



## **DIALOGUE DOWNUNDER**

# **Proceedings of the 25<sup>th</sup> Conference of the Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ)**

Auckland, 1-4 February 2011

Edited by

**Frances Laneyrie, Lizzie Li and Ray Markey**



NEW ZEALAND

**WORK & LABOUR MARKET INSTITUTE**

AN INSTITUTE OF AUT UNIVERSITY

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## Introduction

On behalf of the Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) and the host, the New Zealand Work and Labour Market Institute, I welcome you to the 25th AIRAANZ Conference in Auckland, 1-4 February 2011.

The Conference theme of *Dialogue Downunder* has attracted a diverse range of papers that explore contemporary industrial relations theory and practice and historical patterns. The theme of *Dialogue Downunder* underwrites all levels of industrial relations, which involve dialogue of some form. We may focus on dialogue at the workplace level, whether formal or informal, between individual employees or unions and employers, through to formalised systems of collective bargaining, conciliation and arbitration and social partnership at industry and national multi-industry levels. We are particularly interested in how these patterns of dialogue have changed in Australia and New Zealand over the past century.

We are confident that participants will experience an intellectually and socially stimulating range of presentations and engagements with colleagues as well as key social partners contributing to the conference. I would especially like to acknowledge the contribution of Professor Tayo Fashoyin, recently retired from the ILO in Geneva and the position of secretary of the International Industrial Relations Association, as well as the Honourable Kate Wilkinson, Minister for Labour, the Honourable Trevor Mallard, Labour Party spokesperson for Labour, Helen Kelly, president of Council of Trade Unions, Phil O'Reilly, CEO of Business New Zealand, and Grant Duffy, Acting Director of the Partnership Resource Centre.

I particularly wish to acknowledge the support from our sponsors, who are listed prominently on this site. In addition, I thank all members of the organising committee for their assistance.

I look forward to meeting most of you during the conference and to attending papers.

Ray Markey  
25th AIRAANZ Conference Organiser  
Director, NZWALMI  
President, AIRAANZ

## **Conference Host:**

The New Zealand Work and Labour Market Institute  
NZWALMI  
Auckland University of Technology  
Private Bag 92006, Auckland 1142, New Zealand  
[nzwalmi@aut.ac.nz](mailto:nzwalmi@aut.ac.nz)  
<http://www.aut.ac.nz/nzwalmi>

## **Organising Committee**

*Convenor:* Professor Ray Markey, Director NZWALMI, President AIRAANZ

*Editor of Proceedings, Editor of Abstracts & Programme Coordinator:*

Dr Frances Laneyrie, Auckland University of Technology

*Editorial assistance:* Dr Lizzie Li, NZWALMI Research Officer

*Administrative assistance:* Ann Williamson, NZWALMI Office Manager

## **Post Graduate Forum Convenors:**

Julie Douglas, Auckland University of Technology

Katherine Ravenswood, Auckland University of Technology

## **Keynote Speakers**

### **Professor Tayo Fashoyin**

Former Director, Industrial and Employment Relations Department  
Social Dialogue Sector, International Labour Office, Geneva  
Secretary, ILERA, (previously IIRA)

### **Hon Kate Wilkinson**

Minister of Labour  
Minister of Conservation  
Minister for Food Safety  
Associate Minister of Immigration

### **Hon Trevor Mallard**

Labour Party spokesperson for:  
Labour  
Education

## Programme

Tuesday 1 February 2011	Postgraduate Forum, AUT University Business School building, level 7. 2-5pm. The registration desk will be open from 2-5.30pm at the Rendezvous hotel on Tuesday.			
Wednesday 2 February 2011	<b>25<sup>th</sup> AIRAANZ Conference. Room: Rendezvous I, Rendezvous hotel.</b> Registration desk open from 8am.			
9-9.30	Powhiri			
9.30-9.45	Welcoming speaker: Derek McCormack, Vice-Chancellor AUT University			
9.45-10	Welcome from organising committee: Ray Markey			
10-10.30	Keynote Address: Tayo Fashoyin, <i>The Imperative of Social Partnership and Social Dialogue for Economic Success</i>			
10.30-11	<i>Morning tea</i>			
11-12.30	Tripartite Panel: Unlocking Innovation and Productivity in Workplaces. Chair: Ray Markey Helen Kelly (CTU), Phil O'Reilly (BusinessNZ), Grant Duffy (Partnership Resource Centre)			
12.30-1.30	<i>Lunch</i>			
1.30-3.00 Paper Presentations	Corporate Social Responsibility Chair: Stephen Tufts <b>Room: Rendezvous I</b>	Employee Participation Chair: Gay Simpkin <b>Room: Rendezvous II</b>	Diversity Chair: Patricia Todd <b>Room: Tasman II</b>	Labour History Chair: Bradon Ellem <b>Room: Tasman I</b>
	Raubenheimer: <i>Do you speak business?</i>	Townsend, Wilkinson, Brown & Burgess: <i>Workplace Partnership in Australia: Real or Imaginary?</i>	Charlesworth & Baines: <i>The Impact of Government Funding Models on Work Organisation and Employee Conditions in Non-Profit Community Services</i>	Brigden: <i>Historical Stalking: using genealogical sources to study the lives of the women leaders in the Female Confectioners Union, 1916-1945</i>
	Klarsfeld & Delpuech: <i>CSR, agency, and the law beyond the edge of Anglo-Saxon academia: Lessons from French industrial relations theory and history</i>	Tobsch, Fietze & Matiaske: <i>Financial Participation in Germany</i>	Hutchinson: <i>Restructuring and workplace bullying in the Australian public sector</i>	Markey: <i>Comparative Labour History in Australia</i>
	Harpur & Peetz: <i>Is Corporate Social Responsibility In Labour Standards An Oxymoron?</i>	Pacheco & Webber: <i>Levers of job satisfaction: Participative decision making and individual characteristics</i>	Opare-Addo & Jerrard: <i>Managing cultural diversity at the workplace or managing community services? Case studies of two government organisations in Melbourne</i>	Taksa: <i>Cultural diversity, hard labour and resistance: remembering the migrant workers and their industrial heritage</i>
3.00-3.30	<i>Afternoon tea</i>			
3.30-5.30 Paper Presentations	Industry Studies Universities Chair: Glenda Strachan <b>Room: Rendezvous I</b>	Employer Strategies Chair: Keith Townsend <b>Room: Rendezvous II</b>	Employee Well-being Chair: Lucy Taksa <b>Room: Tasman II</b>	IR Surveys Panel Chair: Heather McDonald <b>Room: Tasman I</b>
	Groen, McNeil, Ryan, Bhattacharyya & Nadolny: <i>Sessionals: doing the job for Universities?</i>	Slinn: <i>Employer Communication and Union Response: A Preliminary Examination</i>	Hayman: <i>Flexible Work Schedules and Employee Well-Being</i>	Ryan & Markey: <i>What Do We Need to Know about New Zealand Workplaces?</i>
	May: <i>Casualisation; here to stay? The modern university and its divided workforce</i>	Cooney & Sewell: <i>Workplace Cooperation and the Pragmatics of Managerial Control</i>	McGrath: <i>Workplace rights for employees affected by serious illness or disease</i>	Speaker: Stephen Deery, Professor of Human Resource Management, King's College London
	Morris, Stanton & Mustard: <i>Rhetoric and reality: an examination of performance management in Australian universities</i>	Van Buren & Greenwood: <i>Whose goals are they, anyway? Employee Voice and the ethical problems posed by unitarism</i>	Werth: <i>Stigma, stress and emotional labour: experiences of women with chronic illness at work</i>	Speaker: John Buchanan Director, Workplace Research Centre, The University of Sydney
	Jesson: <i>Higher education unionism: uncovering tensions of the new times</i>	Douglas & Rozuel: <i>Do you speak Hobbit? Analysing the Dialogue Dynamics during the Hobbit Affair</i>	Gough, Brewer & Foley: <i>New Technology and the Quality of Work of Staff in Australian Acute Care Hospitals</i>	
5.30-6.30	AIRAANZ Executive Meeting. Room: Tasman II			
6.30-8.00	Welcome Reception Rendezvous hotel. Speaker: Helen White			

Thursday 3 February 2011	<b>Room: Rendezvous I</b>			
9.00-9.45	Publishers Forum: Chair: Suzanne Young B Ellem & M. Baird - <i>Journal of Industrial Relations</i> R. Cooney - <i>Labour &amp; Industry</i> S. Deery - <i>Human Relations</i> E. Rasmussen, F. Lamm & R. Tipples - <i>New Zealand Journal of Employment Relations</i>			
9.45-10.30	Keynote Address: Trevor Mallard, Labour Party spokesperson. Chair: Heather McDonald Future of Employment Relations in New Zealand			
10.30-11	<i>Morning Tea</i>			
11-12.30 Paper Presentations	Trade Unions Chair: Harry Van Buren <b>Room: Rendezvous I</b>	Participation Chair: John Burgess <b>Room: Rendezvous II</b>	Well-being Chair: Sara Charlesworth <b>Room: Tasman II</b>	IR systems Chair: Richard Cooney <b>Room: Tasman I</b>
	Slee: <i>Learning to Navigate Enterprise Bargaining: The NTEU and 'Round One'</i>	Townsend: <i>Balancing Employee Voice in a Luxury Hotel where 'Informality is King!'</i>	Skinner, Pocock & Pisaniello: <i>Working too much? Exploring Australians' uptake of paid leave from a work-life perspective</i>	Jamieson: <i>Human Rights and Labour Law: The end of an era?</i>
	Winterton: <i>Lessons from Europe? Trade union strategies for training at work</i>	Harris, Markey, Ravenswood, Williamson, Lind, Busck & Knudsen: <i>Participation and Work Environment Quality in New Zealand and Danish Hotels</i>	Campbell & van Wanrooy: <i>Unpaid Overtime: Using Labour Regulation and Workers' Understandings to Explore a Contested Concept</i>	Lewer & Waring: <i>Penalties and Trade Union Action: Four Recent Cases</i>
	Le Queux & Peetz: <i>We Won't Pay for Their Crisis! A Critical Assessment of Trade Union Responses to the Global Financial Crisis</i>	McDonald, Bailey & Price: <i>School-aged workers: Industrial Citizens in Waiting?</i>	Whitehouse, Connolly, Rooney & Fenton: <i>Working-time insecurity in permanent part-time employment: patterns in Queensland childcare</i>	French: <i>Sleeping Giant - Alternative actions and the new General Protections under the Fair Work Act 2009</i>
12.30-1.30	<i>Lunch</i> Book launch: Tayo Fashoyin for R. Lansbury, Greg Bamber & N. Wailes (eds) <i>International &amp; Comparative ER</i> , 5 <sup>th</sup> edn.			
1.30-3.30 Paper Presentations	Industry Studies Chair: Rupert Tipples <b>Room: Rendezvous I</b>	IR systems: grievance handling Chair: Richard Gough <b>Room: Rendezvous II</b>	Gender Chair: Cathy Brigden <b>Room: Tasman II</b>	Challenge of Climate Change for Work & Labour Chair: Don Webber <b>Room: Tasman I</b>
	Larkin: <i>HRM Practices and Knowledge Sharing in the Australian Subsidiaries of an International Hotel Chain</i>	Risak & McAndrew: <i>The NZ Department of Labour Mediation Service Style of Employment Mediation</i>	Strachan, Broadbent, Whitehouse, Peetz, May, Kynaston, Ruckley & Bailey: <i>Australian Universities – Where are the Women?</i>	Lipsig-Mumme: <i>What do we know? What do we need to know? The implications of climate change for employment and work in Canada</i>
	Hannif, Burgess, Connell & McDonnell: <i>What's trust got to do with it? Perceptions of trust in the call centre context</i>	Scott: <i>Will the Employment Relations Act 2010 change the use of mediation in employment dispute resolution?</i>	Laneyrie & Mercier: <i>Scholars, Light Bearers and Keepers of Wisdom: Senior Academic Women in Employment Relations</i>	Tufts: <i>Climate Change and Labour Union Strategy in the Accommodation Sector: Opportunities and Contradictions</i>
	Deery & Walsh: <i>Absenteeism and Presenteeism in an Emergency Services' Call Centre</i>	Walker & Hamilton: <i>Third parties and grievances: Can we fix it? Yes we can – sometimes</i>	Charlesworth, Baird & Elliott: <i>Working lives in a regional town: Intersections of regulation, space &amp; gender</i>	Mann: <i>Climate Change: Labour's New Social Goal</i>
	Simpkin: <i>The Janus Face of the PPTA: Assessment of the Industrial Relations System in NZ Secondary Schools</i>	Greenwood: <i>Conceptual and methodological issues for the study of employment relationship problem resolution</i>	Ang: <i>What they say ain't what they mean: discrepancies in employer-employee perceptions of women returners' skills, qualifications and potentials</i>	Long: <i>Unions and the environmental crisis</i>  Kesting: <i>What are "Green Jobs" – criteria from ecofeminist and Post Keynesian Economics</i>
3.30-4.00	<i>Afternoon Tea</i>			

4.00-5.30 Paper Presentations	Trade Unions Chair: Gay Simpkin <b>Room: Rendezvous I</b>	IR systems Chair: Suzanne Jamieson <b>Room: Rendezvous II</b>	Diversity Chair: Natalie Skinner <b>Room: Tasman II</b>	Teaching & Training Chair: Frances Laneyrie <b>Room: Tasman I</b>
	Kellett: <i>Why do unions form peak bodies? The 1885 Brisbane Trades and Labour Council</i>	Rasmussen, Foster & Haworth: <i>Collective bargaining and unionism in New Zealand: The rise of individualism?</i>	Klarsfeld, Combs, Susaeta & Belizon: <i>Comparing diversity management and equal treatment policies across countries</i>	McGrath-Champ, Zou & Taylor: <i>Managing diversity: Workplace and classroom connections</i>
	Tattersall: <i>Coalitions as a tool for union revitalisation</i>	Hardy: <i>Collaboration and Enforcement of Minimum Employment Standards: Fruitful or Fruitless?</i>	Ponce-Pura: <i>Diversity and Inclusion: A Case Study of a Multinational Company in India</i>	Williamson, Harris, Goodsir & Jones: <i>Higher level hospitality qualifications: Who wants them?</i>
	Brigden & Kaine: <i>Rethinking factional alliances and union renewal: inter-union collaboration in Australia in the 21<sup>st</sup> century</i>	Ryan, Burgess & Larkin: <i>Labour Utilisation Strategies in Australian Low Wage Industries: Agreement making under the Workchoices legacy</i>	Anderson, Lamare & Hannif: <i>The Working Experiences of Student Migrants in Australia and New Zealand</i>	Bailey, Macneil, van Acker & Bray: <i>Capstone Courses: Approaches and Strategies</i>
<b>Friday 4 February 2011</b>				
	<b>Room: Rendezvous I</b>			
9-9.45	Presidential Address: Ray Markey			
9.45-10.30	Keynote Address: Kate Wilkinson, Minister for Labour. Future of Employment Relations in New Zealand			
10.30-11	<i>Morning Tea</i>			
11-1	Union panel. The Future for Trade Unionism in New Zealand. Chair: Ray Markey Fotu Fisi'iahi (Unitec, former Vice President, Tongan PSA) Maxine Gay (Retail Secretary, National Distribution Union) Andrew Little (National Secretary, Engineering, Printing & Manufacturing Union) Matt McCarten (National Secretary, Unite) Sharn Riggs (National Secretary, NZ Tertiary Education Union) Richard Wagstaff (joint national Secretary, NZ Public Service Association)			
1-2	<i>Lunch</i> Book launch: Bradon Ellem for S. McGrath-Champ, A. Herod & A. Rainnie (eds), <i>Handbook of Employment &amp; Society</i>			
2-3.30 Paper Presentations	Capacity Building Chair: Bernard Walker <b>Room: Rendezvous I</b>	IR systems: Fair Work regime Chair: Joce Jesson <b>Room: Rendezvous II</b>	Globalisation & Corporate Structures Chair: Tom Mann <b>Room: Tasman II</b>	Industry Studies Chair: David Williamson <b>Room: Tasman I</b>
	Batters & Piercy: <i>Renewed social partnership in action under the Labour-led government: a story of New Zealand industry training policy in the 2000s</i>	Todd & Hutchinson: <i>Employer Responses to the Fair Work Act 2009: a Preliminary View from Western Australia</i>	McDonnell, Bartram, Stanton & Burgess: <i>Multinational Enterprises, Global Value Chains and Local Human Resource Management Decision-Making Discretion</i>	Lansbury, Wright & Clibborn: <i>The Disappearing Car Worker in Australia: The Future Viability of the Automotive Industry'</i>
	Cochrane & Piercy: <i>Participation and policy drivers: The impact of policy changes on industry training participation rates</i>	Cooper & Ellem: <i>To what extent and in what ways has the Fair Work Act changed bargaining in terms of stimulating the process and in 'forcing' apparently recalcitrant bargainers to the table?</i>	Rainnie, Herod & McGrath-Champ: <i>Global Production Networks, Labour and Small Firms</i>	Clibborn: <i>Local responses to a global downturn: Labour adjustment during the automotive industry crises of 2008/9</i>
	Kellner, Townsend & Wilkinson <i>Employment Relations Support for Franchisees: How much and Why?</i>	Cooper & Kaine: <i>Regulated flexibility? Individual flexibility under the Fair Work Act</i>	Peetz & Murray: <i>Finance capital, jobs and restructuring corporate ownership in the United States</i>	Tipple & Trafford: <i>'Who will milk the cows?' Future employment issues for New Zealand's largest export industry</i>
3.30-4	<i>Afternoon Tea</i>			
4-4.30	Poroporoake			
4.30-5pm	Results of AIRAANZ survey on ERA. Rendezvous I			
5-6pm	AIRAANZ AGM Room: Tasman II			
6.30pm-11.30 approx	<i>Dinner.</i> Buses depart Rendezvous hotel at 6.30pm			

# Refereed papers

Listed A-Z by Surname (first author)

**Danae Anderson, Ryan Lamare & Zeenobiyah Hannif**

The Working Experiences of Student Migrants in Australia and New Zealand

**Sara Charlesworth & Donna Baines**

The Impact of Government Funding Models on Work Organisation and Employee Conditions in Non-Profit Community Services

**Sara Charlesworth, Susie Elliot & Marian Baird**

Working lives in a regional town: Intersections of regulation, space & gender

**Stephen Deery & Janet Walsh**

Absenteeism and Presenteeism in an Emergency Services' Call Centre

**Egbert Groen, Karen McNeil, Suzanne Ryan, Asit Bhattacharyya & Andrew Nadolny**

Sessionals: doing the job for Universities?

**Zeenobiyah Hannif, John Burgess, Julia Connell & Anthony McDonnell**

What's trust got to do with it? Perceptions of trust in the call centre context

**Paul Harpur & David Peetz**

Is Corporate Social Responsibility In Labour Standards An Oxymoron?

**Jeremy Hayman**

Flexible Work Schedules and Employee Well-Being

**Jackie Hutchinson**

Restructuring and workplace bullying in the Australian public sector

**John Kellett**

Why do unions form peak bodies?

The 1885 Brisbane Trades and Labour Council

**Ashlea Kellner, Keith Townsend & Adrian Wilkinson**

Employment Relations Support for Franchisees: How much and Why?

**Alain Klarsfeld, Gwendolyn M Combs, Lourdes Susaeta & Maria-Jesus Belizon**

Comparing diversity management and equal treatment policies across countries

**Alain Klarsfeld & Corinne Delpuech**

CSR, agency, and the law beyond the edge of Anglo-Saxon academia: Lessons from French industrial relations theory and history

**Roslyn Larkin**

HRM Practices and Knowledge Sharing in the Australian Subsidiaries of an International Hotel Chain

**Stéphane Le Queux & David Peetz**

We Won't Pay for Their Crisis! A Critical Assessment of Trade Union Responses to the Global Financial Crisis

**John Lewer & Peter Waring**

Penalties and Trade Union Action: Four Recent Cases

**Robyn May**

Casualisation; Here to stay? The modern university and its divided workforce

**Anthony McDonnell, John Burgess, Tim Bartram & Pauline Stanton**

Multinational Enterprises, Global Value Chains and Local Human Resource Management Decision-Making Discretion

**Susan McGrath-Champ, Mimi Zou & Lucy Taylor**

Managing diversity: Workplace and classroom connections

**Leanne Morris, Pauline Stanton & Jamie Mustard**

Rhetoric and reality: an examination of performance management in Australian universities

**Gail Pacheco & Don J Webber**

Levers of job satisfaction: Participative decision making and individual characteristics

**Erling Rasmussen, Barry Foster & Nigel Haworth**

Collective bargaining and unionism in New Zealand: The rise of individualism?

**Kirsty Raubenheimer**

Do you speak business? What is the effect of employee-focused Corporate Social Responsibility and Employer Branding on Human Resource Management: An exploratory UK and NZ banking-based comparative study

**Natalie Skinner, Barbara Pocock & Sandra Pisaniello**

Working too much? Exploring Australians' uptake of paid leave from a work-life perspective

**Amanda Tattersall**

Coalition's as a tool for union revitalisation

**Patricia Todd & Jackie Hutchinson**

Employer Responses to the Fair Work Act 2009: a Preliminary View from Western Australia

**Keith Townsend, Adrian Wilkinson, Kerry Brown & John Burgess**

Workplace Partnership in Australia: Real or Imaginary?

**Bernard Walker & R.T. Hamilton**

Third parties and grievances: Can we fix it? Yes we can – sometimes

**Shalene Werth**

Stigma, stress and emotional labour: experiences of women with chronic illness at work

**Jonathan Winterton**

Lessons from Europe? Trade union strategies for training at work

# Non-refereed papers

## Listed A-Z by Surname (first author)

### **Ee kheng Ang**

What they say ain't what they mean: discrepancies in employer-employee perceptions of women returners' skills, qualifications and potentials

### **Taryn Batters & Gemma Piercy**

Renewed social partnership in action under the Labour-led government: a story of New Zealand industry training policy in the 2000s

### **Cathy Brigden & Sarah Kaine**

Rethinking factional alliances and union renewal: inter-union collaboration in Australia in the 21<sup>st</sup> century

### **Iain Campbell & Brigid van Wanrooy**

'Unpaid Overtime': Using Labour Regulation and Workers' Understandings to Explore a Contested Concept

### **Stephen Clibborn**

Local responses to a global downturn: Labour adjustment during the automotive industry crises of 2008/9

### **Candice Harris, Ray Markey, Katherine Ravenswood, David Williamson, Jens Lind, Ole Busck & Herman Knudsen**

Participation and Work Environment Quality in New Zealand and Danish Hotels

### **Carla Lipsig-Mummé**

What do we know? What do we need to know? The implications of climate change for employment and work in Canada

### **Paula McDonald, Robin Price & Janis Bailey**

School-aged workers: Industrial Citizens in the Making?

### **Thomas F McGrath**

Workplace rights for employees affected by serious illness or disease

### **David Peetz & Georgina Murray**

Finance capital, jobs and restructuring corporate ownership in the United States

### **Al Rainnie, Andrew Herod & Susan McGrath-Champ**

Global Production Networks, Labour and Small Firms

### **Rose Ryan & Ray Markey**

What Do We Need to Know about New Zealand Workplaces?

### **Melissa Slee**

Learning to Navigate Enterprise Bargaining: The NTEU and 'Round One'

### **Keith Townsend**

Balancing Employee Voice in a Luxury Hotel where 'Informality is King!'

**Gillian Whitehouse, Julie Connolly, Tricia Rooney & Ellyse Fenton**

Working-time insecurity in permanent part-time employment: patterns in Queensland childcare

**Chris F. Wright, Russell D. Lansbury Stephen Clibborn**

The Disappearing Car Worker in Australia: The Future Viability of the Automotive Industry

# Non-refereed papers submitted as abstracts

Listed A-Z by Surname (first author)

**Janis Bailey, Liz van Acker, Johanna Macneil & Mark Bray**

Capstone Courses: Approaches and Strategies

**Cathy Brigden**

Historical Stalking: using genealogical sources to study the lives of the women leaders in the Female Confectioners Union, 1916-1945

**Bill Cochrane & Gemma Piercy**

Participation and policy drivers: The impact of policy changes on industry training participation rates

**Richard Cooney & Graham Sewell**

Workplace Cooperation and the Pragmatics of Managerial Control

**Rae Cooper & Bradon Ellem**

To what extent and in what ways has the Fair Work Act changed bargaining in terms of stimulating the process and in 'forcing' apparently recalcitrant bargainers to the table?

**Rae Cooper & Sarah Kaine**

Regulated flexibility? Individual flexibility under the Fair Work Act

**Julie Douglas & Cécile Rozuel**

Do you speak Hobbit? Analysing the Dialogue Dynamics during the Hobbit Affair

**Ben French**

Sleeping Giant - Alternative actions and the new General Protections under the Fair Work Act 2009 (Cth)

**Richard Gough, Pat Brewer & Patrick Foley**

New Technology and the Quality of Work of Staff in Australian Acute Care Hospitals

**Gaye Greenwood**

Conceptual and methodological issues for the study of employment relationship problem resolution

**Tess Hardy**

Collaboration and Enforcement of Minimum Employment Standards: Fruitful or Fruitless?

**Suzanne Jamieson**

Human Rights and Labour Law: The end of an era?

**Joce Jesson**

Higher education unionism: uncovering tensions of the new times

**Stefan Kesting**

What are "Green Jobs" – criteria from ecofeminist and Post Keynesian Economics

**Frances Laneyrie & Fern Mercier**

Scholars, Light Bearers and Keepers of Wisdom: Senior Academic Women in Employment Relations

**Colin Long**

Unions and the environmental crisis

**Tom Mann**

Climate Change: Labour's New Social Goal

**Ray Markey**

Comparative Labour History in Australia

**Joyce Opare-Addo & Marjorie Jerrard**

Managing cultural diversity at the workplace or managing community services? Case studies of two government organisations in Melbourne

**Maria Perpetua Ponce-Pura**

Diversity and Inclusion: A Case Study of a Multinational Company in India

**Martin E Risak, Marie Curie-Fellow & Ian McAndrew**

The NZ Department of Labour Mediation Service Style of Employment Mediation

**Shaun Ryan, John Burgess & Roslyn Larkin**

Labour Utilisation Strategies in Australian Low Wage Industries: Agreement making under the Workchoices legacy

**Judith Scott**

Will the Employment Relations Act 2010 change the use of mediation in employment dispute resolution?

**Gay Simpkin**

The Janus Face of the PPTA: Assessment of the Industrial Relations System in NZ Secondary Schools

**Sara Slinn**

Employer Communication and Union Response: A Preliminary Examination

**Glenda Strachan, Kaye Broadbent, Gillian Whitehouse, David Peetz, Robyn May, Chris Kynaston, Emma Ruckley & Janis Bailey**

Australian Universities – Where are the Women?

**Lucy Taksa**

Cultural diversity, hard labour and resistance: remembering the migrant workers and their industrial heritage

**Rupert Tipples & Sue Trafford**

'Who will milk the cows?' Future employment issues for New Zealand's largest export industry

**Verena Tobsch, Wenzel Matiaske & Simon Fietze**

Financial Participation in Germany

**Steven Tufts**

Climate Change and Labour Union Strategy in the Accommodation Sector: Opportunities and Contradictions

**Harry Van Buren & Michelle Greenwood**

Whose goals are they, anyway? Employee Voice and the ethical problems posed by unitarism

**David Williamson, Candice Harris, Warren Goodsir & Nick Jones**

Higher level hospitality qualifications: Who wants them?

## **AIRAANZ Code of Conduct**

The Association of Industrial Relations of Australia and New Zealand (AIRAANZ) recognises our responsibility to ensure its conference and other activities are free from harassment. Harassment is a form of discrimination and includes harassment based on gender, race, age, disability, sexual orientation and the use of sexist and racist language.

Complaints of harassment at AIRAANZ conferences will be taken seriously and will be investigated immediately and treated confidentially, in the event of the complaint being unable to satisfactorily resolve the situation individually. Each conference will have designated representatives nominated by the executive.