



THE ASSOCIATION OF INDUSTRIAL RELATIONS
ACADEMICS OF AUSTRALIA AND
NEW ZEALAND

AIRAANZ 99

Proceedings of the 13th AIRAANZ Conference Volume 2: Non-Refereed Papers

Thursday 4 to Saturday 6
February 1999
Adelaide, South Australia

Edited by
Chris Leggett
Ross Shanahan
Esther Stern
Gerry Treuren
Pat Wright



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Current Research in Industrial Relations

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of Australia and New Zealand

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Proceedings of the 13th AIRAANZ Conference Refereed and Non-Refereed Papers

The two volumes of the Proceedings of the 13th Conference of the Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) report on current industrial relations research. All of the papers published in these proceedings were presented at the conference held in Adelaide, South Australia, between February 4 and 6, 1999.

The Proceedings contain the papers presented to the first two streams of the conference. The first stream is the fully published, refereed stream. All full papers published in the first volume of the proceedings were accepted by the Conference Committee on the recommendation of external peer reviewers. Referees for each paper were selected by the Conference Committee on the basis of national and internationally-recognised expertise within the discipline. In the occasional case where referees substantially differed in their assessment of the suitability of a paper, the Conference Committee referred the paper to a third referee.

The Conference Committee would like to thank the following for agreeing to act as referees:

Greg Bamber (Griffith), Tom Bramble (Queensland), Paul Boreham (Queensland), Mark Bray (Newcastle), John Buchanan (ACIRRT, Sydney), Ron Callus (ACIRRT, Sydney), Ian Campbell (RMIT), Helen De Cieri (Melbourne), Choe, Man Kee (Visiting Professor, UniSA), Braham Dabscheck (UNSW), Ed Davis (Macquarie), Stephen Deery (Melbourne), Peter Dowling (Tasmania), Ray Fells (UWA), Peter Gahan (UNSW), Clive Gilson (Waikato), Gerry Griffin (NKCIR, Monash), George Hagglund (University of Wisconsin at Madison, Visiting Professor, UniSA), Bill Harley (Melbourne), Ian Hampson (UNSW), Richard Hall (Melbourne), Anne Hawke (NILS, Flinders), Kate Hutchings (QUT), Suzanne Jamieson (Sydney), Anne Junor (University of Canberra), Russell Lansbury (Sydney), Rob Lambert (UWA), Di Kelly (Wollongong), Robyn Kramar (Macquarie), Duncan MacDonald (Newcastle), David Morgan (UNSW), Charles Mulvey (UWA), John O'Brien (UNSW), Michael O'Donnell (UNSW), Greg Patmore (Sydney), David Plowman (UWA), Michael Quinlan (UNSW), Malcolm Rimmer (Deakin), Mark Shadur (Griffith), John Shields (UNSW), Glenda Strahan (Newcastle), Lucy Taksa (UNSW), Vic Taylor (AGSM, UNSW), Julian Teicher (NKCIR, Monash), Trish Todd (UWA), Nick Wailes (Sydney), Janet Walsh (Melbourne), Mark Westcott (Sydney), Gillian Whitehouse (Queensland), Mark Wooden (NILS, Flinders), Chris Wright (UNSW) and the AIRAANZ Executive.

The second volume contains papers that were submitted to the second stream: fully published but not-refereed papers. In addition, the conference offered participants the opportunity to present papers outside the published stream. The Abstract booklet contains the abstracts of these papers.

Additional copies of these Proceedings may be purchased by contacting the Secretary of AIRAANZ.

The Association of Industrial Relations Academics of Australian and New Zealand

The Association of Industrial Relations Academics of Australian and New Zealand (AIRAANZ) was formed in 1983 with the aim of promoting the study of industrial relations in Australian and New Zealand. Membership of the Association is open to individuals who are interested in industrial relations and who are engaged in teaching and/or research in any of the disciplines relevant to industrial relations.

The main activity of AIRAANZ since its formation has been the convening of annual conferences which have examined recent developments in the teaching and research of industrial relations. These conferences are well attended and are characterised by lively discussion and a genuinely collegial environment.

AIRAANZ is a financial sponsor for the journal *Labour and Industry*. It has published a range of research papers and materials which are designed to assist teaching and research in industrial relations, especially literature reviews and bibliographies.

Details of planned AIRAANZ activities as well as copies of past newsletters and memberships forms can be found on the AIRAANZ homepage located at:

<http://www.mngt.waikato.ac.nz/depts/sml/airaanz/airaanz.htm>.

All correspondence concerning AIRAANZ should be directed to the Secretary:

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NSW 2006

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