

end of chapter material

final observations and summary

Final observations provide the end point of the argument for the chapter and beyond. The chapter summary is a synopsis of the whole chapter that reiterates the key themes of the chapter topic. Use these summaries as a reliable pre-exam revision tool.

Final observations

There have been substantial changes in Australia. Subsequent changes in practices of Australian employers and the sectoral location of employment have led to a decline of permanent employment. These changes have had a major impact on the numerical and functional composition of the workforce. These changes have raised the possibility of a new type of employment relationship, one in which employees who hold part-time, casual, and other non-standard employment arrangements, and on the other hand, occupy unstable and insecure employment. Associated with this new type of employment are new employee perceptions in hours of work and pay, and new perceptions of the role of the employer and of the state.

summary

- There has been a sectoral shift in employment.
- There has been a decline in the number of workers employed on a permanent basis.
- Workers are working longer hours and are paid less. Much of this overtime is unpaid.
- Many organisations have reduced 'real' wages and 'delayered'. Research suggests that delayering will have a negative effect on productivity.
- There has been a rise in 'earnings' high-paid employment at the top of the income distribution.
- Many of the changes in the labour market are a result of the 'flexibility' desire to increase the flexibility of the labour market.

discussion questions

1. What are the key trends in employment contracting?
2. How would you account for the growth of part-time and casual employment?
3. Assess the argument that the growth of the extension of sub-contract work has reduced changes in the organisational structure and strategies of companies.
4. How can we explain the growth in hours of work by those in employment?
5. How do you account for the growth of casual employment? What factors might explain the growth in casual employment?
6. What is meant by the terms *delayering* and *delayering*? Discuss their consequences for employees, income and productivity.
7. What is meant by the terms *real wages* and *functional flexibility*? Discuss concepts that illustrate how these are related. What are the consequences of flexibility for employees?

case study FinanceCo

discussion questions

These short-answer discussion questions give you an opportunity to think about and discuss different situations directly related to the chapter you've just read.

case study

End of chapter cases illustrate real-world applications of industrial relations concepts. These cases provide a sense of place for the ideas that have been developed within the chapters. They may be used as the basis for tutorial or class discussion and are accompanied by three to four 'issues for debate' questions.

The PowerWeb icon appears here as a reminder that you may search for more related articles and cases online.

To access this information please see the registration card at the front of this book.



further reading

At the end of every chapter a list of further reading is provided to encourage you to extend your reading around chapter themes.

Further reading

Australian Industrial Relations Commission 1994, *Making Labour Law in Australia*, Sydney.

Briggs, C. 2001, 'Australian Exceptionalism: The Bargaining', *Journal of Industrial Relations*, vol. 43, no. 2, pp. 101-113.

Business Council of Australia (BCA) 1989, *Enter the Business Council of Australia* by the Industry Council of Australia.

Callus, R. 1999, 'The Future of Australians at Work', *Journal of Industrial Relations*, vol. 41, no. 2, pp. 101-113.

Chapman, A. 2000, 'Industrial Legislation in Victoria', *Journal of Industrial Relations*, vol. 42, no. 2, pp. 101-113.

Charlesworth, S. 1997, 'Enterprise Bargaining at Work', *Journal of Industrial Relations*, vol. 39, no. 2, pp. 101-113.

Creighton, W. B. and Stewart, A. 2000, *Labour Law*, Leitchhardt, Sydney.

Dabscheck, B. 2001, 'The Slow and Agonising Death of Enterprise Bargaining', *Journal of Industrial Relations*, vol. 43, no. 2, pp. 101-113.

Hancock, K. 2000, 'Trends in Australian Industrial Relations', *Journal of Industrial Relations*, vol. 42, no. 2, pp. 101-113.

Higgins, H. B. 1922, *A New Province for Law and Justice*, Human Rights and Justice, no. 4, pp. 562-78.

Ludke, J. T. 1998, 'The Evolving Industry', *Journal of Industrial Relations*, vol. 40, no. 2, pp. 101-113.