridge, Massachusetts: Basil Blackwell Ltd.

Halbach, G. (1994). *Labour Law in Germany: an overview*. Fifth edition. (Federal Ministry of Labour and Social Office, Germany.

Haralambos, M. and Holborn, M. (1995). *Sociology: themes and perspectives*, Fourth edition. London: Harper Collins Publishers.

Hardin, R.(1990). 'Public choice versus democracy', In I. W. Chapman and A. Wertheimer, (eds). *Majorities and Minorities*. New York University Press.

Hawes, W. R. & Brookes, C .C. P. (1980). Works Councils in the Netherlands: some findings from an empirical survey. *The Netherlands Journal of Sociology*,13(3):56-72.

Herriott, R. E. & Firestone, W. A. (1983). Multi-site qualitative policy research: optimizing description and generalizability. *Educational Researcher* ,12(1): 14 -19.

Hoerr, J. (1989). Payoff from Teamwork , *Business Week*, (July 10.)

Hofmeyr, K. B. (1992). Participation is Key: Managers, employees and unions must become vigorously involved. *Finance Week*, Oct.29-Nov.4:25-27.

Horwitz, F. M. (1981). " Worker participation in Management Decision Making". *Industrial Relations Journal of South Africa*, 2(4): 14-19.

Hovels, B. and Nas, P. (1977). "Works councils in the Netherlands: some findings from

an empirical survey". *The Netherlands Journal of Sociology*,13(2): 37- 56 .

ICFTU. (1989). *The African Development Challenge*. Nairobi: ICFTU/ OATU

Imai, M. (1991). *Kaizen: the way to Japan's Competitive Success*. Singapore: McGraw Hill.

International Labour Organisation. (1967). Consultation and Cooperation between Employers and Workers at the Level of the Enterprise. *Labor Management Relations Series*. no. 13. Geneva: ILO.

International Labour Organisation. (1967). *Workers' participation in decisions within undertakings*. Geneva: ILO.

International Labour Organisation. (1981). *Collective Bargaining Recommendations*. Geneva: ILO.

International Labour Organisation. (1989). *Workers' participation in decisions within undertakings*. Braamfontein : Skotaville Publishers.

Jackson, J. O. (1992). End of the miracle. *Time*, 139(20):38-39.

Jackson, M.P., Leopold, L.W. and Tuck, K. (1993). *Decentralisation of Collective Bargaining*. London: MacMillan Press.

James, D. & Horwitz, F. M. (1992). Actual and preferred participation: study of the propensity of managers and workers to participate. *South African Journal of Labour Relations*, 16(1): 3 -30.

Johannessen, L. (1995). A motivation for legislation on Access to information. *South African Law Journal*. 11(2):85 -115.

Jones, G. R. and George, J. M. (1998). The experience and evolution of trust: implications for cooperation and team work. *Academy of Management Review* , 23: 531-546.

Jordaan, B. (1997). Disclosure of information in terms of the Labour Relations Act. *Labour Law News*, 6(1): 17-39.

Jordaan, B. (1997). Workplace Forums: Their structure and function. *Labour Law News*, 6(2):21- 37.

Kahn-Freund, O.(1977a). *Industrial Democracy*. *Industrial Law Journal*, 12(4): 65-84.

Kahn-Freund , O. (1977b). *Labour and the Law*. Second edition. London: Stevens.

Kazuo, O. (1988). "Workers 's Conditions and Functioning of Trade Unions in Japan under the conditions of Contemporary Changes " . Paper presented to the International Round Table on workers' participation and trade unions in the conditions of contemporary technology change. Belgrade. Yugoslavia.

Kelley, M. and Harrison, B. (1992). Unions, Technology and Labor-Management Cooperation

Khoza, F. J. (1999). *An examination of employee participation as provided for in the Labour Relations Act 66 of 1995*. Unpublished masters thesis. Rhodes University: Grahamstown

King, C.D. and Van de Vall, M. (1978).*Models of Industrial Democracy: consultation, co-determination and workers' management*. New York: Mouton Publishers.

Knudsen, H. (1995) *Employee Participation in Europe*. London: Sage.

Kochan,T. A., Katz, H. C. & McKersie, R. B. (1986).*The Transformation of American Industrial Relations*. New York: Basic Books.

Kramer, R. M. and Tyler,T. R. (1996). *Trust in Modern Organization. Frontiers of theory and research*. London: Sage Publications

Kuhn, T. S. (1970). *The Structure of Scientific Revolution*. Second edition enlarged. Chicago, IL: University of Chicago Press.

Landman, A. (1996). Labour Rights to Employee Information. *Contemporary Labour Law*,6(3):22.

Lansbury, R. D. and Davis. E. M. (1992). Employee participation: Some Australian cases. *International Labour Review*, 131(2):, 231-248.

Lawler, E. E. (1991). *High-Involvement Management*. San Francisco: Jossey-Bass.

Lewicki, R. J., Mc Allister, D. J. and Bies, R. J. (1998). Trust and distrust : new relationships and realities. *Academy of Management Review*, 23: 438-458

Ledford, G. E. (1993). *Employee Involvement: Lessons and Predictions* in Gailbraith, J. R., Lawler, E. E and Associates. New York : HB Printing.

Lincoln, Y. & Guba, E. (1985). *Naturalistic Inquiry*. Beverly Hills, CA: Sage Publications.

Locke , E. A. and Schweiger, D. M. (1979). Participation in Decision-making: One more look. In B. M. Staw (ed) *Research in Organisational Behaviour*. Vol 1:108-136.

Lofland, J. & Lofland, L. M. (1984). *Analyzing Social Settings: A Guide to Qualitative Observation and Analysis* . Belmont , CA: Wadworth.

MacInnes, J. (1985). Conjuring up Consultation: The Role and Extent of Joint Consultation in Post-War Private manufacturing Industry. *British Journal of Industrial Relations*, 33(1): 93-113.

Macpherson, C. B. (1973). *Democratic Theory: Essay in Retrieval*. Oxford: Oxford University Press.

Major, J. R. (1967). *The Western World: Renaissance to the present*. London: Fred Muller Ltd.

Makindy, J. (1995). Changing Perspectives of Worker Participation in India with Particular Reference to the Banking Industry. *British Journal of Industrial Relations*, 33 (1): 443-458.

Marchington, M. & Armstrong, R. (1983). Shop steward organisation and Joint Consultation. *Personnel Review*,12:124 -131.

Marchington, M. (1987). A Review and Critique of research on Developments in Joint Consultation. *British Journal Of Industrial Relations*. 25: 339-351.

Mariompolski, H. (2001). *Qualitative Market Research: A comprehensive guide*. Beverly Hills, Ca: Sage Publications.

Marshall, C. & Rossman, G. B.(1995). *Designing Qualitative Research*. Second edition. London: Sage Publications.

Marx, K. (1963). Alienated Labor Early Writings. In Bettamore T.B. (Ed. and Trans.) London: C.A. Watson and Co.,Ltd.

Marx K. (1975). *Early writings*. Harmondsworth: Penquin, 279-400.

Maslow, A. (1954). *Motivation and Personality*. New York: Harper and Row.

McAlister, P. A. (1989). Some requirements of worker representation on works councils and committees. *Industrial Relations Journal of South Africa*, 2(4):32- 49.

McGregor, D. (1960). *The Human side of the Enterprise*. New York: Mcgraw-Hill Company Inc.

McKay, J.P., Hill, B.D. and Buckler, J. (1995). *A history of Western Society*. Boston: Houghton Mifflin Co.

Miles, M. B. & Huberman, A. M. (1984). *Qualitative Data Analysis: A Source book of New Methods*. London: Sage Publications.

Miles, M. B. & Huberman, A. M. (1994). *Qualitative Data Analysis: A Source book of New Methods*. London: Sage Publications.

Mill, J.S. (1965). *Collected Works*, ed. J.M. Robson. Toronto: University of Toronto

Press.

Mitchell, A. (1998a). Industrial Democracy: reconciling theories of the firm and the state. *The International Journal of Comparative Labour Law*, 14 (1):56-71.

Mitchell, A. (1998b). Industrial Democracy: reconciling theories of the firm and the state. *The International Journal of Comparative Labour Law*, 14(1).72-93.

Monden, Y. (1983). *The Toyota Production System*. Norcross, Georgia: Industrial Engineering and Management Press.

Mouton, J. and Marais, H.C. (1990). *Basiese begrippe: Metodologie van die geesteswetenskappe*. Pretoria: RGN.

Muchinsky, P. M. (1990). *Psychology applied to work - an introduction to industrial and organisational psychology*. Third edition. Chicago: The Dorsey Press.

National Labor Relations Board (1936). New York : S. L. Allen and Co, Inc.

Nel, P. S. (1984). A critical overview of the Concepts, Democracy, Industrial Democracy, Participation and Representation. *South African Journal of Labour Relations*, 8(1):4-23.

Nel, P. S. (Ed) (1999). *South African industrial relations : Theory and Practice* Third edition. Pretoria: JL van Schaik Publishers.

Nel, P. S. and Kirsten, M. (2000). Workplace Forums and Worker Participation in South Africa: Some research results. *South African Journal of Labour Relations*, Autumn/Winter :28-55.

Nel, P. S. and Van Rooyen, P. H. (1993). *South African Industrial Relations: Theory and practice*. Revised edition. Pretoria. Academica.

Ngcobo, H. and Howard, H. (1999). Disclosure of Information. *South African Labour Bulletin*, 23(6):6-11.

Olivier, M. P. (1996). Workplace Forums: Critical questions from a Labour Law perspective. *Industrial Law Journal*, 17(5): 803-814.

Ottervanger, T. R. (1996). Employee participation in corporate decision making: the Dutch Model. *International Lawyer*:42-64.

Parkinson, C. (1977). *Parkinson's formula for Business Survival*. London: Prentice Hall.

Parkyn, B. (1979). *Democracy, Accountability and Participation in Industry*. Bradford: MCB Publication.

Patel, E. (1990). The Case for Centralised Bargaining. *South African Labour Bulletin*, 15(4).

Pateman, C. (1970). *Participation and Democratic Theory*. Cambridge: Cambridge University Press.

Pelling, H. (1984). *A history of British trade Unionism*. Harmondsworth, England: Penguin Books Ltd.

Poole, M. (1978). *Workers' Participation in Industry*. London: Rutledge, Kegan and Paul.

Poole, M. (1982). Theories of industrial democracy: the emerging synthesis. *The Sociological Review*, 30(2) 181-204.

Ramaphosa, C. (1986). "Opening Speech to the Inaugural Congress of COSATU". *Review of African Political Economy*, 35:16-28.

Ramsay, H. (1976). Participation: The Shop Floor View. *British Journal of Industrial Relations*, 14(2): 128 -141.

Roberts, B. C. and Liebhaberg, B. (1977). International regulation of multi-national enterprises: Trade Union and Management concerns. *British Journal of Industrial Relations*, XV(3).

Rosenstein, E. (1969). Ideology and Practice of workers' participation in management: experiences in Israel, Yugoslavia and England. Unpublished doctoral thesis, University of California: Berkeley, United States of America.

Rossmann, G. B. & Wilson, B. L. (1984). Numbers and Wonders: Combining quantitative and qualitative methods in a single large scale evaluation study. *Evaluation Review*, 9(5):58-89.

Rycroft, A. and Jordaan, B. (1992). *A guide to South African Labour Law*. Second Edition. London: Prentice Hall.

Salamon, M. (1992). *Industrial Relations Theory and Practice* Second Edition. London: Prentice Hall.

Salamon, M. (1998). *Industrial Relations Theory and Practice* Third Edition. London: Prentice Hall.

Schregle, J. (1970). Forms of Participation in Management. *Industrial Relations*, 9(2): 117-122.

Schofield, J. W. (1990). Increasing the generalizability of qualitative research . In Eiser, E. and Peshkin, A. (Eds) *Qualitative Inquiry in Education: The continuity debate*. New York: Teachers College Press, 201-232.

Schumpeter, J. (1943). *Capitalism, Socialism and Democracy*. London: Allen and Unwin.

Sisson, K. (1987). *Management of Collective Bargaining: An International Comparison*. Oxford: Basil Blackwell.

Smit, G.J. (1995). *Navorsing: Riglyne vir beplanning en dokumentasie*. Pretoria: Southern.

Smith, A. G. & Louis K. S. (Eds) (1982). Multimethod policy research: Issues and application. *American Behavioural Scientist*,. 26(1):128-151.

Smith, F., Gerteis, M., Downey, N., Levy, J. and Edgman-Levitan, S. (2001). The Effects of Disseminating Performance Data to Health Plans: Results of Qualitative Research with Medicare Managed Care Plans. *Health Sciences Research*, 36(13):643.

Sterner, P. (1996). *Workplace Forums - A new institution in South Africa: a comparison to the German Works Councils*. Unpublished masters thesis. University of Cape Town, Cape Town.

Steven, D. (1986). New Technology: union strategies and worker participation. *Economic and Industrial Democracy*. 7:23-39.

Storey, J. (1983). *Management Prerogative and the question of control*. London: Routledge and Kagan Paul.

Streek, W. (1994). Co-determination and Trade Unions. *South African Labour Bulletin*, 18(5) 87-95.

Street, J. (1983). *Socialist Arguments for Industrial Democracy*. London: Sage .

Summers, C. (1995). Workplace Forums from a Comparative Perspective. *Industrial Law Journal* , 16. 807

Taylor, S. J. & Bogdan, R. (1984). *Introduction to Qualitative Research Methods: The search for meanings*. Toronto: John Wiley and Sons.

Tesch, R. (1987). *Comparing the most widely used methods of qualitative analysis : What do they have in common?* Paper presented at the American Educational Research association Annual Convention, San Francisco, CA

The Concise Oxford Dictionary (1995). 9th ed. Oxford : Clarendon Press.

Theron, J. (1999). Terms of Empowerment. *South African Labour Bulletin*. 23(1) February:28-39.

Thompson, C. (1996). *Current Labour Law*. Cape Town: Juta and Co.

Thompson, C. and Benjamin, P. (1996). *South African Labour Law*. Cape Town: Juta and Co.

Thorburg, L. (1993). Can employee participation programmes really work? *HR Magazine*, USA.

Tustin, C. M. (1991). *The role of industrial psychology in industrial relations: a South African perspective*. Unpublished doctoral thesis. University of South Africa, Pretoria

United States General Accounting Office (19880 GGD-88-82), Employee Involvement.

Van Aken, E. M., Monetta, D. J. & Sink, D. S. (1994). Affinity Groups: The missing Link in Employees Involvement. *Organisational Dynamics*, 22: 38-54.

Van der Walt, R v M. (1997). *Will Workplace Forums enhance Industrial Democracy in South African organisations?* Annual EBM Research Conference of the NPI. Pretoria.

Van der Walt, R v M. (1998). What is happening with regard to Workplace Forums in South African organisations? *People Dynamics*, June.

Vanek, J. (1975). *Self-management: economic liberation of man*. London. Penguin.

Van Niekerk, A. (1995). Worker Participation: sharing the right to decide. *Comparative Labour Law*, 4(1): 67-84.

Van Schoor, M.C.E., Oberholster, J.J., Coetzee, A.G. and Pienaar, K. J. (Undated). *Senior Geskiedenis*. Cape Town: Nasou Ltd.

Vaughan, E. (1983). Structure and Strategy in the Case of Worker Participation. *Journal of Industrial Relations*, Sept.:317-326.

Vernon, A. (1996). Opening the floor for fruitful debate. *People Management*, 2(13), 40.

Viljoen, J. (1986). Worker participation in a South African context. *South African Journal of Labour Relations*, 10(1):53-58.

Visser, J. (1996). *From pluralism to..... where? Industrial Relations in Great Britain*. In Ryssenveldt, J. and Visser, J. (eds) *Industrial Relations in Europe: Traditions and Transitions*. London: Sage Publications. 42-81.

Von Holdt, K. (1995). Workplace forums: undermining unions. *South African Labour Bulletin*, 19(6):59-64.

Wever, K. S. (1994). Learning from Works Councils: Five Unspectacular Cases from Germany. *Industrial Relations*, 33:467-481.

Weber, M. (1968). *Economy and Society*, New York: Bedminster Press.

Wedderburn, K. W. (1983). *Labour Law and Industrial Relations: building on Kahn-Freund*. Oxford: Clarendon Press

Wilson, F. G. (1936). *The Elements of Modern Politics: An Introduction to Political Science*, New York : McGraw-Hill Book Company, Inc.

Wood, G. and Mahabir, P. (2001). South Africa's Workplace Forum system: A stillborn experiment in the democratisation of work. *Industrial Relations Journal*, 32(2) : 230-243.

Word Power Dictionary (2001). New York: The Readers Digest Association Limited

Yin, R. K. (1984). *Case Study Research: Design and methods*. Applied Social Research Methods Series , 5. Beverly Hills CA : Sage Publications.

ACTS

Agricultural Labour Relation Act No 147 of 1993.

Basic Conditions of Employment Act No 75 of 1997.

Constitution of the Republic of South Africa Act No 108 of 1996.

Education Labour Relations Act No 146 of 1993.

Employment Equity Act No 53 of 1998.

Labour Relations Act No 28 of 1956

Labour Relations Act No 66 of 1995

Employment Protection Act of 1975, Legislative Series, 1975-UK 2.

Promotion of Access to information Act No 2 of 2000.

Public Service Labour Relations Act Proclamation No 105 of 1994.

Skills Development Act No 97 of 1999.

Works Constitution Act No15 of 1952, Section 74, Germany.

Works Councils Act of 1979, Chapter 2 Article 2 section, The Netherlands.

CASES

Atlantis Diesel Engines (Pty) Ltd v NUMSA (1993). *Butterworths Law Reports*.

Banking , Insurance and Assurance Workers Union v Mutual and Federal Insurance Co Ltd. *South African Labour Law Reports*, 158 (IC).

BAWU v Pek Manufacturing (1990). *Industrial Law Journal*, 1095 (IC).

BIAWU v Mutual and Federal (1993). 4(9) *South African Labour Law Reports* 158(IC).

Bleazard v Argus Printing and Publishing Co Ltd (1983). *Industrial Law Journal*, 60 (IC).

Bogoshidi v Director for Serious Economic Offences (1996). *South African Law Reports*, 785 (A).

FAWU v Spekenham Supreme(2) (1988). *Industrial Law Journal*, 628(IC).

Ntsaba v Eastern Province Textiles (Pty) Ltd (1987). *Industrial Law Journal*, 27(IC)

NUMSA v Atlantis Diesel Engines (Pty) Ltd (1993). *Industrial Law Journal*,4.642.

NUMSA v Metkor Industries (Pty) Ltd (1990). *Industrial Law Journal*, 1116

Mutual and Federal v Banking Insurance, Finance Assurance Workers Union(1996). 17
Industrial Law Journal, 241(A)

Paper Printing Wood and Allied Workers Union v Lane (1993). *Industrial Law Journal*,
14. 1366 (IC).

S A Clothing and Textile Workers Union v Sheraton Textiles (Pty) Ltd (1997). *Industrial
Law Journal*,18.1412 (CCMA).

S A Commercial Catering and Allied Workers Union v Speciality Stores.(1998). *Industrial
Law Journal*,19, 557 (LAC),

Speciality Stores v Commercial Catering and Allied Workers Union and Another.(1997).
Industrial Law Journal, 18, 992 (LC).

Stocks and Stocks (Natal) v Bawu (1990). *Industrial Law Journal*, 369 (IC)

ANNEXURE A

INDUSTRIAL DEMOCRACY SURVEY QUESTIONNAIRE

Dear Respondent

You have been selected to take part in a study of the democratisation of the workplace in South Africa. The South African society is well on its way of becoming a true political democracy. However democratisation of the workplace has only begun. The aim of this study is to establish what progress has been made in democratising the South African workplace.

Kindly complete the questionnaire as requested and return it to the person who gave it to you, as soon as possible. Thank you for your time investment.

GENERAL INFORMATION

Please tick the appropriate block.

1. Are you a representative of:

- | | | | |
|-------------------|--------------------------|---------------------------|--------------------------|
| Management-senior | <input type="checkbox"/> | Trade union | <input type="checkbox"/> |
| -middle | <input type="checkbox"/> | | |
| -lower | <input type="checkbox"/> | Employees' representative | <input type="checkbox"/> |

A. DISCLOSURE OF INFORMATION

1. Section 16 of the Labour Relations Act (LRA) of 1995 provides for the disclosure of information. How does your organisation/trade union view this provision?

2. Who should make requests for disclosure of information?

3. Should the trade union be limited to information concerning its members only?
Please explain.

4. Has disclosure of information improved the collective bargaining and conflict resolution process in your organisation? If so how?

5. Has disclosure of information affected employee participation in decision-making in your organisation? Please explain.

6. What type of information is disclosed? Please explain.

7. At what stage/when will your organisation disclose information to a trade union?

8. Has your organisation had a dispute regarding the disclosure of information?
Please explain the nature of the dispute?

9. How was this dispute resolved? Please indicate the process followed to resolve the dispute.

Negotiation between employer and the trade union

Conciliation at the CCMA

Mediation at the CCMA

Arbitration at the CCMA

By the Labour Court

Other: Please explain.



B. COLLECTIVE BARGAINING

1. What does your organisation/trade union understand under the term collective bargaining?

2. Does your organisation/trade union practice collective bargaining in the workplace? How often does this happen?

3. Indicate your organisation's bargaining structure by marking the appropriate box

Multi-employer (sectoral)

Single-employer (centralised site)

Single-employer (decentralised site)

Two-tier (Minima at multi-employer level and actuals and bonuses at single employer level)

Other. Please explain

4. Describe the bargaining relationship between your management and the trade union or worker representative structure?



C. WORKER PARTICIPATION, JOINT CONSULTATION AND DECISION-MAKING

1. What does your organisation/trade union understand under the term worker participation? Please explain.

2. Has worker participation increased in your organisation since the introduction of the LRA of 1995? Please give examples.

3. What does your organisation/trade union understand under the term consultation? Please explain.

4. List those matters on which consultation has taken place in your organisation.

5. Does your organisation have a consultative structure ? What is it called and describe its functioning.

6. The LRA of 1995 provides for joint decision-making. What is your organisation's/trade union's understanding of the term? Please explain.

7. Indicate those matters on which joint decision-making have taken place.

D WORKPLACE FORUMS (WPFs)

D1 ORGANISATIONS THAT DO NOT HAVE WORKPLACE FORUMS (WPF's)

1. Why has a WPF not been established?

2. What steps are being taken to establish a WPF?

3. What difficulties do you foresee in the establishment of a WPF?

4. What effects will a WPF have on your organisation if established?

5. Does your organisation have any other worker involvement/participation structure? If yes, please give details.

6. Comment on the effectiveness of this structure?

D2 ORGANISATIONS THAT HAVE OR HAD WPFs

7. What was the reason(s) for the establishment of the WPF?

8. Describe the process followed during the drawing up the WPF's constitution?

9. What external help (if any) did you receive in drawing up the constitution?

10. How many members does your WPF have? (That is, the members of the Forum only)

11. Describe the election process of WPF members.

12. How often does your WPF meet?

13. What is discussed? Please give examples.

14. How often does your WPF meet with the employees in your organisation?

15. Has the WPF been given the opportunity to make representations and to advance alternative proposals? Please give details.

16. Has the WPF ever made use of external experts? Describe their contribution.

17. Has your WPF ever been dissolved? Please give details.

18. Is there anything you would like to add regarding the democratization of your organisation? If yes, please give details.

THANK YOU FOR YOUR PARTICIPATION.

If you would like to receive a copy of the survey results kindly indicate your full name, designation, company name, postal address, e-mail address, fax and telephone number.
