# MICHIGAN STATE U N I V E R S I T Y

The African e-Journals Project has digitized full text of articles of eleven social science and humanities journals. This item is from the digital archive maintained by Michigan State University Library. Find more at:

http://digital.lib.msu.edu/projects/africanjournals/

Available through a partnership with





Scroll down to read the article.



### ZAMBEZIA

## The Journal of the University of Zimbabwe

Volume 18, No. i, 1991

### ZAMBEZIA



The Journal of the University of Zimbabwe

Guest Editor: Professor Angela P. Cheater

ISSN 0379-0622

#### CONTENTS Volume 18, No. i, 1991

Introduction: Industrial organization and the law in the first decade of Zimbabwe's independence	1
Industrial democracy in Zimbabwe?	15
Labour relations in a Zimbawean	
parastatal enterprise	25
An evaluation of the workers' real participation in	
decision-making at enterprise level Dorothy Mutizwa-Mangiza	35
Labour relations in a Zimbabwean mining enterprise	_
established after IndependenceRudo B. Gaidzanwa	49
'We are taken as shovels, used and put aside':	
Anthropological perspectives on the organization	
of work and workers in Zimbabwean industry	
in the first decade of IndependenceAngela P. Cheater	69
Bibliography	8

© University of Zimbabwe, 1992.

Published by University of Zimbabwe Publications, P.O. Box MP 45, Mount Pleasant, Harare, Zimbabwe.

Typeset by University of Zimbabwe Publications. Printed through Print Brokers (Pvt) Ltd., Harare.

#### ZAMBEZIA

The publication of Zambezia, the bi-annual journal of the University of Zimbabwe, has been made possible by the generous support of the Publications Committee of the University. The main focus of the journal, as its name implies, is South Central Africa; but inaugural lectures and special articles of a more general interest are also published. Monograph supplements to Zambezia, of which there may be up to ten in a year, cover the main disciplines of the University (Agriculture, Commerce, Education, Engineering, the Humanities, Law, Medicine, Science, Social Studies, Veterinary Science), and do not necessarily have the same regional focus as Zambezia itself.

**ORDERS** A complete catalogue of these publications may be obtained free of charge on application to the Publications Officer, University of Zimbabwe, P.O. Box MP 45, Mount Pleasant, Harare, Zimbabwe. Standing orders for the Journal and/or supplements, under which an invoice is sent prior to dispatch of the order, are welcomed.

#### Notes on contributors

Angela Cheater used to hold a personal chair in Social Anthropology at the University of Zimbabwe, from which she resigned in protest in 1991 against state legislation affecting the university.

**Rudo** Gaidzanwa is Senior Lecturer in Sociology at the University of Zimbabwe, and is currently registered for her doctorate at the Agricultural University, Wageningen, the Netherlands.

Genius Maphosa obtained his B.Sc. Sociology (Honours) and Master of Philosophy degrees from the Department of Sociology, University of Zimbabwe, and has held personnel positions in a number of Zimbabwean firms. He is currently Manager, Manpower Resources with Ziscosteel, at Redcliff, but is spending a sabbatical year in Maastricht, the Netherlands, in 1991-2.

**Dorothy Mutizwa-Mangiza**, B.Sc. Soc. (Hons.), M.Sc. Soc. is Lecturer in Sociology, University of Zimbabwe, but is currently on three years' unpaid leave undertaking post-graduate research.

Mark Shadur completed his Ph.D. at the Australian National University, Canberra, on industrial relations in post-Independence Zimbabwe, and is now lecturing at the Graduate School of Management, University of Queensland, in Brisbane, Australia.

#### Acknowledgements

The articles collected here are the fruits of a small workshop held in July 1991 to discuss the findings of a number of sociologists and anthropologists who had undertaken research in the field of industrial sociology in Zimbabwe after its Independence in 1980. The workshop and this publication were made possible by a generous donation from SAREC, to which organization and its former director in Zimbabwe, Per Arne Stroberg, we are most grateful.

The authors would like to thank the workers and managers at all the various enterprises studied for their participation in discussions and for the information which they willingly imparted. For reasons of confidentiality, they cannot be acknowledged individually, but we thank them sincerely.