

the attitudes of management on the extent of participation as well as how the type of issues discussed in Works Council meetings affect the extent of workers' participation. In addition, the influence of the nature of ownership of the enterprise (private or public ownership) on the extent of workers' participation is examined.

Two reasons basically justify a closer look at workers' participation. One of these is due to the public distortions about the evolution, meaning and functions of workers' participation and the other to its unfavourable development in Zambia.

Historical Introduction

By workers' participation is meant the limited involvement of workers in the process of managerial decision making. Limited in that workers participate through their representa-

tives in specified areas only. The participation process as it takes place in Zambia is effected by the organisational framework of institutions called works councils. These are joint management/worker bodies which were instituted by law and validate the workers' right to be informed about management decisions taken on the economic and financial affairs of the undertaking. The workers have also the right to be consulted about health and welfare schemes at their work place and finally through the councils, Workers have the right to give prior approval before a decision can be effected by the management of the undertaking on recruitment, transfer, disciplinary rules, redundancy bonus and safety.

The legal provisions are contained in Part VII of the Industrial Relations Act,

1971, which was enacted by the Parliament of Zambia and given assent on 20th December, 1971. The Act came into operation, except for part VII (works councils), on 1st April, 1974 by virtue of statutory instrument No.29 of 1974. Part VII was brought into effect from 1st May, 1976 by statutory instrument No. 76 of 1976. Briefly stated, the Industrial Relations Act is:

an Act to provide for the registration of Trade Unions, the Zambia Congress of Trade Unions, the Employers' Association and the Zambia Federation of Employers; to provide for the establishment of works councils, Collective Agreements, the settlement of Collective disputes and the establishment of the Industrial Relations Court; to repeal certain enactments relating to Trade Unions and trade disputes and industrial Conciliation; and to provide for matters incidental to or² connected with the foregoing.

The Act applies to all industries where employer-employee relations exist. It also applies