

The background features a teal-to-blue gradient with faint, semi-transparent circular patterns and a scale-like element on the left side. The scale has numerical markings from 150 to 260 in increments of 10. The main title is centered in white, bold, uppercase letters.

POST-APARTHEID TRADE UNION ROLE AND WEAKNESSES

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THE PARADOX OF VICTORY

- STRENGTH

- *Influence*

- *Empowerment*

- *Solidarity*

- WEAKNESS

- *Loss of organisational power*

- *Institutionalisation*

- *Individualism*

POST-APARTHEID UNION LANDSCAPE

	<i>CATEGORY 1</i>	<i>CATEGORY 2</i>	<i>CATEGORY 3</i>
<i>Size</i>	Large/Med	Med/Small	Very Small
<i>Resources</i>	Very good	Fair	Weak
<i>Influence</i>	Huge	Limited	None
<i>Politics</i>	Affiliated	Unaffiliated	Unaffiliated
<i>Sect cover</i>	Industrial	Ind./ general	Ind./ general
<i>Geo cover</i>	National	Nat/reg.	Reg./local
<i>Coll. action</i>	Militant	Moderate	None

UNION ROLE & MOBILISATION

- **THREE DIMENSIONS:**
- Resisting economic exploitation of members (improving wages & conditions of employment)
- Political representation (striving to achieve political reform)
- Promoting economic development & reconstruction

UNION SUCCESSES

- Restored the dignity of the black worker
- Vast improvements to wages & conditions
- Produced thousands of leaders
- Gave workers a political voice
- Became a platform on issues of economic development & reconstruction

BEFORE MARIKANA

- Dominant union (monopoly)
- Close management-union relations
- Upwardly mobile full-time shaft stewards
- Frustrated rank-and-file (esp. RDOs)
- Workers facing economic squeeze
- Close state, employer & union relations
- Splinter union competing for members

ORGANISATIONAL ISSUES

- Weak collective bargaining strategy
- Restless workforce
- Poor service to members
- No strike funds
- Shaft stewards, organisers out of touch
- *Five Madoda* phenomenon
- Unrest at Amplats & Implats
- Marikana 2012

RUSTENBURG 2012

- Workers abandoned their union
- Workers' committee
- Workers made demands to employer
- Intervention by the state - the massacre
- Poor handling of issues by management
- AMCU took over

LABOUR RELATIONS UNDER STRESS

- Weak union organization
- Poor management
- The return of ungovernability & the collapse of 'rule of law' in workplace
- Upward mobility in the workplace
- The police and labour relations
- Wiehahn model in crisis

MEANING OF MARIKANA (1)

- Collapse of union organisation
- Discredited union leadership
- Defence of monopoly status (union, political)
- State use of force in a strike
- Black capitalist class compromised
- Comrades against comrades (police, alliance, etc)

MEANING OF MARIKANA (2)

- A contested transition
 - * Unusual forms of resistance
 - * discrediting militant collective action
- The limits of national liberation
- Who speaks for the working class?
- The need for a new model of labour relations