



**THE ASSOCIATION OF INDUSTRIAL RELATIONS
ACADEMICS OF AUSTRALIA AND
NEW ZEALAND**

ABN 35 356 856 978

Presidents Message

2011 has turned out to be a little busier than I had anticipated when I accepted the nomination for President in Auckland. So far this year, along with other executive members, I have been somewhat occupied with the ERA review process. This included, among other things, submitting a tender to be an ERA ranking review organisation and making representations to government, including the Minister for Science and Innovation and to the ARC, about the ERA 2010 rankings and the shape of future iterations of ERA.

The AIRAANZ survey of members proved invaluable in this exercise and I'd like to thank members who responded to the questionnaire and to the Executive members who spent so long analysing and writing the results up (particularly Suzanne Young and David Peetz.

The AIRAANZ survey results left us troubled by the evidence of misuse of journal rankings across campuses. Members reported negative effects on career development, promotion prospects and internal funding opportunities. Other professional bodies reported similar experiences in their disciplines.

As you all know by now, the ARC has dropped the ERA 2010 ranking system. (see link here to Media Release: <http://www.airaanz.org/>). My view is that this was at least in part a signal that Minister Carr and the ARC recognised that the ERA rankings were being used in (perhaps) unintended ways. AIRAANZ members know that research in our field is vital to productivity, workplace innovation and to employee voice at work.

I very much hope that the ERA 2010 ranking system is not replaced by something as bad, or worse for our area of scholarship. I will be arguing, on behalf of AIRAANZ, for the development of broader indicators of research quality and, of course, impact.

Can I encourage you all to investigate your financial status to help us keep on with this and other work throughout the year.

Thanks again to all of the Executive members who assisted in all of the efforts toward ERA. I think we can be proud of the work we have done.

I hope to see you all in February.

Rae Cooper

Message from the Treasurer:

Your annual subscription invoice will be sent to you shortly. Please complete and keep your membership up-to-date. If you do not receive this please go to our web site and apply.

AIRAANZ ERA Report presented at AIRAANZ Annual Conference Auckland February 2011

Available at <http://www.airaanz.org/>

Executive Summary

The study of the employee-employer relationship through industrial relations or employment relations (IR/ER) has been a field of research for over a century, part of university courses since the 1920s in the US, the 1930s in the UK and the 1950s in Australia. This paper analyses the impact of the 2010 journal rankings system introduced as part of the Excellence in Research in Australia (ERA) initiative, on the field of IR/ER.

The value of IR/ER lies in integrating micro and macro analysis, acknowledging power and competing goals and accepting fairness as an important criterion of analysis. The continuing study of IR/ER is of great significance for the wellbeing of Australian society, as wellbeing at or through work is a central element of overall wellbeing.

The Australian Bureau of Statistics locates the IR field of research (FOR) at a six digit code that represents a sub-category of the four-digit 'management' code, but this location does not

accurately depict the nature of IR/ER research. Its multidisciplinary character means it no more belongs as a sub-field of 'management' than it does of 'sociology', 'law', 'economics' or 'public policy'. The public policy implications of much IR/ER research are quite distinct from the firm-focused implications of the other 'management' fields of research, with which it is sometimes in conflict.

Several journals that had been ranked highly by AIRAANZ, and likewise ranked highly in the draft rankings issued by the ARC in 2008, were downgraded in the final 2010 rankings. Three of the four journals, ranked by AIRAANZ and in the draft ERA rankings as A*, were downgraded – in one case to B. No Australian IR/ER journals are in the A* ranking.

This paper reports on results of an online survey of 101 present and past members of the AIRAANZ in November and December 2010. Some questions were targeted at respondents who had occupied decision-making positions within the previous three years. This report was prepared by Associate Professor Suzanne Young and Magalie Marais with Professor David Peetz.

Five sixths of respondents with recent decision-making experience agreed that journal rankings had displaced other criteria in the decision-making processes within their university. Particular emphasis was placed on impacts on promotion decisions, internal grant and research fund allocations and recruitment practices. A number of decision makers identified negative impacts in open-ended questions, particularly in relation to the role of applied research in the community, the balance of criteria in performance assessment and the inadequate recognition of other forms of quality research such as books and chapters.

A significant proportion of respondents (36 per cent) said that by focusing on IR/ER they had been disadvantaged in obtaining top tier publications; only 3 per cent said working in IR/ER was an advantage in this respect. A very large majority – 61 per cent – of respondents indicated that the impact of ERA rankings on the IR/ER field would be negative. Only 8 per cent said it would be positive. This in turn flowed through to the attractiveness of IR/ER for students: 37 per cent saw a negative impact, compared to 7 per cent seeing a positive impact. Analysis showed that the negative impact of ERA journal rankings on the IR/ER field was closely related to the disadvantage respondents felt in achieving top tier publications from being in the IR/ER field. Many respondents considered that too few relevant journals have been ranked A, and especially A*, in the field of IR/ER including in Australia.

Due to the ERA exercise, most respondents plan to change the journals to which they submit articles, by implication moving away from C journals. Indeed, 71 per cent plan to increase their submission focus on overseas journals at the expense of Australian journals. Almost half plan to increase their relative use of more generalist management or human resource management journals, which in turn implies a change in the focus of their research, as such journals tend to have less of an interest in public policy issues.

There were strong perceptions of a negative impact of ERA journal rankings on careers: 48% evaluated it negatively while only 17% of the respondents gave a positive assessment. The negative career impact was strongly related to the impact that ERA had in downgrading the rating of IR/ER journals, in particular the resultant difficulty in obtaining publication in A or A* journals. Underlying this problem was the downgrading of the IR/ER field through the ERA process. Those who saw a negative impact of journal rankings on the IR/ER field were three times as likely as anyone else to see a negative impact on their career, and only one eighth as likely as others to see a positive impact on their career. Because most IR/ER academics felt that the impact of ERA journal rankings on the IR/ER field would be negative, the largest number also believed that the impact on their career would be negative.

IR/ER academics therefore expect negative effects on internal evaluation at work, allocation of internal and external grants and research funds, achieving promotion and obtaining a position in another university.

The data suggest that the ERA journal rankings will disadvantage B-ranked (much of the top half of) Australian journals and be highly threatening to C-ranked Australian journals. Indeed, if academics follow the incentive structures put in place by their universities (as the data indicate they are doing), then it is difficult to see some of these journals surviving.

A corollary of the possible closure of these Australian-based outlets is the disappearance of much Australian-based policy-relevant and applied research into employment and industrial relations.

Overall, the evidence indicates that the ERA journal ranking system is strongly and negatively affecting the IR/ER field and could lead to the diminution of the number of Australian journals and researchers, and the amount of Australia As Kaufman argues, 'real-life capitalism cannot survive without it'.

AIRAANZ Annual Conference

AIRAANZ 2012: 'RE-ORGANISING WORK'

8-10 February, 2012

Conference Venue: Grand Chancellor Hotel, Surfers Paradise, Gold Coast, Queensland, Australia

As you finalise your marking, remember the next task: preparing a paper for AIRAANZ 2012 (Gold Coast, Qld).

Key dates and streams offered so far are below.

In addition to the 'streams', papers on all aspects of work and employment relations are welcome. Refereed papers are due by **15 September**.

What do we mean when we say the theme is Re-Organising Work? Some aim to re-organise work by revising how they supervise work within the enterprise. Some even aim to individualise. Others see this as polarising and instead aim to collectivise, perhaps even to democratise. Some say work is being hybridised, even as the post-industrialised workforce is increasingly feminised it is marginalised, perhaps through being privatised, and so re-organised really means disorganised. For others the term means mobilised, sometimes as unions professionalise. They argue over whether to organise is to institutionalise or to humanise. Do our laws seek to compartmentalise, should they aim to harmonise? Our aim is not to agonise over the limits of the term re-organise, because we recognise that all around us work is being re-organised. And we realise that's what you want to talk about.

Key submission dates:

15 August 2011: Submissions open for refereed and non-refereed papers (3,000 – 5,000 words) and for abstracts (200 words) (it is possible to have your paper refereed, but not published in the proceedings)

15 September 2011: Submission deadline for refereed papers

1 December 2011: Final deadline for re-submission of refereed papers, and for abstracts and non-refereed papers

Streams offered to date:

Labour in the Global Economy

Bob Russell (bob.russell@griffith.edu.au)

Work, Labour and Employment in South Asia

Samanthi Gunawardana (s.gunawardana@griffith.edu.au)

The Challenge of Climate Change for Work and Labour

Carla Lipsig-Mumme /Suzanne Young (carlalm@yorku.ca)

Metaphor, Symbol and Legend in Industrial Relations

Maree Boyle/Amanda Roan (m.boyle@griffith.edu.au, a.roan@uq.edu.au)

Governance and Social Responsibility: Implications for Labour

Suzanne Young (s.h.young@latrobe.edu.au)

Age and Work

Kate Shacklock (k.shacklock@griffith.edu.au)

Working in the Cultural and Creative Sectors

Scott Fitzgerald/ Al Rainnie (scott.fitzgerald@gsb.curtin.edu.au)

Collaboration, Cooperation or Conflict in 21st Century Industrial Relations

Keith Townsend/ John Burgess: (k.townsend@griffith.edu.au)

Labour History

Cathy Brigden/ Lucy Taksa: (lucy.taksa@mq.edu.au, cathy.brigden@rmit.edu.au)

There will be events for postgraduate students, and scholarships are available for Australian and New Zealand research students. Further streams are welcome; please contact the conference convenor, Janis Bailey, if you are interested in organising one.

Conference manager (registrations etc): Candice Sferco, All Occasions Management, candice@aomevents.com

Enquiries regarding papers: Dr Teresa Marchant, Griffith University, t.marchant@griffith.edu.au

Conference committee: Janis Bailey, Griffith University, j.bailey@griffith.edu.au; and David Peetz, Kaye Broadbent and Teresa Marchant (Griffith); Robin Price (QUT); Kerry Brown (Southern Cross University)

Labor and Employment Relations Association, Annual Meeting, Chicago 5-8 January 2012

Call for proposals for International Section.

Professor Mark Stuart (University of Leeds, England) Professor Greg Bamber (Monash University, Australia) ms@lubs.leeds.ac.uk, GregBamber@Gmail.Com

Proposals are invited for panel workshops for the International Section meeting of the 2012 LERA annual conference. The 2012 conference is titled, 'Employment relations and workplace representation in the recovering economy',

see: <http://www.leraweb.org/participate/communities/events/lera-64th-annual-meeting>

The international section meeting will take place on the **5th January 2012**. Panels will typically last for 1.5 hours and will have 3-4 speakers and possibly a discussant. We are looking for coherent proposals that investigate a topic from an international and/or comparative perspective. In keeping with the focus of the main conference, topics of interest include: new union strategies; new forms of representation; work and conditions in the recovering economy; state adjustment responses; employees' experiences of recovery; theorising the great recession and recovery in comparative perspective. Proposals on other topics will be considered.

Proposals should include a brief overview of the subject and a complete list of speakers, with titles of papers and affiliation details. Proposals should be sent by **30th June 2011**

Our Work Our Lives 2011 – Dili, Timor-Leste

4th Conference on Women and Industrial Relations (Now International)

1-2 September 2011

Proudly presented by Working Women's Centre Timor-Leste (WWC TL) with the support of the Australian National Network of Working Women's Centres, the University of South Australia and the Queensland University of Technology (QUT)

Join with us to celebrate the opening of an exciting new initiative for working women in Timor-Leste – the Working Women's Centre TL which will be just one highlight of this conference.

Australia and Timor-Leste have many connections. Timor-Leste is a beautiful country with a strong history of powerful women. With a climate similar to Darwin in the NT you won't want to miss this conference or the chance to join with women in Timor-Leste for this event.

This is your opportunity to contribute to women working to improve their employment conditions and their lives by building a strong and hopeful country where women's workplace rights are recognised and affirmed through good laws and decent practice.

In keeping with the aims and aspirations of the newest Working Women's Centre, the conference themes focus on:

- Women in precarious or vulnerable work
- Women's access to their rights and entitlements
- Progress towards decent work in the Asia Pacific
- Building sustainable communities through women's workforce participation

If you are interested in giving a paper at the conference please note that abstracts are due by **24 June 2011**. Abstracts should be up to 500 words in length and should be sent directly to Sara.Charlesworth@unisa.edu.au and/or p.mcdonald@qut.edu.au Please indicate under what theme your paper falls.

Papers are due by 5 August 2011.

More information about the conference (including registration costs and accommodation options) will be released shortly.

For all Conference enquiries: wwctl.dili@yahoo.com

For more information about abstracts and papers contact:

Sara Charlesworth, Associate Professor/Principal Research Fellow, Centre for Work + Life

University of South Australia, Phone: + 61 8 8302 4197

Email: Sara.Charlesworth@unisa.edu.au

Paula McDonald, Associate Professor/Principal Research Fellow, School of Management,
Queensland University of Technology, Phone: + 61 7 3138 5318,

Email: p.mcdonald@qut.edu.au

International Corporate Governance Conference: Corporate Governance and Value Creation

2011 International Corporate Governance Conference

14-15 December 2011

<http://datasearch2.uts.edu.au/ccg/news-events>

ILERA Regional Congress of the Americas

Brazilian Conference of Labor and Employment Relations: Work in the Americas: Challenges and Opportunities

August 22-25, 2011

São Paulo, Brazil

Pre Congress visits - August 22 (plants nearby São Paulo); Post Congress visits - August 26
(Salvador).

The International Federation of the Scholarly Associations of Management (IFSAM)

World Congress

June 26 to 29 2012

University of Limerick, Ireland

It will include 20 tracks including on Human Resource Management, Employment Relations & Disputes Resolution. Put the dates in your diary. More details to follow.

Call for Contributions

Special Issue: Partnership, Collaboration and Mutual Gains

International Journal of HRM

Adrian Wilkinson, Griffith University>(* corresponding editor), Tony Dundon, NUI Galway, Jimmy Donaghey, University of Warwick, Keith Townsend, Griffith University

Over the last twenty years, the notion of workplace partnership and associated mutual gains/collaboration has resulted in very heated debates regarding employee representation and voice and the extent to which mutual gains are actually realisable (Kochan and Osterman, 1994; Johnstone et al, 2009). More recent debates concern the concept of partnership in the absence of union recognition (Dietz et al, 2005; Johnstone et.al, 2010).

Research over this time has been inconclusive with some studies revealing a range of benefits including stronger workplace organisation (Roche and Geary, 2006); non-union employee representation (NER) structures pointing towards re-calibrated pluralist industrial relations architecture premised on mutual gains (Kaufman and Taras, 2010); union survival (Teague and Donaghey, 2009); informal dialogue and collaborative regime longevity (Rittau and Dundon, 2010); while other evidence points towards work intensification (Marks et al, 1998); job insecurity and limited union effectiveness (Kelly, 2004). More recent research reveals how partnership depends upon various contextual factors including underlying management and union strategies, rationale for partnership, global economic crisis and attendant neo-liberal responses, along with the ways in which mutual collaboration is played out at workplace level (McDonough and Dundon, 2010; Teague and Hann, 2010).

While there has been a steady stream of partnership studies emerging over the last five years (e.g. Danford et.al, 2008; Jenkins, 2007, 2008; Johnstone et al, 2010; Samuel, 2007), several significant issues remain. Recent scholarly and practitioner debates point towards the need to develop and sustain mutual gains processes and practices that lead to employee engagement, organisational effectiveness as well as contributing to job quality. Addressing these issues is the purpose of this special issue proposal.

The call is not prescriptive other than its theme of partnership and mutual gains. Some of the areas that could be addressed include:

- Has partnership facilitated actual collaboration at workplace and/or national level; does partnership increase employee engagement; does partnership improve the employment relations climate; have public policy initiatives to support partnership delivered meaningful outcomes in addition to process inputs, and if so, for whom; how better can partnership be conceptually explained; does the rhetoric of partnership match the reality in terms of the benefits accrued?
- Does partnership deliver mutual gains; what does mutual gains mean in both empirical and conceptual terms to employers, workers and unions; do union and non-union forms of collaboration differ in their processes and outcomes; how are mutual gains evaluated; can public policy aid in the creation of mutual gains; can gains ever truly be mutual?
- Employee engagement is of growing scholarly interest and papers are welcome on a number of related issues: the theoretical validity and currency of employee engagement; what is 'new' about employee engagement; is engagement a mutual gains concept; how does engagement differs from partnership, if at all; what factors promote or inhibit employee engagement; what does employee engagement mean for trade unions; why are governments/State agencies interested in employee engagement; can engagement outcomes be tested (among others).

Papers are to be submitted by **1st December 2011**. Manuscripts should be submitted online using the International Journal of Human Resource Management ScholarOne Manuscripts site (<http://mc.manuscriptcentral.com/rjih>) To submit your manuscript to this special issue choose the title of the special issue from the manuscript type list when you come to submit your paper. Also, when you come to the 'Details and comments' page, answer 'yes' to the question 'Is this manuscript a candidate for a special issue' and insert the title in the text field provided.

The editors of the special issue are happy to discuss initial ideas for articles via e-mail

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Call for Contributions

Institutional Investors and Corporate Responses: Actors, Power and Responses

How Do Institutional Investors Use Their Power to Promote the Sustainability Agenda? How Do Corporations Respond?

Dr Suzanne Young Email: s.h.young@latrobe.edu.au

Professor Stephen Gates, Email: sgates@audencia.com

In many economies, institutional investors such as pension funds hold the largest share of stocks, and as such are the dominant shareholder class. They are increasingly using their power to bring about a change of corporate behaviors. Institutional investors are also seeking additional information from public companies concerning their environmental, social and governance (ESG) practices in order to make their investment decisions. Their agenda includes numerous issues such as:

Environment

- Greenhouse gas emissions
- Energy usage
- Water pollution and usage
- Hazardous materials disposal
- Deforestation, etc.

Social

- Diversity
- Human rights
- Recognition of labor unions
- Health and safety issues
- Employee training, etc.

Governance

- Promotion of practice of independent directors
- Opposition to unwise diversification
- Involvement in takeovers

- Opposition to management protection devices
- Opposition to cash retention and unnecessary investments
- Opposition to excessive management compensation, etc.

Beneficiaries of these shares, namely the general public, may prefer that these funds be invested in a socially responsible way. Emerging from humble beginnings as specialist funds, social responsibility investors (SRI) now claim that they are steadily increasing their percentage of total assets under management in Europe, North America and the Asia-Pacific. Moreover, SRI investors argue that their approach is influencing the investment behavior of the majority of pension funds.

Investors are increasingly employing their shareholder power through various methods of utilizing ESG criteria such as:

- Excluding companies from an investment universe using negative screening criteria (e.g. alcohol, gambling, weapons, etc.)
- Including companies in an investment universe using positive performance on ESG criteria
- Ranking and selecting “Best-in-class” companies for their investment portfolios
- Integrating fully ESG criteria with financial criteria in the investment decision process

This special volume will explore both descriptive and theoretical issues involving growing investor power and how corporations are responding. Among the questions this special volume may consider are:

Institutional investors

1. How much power do investors really have?
2. Where does their power originate from?
3. How have pension funds that include ESG criteria used their power to bring about more socially responsible behavior from public companies?
4. How do investors communicate with company boards?
5. Investors can be divided into several categories by their approach. Which categories are growing fastest and why?
6. Which investors have real power with corporations and why?
7. How effective are investors’ various approaches? Under which conditions do these various approaches succeed?
8. How do SRI rating agencies influence pension funds and investor decisions?

9. How are company ESG reports used by rating agencies, pension funds and investors?
10. What types of ESG risks are communicated by companies?
11. Does communication of ESG risks alter investor behavior?

Corporate responses to institutional investors

1. Do corporate responses to institutional investors vary depending on:
 - a. type of screening approach?
 - b. industry conditions?
 - c. corporate strategies being pursued?
2. Which corporate responses are most effective in satisfying investor concerns?
3. How can SRI investors encourage corporations to take concrete, measurable actions (positive response) and discourage them from taking cosmetic actions intended to enhance their reputation (negative response)?
4. What is the place of reporting in these responses?

All theoretical approaches to investigating the corporate response to institutional investors' increasing power are welcome.

This book will form a volume in the book series titled: Critical Studies on Corporate Responsibility, Governance and Sustainability, published by Emerald.

Information on the book series can be found on the Emerald website:
<http://www.emeraldinsight.com/products/books/series.htm?id=2043-9059>

Timeline

The Volume will be published on late 2012. To this end contributors will need to submit to the Editors an extended Abstract of 600 words by the **end of October 2011**. Contributors will be notified of tentative acceptance after review by the **end of November 2011**. Full chapters will be required by the **end of June 2012**.

New Book: *International & Comparative Employment Relations*

The 5th edition of *International & Comparative Employment Relations: Globalisation & Change*, 2011, is now available: Greg J Bamber, Russell D Lansbury & Nick Wailes (Eds) Allen & Unwin, Sydney (ISBN: 9781742370651)/Sage, London (978-1-84920-723-2). There are online resources and inspection copies available for those who adopt this book for teaching. Royalties from this book are contributing to Cancer Research. There is a discount available for those who place an order within 4 weeks as below:

It is available only in Australia or New Zealand @ AUD\$49.50 incl. free delivery in Australia & NZ; go to: www.allenandunwin.com or Email: academic@allenandunwin.com

For addresses in Asia, Europe or Africa @ £24.79 go to: www.sagepub.co.uk (for a discount quote UK10CF010). In the Americas go to: www.sagepub.com/books/Book234753?

Earlier editions of this book have become the standard reference for a worldwide readership of students, scholars and practitioners in international agencies, governments, companies and unions. In this new edition, comparative analysis examines globalisation, trends and theories across such economies, including an evaluation of varieties of capitalism ideas. Chapters on employment relations in the UK, USA, Canada, Australia, Italy, France, Germany, Japan and South Korea have been fully revised and updated. It also includes new chapters on China, India and Denmark.

Experts examine the context of employment relations in each country: economic, historical, legal, social and political. They outline the roles of the major players: employers, unions and governments. Then follow descriptions of the main processes of employment relations: local and centralised collective bargaining, arbitration and mediation, joint consultation and employee participation. Topical issues are discussed: non-unionised workplaces, novel forms of human resource management, labour law reform, employee involvement, multinational enterprises, networked organisations, differences between Asian and western companies, small and medium-sized enterprises, migrant workers, technological change, labour market flexibility and pay determination.

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Jørgen Steen Madsen, Jesper Due and Søren Kaj Andersen **Employment Relations in Denmark**

Hiromasa Suzuki and Katsuyuki Kubo **Employment Relations in Japan**

Byoung-Hoon Lee **Employment Relations in Korea**

Fang Lee Cooke **Employment Relations in China**

C.S. Venkata Ratnam and Anil Verma **Employment Relations in India.**

Jobs

Jobs at Monash

Professor of Management (Human Resources, Employment and Work) and Director, Australian Centre for Research in Employment and Work (ACREW) Faculty of Business and Economics, see: www.monash.edu.au/jobs/

Professor (or Associate Professor) and Director, Monash MBA

Faculty of Business and Economics, see: <http://www.monash.edu.au/jobs/>

Professor and Dean, Faculty of Business & Economics; see: <http://www.monash.edu.au/jobs/executive-appointments/dean-buseco.html>

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