chapter 2 the changing nature of work and employment 37 learning objectives 37 IR news introduction casual alternative wrongly demonised 45 38 labour-market restructuring 39 work story the decline of permanent full-time work 39 the decline of manufacturing employment the growth of part-time jobs 40 and downsizing 49 the casualisation of the Australian labour force 42 case study hours of work 46 FinanceCo (including issues for debate and downsizing and delayering 48 references) 60 self-employment and outsourcing 51 workforce restructuring and wage inequalities 52 POWERWEB flexibility and the flexible firm 54 numerical flexibility 55 functional flexibility 57 final observations 59 summary 59 discussion questions 60 further reading 62 chapter 3 the state 67 learning objectives 67 IR news introduction 68 the industrial relations power list of 2003 83 role and function of the state 68 work story the state and industrial relations: Burawoy's framework 72 the 'new' public-sector management at 90 patterns of state intervention in Australia 74 Happy Valley local council the state and employment regulation 74 case study the corporatist state? 76 advocating Australian Workplace Agreements the Accord (including issues for debate and references) 94 78 the receding state? 81 the state as employer 82 POWERWEB managerialism in the public sector 84 final observations 92 summary 93 discussion questions 93

96

further reading