

Union, Mr P. Murphy, received \$1800 towards the cost of attending Harvard University's Trade Union Programme.

◆ Mr R. D. Lamb of Dunedin's Fire Brigade Union received \$600 towards the cost of completing a certificate course at Victoria University's Industrial Relations Centre.

◆ Miss S. McNamara of the Auckland Clerical Union was granted \$275 to cover the cost of completing a first year course in personnel management and industrial relations at the University of Auckland.

Applications for 1977 Fellowships close on 2 August. Further details and application forms are available from the Secretary, Vocational Training Council, P.O. Box 11361, Wellington.

TRADE UNION EDUCATION BULLETIN

Welcome to the New Zealand Trade Union Education Bulletin, the first issue of which appeared in January this year. The Bulletin is designed to promote trade union educational activities by serving as a channel of communication among trade union officers and education officials and as a clearing house for trade union education resources. The bulletin is published by the Trade Union Training Board with the support of the Federation of Labour and the Industrial Relations Centre, Victoria University of Wellington. Copies from the Trade Union Training Board, P.O. Box 6645, Te Aro, Wellington.

EXECUTIVE TRAINING OFFICER APPOINTED

Maureen Gibbons, with the Auckland Clerical Union for six years as a field officer, has recently been appointed to a trade union education position with the Trade Union Training Board.

She will be concerned, as executive training officer, with on-the-job training, delegates' and officials' training, assisting and promoting courses, seminars and conferences and liaising with the Department of Labour and the Vocational Training Council to provide incentive subsidies. ©

Courses and Seminars

TRADE UNION EDUCATION SEMINAR

13-16 June:

A 3-day residential course for Trade Union and Trades' Council Education representatives on Trade Union Education and Methods; N.Z. Federation of Labour, Trade

Union Training Board in conjunction with Industrial Relations Centre at Victoria University; Being held at Burnham Lodge. Registration through the Trade Union Training Board, P.O. Box 6645, Te Aro, Wellington.

26-29 June:

TRADE UNION LEADERS SEMINAR (1st of 2 parts)

Seventh Residential Seminar for Trade Union Leaders; Industrial Relations Centre and Department of University Extension, Victoria University, in conjunction with the N.Z. Federation of Labour and the Combined State Services Organisation; Being held at Burnham Lodge.

10 October:

ONE DAY SEMINAR ON INDUSTRIAL RELATIONS: DUNEDIN

The New Zealand Institute of Public Administration in conjunction with the State Services Commission is holding a one day seminar on industrial relations in Dunedin on 10 October. The seminar aims at improving participants understanding of the nature of industrial relations at middle and lower management levels by the use of case studies and discussion techniques. Nominations should be sent to the Staff Training Branch, State Services Commission, Wellington by 2 September. ©

REVIEWS

The Industrial Relations Amending Legislation of 1976 by Noel S. Woods, Industrial Relations Centre, Victoria University of Wellington, Occasional Papers in Industrial Relations No. 21, 1977.

This timely paper by Noel Woods examines in detail the recent amendment to the Industrial Relations Act, and the amendment to the Commerce Act in so far as it relates to penalties for stoppages over non-industrial matters. As Professor John Young notes in the Foreword, this paper is a necessary follow-up to Woods' previous paper **The Industrial Relations Act 1973**. The increasing number of legislative changes to the industrial legal system makes it crucial that the implications of these changes are examined objectively so that all parties involved in industrial relations may

be fully informed and made aware of their new rights and obligations. The Industrial Relations Centre through the production of this paper are providing a very necessary service.

Woods commences his paper by briefly outlining the factors that led to the repeal of the Industrial Conciliation and Arbitration Act 1954 and the substitution of the Industrial Relations Act 1973. He then notes the increasing pressure that was placed upon the industrial relations system because of the economic situation between 1972-75, and the emergence of industrial relations as a main issue in the 1975 parliamentary election. The election of the present Government in 1975 resulted in the Government being faced with the task of implementing its promises on industrial relations, which included the questions of voluntary unionism and increased penalties for direct industrial action. The vehicle for the fulfillment of these promises was the Industrial Relations Amendment Act 1976 and the Commerce Amendment Act 1976.

The section of the paper dealing with union membership opens with Woods commenting that New Zealand's industrial legislation has always been deficient in providing individual union members with appropriate redress if the union fails to adhere to its rules or treats certain members to their disadvantage. While this is true, it should be noted that there is now provision in the Human Rights Commission Bill to attempt to remedy this situation. Woods proceeds in the union membership section to give a very detailed description of the provisions in the amendment Act and points out the differences between the Government's election policy on this issue and the provisions in the legislation. In the course of his discussion, Woods notes that many of the problems with this issue could have been avoided if provision had been made for a ballot to have been taken where the Minister "... had reasons to believe that a request for an "unqualified preference" clause had been adopted by a union without due procedure and particularly without adequate discussion and voting on the matter by the membership." After reading the analysis of the legislation by Woods, one is led to wonder why his suggestion was not implemented. It would have prevented many of the problems that are bound to arise once the ballot provisions are enforced.

Much of Woods' paper deals with a description of the penalties provisions. He notes in the introduction to this section that the Department of Labour in 1955 gave up trying to use monetary penalties, and that even when the employers in 1962 were given the right to enforce monetary penalties, they also gave up an attempt to use them. While it may be wondered why New Zealand perseveres with the belief that penalties will produce industrial harmony, Woods does make the following observation about the volume of penalty legislation:

"While there is no evidence that the incidence of industrial conflict bears any inverse relationship to the volume of penalty legislation, the latter is an indication of the continuing strength of the unitary view of industrial organisations traditional in government quarters and amongst employers in New Zealand — the view that workers owe obedience to their enterprise and that trade unions are acceptable where they promote harmony but unacceptable if they present opposition."

If this is in fact the rationale behind our industrial legislation, then it seems we will be unlikely to achieve the goal of industrial harmony. The penalty provisions in both the Industrial Relations Amendment Act and the Commerce Amendment Act are described in detail and problems of interpretation and implementation are examined.

Apart from the provisions relating to union membership and penalties, Woods also examines the procedural and machinery amendments that were made by the amendment Act. These provisions are not well known and practitioners of industrial relations will find these sections of considerable interest. Overall this paper must be commended as required reading for all those persons interested or involved in industrial relations.

©

MARGARET WILSON

Industrial Conflict: A Study of Three New Zealand Industries by Don J. Turkington, Methuen Publications (N.Z.) Limited, Price: \$23.50, 324 pages, 1976.

While the published writing on industrial relations in New Zealand is increasing, it tends to be largely of an impressionistic nature reflecting the particular author's

standpoints or predispositions. Such writings do provide a useful start to any study of a subject but what is now required in New Zealand are more objective analyses attaining academic standards in respect of hard statistical and scientifically ascertained information. Dr Turkington's book is of this kind and it achieves those standards.

Turkington's work is a revised version of his Ph.D. thesis presented to Victoria University of Wellington in 1975. Almost inevitably, much of the presentation retains an academic style which will not comprise easy reading for the average person interested in industrial relations. The book contains a great number of statistical analyses based on comprehensive and complex questionnaires (regrettably not set out in full in an appendix) administered by the author to managers and unions in three selected industries. However there is a very readable and useful introduction which reviews the general theories of industrial conflict and an excellent concluding chapter where the results of the investigation undertaken are summarised and certain limited inferences and conclusions drawn.

The industries selected by the author for study are meat freezing, building and construction, and the waterfront. The common feature of all of these industries, and presumably the reason for their selection, is that they are regarded as being "strike-prone." They also possess other common features, the most notable of which is the casual or temporal nature of employment. Thus, the seasonal nature of freezing work, the fact that building contracts have a finite life, and the fluctuating nature of port trade all provide a degree of insecurity of employment for workers in those industries. Not unexpectedly, the author finds and demonstrates that this is an important feature in explaining the propensity towards conflict in these various industries.

There are, however, a number of other factors leading towards conflict which the author examines in depth. These include the nature of the work and of the worker, the physical location of the employment and its remoteness or otherwise from the general community, intergroup conflict, technological change, status of the industry, systems of payment and earnings relativities, size of the enterprise, management remoteness, complexities and ambiguities in relevant awards, inadequate communica-

tion, poor training of supervisory personnel and, finally, the presence of industrial agitators.

Turkington finds that the nature of the work (in particular, its boredom, repetition and danger) and the payments systems and relativities provide a special impetus to conflict. On the other hand, he discounts racial disharmony as a major source of conflict and, interestingly, dismisses the presence of agitators as being comparatively unimportant. In his view, in so far as agitators do exist they simply reflect other more basic causes of conflict.

In recent years of course much public attention has been directed to this subject and these particular industries have been regarded as being specially agitator-prone. However, anyone reading Dr Turkington's book could not help but conclude that the very nature of the industries themselves provides the fundamental and more inherent causes of conflict and that, agitators or not, these industries will always have work disruption problems unless their very nature is radically or basically changed. Rather than engage on witchhunts it would seem more constructive therefore to examine the aspects of the industries which give rise to conflict and to endeavour so far as possible to alleviate or mitigate the effects of those features which cause the greatest difficulty.

A more general point emerges from this discussion. In recent years, any examination of industrial relations in New Zealand has tended to be pre-occupied (even at times to the point of hysteria) with the subject of strikes. Turkington's book provides a useful balance in this respect to the extent that it underlines the following points:

1. Industrial conflict can take a number of other forms. Specifically, these include the go-slow, the work to rule, the overtime ban and other forms of restriction on output, employer exercise of managerial prerogatives, strict enforcement of work rules, creation of new rules or restrictive labour practices, employer discrimination in respect of job positions and assignments.
2. Absenteeism and high labour turnover may provide as good or better an indicator of industrial conflict and dissatisfaction than strikes. Thus, in the waterfront industry, for example, absenteeism has in recent years accounted for about

six times, and accidents and sickness each about four times, more man days lost than industrial stoppages.

3. These other, less obviously dramatic, forms of conflict are not always easily measurable. More importantly, they may in fact be healthy to the extent that they provide early warning signs of serious problems in an industry.

Turkington's concluding message is that:

"The realisation that conflict is not a disease which occurs occasionally but an inherent feature of the enterprise, and an appreciation of the costs of different forms of conflict, may induce a change in the status of those involved in industrial relations from that of emergency firemen to a permanent and important part of the management process."

This raises an important point of both practical and theoretical significance as to whether the better approach to the problems of industrial relations is to:

- (i) Seek a greater involvement of workers in the "management process," i.e. more worker participation; or
- (ii) Recognise the inherent conflict between workers and management (and between unions and employers) and, rather than attempt to break that conflict down, to make it more constructive through the strengthening of bargaining and disputes processes.

The recently published Bullock Report on **Industrial Democracy** in the United Kingdom recognises that there is a basic conflict between these different objectives (while concluding that a reconciliation may be possible). It is to be hoped that the significant contribution made by Dr Turkington's book will now be broadened by further writings and research in this and other aspects of industrial relations in this country.

© J. A. FARMER

BOOKNOTES

John Berger and Jean Mohr, **A Seventh Man**, Penguin Books, 1975.

An evocative presentation in words and photographs of the experience of being a migrant worker in Europe. In north-western Europe, excluding Britain, there are approximately eleven million migrant workers, the exact number being impossible to estimate because a probable two million are living

and working illegally. In France 20 per cent of all industrial workers are migrants, in Germany 12 per cent, in Switzerland 40 per cent. On the assembly line of the Ford factory in Cologne 40 per cent of the labour force are migrants, in the Renault workshops in France 40 per cent, in the Volvo factory in Gothenburg 45 per cent. "What distinguishes this migration from others in the past is that it is temporary. Only a minority of workers are permitted to settle permanently in the country to which they have come. Their work contracts are usually for one year, or, at the most, two. The migrant worker comes to sell his labour power where there is a labour shortage. He is admitted to do a certain kind of a job. He has no rights, claims, or reality outside his filling of that job. While he fills it, he is paid and accommodated. If he no longer does so, he is sent back to where he came from. It is not men who immigrate but machine-minders, sweepers, diggers, cement mixers, cleaners, drillers. This is the significance of temporary migration. To re-become a man (husband, father, citizen, patriot) a migrant has to return home. The home he left because it held no future for him . . . To be homeless is to be nameless." Sound familiar? J.D.

Robert Lekachman, **Economists at Bay — why the experts will never solve your problems**, McGraw Hill, 1976.

Explores the current crisis of public confidence in economists in an amusing yet perceptive way and reflects that in recent times economists have been so seldom correct in their predictions that the suspicion is abroad that something must be seriously awry with economics itself. Chapters on recent blunders in the management of inflation and unemployment, on the problems large corporations and trade unions pose for economic theory, and on 'how innocent young people of good character and decent mental capacity nevertheless become economists.'

The author? An American Professor of Economics, what else! J.D.

BOOKS RECEIVED

Cooper, B. M. and Bartlett, A. F., **Industrial Relations: A Study in Conflict**, London, Heinemann, 1976, \$NZ15.55, 310pp.