

Crisis of Social Security and Health Care (Latin American monograph and document series)

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The Changing Nature of Employment and the Reform of Labor and Social Security Legislation in Post-Apartheid South Africa

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Abstract

This paper tries to understand the current status of South African labor market, which is changing in contradictory directions, i.e. a strengthening of the rights and protection of workers at the same time as the flexibilization of employment, in the context of the characteristics of labor and social security legislation in South Africa, as well as the nature of labor and social security reforms after democratization. We put emphasis on the corporatist nature of labor policy-making as the factor influencing the course of reforms; it is argued that the apparently contradictory changes can be explained consistently by the corporatist labor policy-making process which has been practiced notwithstanding the problem of representativeness.

Keywords: South Africa, labor market, social security, corporatism
JEL classification: I38, J21, J30, J50, J65

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