

Contents

Acknowledgments.....	7
List of Tables and Figures.....	9
Notes on Contributors.....	11

Introduction

GRANT MICHELSON

1. New Actors in Australian Employment Relations.....19

New State Actors

PETER WARING, ALEX DE RUYTER and JOHN BURGESS

2. The Australian Fair Pay Commission: A New
Actor Performing an Old Function.....43

DAVID BAKER

3. The 'New' Policing of Industrial Discord.....67

BELINDA SMITH

4. The Human Rights and Equal Opportunity Commission:
A New Role for Equality Advocate?.....89

GLENDIA STRACHAN and ERICA FRENCH

5. The Equal Opportunity for Women in the Workplace
Agency: Equity for Women under an
Individualised Employment System.....109

New Community and Labour Market Actors

SUZANNE JAMIESON

6. The National Pay Equity Coalition: The Role of Women's Groups in Employment Relations.....135

JENNIFER SAPPEY

7. Student-Customers as Actors in Employment Relations: The Case of Australian Higher Education.....153

TILDA KHOSHABA

8. 'Let Me Represent You': Player Agents in the Australian Rugby League Labour Market.....173

New Employment Processes

PETER WARING, JOHN LEWER and JOHN BURGESS

9. The Corporate Social Responsibility Movement: A New Actor in Employment Relations?.....195

JOELLEN RILEY and TROY SARINA

10. The New Conflict Managers: A Critical Assessment of Alternative Dispute Resolution Methods under *WorkChoices*.....223

BERNADINE VAN GRAMBERG

11. Consultants in Conflict: New Actors in Australia's Evolving Employment Relations System.....245

ANDREA KIRK and EVE ANDERSON

12. Examining the New Actor Status of Employee Assistance Programmes: A Voice for Employees?.....267