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Union democracy and the challenge of globalisation to organised labour in Ghana

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Prepositions belonging to the thesis

UNION DEMOCRACY AND THE CHALLENGE OF GLOBALISATION TO ORGANISED LABOUR IN GHANA

by

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Maastricht, September 10 2010

1. Effective union response to globalisation depends on improving the relevance of labour movements, and enhancing further membership representation and participation. Such efforts are dependent on internal structures of union governance that underlie union internal democracy. (Chapter 1)

2. Union revitalisation studies should focus on how globalisation impacts the internal structures of trade unions, the forms of power tools generated and how union renewal mediate members' access to such tools. (Chapter 2)

3. Trade unions are a collection of several local and external situations that shape their form, structure, and identity. (Hyman 2001) (Chapter 3)

4. Union renewal strategies are effective only when they are built on a sound union structure that leads to strengthening unions.

5. The origins and nature of the challenges of globalisation are sufficiently clear to union leadership, the choice of trade union strategies however, gives scant indication of forcing a debate on development alternatives in Ghana. (Chapter 4)

6. Union revitalisation depends on how the internal structures respond to the changing dynamics in union membership structure and how this in turn shapes union functions. Increasing trade union membership of informal economy workers calls for alterations in trade union governing structures to offer better representation and voice in a consistent and focused way in order to deal with work related problems of the diverse union members. (Chapter 5)

7. Women's position in union leadership enhances their consciousness, deepens their sense of union ownership and provides them with personal influence. How this personal power can be transformed into group power to take advantage of the space offered by union strategies to expand gender democracy remains a challenge. (Chapter 6)

8. The GTUC stands a better chance to enhance internal democracy and increase the participation of members in union activities and decision making only on condition that the councils of labour are reconceptualised as district and regional trade union governing organs. (Chapter 7)

9. The limits of membership entitlements to servicing and the constraints of constitutional provisions on the ability of local unions to expand their influence, undermine the effectiveness of power tools that trade unions provide their members at the enterprise level. (Chapter 8)

10. Sustainable revitalisation will be determined by the peculiar responses of the GTUC and the national unions to emerging internal power dynamics. (Chapter 9)

11. It is through the renewal of unions that pro-active forms of dealing with workplace and employment restructuring can emerge. (Fairbrother, 1990)

Adwuma ye—(work is good)