



Employee participation in a unionised environment: What do workers want?

Assoc Prof. Christina Cregan will present the findings of a study which investigated the willingness of workers in a unionised environment to be involved in employee participation in the form of a company's joint consultation committee (JCC). In the last two or three decades, many large organisations have placed an increasing emphasis on employee participation schemes. Managers implement them with the aim of increasing productivity and profitability in order to secure company survival in an era of competitive pressures. However, the most common union response has been described as "cautious scepticism". Based on analysis of the survey responses of 1,456 employees in a large public sector organisation, the study discovered that union members who felt they could gain instrumentally from the JCC were, in fact, more willing to participate than non-members. However, members were constrained by union loyalties and by concerns that participation might undermine collective bargaining.

- WHEN:** Monday, 4th June 2007
- TIME:** 12.45pm for a light lunch
1pm to start
- LOCATION:** Rm G29, Ground Floor, Law School
University of Melbourne
185 Pelham Street, Carlton
A location map can be found at:
<http://www.law.unimelb.edu.au/LawSchoolStreetPlan.jpg>
- RSVP:** Jessica Cotton
Tel : 8344 8924
Email : j.cotton@unimelb.edu.au

Christina Cregan is Associate Professor in Industrial Relations. She teaches in the Department of Management and Marketing at the University of Melbourne. Her PhD is from the London School of Economics. Her research interests include trade union membership issues and the position of disadvantaged workers in the labour market. She has published in journals ranging from the Journal of Applied Psychology to Capital and Class. She is on the Editorial Boards of two major US journals.

The series are run by the Centre for Employment and Labour Relations Law, together with the Centre for Corporate Law and Securities Regulation of the University of Melbourne Law School as a component of a major ARC funded research project which is examining the interaction between several key factors in the creation and sustainability of 'Partnerships at Work'.