



## CONFERENCE 2003

# 'REFLECTIONS AND NEW DIRECTIONS'

4-7 FEBRUARY 2003

## INTRODUCTION

This twentieth anniversary conference of the Association of Industrial Relations Academics of Australia and New Zealand brings together papers by academics from nearly all the universities in Australia and New Zealand as well as researchers and teachers from Asia, the United States of America, Canada, Ireland and Britain. A notable feature of these papers is the breadth of topics. Papers at this conference include areas such as governance, unions, human resources management, public sector industrial relations, precarious employment, Asian industrial relations, employee rights, work-life balance, unions, industrial relations theory, and public policy. Clearly, the boundaries of industrial relations scholarship have changed markedly in the two decades since the first AIRAANZ Conference.

As with previous conferences, proceedings are presented in two volumes, though in view of the large number of contributions, we moved from a paper to an electronic format. Volume 1 contains the **Refereed Papers**. The refereeing process adopted was that each paper was subjected to a double blind refereeing process with papers being distributed to a panel of referees in the field of industrial relations and cognate disciplines as appropriate. Volume 2 contains **Unrefereed Papers**. These papers were examined only for consistency with the style guide adopted for this publication.

The organising committee took responsibility for the task of bringing together some 100 papers for this important conference. While this was a large task in itself, the job of formatting the papers and preparing a book of abstracts was formidable. Large and difficult as this job was, it was conducted with good humour and great efficiency by Ing-Fah Lam.

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*AIRAANZ Organising Committee 2003*

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