MGMT2705
INDUSTRIAL RELATIONS

Course Outline
Semester 2, 2017

Course-Specific Information

The Business School expects that you are familiar with the contents of this course outline. You must also be familiar with the Course Outlines Policies webpage which contains key information on:

• Program Learning Goals and Outcomes
• Academic Integrity and Plagiarism

• Student Responsibilities and Conduct
• Special Consideration
• Student Support and Resources

This webpage can be found on the Business School website - :
https://www.business.unsw.edu.au/degrees-courses/course-outlines/policies

MGMT2705 Industrial Relations

Semester 2, 2017

CONTACT DETAILS

Lecturer:
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School of Management
Business School
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Tutor:
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Lecture:

Fridays:

> 11am Colombo C

Tutorials:

Fridays:

> 1pm BUS107

> 2pm BUS107

> 3pm BUS107

Mondays:

> 11am BUS118

> 12pm BUS219

Consultation time with Sarah:
Times are flexible, but a prior appointment is essential – just phone or email to make a mutually suitable arrangement.

Consultation time with Jeane:
Fridays 4-5pm

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Contents

COURSE OVERVIEW:

This course offers you a multidisciplinary, theoretical and practical introduction to some key concepts, processes, practices and debates associated with employment relationships in Australia. In addition, we examine some of the organisational, institutional and market contexts that will affect employment relations in any industrial society.

By the end of the course, you should have an understanding of the key participants in industrial relations systems – workers, employers, trade unions, employer organisations and the state – and how they interact, sometimes cooperatively and sometimes in conflict. Adopting a robust and critical approach, our discussions will always seek to assess how this wider context affects the perennial concerns of managers and employees in their day-to-day activities in the workplace.

STRATEGIES FOR SUCCESSFUL LEARNING:

Learning and teaching in this course will be based upon interactive lecture delivery, absorption of suggested reading material and tutorial discussion. The lectures evaluate critically the core concepts and theories in the discipline and are designed to give you a 'head start' on understanding the readings. The tutorials reflect a learning philosophy that puts discussion and debate at the centre of higher learning.

Getting away from 'passive' learning techniques, class discussions encourage you to play with the ideas raised in your readings, test out your understanding on your classmates and listen to their points of view in a relatively informal, non-threatening environment. Focus questions help to draw together the points of view expressed in each group so that everyone can benefit from the results of these debates. In terms of class assessment, high importance is placed on regular and engaged tutorial participation for which previous preparation has been done.

PURPOSE:

MGMT2705, *Industrial Relations,* is a compulsory core specialisation course that constitutes 6 UOC for students undertaking an undergraduate Human Resource Management major.

More than that, *Industrial Relations* plays a crucial role in the design of the major and as an elective. Its content gives you a broad overview and a critical appreciation of important contextual factors that affect every element of the workplace. It is also oriented towards discussing questions that have an immediate resonance in current public debates about employment matters to increase your ability to engage knowledgably with these discussions as a manager, employee and/or citizen.

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STUDENT LEARNING OUTCOMES:

Successful completion of this course should enable you to:
- acquire a solid theoretical, practical and ethical perspective on industrial relations
- critically analyse theories, models, and paradigms in the field
- understand the key participants, institutions, relationships and processes in employment relations, so that you acquire an enhanced ability to influence industrial relations outcomes in an informed manner
- develop research and communication skills necessary for work, life and further study
- strengthen competencies in persuasion, critical thinking, problem-solving, information processing and planning

You can match these Course Learning Outcomes to Business School Learning Goals and Outcomes; they are indications of the knowledge, skills and personal/ professional qualities MGMT2705 will help you to develop.

Program Learning Goals and Outcomes for all business students		MGMT2705 Learning Outcomes	Course Assessment Item
They are:		On successful completion of the course, you should be able to:	This learning outcome will be assessed in the following items:
1	Knowledge	Understand how the Australian system of industrial relations operates	- Tutorial participation - Article summary - EA task and exam
2	Critical thinking and problem solving	Take real-life industrial relations situations and analyse them critically.	- Tutorial participation - Article summary - EA task and exam
3a	Written communication	Construct written work that is well-argued and logically presented.	- Article summary - EA task and exam
3b	Oral communication	Communicate ideas in a succinct and clear manner.	- Tutorial participation - Article summary
4	Teamwork	Work collaboratively to analyse tutorial sources/present findings to the class.	Tutorial participation
5a.	Ethical, social and environmental responsibility	Understand the ways in which industrial relations strategies are core parts of organisational and industry sustainability.	- Tutorial participation - Article summary - EA task and exam
5b.	Social and cultural awareness	Analyse ways in which industrial relations policies affect women, youth and migrant workers, the environment etc	- Tutorial participation - Article summary - EA task and exam

COURSE ADMINISTRATION AND STUDENT RESOURCES

Lecture and tutorial timetable

Week	Date	Lecture Topic	Tutorial Topic
1	28 July	Introduction to course – what is industrial relations?	**NO TUTORIALS**
2	4 August	Current issues in contemporary industrial relations	Course administration, and discussion of introductory reading
3	11 August	Theory and concepts in industrial relations	Current issues in contemporary industrial relations
4	18 August	**The parties** – the state	Theory and concepts in industrial relations
5	25 August	**The parties** – employers and their representative bodies	The parties – the state
6	1 September	**The parties** – employee representation: trade unions	The parties – employers
7	8 September	Workplace regulation – legislation and bargaining	The parties – employee representation: trade unions
8	15 September	Industrial conflict	Workplace regulation – legislation and bargaining
9	22 September	Another party? Employee representation: non-union	**No tutorials this week due to public holiday after the break** **EA task due Friday 22 September**
Session break 23 Sept – 1 Oct (Monday 2nd is a public holiday)			
10	6 October	The 'ideal' worker – gender and ethnicity in employment	a) Industrial conflict b) Another party? Employee representation: non-union
11	13 October	Industrial relations and productivity	The 'ideal' worker – gender and race in employment **EA task marks released on this day**
12	20 October	Industrial relations – future prospects **Exam information distributed**	Industrial relations and productivity **Exam preparation**
13	23 October	**There will be NO LECTURES in this week, but Monday tutorials will go ahead as usual.**	

REQUIREMENTS FOR SUCCESSFUL COURSE COMPLETION

Your regular and punctual attendance at all classes is expected in this course. University regulations indicate that if students attend less than 80% of scheduled classes, they may be refused final assessment. For more information, check out: https://my.unsw.edu.au/student/atoz/AttendanceAbsence.html

a) *LECTURE PARTICIPATION:* **2 HOURS PER WEEK**

Unsurprisingly, attending classes is a crucial element of the learning process! Lectures provide you with the conceptual orientation necessary for coming to terms with the themes and issues dealt with in each weekly topic. You can ask questions if something is not clear. Marks are not awarded for attendance, but non-attendance will most likely negatively affect your final mark.

In addition, exam questions are based on debates outlined in the lectures, debates that cannot necessarily be 'crammed' from one or two key sources. Coming to the lectures is the best form of exam preparation you can do. Please note:

❖ Detailed notes from each lecture will be posted on Moodle and Echo360 records the lectures if you must miss them.

❖ Perusing the lecture notes or listening to a recording, without attending the lectures, is like reading a travel guide – a poor substitute for the real thing!

b) *TUTORIAL PARTICIPATION:* **1 HOUR PER WEEK**

The ability to work in teams, debate ideas and present material to an audience are basic tools of trade for professional employment and are also highly regarded skills in the wider community. The tutorial experience offers you a useful opportunity to refine these skills in a supportive peer group context. Through tutorial participation, you will have the opportunity to exchange ideas, build logical arguments and express informed opinions on the themes and issues canvassed by the course. In this way, it is hoped that you will develop your ability to think critically, debate ideas, work in groups and give oral presentations.

Please note that tutorials are not the same as lectures – they are the forums in which *you* mostly talk and *your tutor* mostly listens. Moreover, they are an opportunity for you to *demonstrate* the work you have done in the previous week and to earn marks in accordance with the quality of your contribution to the class.

What should you bring to class?

☑ **An open mind**

☑ **Enthusiasm for debate**

☑ **A sense of humour**

☑ **A willingness to work hard**

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COURSE ASSESSMENTS AND WEIGHTINGS			
1	Tutorial participation	10%	NB: Although obviously desirable, it is not necessary to pass all assessment elements to pass the course – a composite mark of 50% is sufficient.
2	Article summary	20%	
3	Enterprise agreement analysis	40%	
4	Exam	30%	

1) Tutorial attendance, preparation and participation: 10%

Tutorials have three main aims:

❖ They provide the opportunity for you to examine an issue in some depth

❖ They give you a systematic way of learning about the issues, while comparing and contrasting the approaches, arguments and conclusions of different scholars

Tutorial topics relate to the preceding week's lecture*. This format will allow you to think about issues raised in lectures and to do the required reading before the tutorial. Even if you* ₐᵣₑ busy, *reading something is much better than reading nothing*.

Please note: The 10% assigned to tutorial work can make a difference to your overall grade, so please don't waste it. You should not think that attendance on its own will be sufficient to do well. If your tutor cannot see and hear evidence of regular preparation for class, you cannot be awarded marks for work not in evidence.

2) Oral and written article summary: 20%

As a crucial part of learning activities in this course, **every student will introduce and critically evaluate an article from the reading list to their tutorial class**. In Week 2 tutorials, students will identify an article, taken from the 'Essential Readings' for each week, and put their names down on a roster to do this task in the relevant week. The presentation should highlight the arguments and key themes of the piece, take no more than 5 minutes, and finish with a discussion question for the class to consider. No more than three presentations can take place in any one week.

It is not a 'talent contest' but, to do well, each student must demonstrate a clear understanding of the concepts/arguments they are discussing. Your overall presentation should aim to be interesting to class members. Key assessment criteria for this include:

- Level of understanding, and ability to apply, relevant knowledge and concepts
- Depth of analysis, logical structure and coherence of argument/conclusions
- Recognition of relevant ethical, social and cultural implications
- Ability to communicate well, both orally and in writing – including level of class engagement with your question, and use of appropriate referencing

One week after your presentation has been given, **you should upload a written summary of your article (no more than 600 words) on Moodle**. It can reflect your learning from the class discussion.

3) Enterprise agreement analysis 40%

In this assessment task, you will be asked to **assess an enterprise agreement** that was front-page news in Australia in 2014 – the *SPC Ardmona Operations Shepparton/Mooroopna (Food Preservers) Enterprise Agreement 2013*.

As an industrial relations practitioner, manager or employee, it is vital that you understand how to read and interpret enterprise agreements. That said, even quite plainly-worded clauses can be interpreted differently by various parties – hence, resolution of many industrial disputes might turn on a mere word or phrase in an agreement. Even a comma can determine an outcome! See https://www.theguardian.com/books/2017/mar/16/oxford-comma-helps-drivers-win-dispute-about-overtime-pay

In early 2014, the Abbott Government refused to grant a $25m bailout package to fruit canning giant, SPC Ardmona. The ensuing debate covered many aspects related to employment relations, including Abbott's claims the EBA was 'too generous'. You be the judge.

First, to introduce the dispute, have a look at this wonderfully perceptive cartoon by multi-award winning cartoonist, David Pope, which appeared in the *Canberra Times*, 5th February 2014.
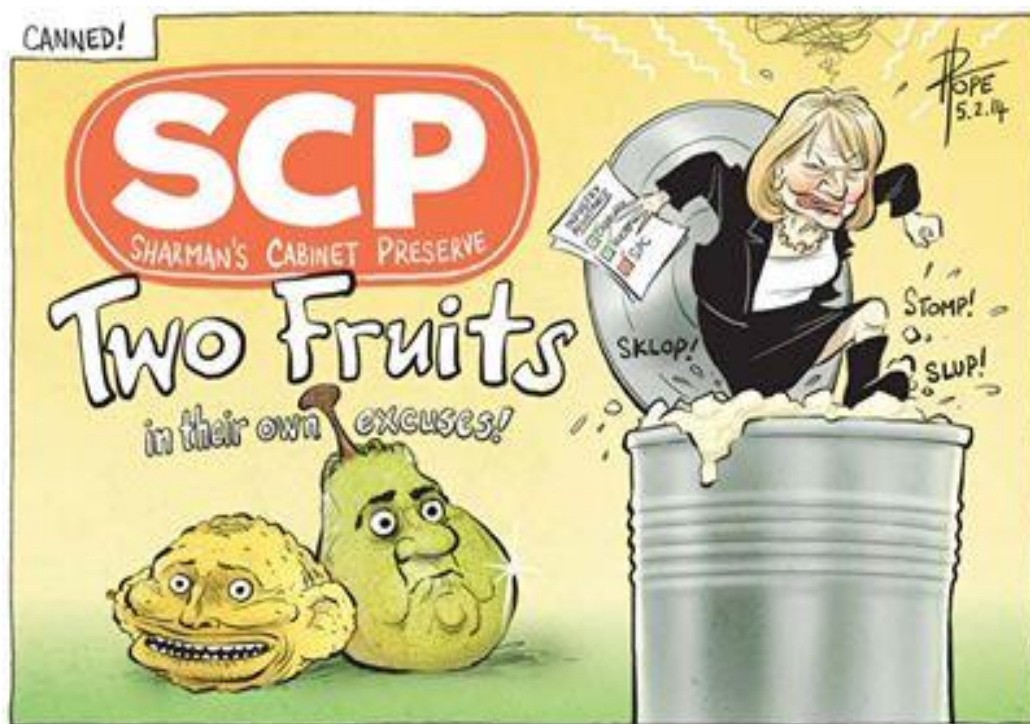
If this cartoon doesn't make much sense to you, it may mean you need to read more about the dispute. By the end of this assignment, you should be able to tell who is the apple, the pear, and the fruit stomper. Follow the directions below:

Part 1 (worth 15 marks): To begin this assignment, please research the industrial relations story of SPC Ardmona through media sources and other academic material. Write a 1,000 word paper, outlining what you think are the main employment-related aspects of this story and reference your ideas to the articles you used. Attach a bibliography of all the articles you cited (there are lots of news stories listed in the UNSW Library database. Your paper should address the following question:

'Labour costs are only a small part of the SPC Ardmona industrial relations situation.' Discuss.

Supporting materials: As well as other readings listed in this course outline, these articles will provide some specific history and context to aid your thinking about this dispute.

❖ R.B. Sappey, G. Maconachie, J. Sappey and S. Teo (1999) 'Work Intensification and Social Relations: A study of enterprise agreements in the Queensland food processing industry', *International Journal of Employment Studies*, 7 (1).

❖ M Fastenau (1998) 'The SPC Dispute: A Case of Manufacturing Conflict?', *International Journal of Employment Studies*, 6 (1): 103-126.

❖ Here is an ABC 'Fact File' that you can use to get you going: http://www.abc.net.au/news/2014-02-17/fact-file-labour-costs-not-to-blame-for-spc-ardmona-woes/5245260

Part 2 (worth 15 marks): On Moodle, you will find a copy of the enterprise agreement under discussion. It outlines conditions for employees working at SPC Ardmona. Then...

- Read this agreement, thinking about aspects of our course that are highlighted by different clauses and the claims made by parties involved in the public debate about SPC Ardmona and this agreement.
- Use your textbook to clarify any concepts with which you are not familiar and/or ask questions in your tutorial.

Download the **Q & A sheet** which is located on Moodle. Do your best to answer the questions fully and insightfully.

The following pointers are here to help you...

- Sometimes the answer is not obvious; you will have to think about it.
- For some questions, there is no 'right' answer; it will be a matter of opinion. Your response will be more convincing, however, if you explain the material reasons for your position.
- It's OK to 'google' for information about some questions if you want to do so. However, think about the quality and authority of the sites you visit. Fair Work Commission reports and fact sheets, the broadsheet newspapers, ABC News coverage, while not free of bias, are better places to start.
- Feel free to talk with your classmates about the answers but fill out your sheet independently so you don't inadvertently copy from each other.

4) Exam: 30%

A two-hour exam will be held during the formal examination period which takes place in November 2017. It will contain a choice of both short-answer questions and essay questions. Information about the content of the exam and study requirements will be given in lectures *throughout the course*. Covering many topics canvassed in this course, exam questions will *closely relate* to issues and debates brought up in class. Consistent attendance, therefore, is the best exam preparation you can do!

SUBMITTING and RECEIVING ASSESSMENT ON YOUR ASSIGNMENTS:

- All written assignments **must** be submitted via the **Turnitin link in Moodle**.
- Assignments that are incomplete or have been incorrectly loaded onto Turnitin will be treated as the submitted assignment for assessment purposes. PDF is the best format for any files you upload. Subsequent submissions will be treated as late assignments if they are not uploaded before the due date + one week has elapsed (see below in Penalties for Late Assignments for more details).
- ***No late submissions will be accepted*** after assignments have been marked and results released.
- If you are having trouble with your written assignments at ANY point in the research and writing process, please don't leave it until the last minute to seek help – we are happy to discuss problems and potential solutions at any stage.
- Students should keep an electronic copy of all work submitted for assessment.
- Your written work will be marked and published in GradeMark.

PENALTIES FOR LATE ASSIGNMENTS

- If you require an extension, take one week from the due date (until the following Friday) to submit your assignment **without penalty.** Prior notice to me or your tutor is NOT required.
- If, however, you submit your assignment after that week has elapsed (ie after midnight of the following Friday, as registered by Turnitin), **one mark** will be subtracted from your result for each day/part day the assignment was not submitted, **backdated to the original due date**. In other words, a clock starts ticking from the original due date!
- Independent of this arrangement, you are still able to apply to me via email for a formal extension for a longer period, if you have experienced significant illness or misadventure etc. However, this application must be submitted to me by email **before** the original due date.
- For information on Special Consideration please refer to the Business School's Course Outlines Policies webpage**.**

Quality Assurance

The Business School is actively monitoring student learning and quality of the student experience in all its programs. A random selection of completed assessment tasks may be used for quality assurance, such as to determine the extent to which program learning goals are being achieved. The information is required for accreditation purposes, and aggregated findings will be used to inform changes aimed at improving the quality of Business School programs. All material used for such processes will be treated as confidential.

COURSE EVALUATION AND DEVELOPMENT

Each year feedback is sought from students and other stakeholders about the courses offered in the School and continual improvements are made based on this feedback. UNSW's myExperience survey is one of the ways in which student evaluative feedback is gathered. In this course, we will seek your feedback through myExperience responses at the end of semester and will make adjustments to future course offerings accordingly.

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COURSE READINGS:

The **prescribed textbook** for this course is:

M. Bray, P. Waring, R. Cooper and J. MacNeil (2014) *Employment Relations: Theory and Practice,* 3rd edition, McGraw Hill, North Ryde.

The principal industrial relations journal in Australia is the *Journal of Industrial Relations (JIR). JIR* contains useful annual reviews of developments in wage determination, trade unions, employers and legislative changes.

You are encouraged to read widely and should not feel that reading the textbook will be sufficient to gain a full appreciation of the material discussed. **Some articles for each tutorial** will be placed on **Moodle** for each week (see both Moodle and Leganto) – please read as many of them as you can, because they have been selected to illuminate important themes and debates discussed in the course. Most importantly, make sure you note the time of writing of any source on industrial relations. What was true at the time of publication may have changed since then.

Internet resources

There are a number of websites that include information and views on industrial relations. These should be used with the same critical caution as any other source, particularly as most to them are established by organisations with specific interests to protect and promote. You might visit the websites of the following organisations, for example:

- The Australian Council of Trade Unions: http://www.actu.org.au/
- Australian Chamber of Commerce & Industry: www.acci.asn.au
- The Fair Work Ombudsman: https://www.fairwork.gov.au/

- Fair Work Commission: https://www.fwc.gov.au/
- The International Labour Organisation: http://www.ilo.org/global/
- Business Council of Australia: http://www.bca.com.au/

You will also be expected to demonstrate initiative in locating further high-quality reading material relevant to topics you have chosen to research. As with all courses that are concerned with the world of work, keeping up with current events and debates is of enormous value. Important insights can also be gained from:

- Daily newspapers and political and economic magazines
- Television and radio news programmes
- Quality current affairs programmes on television and radio, such as the *7.30 Report*, *Insiders* and *Background Briefing*

Current events will be regularly incorporated into class discussion. Don't feel left out!

TUTORIAL TOPICS

Week One: **No tutorials will be held**

Week Two: **Administration and introduction to industrial
                                    relations**

Read this paper for starters:

❖   'ABC Fact Check: Is wages growth now the lowest since records began?', 17 June
        2016.

Does it help explain to you why wages growth is so low? What importance do you place on
this information?

Then have a look at the arguments in the debates below, where commentators argue the
toss over a dramatic change that will, by and large, not affect them very much.

❖ 'Should penalty rates for weekend work be scrapped?', *Sydney Morning Herald*, 28
    August 2011.

❖ 'Viewpoints: should penalty rates be abolished?', The Conversation, 19 February 2014,
    https://theconversation.com/viewpoints-should-penalty-rates-be-abolished-22819

In stating their case about penalty rates, who makes the more convincing argument? Is it just
a matter of opinion? Read the following piece to help you think through these issues.

❖   P. Stokes, 'No, you're not entitled to your opinion', *The Conversation*, 5 October
        2012.

For background reading, you should also consult **Bray, Waring, Cooper and MacNeil (your
textbook),** Chapter 1.

Week Three   Contemporary trends in industrial relations

In this week, we examine multi-faceted macro and micro aspects of the workplace that are
relevant to Australian employment relations and provide a context for subsequent course
discussions. Taking a very broad brush, we examine the impact of key developments that
characterise employment here and overseas, such as complex supply chains, precarious
employment and social inequality, to understand the diverse impact they may have on pay,
working hours and equity outcomes in Australia.

• What did you find are the key trends in employment relations in Australia today?

• What do you think is the biggest challenge for industrial relations practitioners in the
   workplace?

• Do you think social inequality is increasing or decreasing in Australia today? How is
   this related to the workplace?

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Essential readings:

- P. Findlay and P. Thompson (2017) 'Contemporary work: Its meanings and demands', *Journal of Industrial Relations*, 59 (2): 122-138.

- I. Watson (2013) 'Bridges or Traps? Casualisation and Labour Market Transitions in Australia', *Journal of Industrial Relations*, 55 (1): 6-37.

- D. Woodman (2012) 'Life out of Synch: How New Patterns of Further Education and the Rise of Precarious Employment are Reshaping Young People's Relationships', *Sociology*, 46 (6): 1074-1090.

Supplementary readings:

- J. Burgess and I. Campbell (1998) 'The Nature and Dimensions of Precarious Employment in Australia', *Labour and Industry*, 8 (3): 5-21.

- I. Campbell and R. Price (2016) 'Precarious work and precarious workers: Towards an improved conceptualisation', *Economic and Labour Relations Review*, 27 (3): 122-138.

- L. Cutcher, A. Kirsch and R. Lansbury (2012) 'The 'lucky' LME: the mediation of globalizing effects on employment relations in the Australian auto assembly and retail banking industries', *International Journal of Human Resource Management*, 23 (10).

- S. Kovacevic (2012) 'Executive remuneration developments in Australia: Responses and reactions', *Economic and Labour Relations Review*, 23 (2): 99-115.

- N. Lichtenstein (2010) 'In the age of Wal-Mart: precarious work and authoritarian management in the global supply chain' in C. Thornley, S. Jeffreys and B. Appay (eds), *Globalization and Precarious Forms of Production and Employment: challenges for workers and unions*, Cheltenham: Edward Elgar Publishing Limited.

- G. Morgan, J. Wood and P. Nelligan (2013) 'Beyond the vocational fragments: Creative work, precarious labour and the idea of 'Flexploitation', *Economic and Labour Relations Review*, 24 (3): 397-415.

- A. Morris and S. Wilson (2014) 'Struggling on the Newstart unemployment benefit in Australia: The experience of a neoliberal form of employment assistance', *Economic and Labour Relations Review*, 25 (2).

- I. Watson (2016) 'Wage inequality and neo-liberalism: The Australian experience', *Journal of Industrial Relations*, 58 (1): 131-149.

- S. Wilson and N. Ebert (2013) 'Precarious work: Economic, sociological and political perspectives', *Economic and Labour Relations Review* 24 (3): 263-278.

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Week Four   **Theory and concepts in industrial relations**

Theory helps us explain the world around us – to look below surface appearances at the way our society really operates. Managers and scholars draw on a range of theories to explain how the workplace functions, how it is organised and controlled, and the nature of employment relationships. Many of these explanations contradict each other or at least problematise certain aspects of other approaches but, in this class, we will try to show that there is nothing as healthy as a good debate! We look at these perspectives and see if we can analyse how they accord with our own views, whether they perhaps challenge long-held assumptions and which are, in the end, more convincing.

- Ask yourself…am I a unitarist, pluralist or radical observer of industrial relations?

- What stance does your textbook adopt?

Essential reading:

❖ B. Kaufman (2011) 'The future of employment relations: insights from theory' in K. Townsend and A. Wilkinson (eds), *Research Handbook on the Future of Work and Employment Relations*, Cheltenham: Edward Elgar Publishing, 13-44.

Rabblerousers and thugs?

Dupes?

Decent working people?

Independent umpire?

Expensive red tape?

Unwanted third party?

Supplementary readings:

❖ P. Ackers (2012) 'Rethinking the employment relationship: a neo-pluralist critique of British industrial relations orthodoxy', *International Journal of Human Resource Management*, 1-18.

❖ P. Boxall (1995) 'Conflict and cooperation in employment relations: Implications for public policy and theoretical development', *International Journal of Employment Studies*, 3 (2): 119-133.

❖ P. Boxall (2014) 'The future of employment relations from the perspective of human resource management', *Journal of Industrial Relations*, published online, April.

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❖ Gail P. Clarkson (2014) 'Twenty-first century employment relationships: The case for an altruistic model', *Human Resource Management*, 53 (2): 253-269.

❖ J.T. Dunlop (1958) *Industrial Relations Systems*, Holt, New York.

❖ A. Fox (1966) 'Managerial Ideology and Labour Relations', *British Journal of Industrial Relations*, 4 (1-3): 366-378.

❖ C. Frege, J. Kelly and P. McGovern (2011) 'Richard Hyman: Marxism, Trade Unionism and Comparative Employment Relations', *British Journal of Industrial Relations*, 49 (2): 209-230.

❖ A. Geare, F. Edgar and I. McAndrew (2006) 'Employment relationships: ideology and HRM practice', *International Journal of Human Resource Management*, 17 (7): 1190-1208.

❖ H. Gospel (1983) 'New Managerial Approaches to Industrial Relations: Major Paradigms and Historical Perspective', *Journal of Industrial Relations*, June: 162-176.

❖ S. Hameed (1982) 'A critique of industrial relations theory'. *Relations Industrielles/Industrial Relations*, 37 (1): 15-31.

❖ B.E. Kaufman (2008) 'Paradigms in Industrial Relations: Original, Modern and Versions In-Between', *British Journal of Industrial Relations*, 46 (2).

❖ B.E. Kaufman and M. Barry (2014) 'IR Theory Built on the Founders' Principles with Empirical Application to Australia', *Industrial and Labor Relations Review*: 0019793914546301.

❖ J. Latornell (2007) 'The Relationship between the 'Psychological Contract' and 'Employment Relations', *Journal of Industrial Relations*, 49 (2).

❖ C. Provis (1996) 'Unitarism, Pluralism, Interests and Values', *British Journal of Industrial Relations*, 34 (4): 473-495.

❖ P. Slade (2002) 'What is employment relations?', *International Employment Relations Review*, 8 (2): 49-59.

❖ N. Wailes, G. Ramia and R. Lansbury (2003) 'Interests, Institutions and Industrial Relations', *British Journal of Industrial Relations*, 41 (4): 617-637.

Textbook chapters:

❖ **Bray, Waring, Cooper and MacNeil (your textbook), Chapters 2 and 3.**

❖ R. Gough, P. Holland and J. Teicher (2006) 'Theory in employee relations' in J. Teicher, P. Holland and R. Gough (eds), *Employee Relations Management: Australia in a Global Context*, 2nd ed, Prentice Hall, Frenchs Forest.

❖ I. Kessler and J. Purcell (2007) 'Individualism and collectivism in industrial relations' in P. Edwards (ed.), *Industrial Relations: Theory and Practice*, Wiley-Blackwell, 313-337.

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Week Five   **The parties – the state**

The role of the state is heavily contested in industrial relations literature. After reading some of the research below, you should be able to take an informed position on whether the state is, in your view, a) the administrative agent of capitalist interests, b) an independent umpire or c) something else? In Australia, the state has historically played a very interventionist role in industrial relations but is now claiming to be much less influential.

- What major changes have taken place to the Australian industrial relations tribunal system since the early 1990s?

- Has the state abrogated its responsibility for regulating industrial relations or is it simply allowing the parties to determine their own futures?

Essential reading:

❖ A. Stewart, M. Bray, J. Macneil and S. Oxenbridge, (2014) 'Promoting cooperative and productive workplace relations': exploring the Fair Work Commission's new role', *Australian Journal of Labour Law*, 27 (3): 258-280.

❖ D. Baker (2007) 'From Batons to Negotiated Management: The Transformation of Policing Industrial Disputes in Australia', *Policing*; 1 (4): 390-402.

Supplementary readings:

❖ E. Anderson, J. Teicher and G. Griffin (2005) 'From Industrial Relations to Workplace Relations in the Australian Taxation Office: An Incomplete but Strategic Transition', *Journal of Industrial Relations*, 47 (3): 339-352.

❖ G. Anderson and M. Quinlan (2008) 'The Changing Role of the State: Regulating Work in Australia and New Zealand 1788-2007', *Labour History*, 95: 111-132.

❖ M. Bray and J. Macneil (2011) 'Individualism, Collectivism, and the Case of Awards in Australia', *Journal of Industrial Relations*, 53 (2): 149-167.

❖ D. Caspersz, M. Gillan and D. White (2011) 'State, Ideology and the Emergence of 'Good Faith' Collective Bargaining Regulation in Australia', *Journal of Industrial Relations*, 53 (5).

❖ P. Fairbrother and D. McDonald (1999) 'The role of the State and Australian public sector industrial relations', *New Zealand Journal of Industrial Relations*, 24 (3): 343-363.

❖ H.B. Higgins (1915-1920) 'A New Province for Law and Order, I, II, III', *Harvard Law Review*, 29 (1): 13-39; 32 (3): 189-217; 34 (2): 105-136.

❖ G. Lafferty (2013) 'Decisions of consequence: Employer strategies, union renewal and workplace activism', *International Journal of Employment Studies*, 21 (1).

❖ J. O'Brien and M. O'Donnell (2002) 'Towards a New Public Unitarism: Employment and Industrial Relations in the Australian Public Service', *Economic and Labour Relations Review*, 13 (2): 60-87.

❖ G. Patmore (2009) 'The Origins of Federal Industrial Relations Systems: Australia, Canada and the USA', *Journal of Industrial Relations*, 51 (2).

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❖ P. Ross and G. Bamber (2009) 'Strategic Choices in Pluralist and Unitarist Employment Relations Regimes: A Study of Australian Telecommunications', *Industrial and Labour Relations Review*, 63 (1).

❖ G. Ryder (2015) 'The International Labour Organization: The next 100 years', *Journal of Industrial Relations*, 57 (5): 748-757.

❖ B. Spies-Butcher (2014) 'Marketisation and the dual welfare state: Neoliberalism and inequality in Australia', *Economic and Labour Relations Review*, 25 (2).

Textbook chapters:

❖ **Bray, Waring, Cooper and MacNeil, Chapter 4.**

❖ N. Balnave, J. Brown, G. Maconachie and R. Stone (2007) *Employment Relations in Australia*, John Wiley and Sons, Brisbane: chapter 2.

Interesting website:

Have a look around the website of the Fair Work Ombudsman…what do you think of the advice it provides?

FWC advice for young workers and students

Week Six   **The parties – employers and their representative bodies**

Employers are powerful actors in any industrial relations system – both individually and collectively. Our readings this week are directed towards the variety of ways that employers exercise influence on other industrial parties and on the system itself. Employers and employer associations lobby government for legislation that will facilitate their operations. They develop cooperative and organisation-specific strategies for opposing or co-opting union and worker activity. Their public pronouncements have a massive impact on public debate and attitudes. For analysing the impact of employers and employer organisations, consider these questions:

- What influences have employer organisations had on legislative change over the past thirty years?

- Are business attacks on the *Fair Work Act (2009)* based principally on economics or ideology?

Essential readings:

- ❖ L. Thornthwaite and P. Sheldon (2011) 'Fair Work Australia: Employer Association Policies, Industrial Law and the Changing Role of the Tribunal', *Journal of Industrial Relations,* 53 (5): 616-631.

- ❖ B. Hearn Mackinnon (2009) 'CRA/Rio Tinto in the 1990s: A Decade of Deunionisation', *Labour History*, 97: 75-96.

Supplementary readings:

- ❖ M. Barry and A. Wilkinson (2011) 'Reconceptualising employer associations under evolving employment relations: countervailing power revisited', *Work,* Employment and Society, 25 (1).

- ❖ S. Bell (2008) 'Rethinking the Role of the State: Explaining Business Collective Action at the Business Council of Australia', *Polity*, 40: 464-487.

- ❖ P. Boxall and P. Dowling (1990) 'Human resource management and industrial relations tradition', *Labour and Industry*, 3 (2 and 3): 195-214.

- ❖ H. Braverman (1974) *Labor and Monopoly Capital*, Monthly Review Press, New York: 45-69.

- ❖ D. Cahill (2010) 'Business Mobilisation, the New Right and Australian Labor Governments in the 1980s', *Labour History*, 98: 7-24.

- ❖ R. Cooper, B. Ellem, C. Briggs and D. van den Broek (2009) 'Anti-unionism, Employer Strategy, and the Australian State, 1996-2005', *Labor Studies Journal*, 34 (3): 339-362.

- ❖ P. Gollan (2009) 'Australian industrial relations reform in perspective: Beyond Work Choices and future prospects under the *Fair Work Act 2009*', *Asia Pacific Journal of Human Resources*, 47 (3): 260-269.

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❖ A. Knox (2009) 'Better the Devil you Know? An Analysis of Employers' Bargaining Preferences in the Australian Hotel Industry', *Journal of Industrial Relations*, 51 (1): 25-44.

❖ G. Maconachie and J. Sappey (2013) 'Flexing Some Muscle: Strategy and Outcomes in the Queensland Health and Fitness Industry', *Journal of Industrial Relations*, 55 (1): 136-154.

❖ J. O'Brien (1994) 'McKinsey, Hilmer and the BCA: The 'New Management' Model of Labour Market Reform', *Journal of Industrial Relations*, 36 (4): 468-490.

❖ P. Sheldon and L. Thornthwaite (2004) 'Business or Association? The strategic responses of employer associations to the decentralisation of bargaining in Australia', *Economic and Labour Relations Review*, 15 (1): 128-158.

❖ P. Sheldon and Louise Thornthwaite (2013) 'Employer and employer association matters in Australia in 2012', *Journal of Industrial Relations*, 55 (3): 386-402.

❖ Louise Thornthwaite and P. Sheldon (2014) 'Employer and employer association matters in Australia in 2013', *Journal of Industrial Relations*, 56 (3): 397-414.

❖ L. Thornthwaite and P. Sheldon (2011) 'Fair Work Australia: employer association policies, industrial law and the changing role of the tribunal', *Journal of Industrial Relations*, 53 (5): 616-631.

❖ D. van den Broek (1997) 'Human resource management, cultural control and union avoidance: An Australian case study', *Journal of Industrial Relations*, 39 (3): 332-348.

❖ E. Woolcock and M. Jerrard (2009) 'The Role of Employer Associations in Lobbying Government: A Cross-Case Comparison of the Activities of the Australian Mines and Metals Association and the Australian Industry Group Before and During 2007', *International Employment Relations Review*, 15 (2).

Textbook chapters:

❖ **Bray, Waring, Cooper and MacNeil, Chapter 5.**

❖ G. Palmer and M. Gardner (1992) *Employment Relations*, Macmillan, South Melbourne, 1992: chapter 3.

Newspaper article:

❖ 'Industry group wages campaign against work laws', *Sydney Morning Herald*, 5 September 2011.

❖ Watch these anti-union Youtubes from Target in the US. Could the same sort of approach become common in Australia?

> [Anti-union video for new Target employees](#)

> [New Target anti-union video from the US](#)

Week Seven   The parties – employee representation, trade union

Amid Royal Commission investigations, declining membership density and a difficult regulatory environment, how do we explain the changing influence and role of Australian trade unions? Ask yourselves these questions as you move through the reading material.

- Are unions becoming increasingly irrelevant in modern society?

- Is the union movement rife with corruption?

- Why has membership density fallen?

- Would you join a trade union? If yes, why? If no, why not?

Essential reading:

- ❖ D. Peetz and J. Bailey (2012) 'Dancing Alone: The Australian Union Movement Over Three Decades, *Journal of Industrial Relations*, 54 (4).

- ❖ J. Bailey, R. Price, L. Esders and P. McDonald (2010) 'Daggy Shirts, Daggy Slogans? Marketing Unions to Young People', Journal of Industrial Relations, 52 (1): 43-60.

Supplementary readings:

- ❖ R. Barton and P. Fairbrother (2007) 'We're here to make money; we're here to do business': Privatisation and Questions for Trade Unions', *Competition and Change*, 11 (3).

- ❖ R. Barton and D. van den Broek (2011) 'Agency and the deunionisation of managers in an Australian telecommunications company', *Journal of Management and Organization*, 17 (2): 210-225.

- ❖ B. Bowden (2011) 'The Rise and Decline of Australian Unionism: A History of Industrial Labour from the 1820s to 2010', *Labour History*, 100.

- ❖ T. Bramble (2001) 'Australian union strategies since 1945', *Labour and Industry*, 11 (3): 1-25.

- ❖ T. Bramble (1995) 'Deterring democracy? Australia's new generation of trade union officials', *Journal of Industrial Relations*, 37 (3): 401-426.

- ❖ T. Bramble (2008) *Trade Unionism in Australia: A history from flood to ebb tide*, Cambridge University Press, Port Melbourne, chapter 8.

- ❖ J. Buchanan, D. Oliver and C. Briggs (2014) 'Solidarity Reconstructed: The impact of the Accord on relations within the Australian union movement', 56 (2), 288-307.

- ❖ D. Buttigieg, S. Deery and R. Iverson (2007) 'An Event History Analysis of Union Joining and Leaving', *Journal of Applied Psychology*, 92 (3).

- ❖ R. Cooper and B. Ellem (2011) "Less than zero': union recognition and bargaining rights in Australia 1996-2007', *Labor History*, 52 (1): 49-69.

- ❖ C. Cregan, T. Bartram and P. Stanton (2009) 'Union Organizing as a Mobilizing Strategy: The Impact of Social Identity and Transformational Leadership on the Collectivism of Union Members', *British Journal of Industrial Relations*, 47 (4): 701-722.

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❖ P. Gahan (1996) 'Did arbitration make for dependent unionism? Evidence from historical case studies', *Journal of Industrial Relations*, 38 (4).

❖ P. Gollan and G. Patmore (2006) 'Transporting the European social partnership model to Australia', *Journal of Industrial Relations*, 48 (2): 217-256.

❖ G. Griffin, R. Small and S. Svenson (2003) Trade union innovation, adaptation and renewal in Australia: still searching for the holy membership grail' in P. Fairbrother and C. Yates (eds) *Trade Unions in Renewal*, Continuum, London: 78-101.

❖ A. Hodder, M. Williams, J. Kelly and N. McCarthy (2016) 'Does Strike Action Stimulate Trade Union Membership Growth', *British Journal of Industrial Relations* (online/no volume yet).

❖ P. Holland and A. Pyman (2011) 'Trade unions and corporate campaigning in a global economy: The case of James Hardie', *Economic and Industrial Democracy*, 32 (2): 307-328.

❖ W. Howard (1977) 'Australian trade unions in the context of union theory', *Journal of Industrial Relations*, 19 (3).

❖ B. Oliver (2014) 'The impact of privatisation on union membership and density: A Western Australian case study', 25 (1): 28-46.

❖ D. Peetz (1996) 'Unions, conflict and the dilemma of co-operation', *Journal of Industrial Relations*, 38 (4): 548-570.

❖ D. Peetz (2002) 'Sympathy for the Devil?: Australian Unionism and Public Opinion', *Australian Journal of Political Science*, 37 (1): 57-80.

❖ D. Peetz and B. Pocock (2009) 'An Analysis of Workplace Representatives, Union Power and Democracy in Australia', *British Journal of Industrial Relations*, (47) 4.

❖ B. Russell (2008) 'Unions in the Information Economy: Info-service Work and Organizing in Australian Call Centres', *Journal of Industrial Relations*, 50 (2).

❖ M. Simms and J. Holgate (2010) 'Organising for what? Where is the debate on the politics of organising?', *Work, Employment and Society*, 24 (1).

❖ M. Wooden (1999) 'Union amalgamations and the decline of union density', *Journal of Industrial Relations*, 41 (1): 35-52.

Textbook readings:

❖ **Bray, Waring, Cooper and MacNeil, Chapter 6.**

Interesting links:

❖ One of the biggest issues to confront Australian trade unionism in recent times…or was it? Royal Commission into Unions

❖ What social role can unions play?

Do we still need unions to perform an important social role?

❖ Do unions have wider support than their membership figures would suggest?

ACTU Your rights at work campaign

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Week Eight   Workplace regulation - legislation and bargaining

In this week, our readings are focussed on how working conditions are determined at all levels – the workplace, the industry, the nation. We examine the legislative effects of the transition to a greater focus on workplace-level bargaining on all parties. Narrowed significantly under the Howard government, we now find that the scope of bargaining has increased in recent years. Taking an 'over time' perspective, we examine what has been the record of enterprise bargaining since its inception.

Consider these questions:

- What are the strengths and weaknesses of enterprise bargaining – for employers and employees?

- What are the strengths and weaknesses of having workplace conditions enshrined in legislation or bargained at the workplace level?

Essential readings:

- ❖ M. Bray and A. Stewart (2013) 'From the arbitration system to the Fair Work Act: the changing approach in Australia to voice and representation at work', *Adelaide Law Review*. 34 (1): 21-41.

- ❖ K. Townsend and A. Wilkinson (2013) 'Is Enterprise Bargaining Still a Better Way of Working', *Journal of Industrial Relations*, 55 (1).

Supplementary readings:

- ❖ M. Bray and P. Waring (1998) 'The rhetoric and reality of bargaining structures under the Howard Government', *Labour and Industry*, 9 (2): 61-79.

- ❖ R. Cooper and B. Ellem (2008) 'The Neoliberal State, Trade Unions and Collective Bargaining in Australia', *British Journal of Industrial Relations*, 46 (3).

- ❖ R. Cooper (2009) 'Forward with Fairness? Industrial Relations under Labor in 2008', *Journal of Industrial Relations*, 51 (3).

- ❖ R. Cooper (2010) 'The 'New' Industrial Relations and International Economic Crisis: Australia in 2009', *Journal of Industrial Relations*, 52(3).

- ❖ B. Dabscheck (2001) 'The slow and agonizing death of the Australian experiment with conciliation and arbitration' *Journal of Industrial Relations*, 43(3): 277-293.

- ❖ P. Gahan and A. Pekarek (2012) 'The Rise and Rise of Enterprise Bargaining in Australia, 1991-2011', *Labour and Industry*, 22 (3).

- ❖ I. Hampson (1996) 'The Accord: A Post-Mortem', *Labour and Industry*, 7 (2): 55-77.

- ❖ M. Lyons and T. Khoshaba (2009) 'Pragmatism, Principles and Policy: Federalism and Industrial Relations Regulation in Australia', *Journal of Industrial Relations*, 51(2): 173-194.

- ❖ R. McCallum (2006) 'Justice at Work: Industrial Citizenship and the Corporatisation of Australian Labour Law', *Journal of Industrial Relations*, 48 (2): 131-154.

- ❖ D. MacDonald, I. Campbell and J. Burgess (2001) 'Ten Years of Enterprise Bargaining in Australia; An Introduction', *Labour and Industry*, 12 (1): 1-25.

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- ❖ J. O'Brien and M. O'Donnell (2008) 'Retrospect and prospect for collective bargaining in the Australian Public Service', *Journal of Industrial Relations*, 50 (4).

- ❖ D. Peetz and A. Preston (2009) 'Individual contracting, collective bargaining and wages in Australia', *Industrial Relations Journal*, 40 (5).

- ❖ E. Willis, L. Toffoli, J. Henderson and B. Walter (2008) 'Enterprise bargaining: a case study in the de-intensification of nursing work in Australia', *Nursing Inquiry*, 15 (2).

- ❖ S. McCrystal (2014) 'Industrial legislation in Australia in 2013', *Journal of Industrial Relations*, 56 (3): 331-344.

Textbook readings:

- ❖ **Bray, Waring, Cooper and MacNeil, Chapters 8, 9 and 10.**

- ❖ N. Balnave, J. Brown, G. Maconachie and R. Stone (2007) *Employment Relations in Australia*, John Wiley and Sons, Brisbane, 2007: chapter 5.

Media opinion:

- ❖ P. Gahan and A. Pekarek, 'Enterprise bargaining no great problem, but no panacea either', *The Conversation*, 27 February 2014, see at: <u>EB no problem, no panacea</u>

Week 10 a)   Industrial conflict

This week, we have combined two tutorial topics because of the public holiday. In this class, we look at two issues – the level/nature of industrial disputation in Australia and the role of non-union employee representation in the workplace.

Firstly, we examine the incidence of strike activity, which has been comparatively low for some years now. We also examine why the absence of overt conflict does not always signify that workplaces are trouble-free. We also look at diverse measures of workplace conflict and assess a range of explanations for the current lack of industrial disputation. From your readings, ask yourself:

- What causes conflict in the workplace?

- What should we look for when assessing levels of workplace conflict?

- Is workplace conflict declining or is it simply being expressed in different ways?

Essential readings:

- ❖ D. Buttigieg, S. Deery and R. Iverson (2008) 'Union Mobilization: A Consideration of the Factors Affecting the Willingness of Union Members to Take Industrial Action', *British Journal of Industrial Relations*, 46 (2).

- ❖ D. van den Broek and T. Dundon (2012) '(Still) Up to No Good: Reconfiguring Worker Resistance and Misbehaviour in an Increasingly Unorganized World', *Relations Industrielles*, 67 (1): 97-121.

Supplementary readings:

- ❖ A. Barnes (2007) 'The construction of control: the physical environment and the development of resistance and accommodation within call centres', *New Technology, Work and Employment*, 22 (3).

- ❖ D. Beale and H. Hoel (2011) 'Workplace bullying and the employment relationship: exploring questions of prevention, control and context', *Work, Employment and Society*, 25 (1): 5-18.

- ❖ C. Briggs (2004) 'The Return of the Lockout in Australia: a Profile of Lockouts since the Decentralisation of Bargaining', *Australian Bulletin of Labour*, 30 (2).

- ❖ A. Junor, J. O'Brien and M. O'Donnell (2009) 'Welfare wars: public service frontline absenteeism as collective resistance', *Qualitative Research in Accounting and Management*, 6 (1/2).

- ❖ J Kelly (2015) 'Conflict: trends and forms of collective action', *Employee Relations*, 37 (6): 720-732.

- ❖ S. McCrystal (2010) *The Right to Strike in Australia*, Federation Press, Sydney.

- ❖ C. Smith (2010) 'Internationalising industrial disputes: the case of the Maritime Union of Australia', *Employee Relations*, 32 (6): 557-573.

- ❖ S. van der Velden, H. Dribbusch, D. Lyddon and K. Vandaele (eds) (2007) *Strikes around the world*, *1968-2005: case-studies of 15 countries*, Aksant, Amsterdam.

Textbook readings:

- ❖ **Bray, Waring, Cooper and MacNeil, Chapter 12.**

- ❖ B. van Gramberg (2006) 'Management of workplace conflict' in J. Teicher, P. Holland and R. Gough (eds), *Employee Relations Management: Australia in a Global Context*, 2nd ed, Prentice Hall, Frenchs Forest, 2006.

Week Ten b)   Another party? Employee representation, non union

Secondly, we examine why the rise of non-union bargaining has attracted increased academic, around questions of 'employee voice', 'involvement' and 'participation'. In our tutorials this week, we discuss common workplace manifestations of employee involvement and ask ourselves:

- What are the ramifications of employees being labelled organisational 'stakeholders'?

- What factors allow employee voice to be heard?

- Are joint consultative committees an effective substitute for union representation?

Essential readings:

- ❖ M. Greenwood (2009) 'I used to be an employee but now I am a stakeholder': Implications of labelling employees as stakeholders', *Asia Pacific Journal of Human Resources*, 47 (2): 186-200.

❖ P. Holland, A. Pyman, B. Cooper and J. Teicher (2009) 'The Development of Alternative Voice Mechanisms in Australia: The Case of Joint Consultation', *Economic and Industrial Democracy*, 30 (1): 67-92.

Supplementary readings:

❖ A. Barnes, C. MacMillan and R. Markey (2013) 'Maintaining union voice in the Australian university sector: Union strategy and non-union forms of employee participation', *Journal of Industrial Relations*, 55 (4): 565-582.

❖ A. Bogg, A. Forsyth and T. Novitz (2013) 'Worker Voice in Australia and New Zealand: The role of the state reconfigured', *Adelaide Law Review*, 34

❖ P. Butler (2005) 'Non-union employee representation: exploring the efficacy of the voice process, *Employee Relations*, 27 (3): 272-288.

❖ P. Butler (2009) 'Riding along on the crest of a wave': tracking the shifting rationale for non-union consultation at FinanceCo', *Human Resource Management Journal*, 19 (2): 176-193.

❖ J. Campling (1998) 'Workplace bargaining in non-unionised Australian firms', *International Journal of Employment Studies*, 6 (1): 59-82.

❖ A. Danford, M. Richardson, P. Stewart, S. Tailby and M. Upchurch (2005) 'High Performance Work Systems and Workplace Partnership: a case study of aerospace workers', *New Technology, Work and Employment*, 19 (1).

❖ J. Donaghey, N. Cullinane, T. Dundon and T. Dobbins (2012) 'Non-union employee representation, union avoidance and the managerial agenda', *Economic and Industrial Democracy*, (33) 2.

❖ A. Forsyth (2007) 'Worker representation in Australia: moving towards overseas models, *Australian Bulletin of Labour*, 33 (1): 1-31.

❖ P.J. Gollan and G. Patmore (2013) 'Perspectives of legal regulation and employment relations at the workplace: Limits and challenges for employee voice', 55 (4): 488-506.

❖ D-O Kim (2009) 'Employees' Perspective on Non-Union Representation: A Comparison with Unions', *Economic and Industrial Democracy*, 30 (1): 120-151.

❖ R. Markey (2007) 'Non-Union Employee Representation in Australia: A Case Study of the Suncorp Metway Employee Council Inc (SMEC)', *Journal of Industrial Relations*, 49 (2): 187-210.

❖ A. Pyman, P. Holland, J. Teicher and B.K. Cooper (2010) 'Industrial Relations Climate, Employee Voice and Managerial Attitudes to Unions: An Australian Study', *British Journal of Industrial Relations*, 48 (2): 460-480.

❖ G. Sablok, T. Bartram, P. Stanton, J. Burgess and A. McDonnell (2013) 'The impact of union presence and strategic human resource managmeent on employee voice in multinational enterprises in Australia', *Journal of Industrial Relations*, online.

Textbook chapter:

❖ **Bray, Waring, Cooper and MacNeil, Chapter 7.**

Week Eleven   **The 'ideal worker' – gender and ethnicity in employment**

In this week, we look at the treatment of women and NESB employees in the workplace. In particular, we will look at how the extension of 'equality bargaining' and the impact that can have on working conditions for those who have historically faced discrimination. Please consider the following questions:

- Is domestic violence a workplace issue?

  Listen to this radio interview to help you make up your mind.

  http://www.abc.net.au/radionational/programs/drive/calls-for-paid-domestic-violence-leave/5848748

- Is racism explained best as individual or systemic prejudice? How do you think it is best combatted?

- Have a look around the Australian Domestic and Family Violence Clearinghouse website http://www.adfvc.unsw.edu.au/ It hosts a bunch of policy documents, YouTubes and news updates about this important topic.

Australian Domestic & Family Violence Clearinghouse

Essential readings: race and gender

- ❖ M. Baird, L. McFerran and I. Wright (2014) 'An equality bargaining breakthrough: Paid domestic violence leave', *Journal of Industrial Relations*, 56 (2).
- ❖ T. Dreyfus (2013) 'Paid parental leave and the 'ideal worker': a step towards the 'worker-carer' in Australian labour law', *Labour and Industry*, 23 (1): 107-119.
- ❖ C.P. Limpangog (2012/13) 'Racialised and gendered workplace discrimination: The case of skilled Filipina immigrants in Melbourne, Australia', *Journal of Workplace Rights*, 17 (2): 191-218.

Supplementary readings:

- ❖ S. Charlesworth and A. Heron (2012) 'New Australian Working Time Minimum Standards: Reproducing the Same Old Gendered Architecture?', *Journal of Industrial Relations*, 54 (2): 164-181.

- ❖ L. Craig and A. Powell (2011) 'Non-standard work schedules, work-family balance and the division of childcare', *Work, Employment and Society*, 25 (2): 274-291.

❖ M. Baird, B. Frino and S. Williamson (2009) 'Paid Maternity and Paternity Leave and the Emergence of 'Equality Bargaining' in Australia: an Analysis of Enterprise Agreements, 2003-2007', *Australian Bulletin of Labour*, 35 (4): 671-691.

❖ M. Gray, M. Howlett and B. Hunter (2014) 'Labour market outcomes for Indigenous Australians', *Economic and Labour Relations Review*, 25 (3): 497-517.

❖ A. Merrindahl and S. Maddison (2010) 'Damaged but Determined: The Australian Women's Movement, 1996-2007', *Social Movement Studies*, 9 (2): 171.

❖ B. Reeve, D.H. Broom, L. Strazdins and M. Shipley (2012) 'Regulation, Managerial Discretion and Family-Friendliness in Australia's Changing Industrial Relations Environment', *Journal of Industrial* Relations, 54 (1): 57-74.

❖ S. Toh and M. Quinlan (2009) 'Safeguarding the global contingent workforce? Guestworkers in Australia', *International Journal of Manpower*, 30 (5): 453-471.

❖ S. Williamson (2012) 'Gendering the Bricks and Mortar: Building an Opportunity Structure for Equality Bargaining', *Journal of Industrial Relations*, 54 (2): 147-163.

❖ S. Williamson and M. Baird (2014) 'Gender equality bargaining: Developing theory and practice', *Journal of Industrial Relations*, 56 (2): 155-169.

Week Twelve   Industrial relations and productivity

Employer organisations often posit a strong link between the industrial relations system and productivity. In this class, we analyse assumptions behind this claim.

- Is industrial relations 'reform' vital for improving productivity?

- If you were an advisor to the federal government, what steps would you advise it to take re productivity?

Essential readings:
❖ CF Wright and RD Lansbury (2014) 'Trade unions and economic reform in Australia, 1983-2013', *Singapore Economic Review*, 59 (4):

❖ B. Bowden and M. Barry (2015) 'Recasting industrial relations: Productivity, place and the Queensland coal industry, 2001-2013', *Journal of Industrial Relations*, 57 (1): 48-71.

❖ S. Farmakis-Gamboni and D. Prentice (2011) 'When Does Reducing Union Bargaining Power Increase Productivity?: Evidence from the Workplace Relations Act', *Economic Record*, 87 (279): 603-616..

Supplementary readings:
❖ C. Allan, A. Dungan and D. Peetz (2010) "Anomalies', Damned 'Anomalies' and Statistics: Construction Industry Productivity in Australia', *Journal of Industrial Relations*, 52 (1): 61-79.

❖ A. Cox, S. Zagelmeyer and M. Marchington (2006) 'Embedding employee involvement and participation at work', *Human Resource Management Journal*, 16 (3): 250-267.

- ❖ R. Dunford and I. Palmer (2002) 'Managing for performance? People management practices in Flight Centres', *Journal of Industrial Relations,* 44 (3): 376-398.

- ❖ P. Gahan, D. Buttigieg, K. Creighton, J. Fetter, T. Josev and R. Mitchell (2005) 'Regulating for performance? Certified agreements and the diffusion of high performance work practices', Australian Labour Law Association conference, University of Sydney, 24-25 September.

- ❖ K. Hancock (2011) 'Enterprise bargaining and productivity', Working Paper Series, No. 168/2011, National Institute of Labour Studies.

- ❖ B. Harley (2002) 'Employee responses to high performance work system practices: An analysis of the AWIRS 95 data', *Journal of Industrial Relations,* 44 (3): 418-434.

- ❖ R. Loudon and B. Harley (2001) 'Industrial Relations Decentralisation and the Growth of 12-hour Shifts in Australia', *Journal of Industrial Relations*, 43 (4): 402-421.

- ❖ S. Oxenbridge and W. Brown (2004) 'Achieving a new equilibrium? The stability of cooperative employer-union relationships', *Industrial Relations Journal*, 25 (5): 388-402.

- ❖ D. Peetz (2012) 'Does industrial relations affect productivity?', *Australian Bulletin of Labour*, 38 (4): 268-292.

Textbook reading:

- ❖ **Bray, Waring and Cooper, Chapter 12.**

Media opinion:

- ❖ Ray Markey, 'Employee voice can be heard to lift wellbeing and productivity'**,** *The Australian*, 9 November 2013.

- ❖ Employee voice and productivity

- ❖ 'Unions push business to go public with statement on pay', *Sydney Morning Herald*, 14 June 2012.

Week Thirteen   Future prospects in IR and exam review

Thinking of the industrial relations trends we have identified and analysed in the Australian workplace to date, questions can be asked about which are long-lasting developments and which might have a much shorter shelf-life and/or be challenged.

- • Which workplace trends do you think have strengths and weaknesses for

    employers?   employees?

- • If you were a federal government advisor, what reforms would you recommend?

Essential readings: a recent debate…

- ❖ P. Boxall (2014) 'The future of employment relations from the perspective of human resource management', *Journal of Industrial Relations*, 56 (4): 578.

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❖ G. Meardi (2014) 'The (claimed) growing irrelevance of employment relations', *Journal of Industrial Relations*, 56 (4): 578-593.

Supplementary readings:

❖ N. Balnave, J. Brown, G. Maconachie and R. Stone (2007) *Employment Relations in Australia*, John Wiley and Sons, Brisbane, chapter 12.

❖ J. Buchanan, I. Watson, C. Briggs and I. Campbell (2006) 'Beyond Voodoo Economics and Backlash Social Policy: Where next for working life research and policy?', *Australian Bulletin of Labour*, 32 (2): 183-201.

❖ K. Hancock (2008) 'The future of industrial relations in Australia', *Economic and Labour Relations Review*, 18 (2): 7-14.

❖ R. Lansbury and R. Callus (2006) 'The future of work and employment relations' in J. Teicher, P. Holland and R. Gough (eds), *Employee relations management: Australia in a global context*, Prentice Hall, Frenchs Forest.

❖ J. Sappey, R. Sappey and J. Burgess (2014) 'New Directions in Industrial Relations Research?', *Employment Relations Record*, 14 (2): 4-26.

❖ C. Warhurst and P. Thompson (1998) 'Hands, Hearts and Minds: Changing work and workers at the end of the century', *Workplaces of the Future*, Macmillan, Basingstoke, chapter 13.