

Project ‚Worlds of labour‘  
field stay in South Africa in March 2023:  
First reflections on sample, methodology and content

Jour Fixe of working group A03 /CRC 1342

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01:30 – 04:00 pm

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# 1. Preperation (by author)

- **Document analysis / recherche:**
  - Theoretical overview of cluster structure + power structure approach + configurations of labour relations
  - Indicator overview for SA, IN and partly MX on
    - (a) labour law regulations (WBL)
    - (b) legal segmentation (WOL)
    - (c) collective representation rights (CBR-LRI)
    - (d) International Ratifications of Convention (ILO)
    - (e) Social Protection System (ILO) + labour market indicators (WB, ILO, labour survey)
  - Overview of coll. agreements for SA
  - In depth recherche on regional production cluster and OEMs in South Africa /India
- **Interview material:** development of 2 semi-structured interview guides (unions, employers); flyer, consent form, information letter, pre- and post-script interview form, email template, contact list
- **Pre-interview preparations:** research and contact to suppliers, OEMs, Unions, NGOs, experts etc (all were written to at least twice).; org. of incentives and recording devices

## 2. Response rate (along the supplier chain, OEMs + manufacturers and suppliers of OE components) for sample of Gauteng cluster

Chain	No. of suppliers contacted (out of)	Response rate (in %)
OEMs	1 (3)*	33
Tier 1	5 (21)	24
Tier 2	2 (8)	25
Tier 3	0 (2)	0
<b>Total</b>	<b>8</b>	

\* One OEM still plending

Note: source for suppliers was <https://naacam.org.za/find-a-member/>

Source: own description



1 supplier / 1 OEM: management + shop stewards

no response from service providers / to few contacts to service providers

## 2. 1. Impression of plant sides



### 3. Sample description

actors from	No. of interviews	function
Unions	10	Shop stewards, national coordination, legal department, research department, specialists on motor/metal
Employer (OEMs/supplier)	9 (1)	CEO, HR officer/head, owner, regional leader
Employer associations	2	Project Manager, Executive Trade etc., Executive Director, Executive HR
Academic experts	10	Programm managers, directors of foundations, legal scientists, lawyers, sociologists
NGOs	1	director
State actors	(2)	n.n.
<b>Total no of interviews</b>	<b>22 (3)</b>	
<b>Total no of conversations/partly interviews</b>	<b>10</b>	

Note: ( ) is still pending  
Source: own description



### 3.1. Supplemental material

- One group discussion on union strategy toward retrenchment
- a discussion of the class action lawsuit against an employer
- an observation of a complaint to the labor court
- an observation of a conciliation of an unfair dismissal (at CCMA)
- Meeting at metro police head office
- **What could I return?**
  - Active participation in Human Rights Day / Hammerskraal
  - Active participation in protest march



## 3.2. Methodological reflections

- semi-structured interview guide (unions/ employers) have worked /some new questions can be added (normal procedure for hermeneutic circle)
- methodological errors / challenges:
  - questionnaire sent to interviewees by a colleague,
  - data protection regulations not respected by a colleague,
  - use of closed questions by a colleague (informational interview to confirm own hypotheses versus problem-centered interview)
  - trust building processes vs insisting on 3-person interviews with interviewees who fear possible consequences from interview (different methodological perspective by a colleague)
  - different interview situations (2-person interview vs group interviews) and types (face-to-face vs online vs phone)



impact on results has to be considered; division of labour/privileging – power structure within working group needs to be reflected

## 4. First reflections on possible outcomes

- Insights on the regional production network (RPN) and power structures (PS)
- Insights on employment arrangements /workforce in the industry in RPN - standard employment relationships and transitions to precarious/informal employment relations within the cluster
- Insights on strategies towards compliance/implementations / gaps in employment regulations/law in the industry in RPN / PS
- Insights on strategies on the future transformation of industry in RPN within cluster



**Configurations of strategies of different actors within cluster**