

## Index

- Abbott, Tony, 100-1
- Aboriginal Australians, 25
- Accord (1983-91), 5-8, 90, 136
- ADAM database of agreements, 118, 120, 124
- Adoption leave, 26
- Advisory Conciliation and Arbitration Service (Acas), 197, 198, 201
- Age discrimination, 200
- Aliens in workforce, 32
- Allowable award matters, 16
- Alternative dispute resolution, 197
- Amalgamated Metal Workers Union (AMWU), 101
- Andrews, Hon Kevin, 123
- Apprenticeship schemes, 125
- Arbitration system, 3, 12, 90
  - per capita income, effect on, 187
- Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ), 134
- Australian Bureau of Statistics (ABS), 37, 89
- Australian Chamber of Commerce and Industry (ACCI), 4
- Australian Council of Trade Unions (ACTU), 7, 10, 66, 90, 114, 122
  - Accord, 136
  - Organising Centre, 108
  - union activity, vision for, 102-4
- Australian economy
  - wage determination in, 182-90
- Australian Industrial Relations Commission (AIRC), 94, 122
  - allowable award matters, 16
  - authority, undermining, 69, 119
  - industrial disputes, power to intervene, 95
  - Justice Michael Kirby's defence of, 145
  - living wage, 151
- Australian Industry Group (AiG), 123
- Australian Labor Party, 136
- Australian White paper on Full Employment, 205

- Australian Workplace Agreements (AWAs), 10, 11, 95, 97, 98
  - deunionisation device, as, 99
  - impact of, 99
- Australian Workplace Industrial Relations Survey (AWIRS) 1991, 4
- Awards
  - allowable award matters, 16, 99
  - harmonisation, 123
  - industry focus, 119–21, 122
  - modernisation of award system, 119
  - multi-employer, 115, 116, 123–4
  - multiple award coverage, 117
  - private sector single employer, 116–17
  - rationalisation, 123
  - reality of award system, 115
  - reduced regulation through, 94
  - reform, 115–17, 119–21
  - structure, 116
  - too prescriptive, 115
- Baby boomers, 56
- Balance of payments, 7
- Bargaining systems
  - economic effects, 6
- Birth, cash payment on, 52
- Blair, Tony, 30–1
- Blandy, Richard, 112–13
- Business Council of Australia (BCA), 7, 93, 112–17, 122
  - award system, deficiencies of, 116
  - enterprise focus, 114–15
- Canada
  - Charter of Rights and Freedoms, 29
  - collective labour laws, 28
  - industrial citizenship, 28–9
- Capacity to Manage Index, 123
- Capital/labour relationship, 131
- Carers
  - privatised load, easing, 56, 63
- Carer's leave, 51–3, 63
- Cases
  - Australian Workers' Union v Abbey* (1944), 25
  - Casual Employees Parental Leave Test Case* (2001), 26
  - Cattle Industry (Northern Territory) Award* (1966), 25
  - Crown Librarians Library Officers and Archivists Award Proceedings, Applications under the Equal Remuneration Principle* (2002), 25

## INDEX

- Equal Pay Case* 1969, 25
- Family Leave Test Case* (1994), 26
- Graziers' Association of New South Wales v Australian Workers' Union* (1932), 25
- HV McKay, Ex parte* (1907), 24
- Maternity Leave Test Case* (1979), 26
- National Wage and Equal Pay Case* 1972, 25
- National Wage Case* (1986), 26
- Parental Leave Test Case* (1990), 26
- Personal-Carer's Leave Test Case Stage Two* (1995), 26
- Porter, Re* (1989), 39
- Public Holidays Test Case decisions*, 41
- Roberts v Hopwood* (1925), 24
- Rural Workers Union v Mildura Branch of Australian Dried Fruits Association* (1912), 24
- Working Hours Test Case* (2002) 114 IR 390, 41
- Casual work, 11, 16–17, 37, 50–1, 63, 128, 149
  - leave, 52
  - parental leave, 26
  - wages, 66
- Centralisation, 2
  - case for, 12
  - international studies, 5–7
- Certified agreements, 117
- Childcare, 50, 57–8, 66, 67
- Citizenship, industrial *see* Industrial citizenship
- Citizenship theory, 15
- Cole Royal Commission, 101
- Collective bargaining, 2, 12, 16
  - 'good faith' condition, 10
  - non-union, 94
  - trade unions, by, 19
  - United States, in, 27–8
- Collins, Hugh, 30–3
- Combet, Greg, 103, 108
- Commission
  - meaning of, 1
  - public opinion polls, 4
- Communication, rapid, 131
- Competition, 11, 17, 125
  - internationalisation of, 192–5, 200
- Competitiveness, 31, 128, 131
- Computerisation, 11

- Conciliation and arbitration
  - compulsory, 2, 22
  - Federal Government, powers of, 23
  - Higgins' view of, 23-4
  - system, 136, 137
- Confederation of Australian Industry (CAI), 8, 10, 122
- Constitution, Australian
  - compulsory conciliation and arbitration power, 22, 23
- Construction, Forestry, Mining and Energy Union (CFMEU), 101
- Consumer campaigns, 201
- Contract of service, 40
- Contract work, 11, 17
- Corporate social responsibility, 147
- 'Corporatist' option, 5
- Costs, need to cut, 145
- Decentralisation, 2, 7-13, 104
  - concept of, 94-5
  - international studies, 5-7
  - managed, 94
- Decollectivism
  - concept of, 94-5, 104
  - Howard's vision of, 95
- Dependent contractors, 38-40
- Deregulation
  - concept of, 94
  - further, supporters of, 68
  - gender pay inequity and, 54-5
  - inequality, impact on, 68, 84
  - liberating force, as, 113
  - opponents of, 68
  - unionism, impact on, 93
  - wage income inequality, 70, 90
  - work/care regime, effect on, 50-5
- Disability discrimination, 200
- Discrimination
  - age, 200
  - disability, 200
  - gender, 200
- Dispute resolution
  - alternative, 197
  - judicial system of, 196, 197
  - third party intervention, 191-2, 196, 202
  - voluntary means, by, 196, 197, 202

## INDEX

- Diversity management literature, 64
- Domesticity, ideology of, 58, 67
- Downsizing, 17
- Dual-earner households, 47, 51, 56
- Earnings inequality *see* Wage income inequality
- Economics, 136
  - labour economics, 136
- Employees
  - individual characteristics, recognising, 64
  - individual rights, 200–1
  - social beings, as, 64
- Employers
  - anti-unionism, 100
  - inquiries by, 120
  - militancy, 100
  - rights of, 12
- Employment
  - changing nature of, 11, 17, 37
  - full, state responsibility for, 205
  - high level of, 12
  - minimum outcomes, 40–1
  - non-standard forms, growth of, 131
- Employment conditions, 126
  - union influence over, 95
- Employment Outlook 2004*, 6
- Employment relations
  - individualisation of, 95
  - international and comparative, 138
- Employment relationship
  - existence, determining, 39
  - industrial relations, core of, 130
- Enterprise agreements
  - vision statements, 125
- Enterprise bargaining, 7, 16, 52, 115, 122
  - chilling effect, 118
  - costs of, 117–19, 124
  - productivity growth, 11
- Enterprise Bargaining Principle, 94
- Enterprise Flexibility Agreements (EFAs), 94, 98
- Entitlements
  - employment contract, relation to, 66
  - equal access to, 67

- Entitlements (*cont*)
  - gender inequity in distribution, 66
  - portability, 120, 125
  - portable and continuing, 67
- Equal Pay Cases, 25, 184
- Equal remuneration principle, 25
- Equity, 146
- European Commission Working Group on Equitable Wages, 152
- European Union (EU), 30, 196
  - minimum labour standards, 200
- Explanatory citizenship, 21–9
- Fairness, 67, 91, 119
- Family leave, 26
- Family Provisions Test Case, 66
- Fatherhood, 67
- Federal Government, powers of, 23
- Federal Mediation and Conciliation Service (FMCS), 197
- Federated Clerks Award, 115
- Finance Sector Union (FSU), 101
- Fitzgibbon, Charlie, 111
- Flexibility, 128
- Flexible hours, 4
- Foenander, Orwell de R, 24
- Foreign investment, growth of, 194–5
- Free trade area, 200
- Freedom of association laws, 16
- Full employment
  - macro policies, 205
  - state responsibility for, 205
- Full-time employees, 16, 37
  - growth of full time employment, 212–13
  - wage income increases, 86
- Gender awareness, need for, 63
- Gender discrimination, 200
- Gender equity, 67
- Gender pay
  - increasing gender equity, 56, 63
  - inequity, 54–5, 63
  - relativities, 184
- Global citizenship, 32

## INDEX

- Globalisation, 15, 16, 17, 32, 126, 131, 139, 145
  - confrontational bargaining and, 194
- Great depression, 205, 206
- Gross Domestic Product (GDP), 206
  - growth of, 218
  - real GDP per capita, 208
- Hancock, Professor Emeritus Keith, 1, 11, 44–5, 67, 68, 89, 111, 136, 191, 204–5, 220
- Hancock Committee of Review, 2–4, 111, 119, 136
  - Report, 8, 111–14
- Harvard framework, 147
- Harvester* decision, 24, 65, 151
- Higgins, Henry Bournes, 22, 23–4, 46, 65, 151
- High commitment/high performance, 64, 65
- Higher education
  - ministerial intervention into bargaining, 101
- Home, working from, 17
- Hours of leisure, 46
- Hours of work, 11, 12, 37, 46, 53
  - long, 53, 63, 131
  - more intense, 131
- Household disposable income, 90–1
- Households, decisions in, 62
- Howard government, 123
  - decollectivising, vision of, 95
  - reform agenda, 68
- Howard, Prime Minister John, 145
- HR Nicholls Society, 8, 10
- Human resource management (HRM), 133
  - challenges to, 145
  - crisis, in, 145–6
  - foundation assumptions, 146
  - industrial relations and, 138, 139–40, 146–7
  - primary objective, 131
  - ‘resources’, 145
  - rise of, 62, 63, 128–30, 134–5, 139
  - teaching of, 147
  - undergraduate majors, 134–5
- Ideal worker, concept of, 65–6, 67
- In-work poverty, 68

- Income
  - distribution of, 1
  - per capita, 187
- Independent contractors, 11, 17, 38
  - indicia, 39
  - right to control, 39
- Indexation (1975-81), 5
- Individual bargaining, 16
- Individualism, 128, 131
- 'Industrial', connotations of, 145
- Industrial citizenship, 15, 18-19, 37-42
  - aspirational citizenship, 19-21
  - Canada, in, 28-9
  - citizenship theory, 15
  - explanatory citizenship, 21-9
  - global citizenship, 32
  - United States, in, 27
  - welfare citizenship, 30-2
- Industrial democracy, 21
- Industrial disputes *see also* Strikes
  - AIRC power to intervene, 95
  - levels of disputation, 95, 97, 134, 192-5
  - third party intervention, 191
- Industrial relations
  - academic discipline, 128, 133-6, 139-40, 147
  - character of, 12
  - comparative approaches to, 138
  - 'crisis' thesis, 129-30, 132, 139, 144
  - crossroads, at, 129-33, 144
  - definition, 130
  - descriptive approach, 138
  - employment relationship, 130
  - equity, 146
  - field of study and teaching, as, 133-6
  - function of system, 13
  - HRM and, 138, 139-40, 146-7
  - institutional aspects, 138
  - law shaping, 12
  - marginalisation of field, 129
  - multi-disciplinary nature, 136, 138, 140
  - nation state, within boundaries of, 138
  - research field, as, 136-9
  - research methods, 132
  - subject domain of, 130, 132, 139

## INDEX

- theories of, 137, 139
- transformation, in, 148
- Industrial relations commissions, 22
- Industrial Relations Reform Act 1993*, 10, 94, 98
- Industry restructuring, 131
- Inequality *see* Wage income inequality
- Inflation, 207
- Innovation, 131
- Institute of Public Affairs (IPA)
  - Capacity to Manage Index, 123
- Internal regulation, 113
- International and comparative employment relations, 138–9
- International Labour Organisation (ILO), 10, 51, 201
- International Monetary Fund (IMF), 1, 11
- International social dumping, 63
- International studies, 5–7, 138
- International trade, 70, 90
  - confrontational bargaining and, 194
- Job insecurity, 63, 68
- ‘Jobs Back’ manifesto, 10
- Journal of Industrial Relations*, 134, 137
  - articles with international dimension, 138
  - comparative analyses, 138
- Keating, Paul, 10, 90
- Kelly, Paul, 9
- Kelty, Bill, 108
- Key Performance Indicators (KPIs), 115
- Keynesian economics, 205, 206, 218
- Kirby, Justice Michael, 145
- Labor Councils, 108
- Labor Government, 10, 16, 90, 136
- Labour
  - demographic challenge to, 56
  - disembodied, 64
  - diverse labour force, 131
  - increase, need for, 56
  - re-commodification of, 46, 63–4
- Labour courts, 22, 23
- Labour economics, 136

- Labour hire employment, 11, 17
- Labour history, 136
- Labour inspectorates, 201
- Labour law, 136
- Labour market
  - bifurcation problem, 218
  - deregulation *see* Deregulation
  - flexibility, 68
  - 1930s, 205–6
  - 1970s, 206–12
  - re-regulation, 94
  - reform agenda, 68
  - relative power of participants, 146
  - World War II, following, 205
- Labour movement
  - political success, 1980s–90s, 136
- Labour shortage, 56, 63
- Labour standards
  - maintaining, 199–201
  - trade liberalisation and, 201
- Labour supply, 56, 63
  - gendered character of, 63, 64–5
- Language, 145
- Laski, Harold, 19, 20–1, 32
- Law, 136
  - labour law, 136
- Leave
  - casual work and, 52
  - working carers, for, 51–3, 63
- Liberal Government, 16, 68
  - anti-union policy approach, 100–1
  - Senate control, 10, 68
- Living wage, 151
- Lockouts, 100
- Long service leave
  - portability, 120, 125
- Low-paid
  - needs of, meeting, 86
  - protection of, 69
- Low wages
  - definition, 151–4
  - displaced workers, 161

## INDEX

- education levels, 156
  - growth of low wage work, 149, 150–4
  - low earnings and, 153
  - low wage workers, 154–62
  - migrants, 155
  - minimum wage and, 150, 152
  - mobility, 162–74
  - OECD countries, 150–1
  - part-time employment, 157
  - policy to improve outcomes, 149
  - relative concept, 152
  - role of low wage jobs, 175
  - standard of living and, 153–4
  - welfare to low wage jobs, 173
  - women, 161
  - youth, 154, 159, 161–2
- Males
- income support, 216
  - male employment loss for skill levels, 213–15
  - marriage rates, 216
- Management unilateralism, 97
- Managerial prerogative, 94, 97
- Marshall, TH, 30, 33
- Maternity leave, 26, 51, 52
- paid, 52, 62–3, 65
- Maternity Payment, 65
- Metal Trades Industry Association (MTIA), 114
- Migrants
- low wage workers, 155
- Minimum standards
- government involvement in setting, 200
  - non-standard forms of work, for, 66
  - third party intervention, 192, 196, 199–201, 202
- Minimum wage, 24, 26, 66, 91
- enforcement, 150
  - increases, importance of, 55
  - level, 150
  - level of wage inequality and, 150
  - low wages and, 152
  - statutory, 200
- Mobility
- firm-provided training and, 177–8
  - longitudinal data, 162
  - OECD, in, 168–73

- Mobility (*cont*)
  - policies for wage mobility, 176–9
  - stability, definition, 162
  - summary of evidence on, 173–4
  - transition probabilities, 162
  - United Kingdom, in, 163–4
  - upward, 162, 174–6
- Mothers
  - attitudes to, 58, 63
  - workforce, returning to, 160
- Multi-national companies, 195
- National Economic Summit 1983, 2
- National Farmers Federation, 93
- National Wage Case, 7, 94
- Neoclassical labour market theory
  - inadequacy of, 45–9
- Neo-liberal ideas, 15, 16, 128
- New Deal, 27
- New Protection*, 9
- New Zealand, 138
- Niland, John, 112
- ‘No disadvantage’ test, 16
- Occupational health and safety regulations, 121
- Office of the Employment Advocate (OEA), 98
- Organisation for the Economic Co-operation and Development (OECD), 6, 49, 90
  - mobility in, 168–73
- Organising Works, 110
- Outsourcing, 11, 17
- Overtime, unpaid, 11
- Own account workers, 38
- Owners, 194–5
- Parental leave, 26, 51
  - casual employees, 26
  - unpaid, 52
- Part-time work, 11, 16–17, 37, 128, 149, 213
  - characteristics, 51
  - low wages, 157
  - women, 48, 49, 50–1
- Partnership programs, 132
- Paternity leave, 51, 200

## INDEX

- Pay equity, 54–5, 63, 66
  - increasing gender equity, 56, 63
- Penalty rates, 4
- People, potential value of, 148
- Performance-based pay, 118
- Polites, George, 111
- Poverty
  - in-work, 68
  - low wages *see* Low wages
  - 1930s, 205–6
  - unemployment and, 91
- Prices
  - movements over the century, 182–3
  - stability, 1, 12
- Productivity Commission, 11
  - automotive sector, report into, 101
- Productivity growth, 1, 7, 11–12, 22, 125, 131
  - data on, 184, 186
  - growth of real wages and, 184
  - labour market flexibility, 68
- Proper man, notions of, 63, 65–6
- Proper mother, notions of, 63, 65–6
- Proper worker, notions of, 63, 65–6
- Psychological contract, 64
- Public interest test, 8, 9–10
- Public policy
  - gendered nature of, 64–5
  - increasing female participation, 64
  - market based principles driving, 67
- Reith, Peter, 100
- Representation gap, 132
- Research
  - applied, 137
  - industrial relations as research field, 136–9
  - research methods, 132
- Rimmer, Malcolm, 116
- Roosevelt, President, 27
- Section 170LK agreements, 97, 98–9
- Safety net adjustments, 11, 12, 26, 55, 86, 123
- Services sector employment, 48
- Skill development, 131

- Social cohesion, 67
- Social inclusion, 30
- Sole parent
  - difficulties facing, 160
  - households, 47
- Stability, definition, 162
- Standard of living
  - level of earnings and, 153–4
- Strategic human resource management (SHRM), rise of, 62, 63
- Strikes *see also* Industrial disputes
  - activity, 8, 193
  - decline in, 193, 200, 202
  - level of, 3
  - penal powers against, 10
  - third party intervention, 191–2
  - threats by trade unions, 193
  - worldwide decline in, 192
- Subcontractor contracts, 145
- Superannuation, 26
- Survey of Income and Housing Costs (SIHC)*, 69, 89
- Tax credits, 68
- Technological changes, 15, 17, 70–1, 90, 131, 145, 208
- Third party agencies
  - advisory role, 197–8
- Third party intervention
  - changes in, 195–9
  - dispute resolution, 191, 196, 202
  - independence, 199
  - minimum standards, setting, 192, 196, 199–201, 202
  - strike problem, tackling, 191–2
- Total Quality Management (TQM), 115, 125
- Trade liberalisation, 201
- Trade unions
  - access to workplaces, 11, 97, 99
  - activist organising strategies, 103
  - ACTU vision for union activity, 102
  - amalgamation program, 103
  - ambivalent nature of, 193
  - change in deregulated environment, 102–4, 108–9
  - collective bargaining by, 19
  - confrontational mode, 193–4
  - consultation, engaging in, 193
  - crisis, in, 96, 103, 107

## INDEX

- decline of, 95, 101, 119, 132, 200
  - declining bargaining reach, 97
  - decollectivised environment
    - action in, 97–101
    - power in, 95–7
  - density levels, 95, 96–7
  - deregulation, impact of, 93
  - employers' anti-unionism, 100
  - industrial disputation, levels of, 95, 97
  - marginalising influence of, 119, 200
  - membership, decline in, 40, 95, 96–7, 103, 132, 193
  - mergers, 102
  - non-union collective bargaining, 94
  - power, decline of, 95, 101
  - preference, 10
  - recruitment, 11
  - renewal, 132
  - restructuring through mergers, 102
  - revitalisation, 132
  - rights of, 12
    - right of entry provisions, 100
  - super unions, 102
  - threats of strike action, 193
  - 'unprotected' action, 95
  - workplace organisation, 103
  - workplace representatives, 103
- Training, 125, 219
  - limited prospects for, 131
  - mobility and, 177–8
- Transatlantic consensus, 70
- Unemployment
  - data on, 189–90, 205
  - 1970s, in, 208
  - poverty and, 91
  - rate, 1
- Unions *see* Trade unions
- Union dependency theory, 137
- United Kingdom
  - Advisory Conciliation and Arbitration Service (Acas), 197, 198, 201
  - mobility in, 163–4
- United States
  - collective bargaining in, 27–8
  - Federal Mediation and Conciliation Service (FMCS), 197
  - industrial citizenship, 27
  - mobility in, 164–8

- Universities
  - industrial relations as academic discipline, 128, 133–6, 139–40, 147
- Upward mobility
  - definition, 162
  - sources of, 174–6
- Voluntary work, 145
- Wage determination
  - labour economics, 136
  - 20th century Australian economy, in, 182–90
- Wage fixation, 68
  - long term perspective, 182
- Wage income inequality, 69
  - age-based results, 89, 91
  - aggregate wage inequality trends, 77–81
  - conceptual frameworks, 72–5
  - data issues, 76–7
  - deregulation of labour market, 70, 84, 90
  - disaggregate results, 81–4
  - frameworks, 72–7
  - recent research, 69–72
  - trends, 70
- Wage moderation, 5, 12
- Wage-fixing system, 1–2
  - two tier, 7
- Wage-setting institutions, 6
- Wages, 66
  - aggregate real, 209–12
  - casual workers, for, 66
  - equity, 146
  - increasing wage gap, 131
  - living wage, 151
  - low *see* Low wages
  - movements over the century, 182–3
  - real, movement of, 184
  - union influence over, 95
  - women, for, 66
- Walton, Chris, 108
- Wealth creation, 7
- Webb, Sidney and Beatrice, 19–21, 32, 199–200
- Welfare benefits, 68
  - indexation, 218
  - low wage jobs, to, 173
  - males, 216
- Welfare citizenship, 30–2

## INDEX

- Welfare state
  - expanded, 206
  - growth of, 215-16
  - reliance on, 205
- Women
  - award-only stream, in, 54
  - collective agreement stream, in, 55
  - domestic unpaid work, 47
  - Equal Pay Cases, 25
  - gender pay relativities, 184
  - gendered participation gap, 47
  - Harvester* decision, 24-5
  - hourly rate of pay, 54
  - labour participation, 17
  - low wage work, 161
  - part-time work, 48, 49, 50-1
  - public policy, 63, 64-5
  - wages for, 66
- Women's Employment Board, 184
- Work/care arrangements, 45-9
- Work/care regime, 49-50
  - better, prospects for, 57-8
  - deregulation, impact of, 50-5
  - improvements, importance of, 56
- Work councils, 132
- Work/family problem, 62-7
- Work flexibility, 11
- Work/life problem, 62-7
- Worker/carers
  - privatised load, easing, 56, 63
- Workers
  - ideal, concept of, 65-6, 67
  - low wage, 154-62
  - preferences of, 63, 64-5
  - rights of, 12
- Workplace Relations Act 1996*, 10, 98, 104
  - decollectivist ethos, 95
  - ILO Convention, contravening, 10
  - section 170LK agreements, 97, 98-9
- Workplace Relations (and Other Legislation Amendment) Act 1996*, 16
- World Trade Organization, 201
- World War II, 205
- Youth
  - low wages workers, 154, 159, 161-2