



**INDUSTRIAL DEMOCRACY IN SOUTH AUSTRALIA IN THE 1970's:
POLICY AND PRACTICE**

by

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ABSTRACT

The thesis is divided into four parts: a chapter on theoretical considerations; three chapters which trace the historical background and origins of industrial democracy in South Australia, the development of Labor Party and government policies and their implementation during the years 1971-1979, and a series of eight case studies drawn from both private and public sectors over that period; two chapters of analysis of issues for the state on the one hand and for the labour movement on the other; the final chapter focusses on the prospects for industrial democracy in Australia in the 1980's.

The theoretical approach is multidisciplinary and draws on the fields of democratic theory, feminism, theories of the state in capitalist society, as well as industrial sociology and psychology, public administration and industrial relations.

The second part locates the Dunstan Labor government initiative on worker participation in the early 1970's in the context of the political economy of South Australia and the international movement of worker participation and industrial democracy, and traces the development of government policy within the widening debate and practice of industrial democracy in Australia.

The two chapters of the third part analyse the issues which arise from the intervention of the state in the relations between capital and labour, and the dilemmas and challenges this intervention presents for the Labor Party and the union movement.

The final chapter compares and contrasts the South Australian history of industrial democracy in the 1970's with the emerging practice in particularly the federal public sector since the Labor Party took office nationally in March 1983.

STATEMENT

This thesis contains no material which has been accepted for the award for any other degree or diploma in any University and to the best of my knowledge and belief, it contains no material previously published or written by another person, except where due reference is made in the text of the thesis.

I consent to the thesis being made available for photocopying and loan if applicable if accepted for the award of the degree of Master of Arts.

FRANCES M. BALDWIN

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It should be noted that during the period 1975-1978, I was directly associated with unions and industrial democracy issues through the agency of the Trade Union Training Authority. For part of the time while writing this thesis I was employed as an official of the Association of Draughting, Supervisory and Technical Employees in South Australia.

ABBREVIATIONS

AA	Affirmative Action
AEU	Amalgamated Engineering Union
AMWU-AMWSU-AMFSU	Amalgamated Metal Workers Union/Amalgamated Metal Workers and Shipwrights' Union/Amalgamated Metals, Foundry and Shipwrights' Union.
AGWA	Australian Government Workers Association
ACID	Advisory Committee on Industrial Democracy
ACTU	Australian Council of Trade Unions
ALP	Australian Labor Party
AWU	Australian Workers Union
AMIEU	Australian Meat Industry Employees Union
AAESDA	Association of Architects, Engineers, Surveyors and Draughtsman of Australia
ADSTE	Association of Draughting, Supervisory and Technical Employees
ASE	Australasian Society of Engineers
BHP	Broken Hill Propriety Limited
CSR	Colonial Sugar Refinery
DLI	Department of Labor and Industry
DFE	Department of Further Education
E&WS	Engineering and Water Supply Department
ETU	Electrical Trades Union
ESOT	Employee Share Ownership Trust
FEDFA	Federated Engine Drivers' and Firemen's Association
FFA	Fire Fighters Association
FS&PU	Federated Storeman and Packers Union
FMWU	Federated Miscellaneous Workers Union
GMH	General Motors Holden
GFC	Glanville Factory Committee (CSR)
IDAC	Industrial Development Advisory Council
ICI	Imperial Chemical Industries

JCC	Joint Consultative Committee/Council
LCL	Liberal and Country League
MMAL	Mitsubishi Manufacturing Australia Limited
MEAB	Metropolitan Export Abattoirs Board
MWCC	Metropolitan Workshops Consultative Committee (E&WS)
OD	Organisation Development
PSAC	Public Service Advisory Committee
PSA	Public Service Association of S.A.
PSB	Public Service Board
PGER	Planning Group for Employee Relations (CSR)
SAHT	South Australian Housing Trust
SAMCOR	South Australian Meat Corporation
TAC	Tripartite Advisory Committee
TUTA	Trade Union Training Authority
UTLC	United Trades & Labor Council (of S.A.)
WEC	Working Environment Committee (of the S.A. Branch of the ALP)
VBU/UBEF	Vehicle Builders Union/Vehicle Builders Employees Federation