

AN ANNOTATED INDEX
OF VOLUMES 1-17
1976-1992



FIRRE (NZ)

New Zealand Journal of Industrial Relations

**New Zealand Journal of
Industrial Relations**

**An Annotated and
Cross-Referenced Index
1976-1992**

Editor : A.J. Geare

Compilers : Steven Jaynes and Karen Nicol

Co-ordinator : Lois Blair

to law...
another...
this...
index...
1993

FIRRE (NZ) 1993

©

All rights reserved

ISBN 0-473-01821-7

Publisher :

Foundation for Industrial Relations
Research and Education (NZ)
PO Box 6088
Dunedin
New Zealand

Preface

By the end of 1992 the *New Zealand Journal of Industrial Relations* had reached its seventeenth year of issue. The decision was made to produce an index up to that point rather than wait for the twentieth year, largely because of the enthusiastic response to the new index produced in 1992 for its Australian counterpart, the *Journal of Industrial Relations*.

It is hoped that this index will prove to be a valuable resource for teachers, researchers and students of New Zealand industrial relations.

The index is in two parts. The first part is by subject, with cross-referencing both of individual articles and of subject areas. The second part is by author.

FIRRE is very grateful to the Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) for underwriting the project.

A.J. Geare

Contents

1	The NZ System of Industrial Relations	6
1.1	The Industrial Relations System	6
1.2	Arbitration and Mediation	9
1.3	Bargaining	11
1.4	Minority Groups	14
2	Industrial Conflict	17
2.1	Industrial Conflict	17
2.2	Strikes	18
2.3	Industry and Case Studies	19
3	Organisations	21
3.1	Trade Unions - Structure, Growth and Development	21
3.2	Trade Unions - Activities and Attitudes	22
3.3	Trade Unions - Theory	25
3.4	Federation of Labour Conferences	25
3.5	Employers' Perspectives	26
4	Employment Conditions	28
4.1	Occupational Choice, Recruitment and Training	28
4.2	Work Organisation, Job Design, Job Satisfaction	29
4.3	Occupational Health and Safety / Industrial Accidents	31
4.4	Technology / Technological Change	34
4.5	Industrial Democracy / Worker Participation	35
4.6	Employment / Unemployment	36

5	Wages	41
5.1	Wage Determination	41
5.2	Wage Differentials and Relativities	43
6	Gender Issues	45
6.1	Legislation	45
6.2	Employment Conditions	46
6.3	Equal Opportunity	47
7	The State	49
7.1	Government	49
7.2	The Law	50
7.3	Legislation	54
8	Miscellaneous	58
8.1	Case Studies	58
8.2	International Studies	59
8.3	Role of the Media	68
	Author Index	69

1: The New Zealand System of Industrial Relations

1.1: THE INDUSTRIAL RELATIONS SYSTEM

1. Deeks, John

"Ideology and Industrial Relations in New Zealand", (1976) 1(2): 26-31.

Argues that ideology is central to the practice of New Zealand industrial relations, promoting a pluralist perspective and critiquing management ideology.

2. Deeks, John

"New Tracks, Old Maps: Continuity and Change in New Zealand Labour Relations 1984-1990", (1990) 15(2): 99-116.

Discusses the general direction of change in New Zealand's labour relations structures and practices since 1984. Related sections [1.3, 7.3].

3. Hellaby, F.R.A.

"The Changing Balance of Power in New Zealand Industry", (1977) 2(1): 43-48.

Looks at the relationship between employers and the trade union in achieving industrial harmony. Discusses the role of government and legislation therein. Related sections [3.2, 3.5, 7.1].

4. Hince, Kevin

"The Management of Industrial Relations", (1986) 11(1): 11-20.

Examines the need for change in the framework of industrial relations, issues in the government's "Green Paper" and managerial approaches to industrial relations. Related section [7.3].

5. Hodge, Bill

"Industrial Relations: A Framework for Review: Comment", (1986) 11(1): 9-10.

Background paper giving views of the future development of industrial relations legislation.

6. Holmes, Sir Frank

"Working Together for New Zealand's Development", (1978) 3(2): 52-55.

Explores planning perspectives for the improvement of industrial relations.

7. Rowe, J.W.

"Industrial Relations in a Plural Society", (1978) 3(1): 8-11.

Presents an employers' perspective of industrial relations. Related sections [3.5, 4.5].

8. Rowe, J.W.

"Thoughts on Industrial Relations for the Eighties", (1983) 8(1): 57-61.

Discusses the need to revise the industrial relations system, to update the wage fixing system, improve management-worker communication and labour force training. Related sections [4.1, 5.1].

9. Twinn, W.J.

"The Kiwi and the Work Ethic", (1977) 2(3): 97-100.

Analyses New Zealand's attitudes toward work and leisure and the implications for managers attempting to improve productivity and efficiency - a cultural explanation. Related section [4.2].

10. Vranken, Martin

"Industrial Relations: A Framework for Review: Comment", (1986) 11(1): 5-7.

Background paper giving views of the future development of industrial relations legislation.

1.2: ARBITRATION AND MEDIATION

11. Wilson, Margaret

"Recent Developments in New Zealand's Industrial Relations System", (1981) 6(1): 35-41.

Discusses the fundamental change in the New Zealand system from 1968 to the current hybrid system. Looks at wage fixing and industrial disputes as methods of control and the increase in the government's role. Related sections [2.1, 5.1, 7.1, 7.3].

12. Woods, Noel S.

"Industrial Relations: A Framework for Review: Comment", (1986) 11(1): 3-4.

Background paper giving views of the future development of industrial relations legislation.

13. Young, John

"Retrospect and Prospect", (1976) 1(1): 3-8.

A general overview of industrial relations in New Zealand from 1894 to the Industrial Relations Act 1973. The effects on the processes and procedures are outlined. Related section [4.8].

14. Young, John

"Has the Next Bus Gone Yet?: Industrial Relations in the 1980s", (1980) 5(2&3): 58-64.

Reviews the conflicts and strains as a result of the shift from pastoral colony to modern industrial state. Develops three guidelines for industrial relations in the 1980s. Related section [2.1].

See also articles numbered 24, 84, 148, 161,
181, 225, 229, 230, 242, 249, 250.

15. Franks, Peter

"Compulsory Arbitration: The Next 40 Years", (1987) 12(3): 199-201.

Examines three issues important to a follow up study of Holt's work on compulsory arbitration in New Zealand; new unions after 1936, protection of vulnerable workers, and equal pay. Related sections [3.1, 6.2].

16. Geare, A.J.

"Final Offer Arbitration and the State Sector Act", (1988) 13(1): 87-96.

Discusses the background to final offer arbitration, evaluates laboratory simulations, mathematical models and field evidence to assess its ramifications in practice.

17. Grills, Walter

"Dispute Resolution in the Employment Tribunal. Part One: Mediation", (1992) 17(3): 333-346.

A practitioner paper focusing on the processes and strategies of mediation. Related sections [7.2, 7.3].

18. Howells, John M. & Cathro, Susan H.

"Mediator Strategies in New Zealand", (1983) 8(3): 171-178.

Examines mediator strategies, their importance to employers and unions, and which ones are most likely to lead to successful mediation. Related sections [2.1, 7.3].

19. Law, Michael

"Family Leave Provisions in New Zealand Industrial Documents", (1981) 6(1): 29-32.

Summarises the initial findings of research into the current award trends and assesses the inadequacy of the final legislation. Related sections [6.1, 7.3].

20. Macintyre, Stuart

"Holt and the Establishment of Arbitration: An Australian Perspective", (1987) **12(3)**: 151-159.

Examines the formative period of New Zealand and Australia's arbitration systems; comparing, contrasting and discussing relationships between them. Related sections [7.2, 8.2].

21. Roper, Karen

"An Offer They Can't Refuse: The Imposition of Final Offer Arbitration in the New Zealand State Sector", (1988) **13(1)**: 79-86.

Defines final offer arbitration, discussing its theoretical justification, its practical use, and its validity for New Zealand. Related section [8.2].

22. Roth, Herbert

"Compulsory Arbitration and the State Sector", (1987) **12(3)**: 161-168.

Investigates the Industrial Conciliation Act of 1894, and the inclusion of railwaymen as the only government employees covered. Explores the attitudes of the state sector to the arbitration system up until 1944. Related sections [2.1, 7.3].

23. Simpson, Tony

"The Holt Narrative and the Industrial Relations Agenda", (1987) **12(3)**: 143-150.

Studies the origins of the 1894 Industrial Conciliation and Arbitration Act, using the framework provided by Holt's book on 'compulsory arbitration in New Zealand'. Related sections [2.1, 3.1].

24. Walsh, Pat & Fougere, Geoff

"The Unintended Consequences of the Arbitration System", (1987) **12(3)**: 187-197.

A theoretical recast of the political origins of compulsory arbitration, with reference to Great Britain. Focuses on the relations among state officials, politicians, class and sectoral organisations of workers, employers and farmers. Related sections [1.1, 8.2].

See also articles numbered 158, 163, 207, 261.

1.3: BARGAINING

25. Albury, P.F.

"The 1975-1978 Maritime Composite Agreement", (1983) **8(1)**: 39-45.

Discusses the 1975 composite maritime agreement, which disintegrated in 1978. Examines the problem of wage and status relativities. Related section [5.2].

26. Boxall, Peter & Haynes, Peter

"Unions and Non-union Bargaining Agents under the Employment Contracts Act 1991: An Assessment after 12 months", (1992) **17(2)**: 223-232.

Records a study of the impacts of the Employment Contracts Act 1991 on unions and non-union bargaining agents. Related sections [3.1, 7.3].

27. Geare, A.J.

"Formal Collective Agreements in New Zealand Private Sector Industrial Relations", (1983) **8(1)**: 23-29.

Classifies and analyses the different types of formal collective arrangements reached in the private sector and discusses why management and unions should select a particular type.

28. Geare, A.J.

"Formal Collective Arrangements: A Reply to Walsh", (1983) **8(3)**: 205-209.

See article no. 27.

29. Harbridge, Raymond

"A Comment on the Extent of Voluntary Bargaining in New Zealand Industrial Relations", (1983) **8(3)**: 193-196.

Comments on the current scope of voluntary collective bargaining by the northern branch of the New Zealand Engineering Union.

30. Harbridge, Raymond

"Flexibility in Collective Wage Bargaining in New Zealand: Facts and Folklore", (1990) **15(3)**: 241-250.

Examines the hypothesis that the inflexibility of wage settlements diminishes over time, using data from settlements registered with the Arbitration Commission since 1984. Related section [5.1].

31. Harbridge, Raymond & McCaw, Stuart

"Award, Agreement or Nothing? A Review of the Impact of s132(a) of the Labour Relations Act on Collective Bargaining", (1992) **17(2)**: 175-183.

Reports on the choice of unions to consolidate award coverage, or remove employers from awards during wage rounds under the Labour Relations Act. Related sections [3.2, 7.3].

32. McAndrew, Ian

"Bargaining Structure and Bargaining Scope in New Zealand: The Climate of Employer Opinion", (1989) **14(2)**: 133-148.

Reports the results of a survey of employer opinion on current union involvement in plant decision making and future bargaining scope. Related sections [3.2, 3.5, 7.3].

33. McAndrew, Ian & Hursthouse, Paul

"Southern Employers on Enterprise Bargaining", (1990) **15(2)**: 117-128.

Reports the opinions on enterprise bargaining of a sample of 92 employers in Otago and Southland. Related section [3.5].

34. McAndrew, Ian

"The Structure of Bargaining under the Employment Contracts Act", (1992) **17(3)**: 259-282.

Reports research data on the structure of bargaining, and associated contract structures, emerging under the Employment Contracts Act 1991. Related sections [3.5, 7.3, 8.2].

35. Szakats, Alexander

"New Vista for Collective Bargaining: Extension or Restriction?", (1976) **1(3)**: 50-55.

Discusses how the change from industrial agreement to collective agreement in the Industrial Relations Act 1973 has had wide sociological effects and affected genuine collective bargaining possibilities. Related section [7.3].

36. Walsh, Pat

"The Private Sector Bargaining Process and Registered Collective Agreements", (1983) **8(3)**: 197-203.

A comment on article no. 26.

37. Walsh, Pat

"Bargaining Options under the Employment Contracts Act", (1991) **16(2)**: 167-174.

Examines the factors that may influence employers and employees in exercising their bargaining options. Related section [7.3].

38. Young, John

"Registered Voluntary Collective Agreements in New Zealand", (1983) **8(1)**: 31-38.

Reports the results of a survey of voluntary collective agreements. Reports the number of workers covered and analyses the agreements by industry, region and union involvement. Related section [3.2].

See also articles numbered 2, 39, 73, 131,
162, 163, 168, 203, 209, 241, 256, 261.

1.4: MINORITY GROUPS

39. Bascand, Phillipa & Frawley, Stephen

"Possible Consequences of the Employment Contracts Act for People with Disabilities", (1991) 16(3): 309-315.

Canvasses some issues that surround the employment of workers with disabilities in the new industrial environment under the Employment Contracts Act. Related sections [1.3, 7.3].

40. Bennie, Garth

"Supported Employment: Emerging Issues and Developments", (1991) 16(3): 291-300.

Describes the concept of supported employment and examines the emerging issues with respect to its current status and future application in New Zealand. Related section [4.6].

41. Graves, Nancy B. & Graves, Theodore D.

"Preferred Adaptive Strategies", (1977) 2(3): 81-90.

Study on multi-culturalism and its effect on the choice of adaptive strategy. The relevance for managers is discussed. Related sections [4.1, 4.2].

42. Hunt, Robyn

"Can a Disabled Person be the Best Person for the Job? Disability and the Merit Principle in the Public Service", (1991) 16(3): 301-307.

Explores the assumptions underlying the merit principle, suggesting a view of merit which is more compatible with affirmative action strategies, discusses implications for EEO.

43. Marsh, N.R.

"South Pacific Work Research Project - a Progress Report", (1977) 2(3): 78-80.

Reports on studies of the multi-cultural workforce in Auckland. Related section [4.2].

44. Mason, B.L. & Cole, B.H.

"The Meremere Coal Gang: A Study of a Multi-cultural Work Gang", (1977) 2(3): 90-97.

States the demographics of the gang and its environment and looks at the outcomes (turnover, productivity, etc.) of the interaction between groups in the workplace. Related sections [4.1, 4.2].

45. McDonald, W.F.

"New Zealand's Multi-Cultural Workforce", (1977) 2(3): 77-78.

Discusses the increasing multi-cultural nature of the New Zealand workforce since the 1950s. Related sections [4.1, 4.2].

46. Riseborough, Alison

"People with Disabilities in the Labour Market: An Introduction", (1991) 16(3): 249-254.

Examines the position of people with disabilities in the labour market.

47. Smith, Verna

"Some Economic Issues Affecting Public Policy on Disability", (1991) 16(3): 273-280.

Reviews economic perspectives of current public policy issues on disability, looking at policies which increase the participation of people with permanent disabilities in the labour market.

48. Spoonley, Paul

"The Role of Employers as Gatekeepers", (1978) **3(2)**: 63-70.

Examines the employers' role in limiting job opportunities for Pacific Islanders by negative stereotyping. Revisions to the legislation are suggested. Related section [4.1].

49. Spoonley, Paul

"The Politics of the Disadvantaged: Observations on Work, Race and the Polynesian in New Zealand", (1981) **6(2)**: 73-77.

Examines the political alternatives open to minority groups to protect their interests or improve their position. Related section [4.1].

50. Sullivan, Martin

"From Personal Tragedy to Social Oppression: The Medical Model and Social Theories of Disability", (1991) **16(3)**: 255-272.

Compares and contrasts the conceptual and theoretical approaches of the medical and sociological models of disability. Related section [7.3].

51. Wicks, Wendi

"Women with Disabilities: Some Aspects of Invisible Lives", (1991) **16(3)**: 281-290.

Argues that the oppression of women with disabilities must be regarded in terms of both ableism and sexism, focusing on issues of employment, income, and housework. Related sections [6.2, 7.3].

See also articles numbered 138, 142, 145, 155, 199, 222.

2: Industrial Conflict

2.1: INDUSTRIAL CONFLICT

52. Frenkel, Stephen J. & Coolican, Alice

"Industrial Struggle: New Directions in Social Research", (1979) **4(3)**: 15-37.

Seeks to understand inter-industry patterns of industrial action through intermediate levels of analysis. Develops a theory to assess the similarity of strikes internationally, assuming conflicts are greater between rather than within industries. Related sections [2.2, 8.2].

53. Harbridge, Raymond

"The (In)accuracy of Official Work Stoppage Statistics in New Zealand", (1987) **12(1)**: 31-35.

Examines the accuracy of stoppage statistics. Questions the use of government stoppage statistics as a means to evaluate the effectiveness of the industrial relations system. Related section [7.1].

54. Macfie, Rebecca

"Employers' Use of Lockouts under the Employment Contracts Act 1991: A New Balance of Power?", (1992) **17(3)**: 319-331.

Examines the case law on lockouts under the Employment Contracts Act, arguing that the bargaining environment created by the Act has made the lockout more powerful. Related sections [7.2, 7.3].

55. Penney, John & Hamilton, Nick

"Is Accident Frequency a Reliable Indicator of Industrial Conflict", (1982) **7(1)**: 29-34.

Examines the relationship of labour turnover, absenteeism and accident frequency with organised manifestations of conflict. Related section [4.3].

56. Rose, Joseph B.

"Rights Disputes Procedures in Canada and New Zealand", (1990) **15(2)**: 145-159.

Examines the resolution of rights disputes in Canada and New Zealand. Related sections [2.2, 7.2, 8.2].

57. Turkington, Don J.

"Grievance Arbitration and Conflict Regulation", (1979) **4(3)**: 38-41.

Explores some conceptual and practical aspects of grievance arbitration and its chances of success as a conflict regulator in New Zealand. Related sections [7.3, 8.2].

See also articles numbered 9, 11, 18, 22, 23, 77, 79, 82, 90, 125, 161, 209, 213, 220, 230, 231, 243, 245, 248, 259, 261, 262.

2.2: STRIKES

58. Anderson, Gordon

"Strikes and the Law; the Problems of Legal Intervention in Labour Disputes", (1988) **13(1)**: 21-32.

Sets out the background to the provisions in the Labour Relations Act 1987 that regulate strike activity. Discusses the government's policy options and submissions made regarding the legislation. Related section [7.3].

59. Anderson, Gordon & Hughes, John

"Injunctions and Compliance Orders: An Analysis of the Labour Court's Powers and Decisions", (1988) **13(1)**: 49-62.

Outlines the provisions in the Labour Relations Act 1987 relating to the lawfulness of strike action and remedies available in the case of unlawful strikes. Decisions of the Labour Court in relation to those remedies are discussed. Related section [7.3].

60. Greenslade, Bevan R.

"Strikes, Injunctions and Compliance Orders: The Labour Relations Act 1987", (1988) **13(1)**: 63-77.

Critiques articles on economic torts and the Labour Court from an employer's viewpoint. Discusses problems with the application of the Act. Related section [7.3].

61. Nolan, Jim

"Strikes and the Public: A Consensus?", (1980) **5(2&3)**: 65-71.

Public reaction to strikes - are they a social problem? Consensus about social actions which may harm others in society. Viewpoints from unitarist/pluralist/radicalists. Related section [7.3].

See also articles numbered 52, 56, 63, 177, 186, 187, 203, 208, 214, 216, 219, 230, 258.

2.3: INDUSTRY AND CASE STUDIES

62. Benson, John

"Union Involvement in Health Issues: The VIC RAIL Asbestos Dispute", (1981) **6(2)**: 57-65.

Examines the dispute and its significance in the trade unions campaign and media publicity which saw workers achieve their objectives. Also highlighted the need for trade unions and workers to work together. Related sections [3.2, 4.3].

63. Hince, Kevin

"Environmental Determinants of Industrial Conflict in the Open-cut Black Coal Mining Industry of Northern Central Queensland: A Case Study of Utah Development Company", (1978) **4(1)**: 8-35.

A comprehensive study of the environmental conditions contributing to conflict between the major parties at the mine. Related sections [2.2, 7.3, 8.2].

64. Revell, P.M.

"The Prince and the Railwaymen: The Origins of the 1920 Amalgamated Society of Railway Servants' Strike", (1987) **12(1)**: 1-11.

Accounts the events which culminated in the 1920 railways strike. Examines the Amalgamated Society of Railway Servants in the period 1913-1920 to explain the strike and its results. Related section [3.1].

65. Rintoul, Ralph

"The Coal Mines Council", (1978) **3(1)**: 21-30.

Studies the disputes resolving procedures unique to the New Zealand Mining Industry. Analyses the specialist tribunals as decision-making bodies. Related section [7.3].

66. Walsh, Pat & Fougere, Geoff

"Fiscal Policy, Public Sector Management and the 1989 Health Sector Strike", (1989) **14(3)**: 219-229.

Argues that the 1989 health sector strike grew out of the effects of the Labour Government's fiscal policies and its approach to public sector management. Related section [7.1].

See also articles numbered 231, 246.

3: Organisations

3.1: TRADE UNIONS: STRUCTURE, GROWTH AND DEVELOPMENT

67. Binnie, Keith D. & Smith, David F.

"Managerial Unionism and the Law in New Zealand", (1984) **9(2)**: 69-80.

Examines the issue of trade unionism amongst managers and administrators, forms of collective representation for managers, problems with attempts to register managerial unions, and discusses the case of APEX. Related section [3.5].

68. Dixon, Sylvia

"Union Policies and the Structure of Part-time Employment: The Case of Registered Nursing", (1987) **12(2)**: 61-70.

Considers the impact of the New Zealand Nurses Association and the Public Service Association on part-time employment in public hospital-based registered nursing. Related section [4.6].

69. Harbridge, Raymond & Webber, Susan

"Trends in Official Union Membership: 1983-1985", (1987) **12(2)**: 81-87.

Examines union membership statistics for the period of voluntary unionism in 1984-85.

70. Kirk, Alf

"The Trade Union Response to Structural Change", (1983) **8(3)**: 211-221.

Examines the social and economic background of the 1950s and 1960s, longer term social changes influencing trade unions, the impact of change, and the trade union response. Related section [3.2].

71. Ó'Brosnacháin, Paeder (aka Peter Brosnan)

"The Ethnic Origins of Trade Union Secretaries", (1987) **12(1)**: 37-42.

Tests the observation that persons with Irish ancestry are more active in unions. Explanations for the ethnic representations are offered.

72. Roth, Herbert

"The State of the Unions", (1983) **8(1)**: 47-56.

A comparison of the differences between New Zealand unionism today and 100 years ago. Details changes in union size and composition, attitudes and aims, and the economic and technological factors that have impacted on unions.

73. Wilson, Margaret

"Union Membership in New Zealand: An Assessment of Government Policy", (1976) **1(1)**: 9-14.

Discusses the government's proposal to allow workers to decide whether union membership will be voluntary or compulsory. Notes the effects on unions, membership and the employer/employee relationship. Related sections [1.3, 7.1, 7.3].

See also articles numbered 15, 23, 26, 64, 103, 174, 180, 230, 239, 243, 244, 247, 251, 258, 259.

3.2: TRADE UNIONS - ACTIVITIES AND ATTITUDES

74. Brosnan, Peter

"Attitudes Towards the Union in a Changing Economic Environment", (1978) **3(3)**: 118-121.

Research into workers' attitudes towards the union in an increasingly turbulent environment. Related section [4.6].

75. Coleman, Martha

"A Trade Union Perspective on Sexual Harassment", (1988) **13(3)**: 259-299.

Presents the position of the New Zealand Clerical Workers Association on sexual harassment, commenting on the provisions within the Labour Relations Act and advocating further changes. Related sections [6.1, 6.2].

76. Deeks, John

"Trade Union and Politics in New Zealand", (1977) **2(1)**: 9-16.

Discusses the increasingly active role of trade unions in politics and their relationship with government in order to achieve their objectives. Related sections [5.1, 7.1, 7.3].

77. Hanne, Michael

"Education within the Trade Union Movement - Some Suggestions for Future Development", (1980) **5(1)**: 28-39.

Examines the role and methods of educating trade unions. Uses Australian and United Kingdom examples to provide suggestions for the New Zealand situation. Related section [8.2].

78. Harbridge, Raymond & Edwards, Don

"The Federation of Labour's Right to Bargain Campaign: Its Background, Impact and Effectiveness", (1985) **10(3)**: 129-139.

Examines the 1984 Federation of Labour's right to bargain campaign. Related sections [2.1, 7.1].

79. Inkson, J.H. Kerr

"Attitudes to Industrial Relations in Four New Zealand Industrial Groups", (1979) **4(2)**: 17-25.

Examines the attitudes and opinions of union members to see whether they align with those of trade union officials and union policies. Related section [2.1].

80. Jackson, Syd

"Bastion Point and the Trade Unions", (1978) **3(2)**: 55-56.

Presents the union perspective of the Bastion Point dispute.

81. Randerson, Richard

"New Direction for Industrial Chaplains in New Zealand", (1976) **1(3)**: 70-72.

Critique of the New Zealand system from the perspective of an overseas chaplain. Offers a comparison of management styles. Related section [7.3].

82. Stubbs, John

"Labour Militancy and Private Contracting: Public Hospital Ancillary Services", (1991) **16(3)**: 233-246.

Examines regional variations in the strength of labour force militancy as a factor in mediating the regional development of privatization, using the private contracting of New Zealand public hospital ancillary services as a case study. Related section [2.1].

83. Sultana, Ronald G.

"Schooling Tomorrow's Worker: Trade Union Education in Secondary Schools", (1988) **13(1)**: 3-20.

Describes the state of trade union education in three New Zealand secondary schools, exploring the implications of the needs of industry and of democracy in times of recession.

See also articles numbered 3, 31, 32, 38, 62, 71, 90, 94, 95, 120, 123, 136, 156, 162, 163, 164, 165, 169, 170, 171, 194, 213, 221, 223, 233, 245, 257, 260.

3.3: TRADE UNIONS: THEORY

84. Brocklesby, John

"Industrial Relations and the Capitalist Labour Process", (1983) **8(3)**: 223-232.

Outlines the labour process theory. Reviews the debate and assesses the value of the theory for the study and research of industrial relations. Related section [1.1].

85. Davis, Edward

"A Decision-making Approach to Trade Union Democracy", (1979) **4(2)**: 26-38.

Defines union democracy, reviews and classifies past studies and outlines an alternative approach to trade union decision-making. Related section [8.2].

3.4: FEDERATION OF LABOUR CONFERENCES

86. Harbridge, Raymond

"The 1980 Federation of Labour Conference", (1980) **5(2&3)**: 105-111.

Reviews first significant conference of the 1980s. Looks back at the past decade and forward to the 1980s, assesses the challenges and difficulties.

87. Harbridge, Raymond

"The 1981 Federation of Labour Conference", (1981) **6(2)**: 91-97.

Discusses and evaluates the major points in the Conference.

88. Harbridge, Raymond

"The 1983 Federation of Labour Conference", (1983) **8(2)**: 81-86.

A report on the Conference, discussing wage bargaining, the New Zealand Council of Trade Unions, Federation of Labour elections, and the media.

89. Harbridge, Raymond

"The 1984 Federation of Labour Conference", (1984) **9(2)**: 117-122.

Reports on issues of union organisation discussed in the conference.

90. Walsh, Pat

"Myth and Reality in Industrial Relations: Moderates, Militants and Social Contracts", (1982) **7(2)**: 77-82.

The Federation of Labour Conference revealed a measure of unity within the trade union movement with restricted areas of dissent. The Conference proceedings are evaluated in this light. Related sections [2.1, 3.2, 7.1, 7.3].

3.5: EMPLOYERS' PERSPECTIVES

91. Brosnan, Peter; Walsh, Pat; Rowe, Philip

"The Inactivities of Employer Unions", (1985) **10(3)**: 141-156.

Reports the results of a survey of New Zealand employer unions.

92. Brosnan, Peter & Walsh, Pat

"Reply to Taylor and Greenslade", (1986) **11(3)**: 193-195.

Reply to article no. 96.

93. Dannin, E.J.

"Examining Employer Proposals for Labour Law Reform: An American Perspective", (1990) **15(2)**: 161-178.

Examines proposals advanced by the New Zealand Employers Federation and the New Zealand Business Roundtable for labour law reform. Related sections [7.2, 8.2].

94. Geare, A.J.

"Managerial Views on Compulsory Unionism in New Zealand", (1989) **14(3)**: 231-240.

Discusses the impact of compulsory union membership on industrial relations, reporting the attitudes of a sample of 461 managers. Related section [3.2].

95. McAndrew, Ian & Hursthouse, Paul

"Reforming Labour Relations: What Southern Employers Say", (1991) **16(1)**: 1-11.

Reports on a survey of South Island employers conducted to examine the argument for deregulation of labour relations made by broad based employer organisations. Related section [3.2].

96. Taylor, Raymond E. & Greenslade, Bevan R.

"The Activity of Employer Unions in Perspective", (1986) **11(3)**: 191-192.

Comment on article no. 91.

97. Wanna, John

"Centralisation Without Corporatisation: The Politics of New Zealand Business in the Recession", (1989) **14(1)**: 1-15.

Examines the conditions under which collective organisation of business is important. Related section [7.1].

See also articles numbered 3, 6, 32, 33, 34, 67, 108, 116, 120, 213.

4: Employment Conditions

4.1: OCCUPATIONAL CHOICE, RECRUITMENT AND TRAINING

98. Gordon, Liz & Snook, Ivan

"Education, "Skills", and Technological Change: The Politics of the New Economy", (1992) 17(1): 85-94.

Examines the view that technological change is having widespread effects on the nature of employment in Aotearoa, with significant implications for education. Related sections [4.4, 4.6].

99. Lauder, Hugh; Brown, Phillip; Hughes, David

"The Labour Market, Educational Reform and Economic Growth", (1990) 15(3): 203-218.

Examines the relationship between educational reform, the labour market and economic growth. Proposes an education and labour market system which can produce a high wage, high technology economy.

100. Sultana, Ronald G.

"Breaking Them in? School Kids in the Twilight Economy", (1990) 15(1): 19-33.

Investigates the participation of youths in holiday, weekend and after-school work. Argues that this work prepares them for capitalist social relations of production. Related section [4.6].

101. Thompson, G. Brian

"Entrants to the Labour Force: Changes in Market Conditions and Educational Qualifications of Youth", (1985) 10(1): 15-28.

Examines youth in the labour market over the last two decades, including changes in the supply and value of school qualifications of entrants to the labour force.

See also articles numbered 7, 41, 44, 45, 48, 49, 263.

4.2: WORK ORGANISATION, JOB DESIGN, JOB SATISFACTION

102. Ammon, Carl

"Restructuring Electricorp: The Labour Process, Profit, Technology and Work Organisation", (1989) 14(2): 109-118.

Studies the restructuring of Electricorp, the use of new technologies and new forms of work organisation, using a labour process perspective. Related section [4.4].

103. Brosnan, Peter

"Labour Market Flexibility and the Quality of Work: A Case Study of the Retail Industry", (1990) 16(1): 13-36.

Analyses changes in retailing towards labour flexibility to ascertain the effects on the quality of working life. Related sections [3.1, 4.3, 6.2].

104. Couchman, Paul

"Gender and Control in Offices of the New Zealand Public Service, 1880-1920", (1990) 15(1): 35-48.

Presents a case study of the transformation of office work in the New Zealand public service from the 1880s to the 1920s, focusing on bureaucratisation, mechanisation and feminisation. Related section [6.2].

105. Enderwick, Peter

"Workplace Reform and International Competitiveness: The Case of New Zealand", (1992) 17(2): 185-206.

Drawing from the strategic thrust of the Porter Report, two models of workplace reform are posited: one based on Japanese type practices, the other building on the Australian reform experience. Related section [8.2].

106. Harbridge, Raymond & Dreaver, Michael

"Changing Patterns of Working Time Arrangements in Registered Collective Agreements in New Zealand", (1989) **14(3)**: 251-266.

Examines changes to working time arrangements in registered collective settlements in the 1987-88 wage round.

107. O'Driscoll, Michael P.

"Over-commitment to the Job and the Organisation: Implications of Excessive Job Involvement and Organisational Attachment", (1989) **14(3)**: 169-177.

Discusses potentially detrimental outcomes of excessive commitment to the job and the organisation, examining the implications for individuals, organisations and values within society.

108. Ryan, Rose

"Flexibility in New Zealand Workplaces: A Study of Northern Employers", (1992) **17(2)**: 129-147.

Reports on the results of a questionnaire survey in August-September 1991 on the employment practices of members of the Auckland Employers Association. Related section [3.5].

See also articles numbered 8, 41, 43, 44, 45, 124, 125, 136, 140, 166, 174, 176, 206, 222, 263.

**4.3: OCCUPATIONAL HEALTH AND SAFETY
INDUSTRIAL ACCIDENTS**

109. Campbell, Ian B.

"Introduction: New Zealand Occupational Health and Safety Legislation Viewed Against the World Scene", (1983) **8(2)**: 87-96.

Examines the importance of learning from overseas experiences in occupational health and safety (Canada and the United States). Covers regulation issues, joint management-labour committees, advisory committees, and the cost of measures. Related section [8.2].

110. Campbell, Ian B.

"Occupationally Related Illness: Its Compensation and its Prevention", (1985) **10(1)**: 1-14.

Examines the part that recognition of illnesses for compensation purposes plays in highlighting the need for preventive measures. Advocates research into causation and allied problems to establish the work connection. Related sections [7.2, 8.2].

111. Campbell, Ian B.

"Occupational Health and Safety Legislation: Possibilities for Future Development", (1986) **11(3)**: 177-189.

Considers scientific, economic, ethical and political aspects that must be addressed to improve occupational health and safety. Recent approaches in Britain and Canada are examined. Related sections [7.3, 8.2].

112. Campbell, Ian B.

"Occupational Health and Safety Legislation: What Else is Needed?", (1991) **16(1)**: 37-47.

Focuses on needed change in occupational health and safety legislation and in management concepts regarding accident causation. Discusses the introduction of the Occupational Safety and Health Bill 1990. Related sections [4.5, 7.3].

113. Campbell, Ian B.

"Accident Compensation and Prevention: A Step Back in Time", (1992) **17(3)**: 347-358.

Examines the link between accident compensation and prevention, focusing on the Accident Rehabilitation and Compensation Insurance Act 1992. Related section [7.3].

114. Cryer, P. Colin

"Data Systems for Occupational Injury - the Current Position", (1989) **14(3)**: 279-284.

Highlights the limitations of New Zealand's national data systems for the production of occupational injury statistics.

115. Duignan, Paul

"Occupational Health and Safety in New Zealand: Problems and Solutions", (1983) **8(2)**: 97-105.

Outlines threats posed by the economic climate to the health and safety of New Zealand workers, including cost cutting, lack of resources and poor legislation. Improvements are suggested. Related section [7.3].

116. Farlow, David W.

"Occupational Safety and Health: The Employers' Perspective", (1989) **14(2)**: 189-194.

Discusses the principles and objectives for proposed occupational health and safety legislation, drawing on the June 1988 discussion paper by the Advisory Council for Occupational Safety and Health. Related sections [3.5, 7.3].

117. Farlow, David W.

"Occupational Health and Safety: A Comment on Mullen", (1991) **16(2)**: 185-187.

Comments on article no. 120.

118. Hampton, Chris

"Occupational Safety and Health: The Policy Issues", (1989) **14(2)**: 181-187.

Discusses the Department of Labour's perception of the policy issues for occupational safety and health reform. Related section [7.1].

119. Kjellstrom, Tord

"Some Crucial Issues Concerning the Safety Provided by Occupational Health Standards", (1983) **8(2)**: 107-112.

Examines occupational health standards, considering lessons to be learnt from overseas, suggesting ways by which workers and their organisations can control work hazards. Related sections [7.2, 8.2].

120. Mullen, Elizabeth A.

"Voluntarism in Occupational Health and Safety: The New Zealand Response", (1990) **15(2)**: 129-143.

Focuses on the debate about whether improving health and safety practices by legislation is more effective than by voluntarism, reporting on a survey of New Zealand enterprises. Related sections [3.2, 3.5, 7.3].

121. Mullen, Elizabeth A.

"Voluntarism in Occupational Health and Safety: A Reply to Farlow", (1991) **16(2)**: 189-192.

A reply to article no. 117.

122. Wilson, Ross

"Accident Compensation - a Union Viewpoint", (1983) **8(2)**: 113-121.

Examines government review of the accident compensation scheme from 1979 to 1982, concluding its inadequacy to redress the scheme's shortcomings and the desirability of an independent review. Related section [7.1].

123. Wilson, Ross

"Occupational Safety and Health: The Union Perspective", (1989) **14(2)**: 195-204.

Advocates a key role for the government and the law to play in preventing occupational injury and disease, evaluates mechanisms for hazard control. Related sections [3.2, 7.1, 7.2].

See also articles numbered 55, 62, 103, 138, 226, 232, 238.

4.4: TECHNOLOGY / TECHNOLOGICAL CHANGE

124. Brocklesby, John; Couchman, Paul; Hill, Roberta; Inkson, J.H. Kerr; Smith, David F.

"Technological Change and the Labour Process in New Zealand: A Synthesis", (1984) **9(3)**: 211-216.

Draws together the common themes from the industry case studies presented in the symposium on technological change, worker resistance, managerial control, gender and skill, technological change and industrial relations in New Zealand. Related sections [4.2, 6.2].

125. Hill, Roberta

"The Men Make it Seem Like a Secret Society ..." The Struggle for Control over "Direct-inputting" of Classified Advertising in the New Zealand Newspaper Industry", (1989) **14(3)**: 267-278.

Studies technological change in the New Zealand newspaper industry to show the limits of a labour process analysis and advocates a relational analysis of gender and class relations. Related sections [2.1, 4.2, 6.2].

See also articles numbered 98, 102, 263.

4.5: INDUSTRIAL DEMOCRACY / WORKER PARTICIPATION

126. Brown, Judy

"Accounting to the Workforce", (1992) **17(2)**: 207-222.

Examines the rationale for, and objections to, labour-oriented disclosures.

127. Dive, B.J.

"Worker Control and Influence: A Review of the Bullock Report", (1977) **2(2)**: 59-62.

Discusses the Bullock Report on Industrial Democracy. Related section [8.2].

128. Firth, Michael A.; Keef, Stephen; Mear, Ross

"Some Preliminary Evidence on Employee Share Ownership Schemes in New Zealand Listed Companies", (1987) **12(1)**: 23-30.

Examines employee share ownership schemes, providing evidence on 166 schemes of the 1976 Income Tax Act, analysing participation rates and benefits conferred. Related section [7.3].

129. Smith, Andrew M.C. & Firth, Michael A.

"Communicating by Employee Reports: A Survey of Employee Attitudes", (1987) **12(2)**: 123-126.

Reports the results of a survey of employee opinions regarding employee reports in three companies.

130. Smith, David F.

"A Critique of Worker Participation in New Zealand", (1978) **3(2)**: 71-79.

Examines the historical development of worker participation, attitudes of the parties and its application to the New Zealand workplace.

131. Stephens, R.J.

"A Framework for Analysing Worker Participation in Management", (1982) 7(1): 23-27.

Discusses the influence of social, economic and political forces on the levels and coverage of management decision-making at which worker participation occurs, the extent of power sharing and the means of implementation. Related section [1.3].

132. Williams, Alan

"Worker Participation in Management: A Dimensional Approach to the Current Debate", (1977) 2(2): 48-53.

Discusses the lack of a clear definition of worker participation along with design and implementation difficulties. Related sections [7.1, 7.3].

See also articles numbered 6, 112, 227, 237.

4.6: EMPLOYMENT / UNEMPLOYMENT

133. Brosnan, Peter; Wilson, Moira; Wong, Dio

"Welfare Benefits and Labour Supply: A Review of the Empirical Evidence", (1989) 14(1): 17-35.

Reviews evidence of the relationship between labour supply decisions and the level, duration and eligibility requirements of unemployment benefits. Related section [8.2].

134. Brosnan, Peter & Wilson, Moira

"How Does New Zealand Compare Now? International Comparisons of Disaggregated Unemployment Data", (1989) 14(3): 241-250.

Compares disaggregated unemployment data for Australia, Norway, United Kingdom and United States with similar data from New Zealand. Related section [8.2].

135. Brosnan, Peter & Hicks, John

"The Concentration of Unemployment Experience in Spells of Long Duration: An Analysis by Age and Sex", (1986) 11(3): 161-175.

Uses the generation life tables method to examine the duration of unemployment by age and sex. Questions views of labour markets that see unemployment as transitory. Related section [7.1].

136. Campbell, Rob

"Unemployment and Redundancy: A Union Viewpoint", (1982) 7(3): 179-181.

Discusses the impacts of unemployment and the trade union response. Related sections [3.2, 4.2].

137. Easton, Brian

"Introduction: Unemployment and its Consequences", (1982) 7(2): 101-105.

Defines unemployment, its social implications and the effects on individuals. Also looks at the industrial and political consequences.

138. Enderwick, Peter

"Multinationals and Labour: A Review of Contemporary Issues and Concerns", (1989) 14(2): 119-132.

Surveys current labour concerns with multi-nationals, reviewing issues of stability and innovative labour practices. Related sections [1.4, 4.3, 6.2, 8.2].

139. Harbridge, Raymond

"Recent Redundancy Agreements: A Content Analysis", (1992) 17(1): 95-100.

Reports the content of recent redundancy agreements.

140. Hesketh, Beryl & Shouksmith, George

"Reasons Given for being Unemployed and the Job Search Process", (1982) 7(2): 137-144.

Research into the above and possible suggestions for handling conflict arising from the reasons stated. Related section [4.2].

141. Hicks, John & Brosnan, Peter

"How Does New Zealand Compare? Some International Comparisons of Disaggregated Unemployment Data", (1982) 7(2): 107-122.

Describes the underlying pattern in New Zealand's unemployment, comparing it to Australia, Norway, United Kingdom and United States. Findings are discussed. Related section [8.2].

142. Macky, Keith & Haines, Hilary

"The Psychological Effects of Unemployment: A Review of the Literature", (1982) 7(2): 123-135.

Discussion begins at the macro-social level narrowing down to the individual effects. The lack of literature is attributed to methodological problems and future areas for study are given. Related sections [1.4, 6.2].

143. O'Connor, Martin

"The Authorising Roles of Public Institutions in Job Creation and Training: Legitimizing New Zealand Employment Policy 1980-1985", (1986) 11(2): 119-134.

Analyses the roles of public institutions in conferring and denying ideological legitimacy to job creation and training strategies. Reviews public sector employment programmes to trace and interpret this political process. Related section [7.1].

144. Pereira, Murray

"The National Research Advisory Council and Some Counsel for Research against National", (1982) 7(3): 145-156.

Examines the Report of the National Research Advisory Council's Working Party into employment, emphasising youth unemployment. Recommendations are analysed. Related section [7.1].

145. Revell, P.M. & Brosnan, Peter

"New Zealand Labour Force Participation: The Ninety Years to 1981", (1986) 11(2): 77-89.

Reviews previous work in the area and uses census data to investigate participation rates. Age-specific data for Maori and non-Maoris, male/female rates are compared. Related sections [1.4, 6.2].

146. Robinson, John

"The Fully Employed High Income Society: A Comment", (1990) 15(3): 263-272.

Examines a 1990 Planning Council report that, based on model experiments, suggests full employment is possible by 1995.

147. Rochford, Mike

"Changing Retirement Patterns in New Zealand, 1976 and 1981", (1986) 11(2): 91-104.

Focuses on the pattern of retirement in the period 1976 to 1981 and the effect of the introduction of National Superannuation. Related section [7.3].

148. Rose, Dennis

"Introduction: The Pursuit of Full Employment, Macroeconomic Perspectives", (1986) 11(2): 65-75.

Reviews the employment problem; looking at demography and behaviour as explanations of unemployment, structural change and the role of markets, planning mechanisms, institutional responses and assistance to the unemployed. Related section [1.1].

149. Rose, Dennis

"The Fully Employed High Income Society: A Reply", (1990) **15(3)**: 273-279.

A reply to article no. 146.

150. Smith, David F.

"Occupational and Industrial Change in the New Zealand Workforce", (1986) **11(2)**: 105-117.

Examines change in the occupational and industrial composition of the workforce between 1956 and 1981 with emphasis on white-collar employment. Related section [6.2].

151. Williams, Alan

"The Labour Market in a Deregulated Economy", (1988) **13(2)**: 111-119.

Extends the debate over labour market flexibility, discussing the effects of global price competition on labour demand and the treatment of labour by multi-nationals. Addresses the role of labour law and institutions. Related section [7.1].

See also articles numbered 40, 69, 74, 98, 100, 172, 173, 178, 190, 191, 263.

5: Wages

5.1: WAGE DETERMINATION

152. Ansell, J.; Brosnan, Peter; Harbridge, Raymond

"When is 3 Plus 1 Equal to 3.1? Suggested Methods of Examining Wage Settlements to Determine their Annual Rate of Adjustment", (1990) **15(1)**: 49-60.

An examination of methods to annualise the increase of a wage settlement that does not run for 12 months from the expiry of the preceding document.

153. Boston, Jonathan

"Incomes Policy and the 1985-1986 Wage Round: From Non-market Failure to Market Failure?", (1985) **10(2)**: 65-82.

Investigates the transition costs of governmental policies which rely on market mechanisms and contends that non-market failure may be replaced by market failure. Related section [7.1].

154. Bradford, M.R.

"Some Options for Future Wage Policy in New Zealand", (1979) **4(1)**: 42-52.

Presents the findings of a model describing the relationship between wage movements and the New Zealand economy. Outlines the probable changes required to adjust to economic realities of the 80s.

155. Brosnan, Peter

"Maori Pakeha Differentials in Incomes and Hours Worked: A Study of Sample Data for Selected Occupations", (1985) **10(2)**: 83-91.

Examines the Maori Pakeha earnings gap, suggesting that occupational choice and job assignments account for the differential. Related section [1.4].

156. Douglas, Ken

"Campaign for the Return to Free Wage Bargaining", (1984) **9(2)**: 113-116.

Examines current efforts to reform wages and introduce more flexibility in the labour market. Comments on the trade union response. Related section [3.2].

157. Endres, Tony

"The Economics of Wages and Wage Policy in the Depression and Recovery Period: Distinctive Elements in the New Zealand Debate 1931 - 1936", (1990) **15(1)**: 1-18.

Discusses features of the New Zealand debate on the economics of wage policy from 1931 to the restoration of compulsory arbitration in 1936. Related section [7.1].

158. Harbridge, Raymond & McCaw, Stuart

"The First Wage Round under the Labour Relations Act 1987: Changing Relative Power", (1989) **14(2)**: 149-167.

Examines the first private sector wage round after the Labour Relations Act 1987, concluding that the legislation has altered the power relationship in favour of employers over unions. Related section [1.2].

159. Hyman, Prue

"Equal Pay for Work of Equal Value - Job Evaluation Issues", (1988) **13(3)**: 237-255.

Considers the links between job evaluation and equal value concepts, examining schemes used by two consultants. Related sections [6.1, 6.3, 7.3].

160. Tucker, Barry

"Wage Determination in the State Services", (1978) **3(1)**: 6-8.

Examines recent developments in wage determination in the State Services. Related section [7.3].

161. Williams, Gordon

"The History and Development of Wage Fixing Legislation in the Private Sector", (1976) **1(3)**: 56-63.

Analyses the role of the Arbitration Court in the determination of wage levels. Looks at the legislative effects on the parties. Related sections [1.1, 2.1].

162. Wood, Greg

"The Labour Relations Act and Changes to the Structure of Bargaining", (1988) **13(2)**: 167-177.

Discusses the impact of inflationary expectations and outcomes on the 1987-88 wage round and the changes to the structure of employer/ union bargaining. Related sections [1.3, 3.2].

See also articles numbered 7, 9, 30, 76,
167, 230, 240, 252, 253, 254, 255, 260.

5.2: WAGE DIFFERENTIALS AND RELATIVITIES

163. Grills, Walter

"Labour Market Flexibility: Wage Relativities under the Labour Relations Act 1987", (1988) **13(2)**: 157-166.

Examines the effects of the Act on union structure and activity, bargaining power, the award system and wage flexibility. Related sections [1.2, 1.3, 3.2].

164. Powell, Ian

"The Emergence and Development of Fair Relativity as a State Pay Fixing Criterion in New Zealand", (1989) **14(1)**: 53-81.

Discusses how the concept of fair relativity as a criterion for pay fixing in the state sector was developed, culminating in the State Services Conditions of Employment Act 1969. Related sections [3.2, 7.3].

165. Walsh, Pat

"In Recognition of Skill: The Growth of Qualification Payments", (1984) **9(2)**: 81-93.

Examines the implications for wage bargaining of the growth in qualification payments to skilled tradesmen. Related section [3.2].

See also article numbered 25.

6: Gender Issues

6.1: LEGISLATION

166. Du Plessis Novitz, Rosemary & Jaber, Nabila

"Pay Equity, the "Free" Market and State Intervention", (1990) **15(3)**: 251-262.

Provides an empirical evaluation of claims that a deregulated labour market will advantage women and that pay equity policies only benefit the most skilled women. Shows state intervention can close the earnings gap. Related section [5.1].

167. Hyman, Prue

"Women and Pay", (1981) **6(2)**: 79-89.

Examines inequality in pay in New Zealand, comparing this with the United Kingdom and United States. Causes and possible policies are evaluated. Related section [4.2].

168. Sayers, Janet

"Women, the Employment Contracts Act and Bargaining: A Discussion Paper", (1991) **16(2)**: 159-166.

Discusses issues that arise from the Employment Contracts Act for women and bargaining in the context of likely future trends in female labour force participation. Related section [1.3].

See also article numbered 19, 218.

6.2: EMPLOYMENT CONDITIONS

169. Butterworth, Ruth

"Women in the Workforce", (1978) **3(1)**: 11-14.

Examines the location, characteristics and problems of women in the workforce. Related section [3.2].

170. Cook, Helen

"The Early Childhood Workers Union: An Analysis of Collective Consciousness and Praxis", (1984) **9(1)**: 5-9.

Discusses the problems of forming a union, raising union consciousness among women working in childcare centres, social attitudes to childcare and the problems for unionisation. Related section [3.2].

171. Griffin, Gerard & Benson, John

"Women and Trade Unions: An Attitudinal Survey", (1984) **9(1)**: 23-32.

Covers attitudes towards unions, women's priorities for the union and the perceived role of their union in work related problems and women's issues. Related sections [3.2, 8.2].

172. Hancock, Mary

"Invisible Workers: Women, Redundancy and Unemployment", (1982) **7(3)**: 173-178.

Examines how women often don't get recorded as unemployed. Looks at the extent of redundancy and unemployment amongst women. The effects are discussed. Related section [4.6].

173. Hill, Roberta

"Women, Work and Recession: The Other Face of Unemployment", (1982) **7(3)**: 157-171.

Analyses women's economic role in a recession focusing on the effects of a female labour reserve on those employed. Illustrates the competitive aspects, management strategies to counter reduce profitability and the overall impact upon women. Related section [4.6].

174. Wylie, Cathy

"Strength vs Cleanliness: How Images of Masculinity and Equality Shape Women's Industrial Position in a Man's World", (1984) **9(1)**: 11-21.

Examines the cultural dimension of work organisation and industrial relations style to explain the low participation of women in trade unions. Related sections [3.1, 4.2].

See also articles numbered 15, 51, 75, 103,
104, 124, 125, 138, 142, 145, 150.

6.3: EQUAL OPPORTUNITY

175. Dawson, John

"Sex Equality and the Law of Employment", (1992) **17(2)**: 149-160.

Outlines a feminist analysis of anti-discrimination law, applying it to the broad structure of employment discrimination law in New Zealand. Related section [7.2].

176. Sharp, Audrey

"Towards Equal Opportunity Employment for Women in New Zealand", (1978) **3(3)**: 121-127.

Looks at the current position of women in the workplace and features of the employment relationship. Recommends steps towards equal opportunity employment. Related section [4.2].

See also article numbered 159.

7: The State

7.1: GOVERNMENT

177. Bolger, Hon. J.B.

"The Government's Role in Industrial Relations", (1982) **7(1)**: 35-37.

Briefly analyses the Government's role in controlling conflict and influencing the parties through legislation. Related sections [2.2, 7.3].

178. Endres, Tony

"The New Zealand Full Employment Goal: A Survey of Changing Views 1950-1980", (1984) **9(1)**: 33-44.

A study of government's policymakers' views of the goal of full employment, examining the conflicts of this goal with other policy objectives. Related section [4.6].

179. Farmer, James A.

"Legislation on Redundancy?", (1976) **1(2)**: 41-42.

A discussion of the submissions on redundancy by the Minister of Labour, giving a guide to the government's position on the legislation it wishes to see enacted later in the year. Related sections [4.8, 7.3].

180. Rodger, Hon. Stan

"The Government's Role in Industrial Relations", (1985) **10(2)**: 103-104.

Discusses tripartite talks, union amalgamations and voluntary unionism. Related section [3.1].

181. Walsh, Pat

"The Struggle for Power and Control in the New Corporations: The First Year of Industrial Relations in the State-Owned Enterprises", (1988) **13(2)**: 179-189.

Identifies and discusses the principal industrial relations issues that have emerged in the first year of operation of state-owned enterprises. Related section [1.2].

See also articles numbered 3, 9, 53, 66, 73, 76, 79, 90, 97, 118, 122, 123, 132, 135, 143, 144, 151, 153, 157, 201, 219, 230, 245, 247, 254.

7.2: THE LAW

182. Adzoxornu, Isaacus K.

"The Worker, the Labour Court and the Common Law in New Zealand: A Holy Trinity", (1990) **15(1)**: 61-78.

Argues that New Zealand industrial tribunals have incorrectly interpreted the statutory term "worker" and suggests reform of Labour Court practice in this area.

183. Adzoxornu, Isaacus K.

"An Interpretation of the Statutory Term "Worker": A Reply to Geare", (1991) **16(2)**: 197-200.

A reply to article no. 192.

184. Anderson, Gordon

"Procedural Fairness and Unjustified Dismissal", (1983) **8(1)**: 1-10.

Discusses developments since the Auckland City Council vs Hennessey case (1982) and focuses on aspects of procedural unfairness.

185. Anderson, Gordon

"International Labour Standards and the Review of Industrial Law", (1986) **11(1)**: 27-38.

Examines the ILO conventions that have a bearing on industrial relations structures, looking at the New Zealand government's approach. Related section [8.2].

186. Anderson, Gordon

"The Reception of Economic Torts into New Zealand Labour Law: A Preliminary Discussion", (1987) **12(2)**: 89-100.

Raises issues related to the introduction of the economic torts into New Zealand labour law during the 1970s. Outlines the impacts and the changes associated with the Labour Relations Act. Related section [2.2].

187. Anderson, Gordon

"The Origins and Development of the Personal Grievance Jurisdiction in New Zealand", (1988) **13(3)**: 257-275.

Discusses the personal grievance procedure from its introduction to its reform in 1987. Stresses the role of the Arbitration Court therein. Related section [2.2].

188. Boast, Richard

"Injunctions and Compliance Orders: Some Procedural Issues", (1988) **13(1)**: 33-40.

Defines injunctions and contempt of court, discusses causes of actions, matters of evidence and proof and the Labour Court.

189. Boast, Richard

"The Sexual Harassment Provisions of the Labour Relations Act", (1988) **13(3)**: 285-289.

An overview of the statutory provisions relating to sexual harassment commenting on its definition, relationship to personal grievance and matters of evidence and proof.

190. Ferguson, Judith

"Personal Grievances Arising from Redundancy: Life after Hale and the Employment Contracts Act 1991", (1992) **17(3)**: 371-385.

Examines decisions of the Labour Court and Court of Appeal concerning personal grievance cases arising from redundancy, taking account of the Employment Contracts Act regime. Related sections [4.6, 7.3].

191. Geare, A.J.

"Dismissal Cases 1990-1991", (1992) **17(1)**: 109-117.

Considers recent Court decisions related to dismissals and their impact on industrial relations practice. Related section [4.6].

192. Geare, A.J.

"An Interpretation of the Statutory Term "Worker": A Comment", (1991) **16(2)**: 193-196.

Addresses conflicting interpretations of the statutory term "worker".

193. Haigh, John

"Industrial Relations: Will they Survive the Labour Relations Act 1987?", (1987) **12(2)**: 119-121.

Examines the use of interim injunctions in industrial law.

194. Harbridge, Raymond

"Whatever Happened to Second Tier Settlements? A Survey of Settlements under the Labour Relations Act 1987", (1988) **13(2)**: 143-156.

Examines what happened to second tier settlements in the 1987/88 wage round with employers now able to dismantle the system of national awards and eliminate secondary bargaining. Related section [3.2].

195. Hicks, Colleen

"Does the Sexual Harassment Procedure Work?", (1988) **13(3)**: 291-293.

Critiques the treatment of sexual harassment as provided for by the grievance procedure within the Labour Relations Act 1987.

196. Hodge, Bill

"An Introduction to the Industrial Court", (1976) **1(2)**: 32-36.

Examines the functions of the Court. Related section [7.3].

197. Hughes, John

"Damages in the Economic Torts", (1987) **12(2)**: 101-105.

Examines the principles governing the award of damages through actions in the economic torts. Applies those principles to industrial relations and discusses the possible impacts.

198. Hughes, John

"The New Jurisdiction: The Impact of the Labour Relations Act", (1988) **13(3)**: 277-283.

Discusses the impact of the Labour Relations Act 1987 on personal grievances, highlighting the workers covered, unjustifiable dismissal and remedies.

199. Kiely, Peter & Caisley, Andrew

"Discrimination in Focus", (1992) **17(3)**: 359-370.

Examines present anti-discrimination law in New Zealand. Related sections [1.4, 6.1, 7.3].

200. Richardson, Sir Ivor

"The Role of the Courts in Industrial Relations", (1987) **12(2)**: 113-118.

Discusses the role of the Courts of general jurisdiction, particularly the High Court and Court of Appeal in industrial relations.

201. Roth, Herbert

"Legalised Theft by Deregistration", (1986) **11(1)**: 21-26.

Explores the history of deregistration provisions in industrial legislation and suggests how these provisions have been used by governments. Related section [7.1].

202. Vranken, Martin

"The Applicability of the Common Law in an Industrial Relations Context (with special reference to industrial action): A Comment.", (1987) **12(2)**: 107-112.

Reflects on the relationship between common law and industrial law, discussing labour law in Western Europe by way of contrast. Related section [8.2].

See also articles numbered 17, 20, 54, 56,
93, 110, 119, 123, 175, 205, 234, 235.

7.3: LEGISLATION

203. Anderson, Gordon

"The Employment Contracts Act 1991: An Employers' Charter?", (1991) **16(2)**: 127-142.

Studies the changes to the bargaining system and the implications of a labour law regime based on contract regarding the Employment Contracts Act 1991. Related sections [1.3, 2.2].

204. Boon, Bronwyn

"Remedies for Unjustifiable Dismissal under the Labour Relations Act 1987", (1992) **17(1)**: 101-107.

Presents the results of a survey of remedies awarded in unjustifiable dismissal cases decisioned in the period 1987 to 1991.

205. Boon, Bronwyn

"Procedural Fairness and the Unjustifiable Dismissal Decision", (1992) **17(3)**: 301-317.

Reports the results of a survey of dismissal appeals to assess the impact of legislation that would remove consideration of procedural fairness from the unjustified dismissal decision. Related section [7.2].

206. Boxall, Peter

"Would the Good Employer Please Step Forward? A Discussion of the 'Good Employer' Concept in the State Sector Act 1988", (1991) **16(3)**: 211-231.

Analyses the good employer principle contained in the Act against a backdrop of private and public sector thought in respect of good employment behaviour. Related section [4.2].

207. Brosnan, Peter & Rea, David

"An Adequate Minimum Code: A Basis for Freedom, Justice and Efficiency in the Labour Market", (1991) **16(2)**: 143-158.

Explores the case for expanding and improving the minimum code of employment protections, arguing that an adequate minimum code encourages a more efficient use of labour. Related section [1.2].

208. Buchanan, Graeme

"The Policy Objectives of the Injunction and Compliance Order Provisions in the Labour Relations Act 1987", (1988) **13(1)**: 41-47.

Examines the impact of the injunction and compliance order provisions on industrial action. Related section [2.2].

209. Farmer, James A.

"Labour Relations - a Takeover by the State?", (1978) **3(3)**: 97-104.

Impact of the legal system on industrial relations. Outlines the changes in state regulation from 1894 to 1978, describing the effects on the parties. Related sections [1.3, 2.1].

210. Hodge, Bill

"Industrial Relations Legislation in 1984", (1985) **10(1)**: 29-33.

Outlines and discusses the major changes in industrial relations legislation to take place in New Zealand during 1984.

211. Hodge, Bill

"Industrial Relations Legislation in 1985", (1985) **10(3)**: 157-161.

Outlines and discusses the major changes in industrial legislation to take place in New Zealand during 1985.

212. Hodge, Bill

"Industrial Relations Legislation in 1986", (1987) **12(1)**: 43-46.

Outlines and discusses the changes in New Zealand industrial legislation during 1986.

213. Hughes, John

"Suspension and the Non-striking Worker", (1981) **6(2)**: 67-72.

Examines the background and case law arising from the suspension of non-striking workers in the Industrial Relations Act 1973. Discusses the limitations on employers' power to suspend such workers. Related sections [2.1, 3.2, 3.5].

214. Hughes, John & Anderson, Gordon

"Injunctions and Compliance Orders: An Analysis of the Labour Court's Powers and Decisions", (1988) **13(1)**: 49-62.

Outlines the provisions of the Labour Relations Act 1987 that relate to the lawfulness of strike action and the remedies available in the case of unlawful strikes. Related section [2.2].

215. Hughes, John

"The Employment Tribunal and the Employment Court", (1991) **16(2)**: 175-183.

Examines aspects of the new Employment Tribunal and Employment Court within the overall framework of the Employment Contracts Act 1991.

216. Kiely, Peter & Caisley, Andrew

"One Year of Practise with the Act", (1992) **17(2)**: 233-241.

Examines the legal issues that have arisen since the introduction of the Employment Contracts Act 1991, and records the approach of the Employment Court and the Employment Tribunal. Related section [2.2].

217. Roper, Karen

"The Impact of the Renumeration Act 1979-1980", (1982) **7(1)**: 1-12.

Outlines the history of the Act and explores economic, industrial relations, political and constitutional implications. Assesses the reasons for the Act's failure. Related section [5.3].

218. Szakats, Alexander

"Maternity Leave Legislation: The Timidity of the New Zealand Approach", (1981) **6(1)**: 11-19.

Examines the Maternity Leave and Employment Protection Act 1980 and compares it to the corresponding British and West German legislation. Related sections [6.1, 8.2].

See also articles numbered 2, 4, 9, 17, 18, 19, 22, 26, 31, 32, 34, 35, 39, 50, 51, 54, 57, 58, 59, 60, 61, 63, 65, 73, 76, 81, 90, 111, 112, 113, 115, 116, 120, 128, 147, 159, 160, 164, 177, 179, 190, 196, 199, 221, 231, 236, 240, 243, 246, 248, 261, 262.

8: Miscellaneous

8.1: CASE STUDIES

219. Brosnan, Peter & Wilkinson, Frank

"Low Pay and Industrial Relations: The Case of Contract Cleaning", (1989) 14(1): 83-89.

Presents a case study of the contract cleaning industry, focusing on levels of pay in the context of the political and economic climate. Related sections [2.2, 7.1].

220. Cammock, Peter

"Industrial Relations at Motonui - an Examination of a Successful Industrial Relations Strategy on a Large Construction Project", (1987) 12(2): 71-80.

Examines the approach to industrial relations taken by Bechtel (Pacific) Corporation Ltd. Argues that managerial practice can increase industrial harmony in conflict prone industries. Related section [2.1].

221. Gill, Howard

"Legislated Apathy: Industrial Relations in New Zealand Agriculture", (1979) 4(3): 7-15.

Examines the activities of the trade union within the agriculture sector along with the effects of legislation. Also looks at the role of specialist agencies within the industry. Related sections [3.2, 7.3].

222. Marsh, N.R.

"South Pacific Work Project - a Progress Report", (1977) 2(3): 78-80.

Study of attitudes and behaviours of employees and managers in dealing with a multi-cultural workforce. Focuses on relationships, job satisfaction and adaptive strategies. Related sections [1.4, 4.2].

223. Martin, John

"Arbitration: The Sheepowners and the Shearers", (1987) 12(3): 175-186.

Examines the relationship between the state and class via rural employer groups. Related section [3.2].

224. Richardson, Len

"Coalminers, Arbitration and the Workplace", (1987) 12(3): 169-174.

A study of the evolution of the arbitration system in the New Zealand coalmining industry.

8.2: INTERNATIONAL STUDIES

225. Anderson, Gordon

"Industrial Relations in Smaller Countries - Introduction", (1981) 6(3): 121-124.

Evaluates how smaller countries have developed their industrial relations systems to cope with the problems unique to their size. Related section [1.1].

226. Beaumont, P.B. & Leopold, J.W.

"Health, Safety and Industrial Relations: A United Kingdom Study", (1983) 8(2): 135-145.

Examines the relationship between unions and management on health and safety issues, drawing on a sample of safety committee members in 51 plants in the United Kingdom. Related section [4.3].

227. Bentley, Phillip & Wang, Kenneth

"Bringing about Industrial Democracy within the Public Service - a Radical South Australian Response", (1978) **4(1)**: 36-42.

Discusses the development of new managerial modes in light of several policy changes. Solutions and possible future developments are discussed along with the attitudes of those involved. Related section [4.5].

228. Boston, Jonathan

"The State, Wage-Fixing and Labour Market Reform: Some International Perspectives", (1988) **13(2)**: 121-142.

Examines the changes to state intervention in pay-fixing within the OECD, outlines government wage flexibility and labour market strategies and assesses the relationship between wage bargaining and macro-economic performance. Related section [5.4].

229. Brosnan, Peter

"Industrial Relations in the Republic of Ireland", (1981) **6(3)**: 161-172.

Compares Irish industrial relations to the New Zealand system and assesses the similarities and differences. Looks at the future of industrial relations in Ireland. Related section [1.1].

230. Burgess, John & Sappey, Richard

"The Australian Domestic Pilots' Dispute of 1989 and its Implications: An Interpretation", (1992) **17(3)**: 282-299.

Outlines and assesses the implications of the 1989 Australian domestic air pilots' dispute, addressing the strategies adopted by the major parties. Related sections [1.1, 2.1, 2.2, 3.1, 5.1, 7.1].

231. Burke, Edward J.

"Some Perspectives on Redundancy with Special Reference to the State Dockyard, Newcastle, New South Wales" (1981) **6(1)**: 1-9.

Discusses what is meant by "redundancy" with the major purpose being to show that when redundancy is created, workers have minimal powers to resist management decisions. Questions the morals of this power imbalance. Related sections [2.1, 2.3, 7.3].

232. Chelius, James R.

"The American Experience with Occupational Safety and Health Regulation", (1983) **8(2)**: 123-132.

Reviews empirical studies on the impact of American Occupational Safety and Health regulation. The evidence indicates little impact on the workplace, other than enhanced safety. Related section [4.3].

233. Cupper, Les & Hearn, June

"Cross Currents in Australian Trade Unions", (1980) **5(1)**: 13-28.

Examines the organisation and structure, leadership, ideology and policy issues to determine the unions' overall effectiveness. Related section [3.2].

234. Deakin, Simon

"The Floor of Rights in European Labour Law", (1990) **15(3)**: 219-240.

Reviews the experiences of European countries regarding legislation that underpins collective bargaining, examining the way that this floor is being extended. Related section [7.2].

235. Deakin, Simon

"Legal Change and Labour Market Restructuring in Western Europe and the United States", (1991) **16(2)**: 109-125.

Examines the international experience of attempts to use changes in labour law as a means of enhancing labour market flexibility, with particular reference to the United States and Western Europe. Related section [7.2].

236. Dickens, Linda

"Learning to Live with the Law? The Legislative Attack on British Trade Unions since 1979", (1989) **14(1)**: 37-52.

Focuses on British labour legislation since 1979 regarding the move away from collective industrial relations, the restricted terrain for lawful industrial action, and legal intervention in union affairs. Related section [7.3].

237. Dive, B.J.

"Some Reflections on Developments in German Employee Co-Determination since 1976", (1980) **5(2/3)**: 92-105.

Reviews the Supervisory Board's new role in co-determination as a major breakthrough in German industrial relations. Looks at the implications for New Zealand industrial relations. Related section [4.5].

238. Dwyer, Tom

"A New Concept of the Production of Industrial Accidents: A Sociological Approach", (1983) **8(2)**: 147-160.

An ethnographic study of a French construction site, working within an actionalist perspective to develop a sociological model of industrial accidents. Suggests that the social relations of work may become a focus to analyse and prevent accidents. Related section [4.3].

239. Frazer, Ian

"Trade Unions and the State in Solomon Islands", (1992) **17(1)**: 23-37.

Traces the history and development of unionism in the Solomon Islands. Related section [3.1].

240. Galin, Amira & Lansbury, Russel D.

"Wage Indexation and Industrial Relations: A Comparison of Recent Experience in Israel and Australia", (1982) **7(1)**: 13-22.

Compares the different methods of the centralised approach to determining national wage policies. Related sections [5.1, 7.3].

241. Glogoski, Alan

"Negotiating with the Japanese", (1978) **3(1)**: 30-35.

Discusses the aspects of the traditional Japanese culture, society, national character and political system and the effects on their negotiating behaviour. Related section [1.3].

242. Gustavsen, Bjorn & Hinnius, Gerry

"Industrial Relations in Norway", (1981) **6(3)**: 125-138.

Looks at the relationship between government, employers and trade unions, analysing how the industrial relations system is shaped, directed and influenced. Related section [1.1].

243. Hess, Michael & Gissua, James

"Unions and Industrial Relations in Papua New Guinea", (1992) **17(1)**: 39-55.

Backgrounds the evolution of Papua New Guinea's industrial relations system, and details recent examples of its operation. Related sections [2.1, 3.1, 7.3].

244. Hicks, John

"Industrial Relations in Australia", (1981) **6(1)**: 21-27.

Examines the division of power between federal and state tribunals and the non-industrial endeavour of Australian unions. Evaluates the success and applicability to the New Zealand situation. Related section [3.1].

245. Hince, Kevin

"The Earliest Origins and Suppression of Trade Unionism in the Fiji Islands", (1985) **10(2)**: 93-101.

Examines the emergence and control of labour unrest; investigating the style of government, the relationship between business and colonial officials, and law and order and paternal rights as they infringed on individual rights. Related sections [2.1, 3.2, 7.1].

246. Hince, Kevin

"Industrial Relations in Kiribati", (1992) **17(1)**: 57-68.

Examines developments in industrial relations in Kiribati, questioning its colonial legacy. Related sections [2.3, 7.3].

247. Leckie, Jacqueline

"State Coercion and Public Sector Unionism in Post-coup Fiji", (1991) **16(1)**: 49-71.

Explores why the Fiji administration perceived organised labour as a threat, discussing the measures the military regime took to retain control by weakening political roles for unions. Related sections [3.1, 7.1].

248. Leckie, Jacqueline

"Industrial Relations in Post-coup Fiji: A Taste of the 1990s", (1992) **17(1)**: 5-21.

Examines the changes in Fijian labour legislation in the context of economic restructuring and the political situation. Related sections [2.1, 7.3].

249. Marchington, Mick

"Contrasting Patterns of Industrial Relations in Britain", (1992) **17(2)**: 161-173.

Assesses the patterns of industrial relations in Britain post-Thatcherism. Related section [1.1].

250. Mire, Joseph

"Industrial Relations in Austria", (1981) **6(3)**: 139-149.

Looks at the factors specific to Austrian industrial relations which have contributed to its impressive economic progress. Discusses the outlook for the future. Related section [1.1].

251. Morris, Richard

"The Revival of China's Organised Labour 1973-86", (1987) **12(1)**: 13-22.

Analyses the development and role of Chinese trade unions in the post Cultural Revolution era. The growth of organised labour is charted at national and enterprise level. Related section [3.1].

252. Plowman, David H.

"Wage Indexation - the Australian Experience", (1978) **3(3)**: 105-117.

Discusses the pressure in Australia for an incomes policy, the indexation package, its introduction and subsequent outcomes. Related section [5.1].

253. Plowman, David H.

"Indexation and Beyond: Australian Wage Determination 1978-82", (1982) **7(3)**: 189-204.

Reviews wage indexation from June 1978 until its abandonment. The period since July 1981 and the reasons for abandonment are discussed and future options examined. Related section [5.1].

254. Plowman, David H.

"Full Circle: Australian Wage Determination 1982-1984", (1984) **9(2)**: 95-112.

Discusses the effects of the Hawke Government's economic policies on wage determination and assesses possible future developments. Related sections [5.1, 7.1].

255. Plowman, David H.

"Australian Wages Policy 1983-90", (1991) **16(1)**: 73-87.

Reviews Australian wages policy in the period 1983 to 1990. Related section [5.1].

256. Richards, K.H.

"Constraints on White Collar Union Bargaining", (1979) **4(2)**: 8-17.

Highlights the role, objectives and strengths of Australian white collar unions through a case study perspective. Related section [1.3].

257. Schuller, Tom & Robertson, Don

"Union Representatives and their Members: Learning and Communication", (1983) **8(3)**: 179-192.

Looks at the relationship between shop stewards and their members and the impact of trade union training in seven Scottish workplaces. A framework is developed for the evaluation of formal training. Related section [3.2].

258. Snell, Rick

"Western Samoa Trade Unionism: The 1981 Public Service Strike", (1992) **17(1)**: 69-84.

Examines the background and events surrounding the 1981 public service strike in Western Samoa. Related sections [2.2, 3.1].

259. Teicher, Julian

"Breakaway Unions: An Australian Case", (1986) **11(3)**: 149-159.

Applies the concept of breakaway unions to a group of power station operators which seceded from one union and merged with another. Related sections [2.1, 3.1].

260. Teicher, Julian

"Union Compliance and Incomes Policy: The Australian Social Contract, 1983-87", (1988) **13(3)**: 213-235.

Discusses the role of the Australian Council of Trade Unions in securing compliance from affiliated unions to its statement of Accord with the Labour Party on Incomes Policy. Related sections [3.2, 5.1].

261. Turkington, Don J.

"Impasse Procedures: The United States Experience", (1978) **3(1)**: 14-21.

Looks at alternative industrial actions other than the strike in the United States. Concludes that a range of options is desirable to cover various situations. Related sections [1.2, 1.3, 2.1, 7.3].

262. Whittingslow, George

"The Effects of Technological Changes on Work Patterns in the Australian Economy", (1980) **5(2/3)**: 58-64.

Reviews the impact of the choice of technology on manpower planning and unemployment. Related sections [4.1, 4.2, 4.4, 4.6].

263. Young, John

"Industrial Relations in Switzerland", (1981) **6(3)**: 151-159.

Analyses factors which contribute to Switzerland's low levels of industrial conflict. Highlights the preservation of individual freedom of choice, consensus on procedural aspects and the effects of the peace agreement approach. Related sections [2.1, 7.3].

See also articles numbered 20, 21, 34, 52, 56, 57, 63, 78, 85, 93, 105, 109, 110, 111, 119, 127, 133, 134, 138, 141, 185, 202, 218.

8.3: ROLE OF THE MEDIA

264. Cordery, John; Jamieson, Bruce; Stacey, Barrie
"Industrial Relations as News", (1978) **3(2)**: 57-62.

*Examines the coverage and content of industrial relations matters.
Concludes biases, imbalances and selectivity exists.*

265. Harbridge, Raymond
"The Treatment of Industrial Relations in Three Major New Zealand Newspapers", (1983) **8(1)**: 11-21.

Industrial relations items in three newspapers were examined to analyse issues presented and the frequency with which spokespersons were reported to address "fair reporting" concerns.

266. Harbridge, Raymond
"The Treatment of Industrial Relations in Three Major New Zealand Newspapers: A Reply", (1984) **9(1)**: 49-50.

A reply to article no. 267.

267. Page, Warren
"The Treatment of Industrial Relations in Three Major New Zealand Newspapers: A Journalist's Comment", (1984) **9(1)**: 45-47.

Comments on article no. 265.

Author Index

All references are to article number, not page number

ADZOXORNU, Isaacus K.	182, 183.
ALBURY, P.F.	25.
AMMON, Carl	102.
ANDERSON, Gordon	58, 59, 184, 185, 186, 187, 203, 214, 225.
ANSELL, J.	152.
BASCAND, Phillipa	39.
BEAUMONT, P.B.	226.
BENNIE, Garth	40.
BENSON, John	62, 171.
BENTLEY, Phillip	227.
BINNIE, Keith D.	67.
BOAST, Richard	188, 189.
BOLGER, Hon. J.B.	177.
BOON, Bronywn	204, 205.
BOSTON, Jonathan	153, 228.
BOXALL, Peter	26, 206.
BRADFORD, M.R.	154.
BROCKLESBY, John	84, 124.

BROSNAN, Peter	74, 91, 92, 103, 133, 134, 135, 141, 145, 152, 155, 207, 219, 229.
(aka Paeder Ó'Brosnacháin)	71.
BROWN, Judy	126.
BROWN, Phillip	99.
BUCHANAN, Graeme	208.
BURGESS, John	230.
BURKE, Edward J.	231.
BUTTERWORTH, Ruth	169.
CAISLEY, Andrew	199, 216.
CAMMOCK, Peter	220.
CAMPBELL, Ian B.	109, 110, 111, 112, 113.
CAMPBELL, Rob	136.
CATHRO, Susan H.	18.
CHELIUS, James R.	232.
COLE, B.H.	44.
COLEMAN, Martha	75.
COOK, Helen	170.
COOLICAN, Alice	52.
CORDERY, John	264.
COUCHMAN, Paul	104, 124.
CRYER, P. Colin	114.
CUPPER, Les	233.

DAVIS, Edward	85.
DANNIN, E.J.	93.
DAWSON, John	175.
DEAKIN, Simon	234, 235.
DEEKS, John	1, 2, 76.
DICKENS, Linda	236.
DIXON, Sylvia	68.
DIVE, B.J.	127, 237.
DOUGLAS, Ken	156.
DREAVAR, Michael	106.
DUIGNAN, Paul	115.
DU PLESSIS NOVITZ, Rosemary	166.
DWYER, Tom	238.
EASTON, Brian	137.
EDWARDS, Don	78.
ENDERWICK, Peter	105, 138.
ENDRES, Tony	157, 178.
FARLOW, David W.	116, 117.
FARMER, James A.	179, 209.
FERGUSON, Judith	190.
FIRTH, Michael A.	128, 129.
FOUGERE, Geoff	24, 66.

FRANKS, Peter	15.
FRAWLEY, Stephen	39.
FRAZER, Ian	239.
FRENKEL, Stephen J.	52.
GALIN, Amira	240.
GEARE, A.J.	16, 27, 28, 94, 191, 192.
GILL, Howard	221.
GISSUA, James	243.
GLOGOSKI, Alan	241.
GORDON, Liz	98.
GRAVES, Nancy B.	41.
GRAVES, Theodore D.	41.
GREENSLADE, Bevan R.	60, 96.
GRIFFIN, Gerard	171.
GRILLS, Walter	17, 163.
GUSTAVSEN, Bjorn	242.
HAIGH, John	193.
HAINES, Hilary	142.
HAMILTON, Nick	55.
HAMPTON, Chris	118.
HANCOCK, Mary	172.
HANNE, Michael	77.

HARBRIDGE, Raymond	29, 30, 31, 53, 69, 78, 86, 87, 88, 89, 106, 139, 152, 158, 194, 265, 266.
HAYNES, Peter	26.
HEARN, June	233.
HELLABY, F.R.A.	3.
HESKETH, Beryl	140.
HESS, Michael	243.
HICKS, Colleen	195.
HICKS, John	135, 141, 244.
HILL, Roberta	124, 125, 173.
HINCE, Kevin	4, 63, 245, 246.
HINNIUS, Gerry	242.
HODGE, Bill	5, 196, 210, 211, 212.
HOLMES, Sir Frank	6.
HOWELLS, John M.	18.
HUGHES, David	99.
HUGHES, John	59, 197, 198, 213, 214, 215.
HUNT, Robyn	42.
HURSTHOUSE, Paul	33, 95.
HYMAN, Prue	159, 167.
INKSON, J.H. Kerr	79, 124.
JABER, Nabila	167.

JACKSON, Syd	80.
JAMIESON, Bruce	264.
KEEF, Stephen	128.
KIELY, Peter	199, 216.
KIRK, Alf	70.
KJELLSTROM, Tord	119.
LANSBURY, Russel D.	240.
LAUDER, Hugh	99.
LAW, Michael	19.
LECKIE, Jacqueline	247, 248.
LEOPOLD, J.W.	226.
McANDREW, Ian	32, 33, 34, 95.
McCAW, Stuart	31, 158.
McDONALD, W.F.	45.
MACFIE, Rebecca	54.
MACINTYRE, Stuart	20.
MACKY, Keith	142.
MARCHINGTON, Mick	249.
MARSH, N.R.	43, 222.
MARTIN, John	223.
MASON, B.L.	44.
MEAR, Ross	128.

MIRE, Joseph	250.
MORRIS, Richard	251.
MULLEN, Elizabeth A.	120, 121.
NOLAN, Jim	61.
Ó'BROSNAcháIN, Paeder (aka Peter Brosnan)	71.
O'CONNOR, Martin	143.
O'DRISCOLL, Michael P.	107.
PAGE, Warren	267.
PENNEY, John	55.
PEREIRA, Murray	144.
PLOWMAN, David H.	252, 253, 254, 255.
POWELL, Ian	164.
RANDERSON, Richard	81.
REA, David	207.
REVELL, P.M.	64, 145.
RICHARDS, K.H.	256.
RICHARDSON, Sir Ivor	200.
RICHARDSON, Len	224.
RINTOUL, Ralph	65.
RISEBOROUGH, Alison	46.
ROBERTSON, Don	257.
ROBINSON, John	146.

ROCHFORD, Mike	147.
RODGER, Hon. Stan	180
ROPER, Karen	21, 217.
ROSE, Dennis	148, 149.
ROSE, Joseph B.	56.
ROTH, Herbert	22, 72, 201.
ROWE, J.W.	7, 8.
ROWE, Philip	91.
RYAN, Rose	108.
SAPPEY, Richard	230.
SAYERS, Janet	168.
SCHULLER, Tom	257.
SHARP, Audrey	176.
SHOUKSMITH, George	140.
SIMPSON, Tony	23.
SMITH, Andrew M.C.	129.
SMITH, David F.	67, 124, 130, 150.
SMITH, Verna	47.
SNELL, Rick	258.
SNOOK, Ivan	98.
SPOONLEY, Paul	48, 49.
STACEY, Barrie	264.

STEPHENS, R.J.	131.
STUBBS, John	82.
SULLIVAN, Martin	50.
SULTANA, Ronald G.	83, 100.
SZAKATS, Alexander	35, 218.
TAYLOR, Raymond E.	96.
TEICHER, Julian	259, 260.
THOMPSON, G. Brian	101.
TUCKER, Barry	160.
TURKINGTON, Don J.	57, 261.
TWINN, W.J.	9.
VRANKEN, Martin	10, 202.
WALSH, Pat	24, 36, 37, 66, 90, 91, 92, 165, 181.
WANG, Kenneth	227.
WANNA, John	97.
WEBBER, Susan	69.
WHITTINGSLOW, George	262.
WICKS, Wendi	51.
WILKINSON, Frank	219.
WILLIAMS, Alan	132, 151.
WILLIAMS, Gordon	161.
WILSON, Margaret	11, 73.

RICHARD, Mike

WILSON, Moira	133, 134.
WILSON, Ross	122, 123.
WONG, Dio	133.
WOOD, Greg	162.
WOODS, Noel S.	12.
WYLIE, Cathy	174.
YOUNG, John	13, 14, 38, 263.

