

EDUCATIONAL FORUM

NEW ZEALAND INDUSTRIAL RELATIONS SOCIETY ANNUAL REPORT 1977-78

In presenting the fifth annual report of the New Zealand Industrial Relations Society, I have to record yet another year of intensified industrial conflict and record unemployment figures. Aspects of industrial relations have seldom been out of the headlines, and growing public concern has been reflected in our increased membership figures and increased attendances at our meetings. Membership of the Society rose during the year from 145 to 206; 56 members are resident in Wellington where a separate branch was established early in 1977.

The annual general meeting in August 1977 elected a committee consisting of Bert Roth (president), Lee Baldock and Peter Carroll (vice-presidents), Bill McNally (secretary), Jan May (treasurer), John Deeks and Margaret Wilson (joint editors), and Peter Jenkins, Richard Randerson and Adrian Webster. Richard Randerson, a foundation member of our Society, left for Wellington in March of this year, and the committee co-opted Ken Tuxford to take his place.

The committee met eight times during the year, and promoted a range of activities within the context of our objectives, i.e., "To organise and foster discussion, research, education and publication within the field of industrial relations and related fields." Six general meetings were held in Auckland during the year, first at the Royal International Hotel and later at the DB Tavern:

- 28-11-1977 Panel discussion on "Redundancy Provisions — Now and for the Future."
- 13- 3-1978 Jim Rowe on "Industrial Relations in a Plural Society."
- 24- 4-1978 Sir Frank Holmes on "Working Together for New Zealand's Development."
- 29- 5-1978 Sol Levine on "Industrial Relations in Postwar Japan."
- 26- 6-1978 Bill Hodge on "What We Need

to Know about Industrial Legislation."

- 28- 8-1978 Jim Knox on "Industrial Relations Overseas and their Impact on New Zealand."

As this is election year, we also planned a session where representatives of the four main parties would present their industrial relations policies, but unfortunately it has proved impossible so far to find a date which would suit everybody.

John Deeks, who had been associated with our journal, the **New Zealand Journal of Industrial Relations**, since its first issue in May 1976, took over sole editorship during the year. We continued publication at four-monthly intervals but, thanks to a grant from the J. R. McKenzie Trust Fund, we were able to increase the size of each issue from 36 to 44 and now 48 pages. Our thanks are due to John and to the contributors for the high standard achieved. Apart from members of the Society, who receive the journal as part of their annual membership fee, we also have a growing subscription list — some 85 at present — of individuals and institutions in New Zealand and overseas.

Our Wellington Branch has flourished during the year, but our hopes of establishing a further branch in Christchurch are still only hopes. Representatives from Wellington will attend the annual meeting and report on their activities. From earlier discussions with Wellington Branch officials it appears that the time is ripe for a change in our constitution and the establishment of a separate Auckland Branch, with a national executive representing all branches. This is something the incoming committee will have to consider.

Our finances are in a satisfactory state, but they allow only a limited range of activities. We would like to expand greatly the work of the Society by, for instance, preparing and distributing educational pamphlets, and conducting seminars and other training courses with invited overseas speakers. There is a real need for the employment of secretarial staff to service

members and manage the business side of the journal, but this requires greatly increased funds which could not be raised from membership subscriptions alone. The committee has explored possible sources of financial support, and we have applied for a substantial grant to the recently established Industrial Relations Foundation.

As I will not be standing for re-election this year, I would like to take this opportunity to thank members of the Society, and particularly of the committee, for their support and their contribution to our success. Despite at times widely differing views, there is a great array of talent among us, and we can claim that through our journal and our meetings we have contributed significantly to a better understanding of what is perhaps the most important problem facing New Zealand.

BERT ROTH, President

WELLINGTON NEWS: WELLINGTON BRANCH, INDUSTRIAL RELATIONS SOCIETY OF NEW ZEALAND

The annual general meeting of the Wellington branch was held on 14 September and attended by about 25 members. The past year was a successful one for the branch with membership growing and a full and varied programme of meetings being offered. Among the meetings were an address by Dr Bjorn Gustavsen on "Norway — the Changing Work Environment," a talk by Solomon Levine of the University of Wisconsin on "Industrial Relations in Japan," a workshop session with Sir Frank Holmes and members of the Planning Council secretariat on the Council's paper "Working Together" and an election policies forum with Mr Aussie Malcolm (National), Mr Arthur Faulkner (Labour), Mr Les Hunter (Social Credit) and Mr Neil Williams (Values). It was hoped that this last meeting would give the parties a chance to outline and talk over their industrial relations policies before the election campaign got into full gear. Unfortunately most of the parties did not have an industrial relations policy by the date of the meeting (31 August). Despite this deficiency, members of the branch were able to make some input into the proceedings.

Branch officers elected at the AGM were as follows: President, Mr Don Aimer; Immediate Past President, Mr Brian Stephenson; Vice President, Mr Don Turkington;

Secretary, Mr Richard Rudman; Committee, Mr Gordon Anderson, Rev. Bruce Gilbert, Sir Alan Low, Ms Mary Sinclair, Mr Geoff Turner, Mr Richard Tweedie.

Present membership of the branch stands at 56 but, if the committee has anything to do with it, will not remain at this figure for very long. A membership drive is under way and great things are expected.

UNION EDUCATION

The Eighth Residential Seminar for Trade Union Leaders was held at Burnham Lodge, Trentham on 18-21 July. This annual event, conducted by the Industrial Relations Centre and the Department of University Extension of Victoria University in association with the NZFOL and the CSSO, attracted 37 participants from a wide variety of unions. Among topics covered were current economic policy and employment, trade unions and ballots, accident compensation, the arbitration court, taxation, and trade unions in socialist countries. Speakers included Rob Campbell (Combined Union Services), Gary Evans (solicitor), Peter Harris (PSA), Rod Trott (NZFOL), Graeme Thompson and Sir Frank Holmes (NZ Planning Council), Brian Easton (University of Canterbury), Judy Reid (labour lawyer), Roy Caldwell (Accident Compensation Commission) and representatives of Government Departments. All indications are that this was yet another very successful Burnham Lodge Seminar.

Also held at this venue were two Trade Union Training Board-sponsored seminars. A four day trade union organisers seminar was held on 8-11 August and had an attendance of 28. A somewhat smaller number gathered for a trade union educators seminar which ran from 28 August to 1 September. Again, these seminars appeared to be very worthwhile.

VISIT OF MONROE BERKOWITZ

Professor Monroe Berkowitz of Rutgers University, New Jersey, is currently a visiting professor at the Industrial Relations Centre, Victoria University. He is professor of economics and director of the Disability and Health Economics Research Section of the Bureau of Economic Research at Rutgers. His research and publications on the economics of industrial accidents and personal injury have extended over the last quarter-century. He has also published

extensively on labour and industrial relations and is an active labour arbitrator. At the Industrial Relations Centre he is making a six-month study of the direct and indirect costs of industrial accidents in New Zealand. This involves work with, among others, the Accident Compensation Commission.

DON TURKINGTON

**ANZAAS 49TH CONGRESS, AUCKLAND,
22-26 JANUARY, 1979**

**Provisional programme for Section 28:
Industrial Relations**

(Chairman: Dr N. R. Marsh, Department of Management Studies, University of Auckland tel. 792-300).

**MONDAY, 22 JANUARY and TUESDAY,
23 JANUARY**

Organisation Studies: Convenor: Mr R. McClellan, Department of Business Administration, Victoria University of Wellington.

TUESDAY, 23 JANUARY

Future Perspectives on Industrial Relations (Intersectional with 13, Agriculture and Forestry).

Convenor: Margaret Wilson, Law Faculty, University of Auckland. **Chairperson:** Bert Roth, Deputy Librarian, University of Auckland.

9 a.m. - 10.30 a.m.

Future of Industrial Relations in the New Zealand Freezing Industry: Don J. Turkington, Industrial Relations Centre, Victoria University; Panel: J. G. Pryde, Agricultural Economics Research Unit, Lincoln College; M. B. Wilyams, Industrial Manager, Waitaki N.Z. Refrigerating Ltd, M. Kitchin.

11 a.m. - 12 p.m.

Workshops for Discussion.

12.00 - 12.30 p.m.

Reports from Workshops.

12.30 p.m. - 1.30 p.m.

Lunch.

1.30 p.m. - 3 p.m.

Can Deference Survive? Future Perspectives on Industrial Relations in the Agriculture and Forestry Industries.

Howard Gill, Department of Business Studies, North Brisbane College of Advanced Education. Panel: Representative from New Zealand Farm Workers Association, Representative from Federated Farmers.

3.30 p.m. - 4.30 p.m.

Workshops for Discussion.

4.30 p.m. - 5 p.m.

Reports from Workshops.

WEDNESDAY, 24 JANUARY

Issues in Industrial Relations

(Intersectional with 27, Sociology)

Convenor: John Deeks, Senior Lecturer in Industrial Relations, Department of Management Studies, University of Auckland.

9.00 a.m. - 9.45 a.m.

Environmental determinants of industrial relations: a case study of the Open Cut Black Coal Mining Industry of North Central Queensland. K. W. Hince, Melbourne University.

9.45 a.m. - 10.30 a.m.

Researching Australian Shop Stewards: some pointers from a comparative study. V. G. Taylor, University of Newcastle, New South Wales.

11.00 a.m. - 11.45 a.m.

Constraints on White-Collar Union Bargaining. H. Richards, Queensland University.

11.45 a.m. - 12.30 p.m.

Industrial Struggle: New Directions in Industrial Relations Research. S. J. Frenkel and A. Coolican, University of New South Wales.

1.30 p.m. - 2.15 p.m.

A Decision-Making Approach to Trade Union Democracy. E. Davis, La Trobe University.

2.15 p.m. - 3.00 p.m.

Bringing about industrial democracy within the Public Service: A radical South Australian response. P. Bentley, South Australia Department of Labour and Industry, Adelaide.

3.30 p.m. - 4.15 p.m.

Worker participation — meanings and directions for New Zealand. K. P. Butterworth, Department of Labour, Wellington.

4.15 p.m. - 5.30 p.m.

The development of labour market information for employment and training policies: an empirical investigation in a New Zealand setting. A. Williams and R. W. Smith, Massey University.

25-26 JANUARY

The Multi-Cultural Workforce

(Intersectional with Section 27, Sociology). Sponsored by the Vocational Training Council of New Zealand.

Convenor: N. R. Marsh, Lecturer in Organisation Behaviour, Department of Management Studies, University of Auckland.

THURSDAY, 25 JANUARY
"Analytical Perspectives"

- DR A. N. NEDD, Department of Organisational Analysis, University of Alberta. "The Cross-Cultural Study of Behaviour in Organisations — the significance of recent research findings."
- J. WEISS, Research Division, Department of Labour. "The New Zealand Multi-Cultural Workforce."
- DR SINGH, Department of Economics, University of Alberta. "Economic Modelling of the Impacts of an Immigrant Workforce."
- M. QUINLAN, Department of Industrial Relations, University of Sydney. "Immigrants and Industrial Conflict."
- DR G. O'BRIAN, Department of Psychology, Flinders University of South Australia. "The Effect of Job Attributes on Job Satisfaction and Control Orientations of Australian Employers."
- R. CASTLE, R. & J. HAGAN, Department of Economics, University of Wollongong. "Aboriginal Employment in Rural Areas."
- DR N. MARSH, Department of Management Studies, University of Auckland. "The Cross-Cultural Study of Supervisory Style."
- DR R. A. HEDLEY, Department of Sociology, University of Victoria, Canada. "Work, Life and the Pursuit of Happiness — A Study of Australian Industrial Workers."
- DR C. McPHERSON, Department of Sociology, University of Auckland. "Ethnic Boundaries in the Workforce."
- D. STORER, Centre for Urban Research and Action, Australia. "Industrial Health and the Migrant Worker."
- P. BERWICK, Department of Anthropology, University of California. "The Effectiveness of Special Government Educational Programmes on the Ethnic Boundaries of the Maori of New Zealand."
- DR T. DOUGLAS, Department of Sociology, University of Waikato, and DR J. OLDER, Department of Medicine, University of Otago. "The Maori Graduate in New Zealand."
- C. HAWLEY, Auckland Technical Institute. "Industrial Language Training; the Potential for Development in the New Zealand Context."
- J. GRIFFITHS, Trade Union Training Authority (Australia). "The Education of Union Officials in Dealing with Migrant Members: Results of a TUTA Experiment."
- P. ROBSON, Ethnic Affairs Commission, New South Wales. "A Comparative Study of Management Practice with a Multi-Cultural Workforce in Four Australian Companies."
- J. TAMAHORI, Todd Motors, Wellington. "Cross-Cultural Study of Absenteeism and Labour Turnover."
- W. F. McDONALD, Polynesian Advisory Officer, Vocational Training Council, Auckland. "The Implications of Affirmative Action Employment Policies in New Zealand."

Note: The Programme will be extended over another day due to high interest expressed in the topic.

Brochures and registration forms are available from:—

THE ORGANISING SECRETARY,
49th ANZAAS Congress,
University of Auckland,
Private Bag,
AUCKLAND.

or, in Australia, from **Trans-Australia Airlines.**

FRIDAY, 26 JANUARY
"Applied Perspectives"

- R. CALLUS, Department of Industrial Relations, University of Sydney. "Employer Policies for the Management of a Multi-Cultural Workforce: A Critical Examination."