

## PREFACE

This sixth conference on Labour, Employment and Work comes a decade after the first conference was held in May 1984. The idea throughout this period has been to help promote communication among New Zealand scholars on what is still the country's major concern - getting New Zealanders back to work. We believe this is everyone's responsibility and they should contribute according to their particular skills. The comparative advantage of the university lies in its research and teaching capacity. Promoting research into employment matters in New Zealand and generating a clearer understanding of the problems involved is one of the ways the university can help.

The purpose of this series of national conferences is to offer a forum for the early sounding of research ideas and a chance to run them by interested colleagues. The papers included here constitute work in progress. In several cases views will change as research progresses and new ideas will develop and this reflects a healthy research environment. Accordingly, since November 1994 the 57 authors of the 44 papers included here have made revisions. What appears between these covers reflects their state of thinking in early 1995. Authors were asked to limit their contribution to 5000 words of text. This has the effect of focussing their attention on key ideas and the main results. In many cases readers are referred to the authors' more extended reports published elsewhere.

One of the aims of the conference series has been to promote further enquiry particularly among graduate students. To that end each author was asked to address opportunities for future research in their area. This request has generated a wealth of ideas which we hope young researchers from around New Zealand will consider addressing. The authors in this volume welcome enquiries from readers and a full postal address is included after each paper.

The twelve headings which partition the papers presented were developed after all the papers had been received and read. Although they approximate the organisation of the conference programme itself, in several cases regrouping has given the volume greater coherence.

This is the third set of proceedings written from the set of six conferences held so far. The first conference was held in May 1984 from which written proceedings were published.<sup>1</sup> The second conference was held in 1985, the third in 1987 and the fourth in October 1990. The fifth held in November 1992 produced proceedings and although they are now out of print, copies are held in all New Zealand university libraries.<sup>2</sup>

At almost 400 pages this is the largest production to date. This reflects the unprecedented interest in the conference and is mirrored in the 141 who registered for the conference in 1994 compared to 105 in 1992.

We would like to thank each of the presenters, those who willingly served as chairpersons of the sessions and the staff of the host department which this time was the Industrial Relations Centre. The efficiency and attention to detail of the Centre's staff, Pat Cumming and Jessie Johnston, contributed substantially to the success of the meeting. Again Statistics New Zealand and the Department of Labour made a contribution and their regular attendance of their staff at these conferences is appreciated. James Morrison of JAM's Typing Service did an excellent job of taking a bewildering array of disks, personal idiosyncrasies and editorial changes to produce the following volume.

It is a pleasure to be able to include all the papers that were delivered at the conference. Thanks to those contributors who provided clean copy in readable disk formats, addressed editorial requests and above all delivered on time. Such professionalism is greatly appreciated. In order to encourage networking, the full list of participants has been included at the end of these proceedings. The addition of photographs this year we hope will personalize the papers and help foster the development of a research community.

Although it is one of the purposes of the University to make its facilities and service staff available for such conferences this is not taken for granted and we greatly appreciate the assistance we have been given by Victoria University of Wellington. In particular we would like to thank the Vice-Chancellor, Leslie Holborow, for offering the opening address and supporting our initiative.

Finally we would like to acknowledge those individuals who have been active supporters of these conferences and workshops since they began a decade ago. At the same time we are delighted to see the first participation of both established New Zealand researchers as well as new graduate students. The value of having the two together sharing ideas is considerable.

We all look forward to the seventh conference which we hope to run sometime in late 1996. It will be hosted by the Department of Geography.

Philip Morrison (Geography) and Pat Walsh (Industrial Relations Centre), Victoria University of Wellington

## Notes

<sup>1</sup> See P.A. Brosnan and P.S. Morrison (eds) 1984 *Labour and Employment Research in New Zealand. Bibliography and proceedings of a workshop held at Victoria University May 14-15, 1984*. This volume was published jointly by the Geography Department and Industrial Relations Centre, Victoria University of Wellington, 183 pages. The bibliography was subsequently updated with financial support from subsequent conferences and appeared as Brosnan, P.A. 1991 *New Zealand Labour and Employment Research 1859-1990. A bibliography of research and research materials*. Published by the New Zealand Institute of Industrial Relations, Wellington.

<sup>2</sup> See Morrison, P.S. (ed.) 1993 *Labour, employment and work in New Zealand. Proceedings of the fifth conference, November 12 & 13th 1992*, Published by the Department of Geography, Victoria University of Wellington, 171 pages.