

**Reshaping**

**THE**

**LABOUR  
MARKET**

**Regulation,  
Efficiency  
and Equality  
in Australia**



**EDITED BY**

**SUE RICHARDSON**

# Reshaping The Labour Market Regulation Efficiency And Equality In Australia

**Blanpain**



## **Reshaping The Labour Market Regulation Efficiency And Equality In Australia:**

**Reshaping the Labour Market** Sue Richardson,1999-12-06 In this up to date and accessible book a team of leading commentators assess the workings of and prospects for the Australian labor market They discuss questions of deregulation competition efficiency productivity the impact of wage structures on unemployment and the role of government The book also considers the relationship of the social welfare system to the labor market and related questions of equity the role of the tax system the impact of gender and differences between families and single wage earners

**Reshaping the Labour Market** Sue Richardson,1999-12-06 The outcomes of the labour market were the major economic and social problems of OECD countries Inflation virtually disappeared material standards of living on average were high but 35 million people remained unemployed inequality of earnings was rising and the establishment of regular employment was increasingly difficult for young people In this 2000 book a team of leading economists take Australia as a case study in which to examine whether regulation of the labour market assists or detracts from the achievement of desirable labour market outcomes Attention is focused especially on the provision of adequate incomes and jobs for low skilled workers because this is the area in which labour markets around the world including Australia have failed most seriously in the past

Labour Market Deregulation Russell D. Lansbury,Joseph Ezra Isaac,2005 Keith Hancock is honoured and celebrated in this work following the significant contributions he made not only to academic research and teaching but also to the practice of industrial relations through the various roles he held as Professor Vice Chancellor Senior Deputy President of the Australian Industrial Relations Commission and author of major government reviews and inquiries The workshop held in his honour included a number of commentators More specifically the following issues arising from the papers were actively debated Whether a decentralised and less regulated labour marketing is a necessary condition for meeting the requirements of global competition The effects of labour market deregulation on employment and the nature of employment on income distribution on wage inequality on productivity on work stress and on job satisfaction The consequences of labour market deregulation for Australians work care regime The impact of labour market deregulation on trade unions Whether macro economic policy has been unduly restrained by the risk of inflation in a deregulated labour market How labour market deregulation has affected industrial relations as a field of study and research and How the nature of rights and obligations of employers employees and unions have been affected by the changes in labour market regulation Contributors include Keith Hancock Ron McCallum Barbara Pocock Peter Saunders Ron Callus Sue Richardson RG Gregory Rae Cooper and Willy Brown

*Australia Reshaped* Geoffrey Brennan,Francis G. Castles,2002-09-04 Australia Reshaped is the capstone volume in the Reshaping Australian Institutions series As the summation of all that has gone before this book is structurally and qualitatively different from the others Eight leading social scientists have been invited to write a major essay on a key element of Australian institutional life Each chapter has the length and depth of a major contribution acting as an overview of

the field for both local readers and an international scholarly audience      Regulating Employment Industrial Relations and Labour Law Intl Co Blanpain,2010-01-01 The complexity of employment arrangements in various countries tends to make it difficult to understand them Nevertheless it is important to take stock periodically particularly from an internationally comparative perspective This remarkable book is a giant step in that direction It is especially valuable in the context of increasing globalisation For each of nine key jurisdictions the European Union Germany Sweden United Kingdom United States of America Canada New Zealand Australia and Japan experts present detailed information and analysis on key issues shedding valuable light on trends in such specific areas of employment relations as the following atypical work and flexible work arrangements dispute settlement procedures such as negotiation conciliation mediation arbitration and other forms of governmental or judicial intervention job security anti discrimination and gender equality recognition of unions and employers associations and forms of employee representation how collective bargaining is regulated whom the collective agreements cover and what they contain parental leave and childcare policy the capacity of individual agreements to override or not override collective agreements minimum wage levels overtime and shift work and paid leave entitlements As a general framework Part 1 offers an insightful summary of the underpinnings of current analysis of globalization including discussion of the varieties of capitalism thesis the divergence convergence debate with its models of bipolarization clustering and hybridization and elements of historical and political economic path dependency in various cultures The information gathered here furthers understanding of the increasing disconnect between the prevailing institutional framework for employment relations and the sweeping changes that are taking place in the world of work With this book s analysis practitioners and policymakers will be able to overcome their dated assumptions and more effectively accommodate each others interests in the face of the complex mix of continuity and change that they are confronting The team of authors are experts in these countries They are active in policy or legal analysis business and or scholarship      Precarious Work, Women, and the New Economy Judy Fudge,Rosemary Owens,2006-04-26 Globalisation the shift from manufacturing to services as a source of employment and the spread of information based systems and technologies have given birth to a new economy which emphasises flexibility in the labour market and in employment relations These changes have led to the erosion of the standard industrial employment relationship and an increase in precarious work work which is poorly paid and insecure Women perform a disproportionate amount of precarious work This collection of original essays by leading scholars on labour law and women s work explores the relationship between precarious work and gender and evaluates the extent to which the growth and spread of precarious work challenges traditional norms of labour law and conventional forms of legal regulation The book provides a comparative perspective by furnishing case studies from Australia Canada the Netherlands Quebec Sweden the UK and the US as well as the international and supranational context through essays that focus on the IMF the ILO and the EU Common themes and concepts thread throughout the essays which grapple with the legal and public

policy challenges posed by women's precarious work      *Job Creation and Labour Law: Vol. 6: From Protection Towards Pro-Action* Marco Biagi, 2000-11-08 Papers presented at the annual conference of the International Club Meeting of Labour Law Periodicals held at the University of Modena April 28-29 2000      Rethinking Workplace Regulation Katherine V.W. Stone, Harry Arthurs, 2013-02-14 During the middle third of the 20th century workers in most industrialized countries secured a substantial measure of job security whether through legislation contract or social practice This standard employment contract as it was known became the foundation of an impressive array of rights and entitlements including social insurance and pensions protection against unsociable working conditions and the right to bargain collectively Recent changes in technology and the global economy however have dramatically eroded this traditional form of employment Employers now value flexibility over stability and increasingly hire employees for short term or temporary work Many countries have also repealed labor laws relaxed employee protections and reduced state provided benefits As the old system of worker protection declines how can labor regulation be improved to protect workers In *Rethinking Workplace Regulation* nineteen leading scholars from ten countries and half a dozen disciplines present a sweeping tour of the latest policy experiments across the world that attempt to balance worker security and the new flexible employment paradigm Edited by noted socio legal scholars Katherine V W Stone and Harry Arthurs *Rethinking Workplace Regulation* presents case studies on new forms of dispute resolution job training programs social insurance and collective representation that could serve as policy models in the contemporary industrialized world The volume leads with an intriguing set of essays on legal attempts to update the employment contract For example Bruno Caruso reports on efforts in the European Union to constitutionalize employment and other contracts to better preserve protective principles for workers and to extend their legal impact The volume then turns to the field of labor relations where promising regulatory strategies have emerged Sociologist Jelle Visser offers a fresh assessment of the Dutch version of the flexicurity model which attempts to balance the rise in nonstandard employment with improved social protection by indexing the minimum wage and strengthening rights of access to health insurance pensions and training Sociologist Ida Regalia provides an engaging account of experimental local and regional pacts in Italy and France that allow several employers to share temporary workers thereby providing workers job security within the group rather than with an individual firm The volume also illustrates the power of governments to influence labor market institutions Legal scholars John Howe and Michael Rawling discuss Australia's innovative legislation on supply chains that holds companies at the top of the supply chain responsible for employment law violations of their subcontractors Contributors also analyze ways in which more general social policy is being renegotiated in light of the changing nature of work Kendra Strauss a geographer offers a wide ranging comparative analysis of pension systems and calls for a new model that offers flexible pensions for flexible workers With its ambitious scope and broad inquiry *Rethinking Workplace Regulation* illustrates the diverse innovations countries have developed to confront the policy challenges created by the changing nature

of work The experiments evaluated in this volume will provide inspiration and instruction for policymakers and advocates seeking to improve worker s lives in this latest era of global capitalism

**Law, Corporate Governance and Partnerships at Work** Richard Mitchell,Anthony O'Donnell,Shelley Marshall,Ian Ramsay,Meredith Jones,2016-04-22 This book examines how businesses manage their labour systems and particularly how they manage the complex interaction of factors which give rise to instances of partnership style relations between businesses and their employees The book draws from the literature concerning Varieties of Capitalism VoC and the different institutional and regulatory designs inherent in different types of political economy The book is informed by a new and extensive set of empirical data from Australia that examines the activities of national and multinational business corporations their outlooks and relationships with stakeholders and relates these to new and evolving theoretical frameworks based in political economy and law The book places the Australian regulatory model within this international debate and assesses the extent to which the system does or does not fit into the general categorisation created in the VoC literature

*The Price of Prosperity* Richard Taylor,Peter Saunders,2002 While our leaders celebrate Australia s economic miracle unemployment particularly long term unemployment has become a permanent feature of Australia s economic landscape Its unacceptably high level has proved remarkably resistant in the face of sustained economic growth and increased prosperity The adverse economic and social consequences of high unemployment are likely to leave long term scars on those affected as well as on local communities and the entire fabric of Australian society Yet these effects rarely feature on the policy agenda and the costs of unemployment remain largely invisible

**Inequality Around the World** R. Freeman,2016-04-30 One of the most troubling developments of the past two decades has been the dramatic rise in inequality among nations and within nations This book examines the nature of this development in a variety of countries and contexts China Russia Australia Latin America Italy where the rise of inequality has not been studied as intensively as the US or UK It also presents analyses of some potential causes and consequences of the rise in inequality

**The Changing Distribution of Earnings in OECD Countries** A B Atkinson,2008-05-01 This book is about how much people earn and why the distribution of earnings has been changing over time The gap between the top and bottom in the United States has widened significantly since 1980 Why has this happened Is it due to new technologies What is the role of globalisation Are there historical precedents The book begins with the race between technology and education and shows that continuing technical progress does not necessarily imply a continuing rise in dispersion It then examines the experience of 20 OECD countries over the twentieth century material presented in the form of 20 country case studies The book breaks new ground in assembling data on the distribution of individual earnings covering much of the twentieth century and drawing on a variety of under exploited sources The findings overturn a number of widely held beliefs It is not the earnings of the low paid that have been most affected by the recent changes widening is largely due to what is happening at the top The recent rise in earnings dispersion is not unprecedented but should be seen as part of a longer run history of

successive compression and expansion of earnings differences      The Ends and Means of Welfare Peter Saunders, 2002-08-13 This book first published in 2002 explores the relation between economic liberalism and social policy in Australia      **Judging Democracy** Haig Patapan, 2000-08-31 The High Court is taking an increasingly important role in shaping the contours of democracy in Australia In deciding fundamental democratic questions does the Court pursue a consistent and overarching democratic vision Or are its decisions essentially constrained by institutional and practical limitations Judging Democracy first published in 2000 addresses this question by examining the Court's recent decisions on human rights citizenship native title and separation of powers It represents the first major political and legal examination of the Court's new jurisprudence and the way it is influencing democracy and the institutions of governance in Australia A foreword to the book has been written by the former Chief Justice of the High Court Sir Anthony Mason      **What Workers Say** Richard Barry Freeman, Peter F. Boxall, Peter Haynes, 2007 Bringing together research in the US Canada the UK Ireland Australia and New Zealand this text answers a series of key questions such as What opportunities do employees in Anglo American workplaces have to voice their concerns and what do they seek      **What Workers Say** Richard B. Freeman, Peter Boxall, Peter Haynes, 2018-09-05 This book brings together research in the United States Canada the United Kingdom Ireland Australia and New Zealand to answer a series of key questions What opportunities do employees in Anglo American workplaces have to voice their concerns and what do they seek To what extent and in what contexts do workers want greater union representation How do workers feel about employer initiated channels of influence What styles of engagement do they want with employers What institutional models are more successful in giving workers the voice they seek at workplaces What can unions employers and public policy makers learn from these studies of representation and influence The research is based largely on surveys that were conducted as a follow up to the influential Worker Representation and Participation Survey WRPS reported in What Workers Want coauthored by Richard B Freeman and Joel Rogers in 1999 and updated in 2006 Taken together these studies authoritatively outline workers attitudes toward and opportunities for representation and influence in the Anglo American workplace They also enhance industrial relations theory and suggest strategies for unions employers and public policy      **Systems of Production** Brendan Burchell, Simon Deakin, Jonathan Michie, Jill Rubery, 2005-08-19 An impressive array of expert contributors come together to provide a study of issues such as labour market regulation and wages that have arisen from the fact that people have come to accept longer working hours as a way of life      The Cambridge Handbook of Social Sciences in Australia Ian McAllister, Steve Dowrick, Riaz Hassan, 2003-08-07 First published in 2003 The Cambridge Handbook of Social Sciences in Australia is a high quality reference on significant research in Australian social sciences The book is divided into three main sections covering the central areas of the social sciences economics political science and sociology Each section examines the significant research in the field placing it within the context of broader debates about the nature of the social sciences and the ways in which institutional changes

have shaped how they are defined taught and researched

### **Globalization and the New Politics of Embedded**

**Liberalism** Jude C. Hays, 2009 As the world economy slides into the worst recession since the 1930s there is fear that hard times will ignite a backlash against free trade policies and globalization more generally This book explores the political and economic institutional foundations of the bargain of embedded liberalism and the ways domestic institutions shape how governments redistribute the risks and benefits of economic globalization The author identifies the Anglo American democracies because of their majoritarian polities combined with decentralized competitive economies as uniquely vulnerable to the contemporary challenges of globalization and the most susceptible to a backlash against it

**The New Province for Law and Order** Stuart Macintyre, Joseph Ezra Isaac, 2004-09-21 This 2004 book records analyses and celebrates the centenary of the Australian federal industrial system



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