

SOUTH AFRICAN EMPLOYMENT LAWS

LET'S GET READY WEEK

THE FUNDAMENTALS OF EMPLOYMENT RELATIONS IN SOUTH AFRICA

FROM INDUSTRIAL RELATIONS TO EMPLOYMENT RELATIONS: AN EVOLVING FIELD OF STUDY IN SEARCH OF ITS IDENTITY

Nel & Kirsten (2020:6–7) summarise the early development of employment relations as follows: “According to Kaufman (2008: 319), the academic (or intellectual) roots of the field of industrial relations can be traced back to the late 1800s and the early 1900s in Britain: The works of intellectuals like Beatrice and Sidney Webb and Max Weber are mentioned as examples. It is shown, however, that “the actual institutionalization of the field in British universities occurred later than in the USA”.

It is explained that whereas industrial relations as a field of study only became institutionalised in British universities during the mid-1930s, in the US, the “first free-standing [industrial relations] academic unit was created in 1922” at Princeton University.

“In South Africa, Swanepoel (1991; 1994; 1996) convincingly argued for the need to reconsider what the focal point and scope of this field of study, practice and theory is or should be. It has been demonstrated through empirical research and the pragmatics of this field that a broader, more inclusive approach to defining and demarcating this field is preferable. In doing so, the cornerstone of this field has been shown to be the **employment relationship**” (Nel & Kirsten, 2020:7)

Labour Relations is the discipline that includes such different topics as collective bargaining, collective agreements, administration and grievance settlement, wage determination, fringe benefits, employers’ organisations and trade unions, labour pool/workforce (“manpower”), human resource management, minimum working standards, industrial health and safety, the quality of working life, State labour policy, industrial conflict, etc.

Employment relations (ER) refers to a complex, open system of formal and informal, and individual and collective relationships, and interactions between employers, employees and the State, and the representatives of these primary role-playing parties, together with their related institutions, concerning aspects that emanate from, relate to or may impact on the contemporary employment relationship in its organisational and broader societal context where the satisfaction of the needs of all members of society is a primary concern.

Activity:

Briefly explain what is meant with ‘employment relations’ as a concept. Specifically indicate how it relates to the concepts ‘labour relations’ and ‘industrial relations’.

Activity Memorandum:

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G Thomas



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