

## Relations industrielles

***Industrial Democracy and Employee Participation.  
Digest of Case studies. vol. 1, Department of  
Employment and Industrial Relations, Sydney,  
Australia, 1985, 207 pp., ISBN 0814-9739***

Bernard Portis

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tan, les systèmes civilistes et de Common Law sont-ils à ce point réductibles l'un à l'autre? La démarche comparative est amorcée; il y aurait lieu de la poursuivre systématiquement. Enfin, question particulière (p. 543), en ce qui a trait à la capacité positive du syndicat d'ester en justice, il y aurait lieu de tenir compte du second alinéa de l'art. 60 du **Code de procédure civile**; de même, pour ce qui est de la possibilité d'une exécution d'un jugement sur les biens du groupement, l'article 115 du même Code apporte la solution.

Globalement, une vie nouvelle anime ce qui paraît déjà, non seulement un classique exposé des faits dominants du mode canadien d'encadrement de la négociation collective au sens large, mais aussi, de l'application des solutions dérivées de la **Common Law** aux rapports collectifs qui s'y rattachent, dans la mesure, du moins, où la loi ne les évacue pas. L'ouvrage sait dépasser l'utilitarisme et — ce qui n'est pas tellement courant dans le genre — il a vraiment du caractère!

Pierre VERGE

Université Laval

**Industrial Democracy and Employee Participation. Digest of Case Studies**, volume 1, Department of Employment and Industrial Relations, Sydney, Australia, 1985, 207 pp., ISBN 0814-9739

This digest of Australian case studies should be quite valuable to those, like the reviewer, who have not followed Australian efforts in employee participation and industrial democracy. The Working Environment Branch, Department of Employment and Industrial Relations of the Commonwealth of Australia has documented and otherwise facilitated 23 very interesting applications in employee management cooperation. These applications are objectively reported over extended periods of time, often 5 to 10 years, so quite interesting stories do get told. The applications were often successful because employee participation was not seen as an end, but rather a means of achieving particular objectives of management, employees or the union.

Approximately one-third of the case studies are done in government settings such as a naval dockyard, water supply department and transport authority. It is refreshing to find out that government agencies practice what they preach in terms of industrial relations.

The main problem with this digest is the lack of a suitable guide to the cases. Just in case one obtains this digest from the Australian Government Publishing Service, P.O. Box 84, Canberra, A.C.T. 2600, some of the following cases have very good information:

**Advertiser Newspapers**

Both union and management have maintained technology committees which have anticipated and planned for technological changes occurring in their industry.

**Blackwater Experience (coal mines)**

Determined efforts at labor management cooperation kept a mine operating long enough that it could be sold to new owners who were able to broaden the market for its product.

**Comfortwear Sales (footwear manufacturer)**

Quality circles and other participative practices have become «incorporated into existing structures» of the company.

Dynavac Pty (vacuum equipment, maker and importer)

Previous owner has sold company to employees, who elect their own management and plan their own jobs.

Propafilm

ICI imported technology and planned a new factory before appointing the factory manager who with operations personnel made the plant «conducive to involvement, participation and morale».

Queensland Motor Vehicle Registration Branch

A head office group installed semi-autonomous work groups which increased productivity but eventually had to give direction of the groups to branch staff to solve operating problems of the groups.

State Electricity Commission of Victoria

The union was willing to yield some of its authority over health and safety inspection so a program could be implemented with employees directly exercising control over health and safety conditions.

Victoria Railway Workshops

Unions have asked for a greater role in planning workshops in order to make them more competitive with the private sector.

Welvic Plant

This ICI plant had used semi-autonomous work groups for some time. Recently, unions and management had to make some adjustments in work allocations to improve quality and expand the plant.

The situations described in these case studies are certainly not unique to Australia. The high level of labor management cooperation and objective reporting by case writers are quite outstanding and should be of interest to specialists in industrial relations in many countries.

**Bernard PORTIS**

The University of Western Ontario

**The Practice of Industrial Relations, Second Edition**, by David A. Peach and David Kuechle, Scarborough, McGraw Ryerson, 1985, 407 pp., ISBN 0-07-548909-0

**The Practice of Industrial Relations, Second Edition** is a text suitable for use in either an introductory graduate or undergraduate course in labour relations. The main strengths of the book are its crisp narrative, excellent treatment of practitioner concerns and its stimulating case studies.

Substantively, the book is at its best in the chapters on labour legislation, union organizing and on the grievance procedure. Contemporary practices in these areas are described and analyzed in a way that enables the student to bring penetrating analysis to the cases at the end of the chapters.

The cases are what makes this text stand out. For example, while lengthy, the McDonald Containers case permits the instructor to take the class step-by-step through a relatively complicated set of negotiations. The examples of various aspects of the bargaining process are clear and the instructor is aided by an excellent Instructor's Manual.