



The Productivity Obsession

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38 Hour Week



- ACTU 35 Hour week campaign
- MTIA settlement on 38 hour week with trade offs
- ACAC method of application
- QIRC wait longer
- Some speculation as to whether better off or not (e.g. Banks)

1980s disputes

- SEQEB
- Mudginberri
- Dollar Sweets

- Robe River



4% 2nd tier



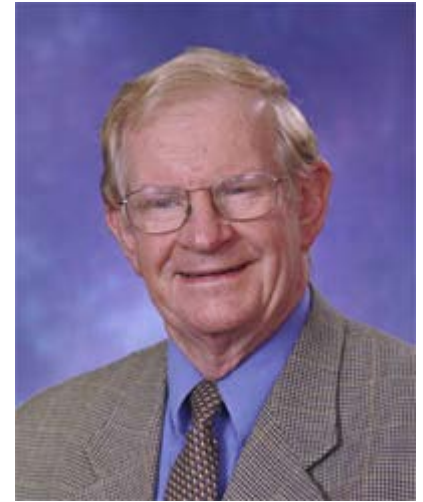
- Restrictive work practices; or
- Hard won conditions of employment?

- Combination of rest pauses
- Start & finish on the job (wash up time)
- EFT & the cunning kick



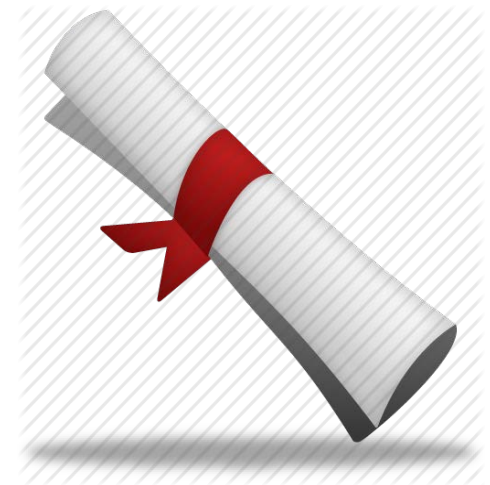
VEAs

- Queensland in the late 1980s
- Forerunner to AWA
- Not much of take up



Structural Efficiency Principle

- 1988 National Wage Case
- Training agenda
- Career paths & skill development
- 4% 2nd tier short term illusory goals
- 1% Training Guarantee Levy



Enterprise Bargaining

- BCA credited with
- ACTU/Keating Government adoption
- “Vomit” NWC

- 1994 amendments EFAs



WRA 1996

- LK & LJ replaced the CA and EFA
- Less rights for unions
- AWAs



AWAs



- Rhetoric of productivity
- Adoption of AWAs:
 - 1. lock unions out of the worksite in which they operate;
 - 2. freeze wages for the duration of the agreement; and/or
 - 3. boost the number of AWAs in currency.

Patricks Dispute

- All in the name of productivity
- Conspiracy Commonwealth, NFF & Patricks
- Regards for the rule of law



WorkChoices

WorkChoices
A new
workplace relations
system

- Finally got control of the Senate
- Removal of NDT
- Destruction of state jurisdictions

- YR@W
- 2nd PM to lose seat



Fair Work Act

- Retention of many aspects of WRA & even WorkChoices
- Attempt at middle ground
- Never going to be accepted as middle ground



Literature on Results

- No or tenuous link IR system and productivity
- No or tenuous link EB and productivity
- No or tenuous link AWAs and productivity

- Do we mean increasing profit by reducing wages?



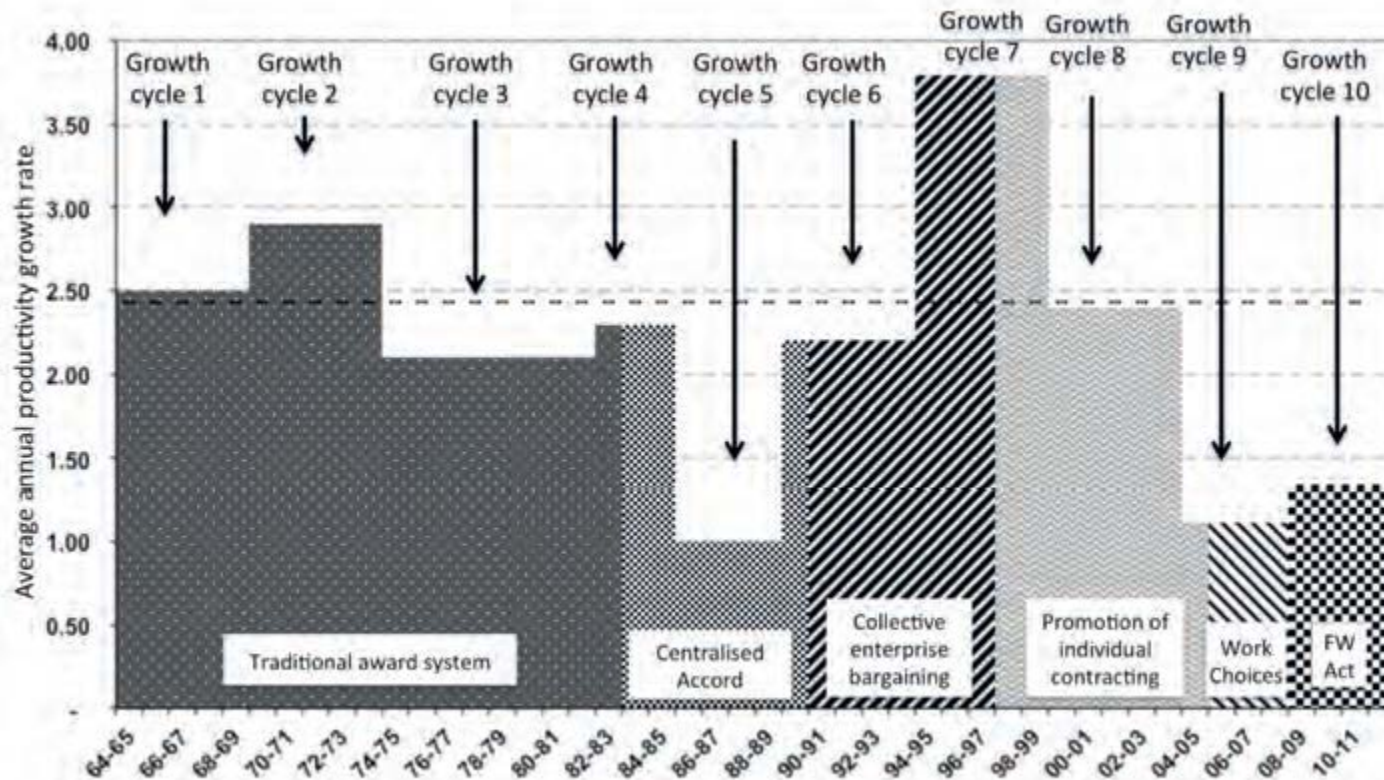
Productivity & EB

- “The supposition that it was due to enterprise bargaining is hard to sustain. Insofar as there was a surge, it seems either to have occurred in the wrong industries or, if it was in the right industries, to have been a continuation of a process that pre-dated enterprise bargaining.”
- Hancock *Enterprise Bargaining and Productivity*



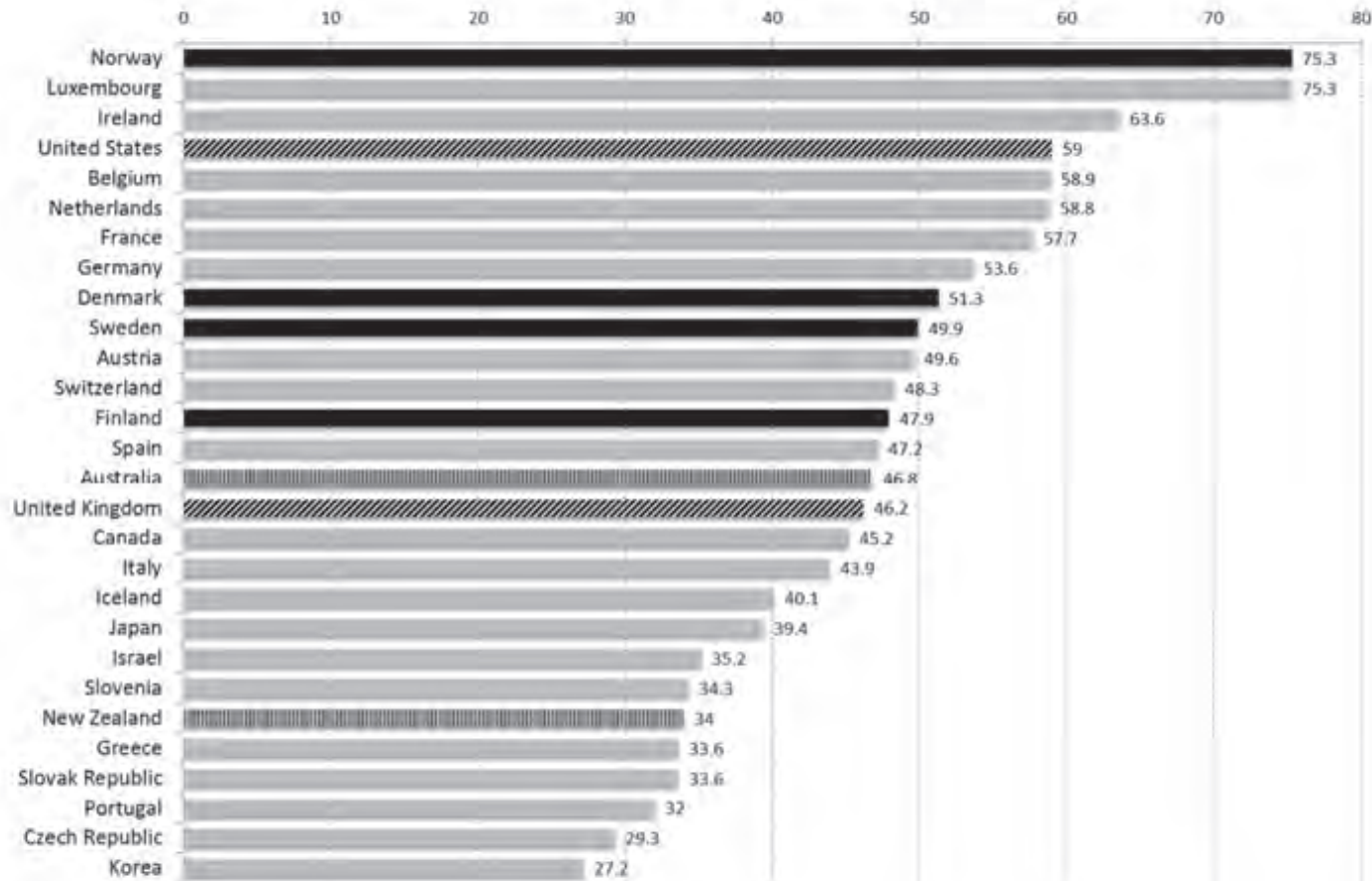
Labour Productivity Growth 1964–65 to 2010–11

(source Peetz 2012:276)



Labour Productivity Levels (USD PPP), 28 OECD countries, 2010

(Source Peetz 2012:280)



Where to from here?

- Rhetoric the same - productivity
- Confusion between bashing unions and productivity growth
- Confusion between cutting wages and productivity growth
- Royal Commission
- Penalty rates?