To the extent that it endeavours to break down this artificial barrier and to show that there is a vital interdependence between the individual and collective aspects of our industrial laws, Dr. Szakats’ latest book, *Introduction to the Law of Employment*, is particularly welcome. It is a text-book, but one with a message.

The message is that a comprehensive labour code, regulating the whole of the law of employment covering “all aspects of the individual employer-employee inter-connection in harmony with collective industrial relations”, should be enacted by the Legislature. Further, that the Industrial Court should be given the exclusive jurisdiction to deal with “every dispute of rights arising out of all work-connected legal problems” in addition to its present collective rights jurisdiction.

Whether a labour code is the correct or the best solution to the present conceptual inadequacies of our industrial law is open to debate. There are difficulties, as Dr. Szakats recognizes in the more modest proposal that the Industrial Court be given exclusive jurisdiction in the whole labour law area. Nevertheless, the work does point out the need for urgent and radical reform of our basic concepts and institutions.

At the more mundane level of a text-book, Dr. Szakats’ work is thorough, accurate and well-written. It contains particularly good sections on the legal content of the employment relationship and on its termination. One can also sympathise with his realistic conclusion that the distinction between independent contractors and employees has become unhelpful and largely unworkable. His chapters on the formation and elements of a contract of employment, on the other hand, have a very dated look which is out-of-character with much of the rest of the book. Nevertheless the book as a whole is recommended to students of the subject.

J. A. FARMER

Joel Seidman. *Attitudes of New Zealand Workers*.

*Industrial Relations Research Monograph No. 1*, Victoria University of Wellington.

This study was an exploratory Attitude to Work survey of employees in four inter-related companies; a metal working company, a wood products plant, a sawmill, and a construction company in the southern part of the North Island. Each plant employed between 100 and 200 people and respondents were administered with different questionnaires for blue collar personnel, job delegates and foremen.

Many of the questions were taken from the 1966 U.K. Royal Commission Study and the general themes include job satisfaction, job interest, hygiene factors, supervision, union membership, strike decisions etc. Thus the methodology is fairly conventional and conservative, and the questions, whilst covering a wide issue area, are not able to pursue any issues deeply.

The conclusions of the survey were fairly predictable. A general level of support must be estimated for most aspects of work, though some problems with formal role, lack of union activity, company hygiene matters etc. workers were opposed. The conclusion of unionism though would join a union as a matter of course. Some significant differences of attitude were shown between European, Maori and Pacific Island worker groups.

This survey took place in December 1976 and January 1975 but was not published until December 1975; in the meantime labour turnover at one of the sites is such that the workers surveyed probably have been completely replaced. Given the general usefulness of any data on New Zealand worker attitudes what issues arise from this type of research? Which researchers and sponsoring managers must realise is that attitude surveys constitute a Managerial Change Intervention in an organisation; they arouse expectations in the workforce, usually that complaints will be rectified quickly. Thus delayed and limited feedback and poor action planning involving workers may actually regress internal industrial relations.

Secondly, the very limited studies on New Zealand work motivation patterns desperately need to be developed by rigorous research. Our management training still preaches Herzberg McClelland Fry and McClelland low without knowing the true cultural differences in New Zealand. This survey does little to illuminate the problem due to question limitation though the data does at least generate some of the questions to be asked. What is needed now is a Goldthorpe type multi-disciplinary longitudinal study, and an interviewing study of New Zealand worker and managerial constructs of motivation and job satisfaction.

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**Educational Forum**

**TRADE UNION TRAINING**

MR JOHN BRUMM, a leader in trade unions in both New Zealand and the United States, has been appointed by the Industrial Relations Centre of Victoria University of Wellington to head a team in determining the educational and training needs of New Zealand trade unionists, with special emphasis on the role of shop stewards.

The project is sponsored by the Engineering Union, the Trade Union Training Board, the Vocational Training Council, and the University.

Mr Brumm, recently education director of the International Association of Machinists in Washington, arrived in New Zealand late last year as a result of an approach by the New Zealand Engineering Union to the Industrial Relations Centre. Mr E. J. Keating will be associated with Mr Brumm as a special consultant.

An advisory committee consisting of the Federation of Labour’s secretary, Mr W. J. Knox, and research officer, Mr D. B. McDonald; the Engineering Union’s national secretary, Mr J. A. Boomer; the Vocational Training Council director, Mr R. C. Stuart; and the Industrial Relations Centre’s director, Professor F. J. L. Young, has been set up.

The basic aim is identification of the skills and training needed by union job stewards. Mr Brumm has spent almost 20 years organising and administering programmes for shop stewards in a wide range of industries in the United States and Canada.

**1951 WATERSIDERS’ REUNION**

A reunion of loyal watersiders, wives, freezing workers, seamen, miners and support workers, will be held on the 25th anniversary of this historic dispute. It will be held in the Sheraton Lounge, Mt Eden Road, Auckland, on Thursday, 22 July commencing at 7.00 p.m.-midnight. Admission will be by Loyalty Card or other positive identification.

Tickets are $10.00 each, which includes first class supper, all refreshments, entertainment etc.

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**RESEARCH ON WOMEN IN TRADE UNIONS**

The reasons why the vast majority of women in New Zealand do not participate in the affairs of their union will be considered in a booklet to be published later this year. The booklet will examine, in three sections why participation in unions or do not become involved in their unions, the experiences of women who have become prominent in the union movement, and the attitudes towards women’s participation of a number of Union Secretaries. The book-let, partially financed with a Department of Labour grant, is being researched by Alan Gair, management department, Professor John Howells, economics department, and Mrs Heard, all of Otago University.

**INDUSTRIAL RELATIONS SOCIETY MEETINGS**

On Tuesday, 11th May, the Minister of Labour, Mr Peter Gordon, addressed the society in Auckland on the topic of redundancy and re-employment. On Wednesday, 23rd June, a forum will be held in the Discovery Room, Royal International Hotel, Victoria Street West. The topic for discussion will be the question of voluntary unionism. Full details will be sent to members of the Society.

**COURSES AND SEMINARS**


Term 2 Courses, Centre for Continuing Education, Auckland University (from May 31st):

- Introduction to Economics.
- Introduction to Ergonomics.
- Introduction to Industrial Law in N.Z.

The Polynesian and Industry.

12-18 June: Sixth Residents Seminar for Trade Union Leaders, Tremitham, Industrial Relations Centre and Department of University Extension, Victoria University of Wellington. In conjunction with the New Zealand Federator of Labour and the Combined State Services Organisation.

University of Waikato, Tauranga extension course. Current Economic Issues (eight sessions, commencing June 1st).
The Industrial Relations Society of New Zealand Incorporated

was founded in 1974 by a group of people drawn from management, government, trade unions, the legal profession and the universities, who saw a need to improve communications among those working in all areas of industrial relations and to promote a wider understanding of industrial relations problems and practice in New Zealand.

The primary aims of the Society are to organise and foster discussion, research, education and publications within the field of industrial relations, and to bring together industrial relations practitioners to exchange ideas, share experiences, and develop greater understanding of industrial relations matters.

Enquiries concerning membership of the Society should be addressed to:

THE SECRETARY,
Industrial Relations Society of New Zealand Incorporated,
P.O. Box 1341, Auckland, New Zealand.

The New Zealand Journal of Industrial Relations is the official journal of the Industrial Relations Society of New Zealand Incorporated. However, views expressed by contributors to the Journal are their own and do not necessarily reflect the views either of the editors or of the Society. The journal appears three times a year, in May, August and November and regular features include:

- Articles that contribute to the advance of knowledge directly related to the practice of industrial relations in New Zealand or to the development of theoretical perspectives on industrial relations issues; the editors will strive to maintain some balance between the presentation of research findings and more speculative articles;
- Commentaries on current industrial relations events as seen by regional correspondents in Auckland, Wellington, Christchurch and, for a view of the Trans-Tasman scene, Sydney;
- Reviews of recent cases in industrial law and discussion of topical legislative matters;
- Book reviews and research summaries.
- Opinion pieces from members and correspondents, including literary contributions;
- An educational forum giving notice of forthcoming meetings, conferences, seminars, educational programmes and other activities of interest to New Zealand readers.

Articles and contributions should be submitted not less than six weeks prior to the date of issue and addressed to:

THE EDITORS,
New Zealand Journal of Industrial Relations,
Centre for Continuing Education,
University of Auckland,
Private Bag,
Auckland,
NEW ZEALAND.