



# LABOUR, CAPITAL AND CHANGE

PROCEEDINGS OF THE 23RD CONFERENCE  
OF THE ASSOCIATION OF INDUSTRIAL  
RELATIONS ACADEMICS OF AUSTRALIA  
AND NEW ZEALAND

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VOLUME 1: REFEREED PAPERS  
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EDITORS

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4-6 February 2009  
Newcastle City Hall, Newcastle, Australia

Title: Labour, Capital and Change: Proceedings of the 23rd AIRAANZ Conference, Volume 1

First published February 2009

By the Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ)

Additional copies may be purchased by contacting the Secretary of AIRAANZ.

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Publisher: Newcastle Business School, Faculty of Business and Law, The University of Newcastle

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Cover design by Candice Sferco & Team, All Occasions Management

ISBN 978-0-986085-0-2 (Refereed Volume only)

## **Introduction**

As a scholarly association established over twenty years ago of predominantly New Zealand and Australian academics concerned with industrial relations – AIRAANZ – has convened an annual conference as its centrepiece activity. Essential to the ongoing success of the conference has been its hallmark rigor, debate, camaraderie and shared community of interests. The invitation of distinguished keynote speakers to give papers at the conference, as well as providing a forum for new researchers, have reinforced the value and inclusiveness of the conference.

This year's conference held in Newcastle, New South Wales is the twenty-third and its theme is Labour, Capital and Change. We sought, in the tradition of previous conferences, to be sufficiently eclectic to encourage a wide range of contemporary research and thinking about work, its regulation and the organisation of labour. Indeed, the call for papers argued that how the rules over work are made, interpreted and enforced still sits at the kernel of most people's lives. We dispute the popular contention that industrial relations, particularly as measured by the union density and collective bargaining, has lost relevance. In the face of pressures such as the apparent competitive determinism of globalisation, the assertion of managerial power, the rise of individualism, neo-liberalism and a mass media which trivialises or delegitimises organised labour, we argue that industrial relations is more relevant than ever. Indeed, over sixty full papers and abstracts included in these proceedings highlight the reach and vibrancy of research within AIRAANZ and industrial relations generally.

All refereed papers were double-blind assessed by two referees. Papers were subsequently revised (where required) and resubmitted. Referred papers are set out in this CD volume; the companion CD volume incorporates the non-refereed papers and abstracts. We are very appreciative of the thoughtful contribution made by the referees. Thank-you.

The conference is privileged to have three keynote speakers (two of whom will make the wearying journey across the Pacific) - Professor Ruth Milkman, Director of Institute for Labor and Employment for the University of California; Professor Gregor Murray, Director of the Inter-University Research Centre on Globalization and Work; and Dr Michael Schaper, Deputy Chair of the Australian Competition and Consumer Commission. We look forward to their insightful analysis, discussion and informal exchange with the conference delegates.

The Organising Committee are especially appreciative of the fine support for the conference given by Professor Stephen Nicholas and Professor Gordon Boyce in the University of Newcastle's Faculty of Business and Law. Our other sponsors are also warmly acknowledged – the Industrial Relations Society of NSW (Newcastle Branch), the National Tertiary Education Union, the Workplace Ombudsmen, Energy Australia, Newcastle Innovation, and McGraw-Hill.

Finally, and in the manner of earlier editors we are confident that this collection of papers will continue the strong tradition of research analysis and debate that has characterised the past twenty-two AIRAANZ conferences.

John Lewer, Shaun Ryan and Johanna Macneil

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### **DEST Publication Requirements**

In accordance with the Australian Government's Department of Education, Science and Training's Higher Education Research Data Collection criteria, the papers published in these proceedings meet the definition of that research in that:

1. The AIRAANZ 2009 Conference is a conference of national and international significance
2. Each paper, in its entirety, was double-blind, peer reviewed before publication.
3. The proceedings will be made available to libraries and on the AIRAANZ web site.
4. Author affiliation is noted on each paper.

The Conference Convenors would like to acknowledge and thank the following people for refereeing the papers in Volume 1 of the AIRAANZ 2009 Conference Proceedings.

Mark Bray	University of Newcastle
John Burgess	University of Newcastle
Angela Knox	Macquarie University
John Lewer	University of Newcastle
Duncan Macdonald	University of Newcastle
Johanna Macneil	University of Newcastle
John Nolan	University of Newcastle
Shaun Ryan	University of Newcastle
Glenda Strachan	Griffith University
Pauline Stanton	La Trobe University
Peter Waring	University of Newcastle
Jennifer Waterhouse	Queensland University of Technology
Jennifer Whittard	University of Newcastle
Mark Westcott	University of Sydney
Suzzane Young	La Trobe University

## **Key Themes from the Association of Industrial Relations Academics of Australian and New Zealand (AIRAANZ) Conferences 1983-2004**

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- 1983 Industrial Relations Studies Down Under: The Need for Intellectual Decolonisation – First AIRAANZ Conference; Gippsland, Victoria#
- 1985 Change – Second AIRAANZ Conference: Brisbane, Queensland
- 1987 Macroeconomics in Flux: Monetarism, New Classicism and Public Choice: Some Possible Implications for Industrial Relations Theory – Third AIRAANZ Conference, Palmerston North, New Zealand#
- 1989 Issues and Trends in Australasian Industrial Relations - Fourth AIRAANZ Conference; Wollongong, New South Wales
- 1990 Current Research in Industrial Relations - Fifth AIRAANZ Conference; Melbourne, Victoria
- 1992 Contemporary Australasian Industrial Relations – Sixth AIRAANZ Conference; Coolangatta, Queensland
- 1993 Divergent Paths? Industrial Relations in Australia, New Zealand and the Asia-Pacific Region – Seventh AIRAANZ Conference, Auckland, New Zealand
- 1994 Developing the Trans-Tasman Link: AIRAANZ and Comparative Analysis of Australian and New Zealand Industrial Relations – Eighth AIRAANZ Conference; Coogee, New South Wales\*
- 1995 Current Research in Industrial Relations – Ninth AIRAANZ Conference; Melbourne, Victoria
- 1996 Protecting Take Home Pay: Can the Coalition Do Better Than Labor? – Tenth AIRAANZ Conference; Perth, Western Australia\*
- 1997 Current Research in Industrial Relations – Eleventh AIRAANZ Conference; Brisbane, Queensland^
- 1998 Current Research in Industrial Relations – Twelfth AIRAANZ Conference; Wellington, New Zealand^
- 1999 Economics, Industrial Relations and the Challenge of Unemployment – Thirteenth AIRAANZ Conference; Adelaide, South Australia#
- 2000 Research on Work, Employment and Industrial Relations – Fourteenth AIRAANZ Conference; Newcastle, New South Wales

- 2001 Crossing Borders: Employment, Work, Markets and Social Justice Across Time, Discipline and Place – Fifteenth AIRAANZ Conference; Wollongong, New South Wales
- 2002 Celebrating Excellence in Industrial Relations Practice, Research and Teaching – Sixteenth AIRAANZ Conference; Queenstown, New Zealand
- 2003 Reflections and New Directions – Seventeenth AIRAANZ Conference; Melbourne, Victoria
- 2004 New Economies: New Industrial Relations – Eighteenth AIRAANZ Conference, Noosa, Queensland
- 2005 Reworking Work – Nineteenth AIRAANZ Conference, Sydney, New South Wales
- 2006 21<sup>st</sup> Century Work: High Road or Low Road? - Twentieth AIRAANZ Conference, Adelaide, South Australia
- 2007 Diverging Employment Relations Patterns in Australia and New Zealand? – Twenty-first AIRAANZ Conference, Auckland, New Zealand.
- 2008 Workers, Corporations, and Community: Facing Choices for a Sustainable Future – Twenty-second AIRAANZ Conference, Melbourne, Victoria

#There was no official theme for this conference so the title of the presidential address has been used

\*The official theme of these conferences was 'Current Research in Industrial Relations', which has been substituted with the title of the presidential address.

^The title of the presidential address for these conferences has not been identified.

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