

## **Labor and Employment Relations in South Africa A Comparative Perspective**

In 1994, growing internal unrest, mounting international sanctions, and a sudden change in the leadership of the ruling party culminated in the transition to the new South Africa. The South African labor movement played a crucial role in this democratic transformation and continues to play a central role in the new government. It is the single most powerful civil society organization in the country.

This course will examine the development of labor and employment relations in South Africa as it struggles to redress the legacy of apartheid and the demands for a more democratic workplace and society and to respond to intensifying competition as South Africa is increasingly integrated into the global economy. Topics covered include:

- The history and development of the South African labor movement and its role in overcoming apartheid;
- The impact of globalization and neoliberal economic policies on the workplace and the larger society;
- Organizational and workplace restructuring in response to these changes;
- Managing diversity and equity in the post-apartheid workplace;
- Work and gender issues;
- Occupational and environmental health issues with a particular emphasis on HIV/AIDS;
- Employer labor relations and human resources strategies; and
- Emerging union bargaining and organizing strategies in a global economy.

The itinerary includes meetings with union leaders and staff from the Congress of South African Trade Union (COSATU) and a variety of national unions, as well as staff from the American Center for International Labor Solidarity, the National Labour and Economic Development Institute and the University of Witwatersrand. In Johannesburg, the study tour will also visit the Apartheid Museum and tour Soweto, the living symbol of the spirit that helped end apartheid.

The group will also spend two days at the Hluhluwe-Imfolozi Park, one of South Africa's finest game reserves. It teems with wild game, including lions, leopards, giraffes, elephants and rhinos. In the nineteenth century, the park was at the center of the Zulu kingdom, and Imfolozi was the private hunting preserve of the Zulu king, Shaka.

In Durban, the study tour will meet with trade union students and staff of the Workers' College and faculty from the Department of Industrial, Organizational and Labour Studies of the University of KwaZulu-Natal. Durban, located on the Indian Ocean, is characterized by its rich African, Indian and English cultures. It was here that Mahatma Ghandi began to forge his philosophy of passive resistance, an idea that found resonance with the American civil rights movement and the founders of the African National Congress.

**Subject Area:** Labor and Employment Relations in South Africa: A Comparative Perspective

**Level:** Undergraduate and Graduate

**Semester:** Spring/Summer 2007

**Dates:** June 2-16, 2007; as well as two pre-departure meetings and be one post-return meeting to be announced at a later date

**Courses:** LBS 4500, ISP 4770. ISP 5500, ISP 7500 and IR 7550

**Requirements:** In addition to completing the required reading, you will select a specialized topic in cooperation with the course leader. Before the trip, you will prepare a short briefing paper on that topic for members of the tour group. Upon return from South Africa, you will be asked to revise and expand your briefing paper to include new understandings and to compare and contrast the approach to this topic in South Africa and the U.S. During the trip, you will be responsible for taking a lead role in shaping the discussion for at least one session, e.g. a seminar with the students at the Workers' College. You will also be expected to keep and submit a professional journal that chronicles your observations and learnings.

**Credit Hours:** 3 credit hours

**Locations:** Johannesburg, Durban and the Hluhluwe/Imfolozi National Park

**Faculty Leader:** Hal Stack, Director of the MAIR Program and the Labor Studies Major

**Cost:** \$3000 based on double occupancy. Single accommodations are an additional \$420. Cost includes airfare, travel insurance, lodging with breakfast and in-country transportation. Program fees may change due to unexpected increases in airline surcharges or currency changes. If this occurs, those fees will be passed on to program participants. Cost does not include WSU tuition, additional meals and personal expenses.

**Prerequisites:** Consent of the faculty leader

**Additional Estimated Costs:**

Current Passport	\$97
For more information, <a href="#">click here</a> .	
Tuition & Fees	Individual

Meals Individual

Personal Expenses Individual

Please note that you are required to pay tuition for 3 credit hours at your appropriate rate, payable through the normal tuition payment process. For more information, [click here](#).

**How to Apply:** Applications can be downloaded [here](#), or found at:

Office of Study Abroad and Global Programs  
5155 Gullen Mall  
1600 Undergraduate Library  
Detroit, MI 48202  
Tel (313) 577-3207  
[www.studyabroad.wayne.edu](http://www.studyabroad.wayne.edu)

**Grants:** Students are encouraged to apply for WSU's Global Grant to offset some of their program expenses. Applications can be found [here](#).

**Payment Information:** A non-refundable deposit of \$400 is due December 15, 2006.

The remaining four payments of \$650 are due January 15, February 15, March 15 and April 15. If you are accepted into the program after payments begin, you will be expected to be current with payments as soon as possible. Single accommodation fee due by February 15.

The deposit and all payments are to be made out to Wayne State University. The deposit and all payments can be made by check, money order, Visa or MasterCard. Students wanting to pay program fees with either Visa or MasterCard must print out the [credit card authorization form](#) and submit it to the office with the appropriate information.

Additionally, you are required to pay tuition for 3 credit hours at your appropriate rate, which is payable through the normal tuition payment process. The noncredit tuition is \$750.

**Cancellation Policy:** Participants who wish to cancel must do so in writing by mail or e-mail. Notifications should be sent to:

Shannon Walker  
Office of Study Abroad and Global Programs  
5155 Gullen Mall

1600 Undergraduate Library  
Detroit, MI 48202  
[zoranj@wayne.edu](mailto:zoranj@wayne.edu)

**Refund Policy:** The non-refundable \$400 deposit is due November 28. The Office of Study Abroad and Global Programs guarantees space on the program for participants upon receipt of the confirmation deposit. At that point, the Office of Study Abroad and Global Programs incurs non-recoverable costs. Therefore, any participant who cancels at any time after the confirmation deposit has been received will be responsible for the deposit in addition to the following, upon cancellation from the program.

**Cancellation Period Refund**

90 days or more before start of the program	75% of program fees less \$400 non-refundable deposit
60-89 days before start of the program	50% of program fees less \$400 non-refundable deposit
1-59 days before start of the program	No refund

**Additional Information:**

Hal Stack  
Labor Studies Center  
3178 Faculty/ Administration Building  
(313) 577-2191  
[h.stack@wayne.edu](mailto:h.stack@wayne.edu)

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