Appendix 5

Bibliography: Affirmative Action & Industrial Relations

THIS bibliography was developed by Robin Kramar for researchers and practitioners interested in the area of affirmative action and industrial relations.

Affirmative action is a strategy designed to achieve a situation of equal employment opportunity in the workplace and as a consequence, it is expected to result in changes in the structure and composition of employment. In Australia, the development and implementation of affirmative action policies has been prescribed as an industrial relations issue through legislation. Trade unions and the issue of wage determination are therefore important aspects of the area of affirmative action and industrial relations.

This bibliography seeks to act as a guide to recent publications dealing with affirmative action in Australia. The enactment of the Affirmative Action (Equal Employment Opportunity for Women) Act 1986 was a major impetus to publications in this area and as a result the bibliography refers to material published between 1985 and 1990.

This bibliography has been structured around the descriptors used in Plowman and Walker’s 1989 Australian Industrial Relations Thesaurus. The entries are organised into six sections under the headings:

5:1 Discrimination (see, below)

5:2 Affirmative Action and Equal Opportunity (see, page 62)

5:3 Equal Pay (see, page 65)

5:4 Female Employment (see, page 65)

5:5 Maternity Leave (see, page 69), and

5:6 Trade Unions (see, page 70).

The references are included in the sections closest to these identified in publications such as Australian Public Affairs Information Service (APAIN) and the Australian National Bibliography.

The Labour-Management Studies Program would like to acknowledge the invaluable assistance of Christie Breakepeare and David Plowman in the preparation of this bibliography.

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