

Title: **Working Futures**

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Description: The Changing Nature of Work and Employment Relations in Australia Edited by Ron Callus and Russell D Lansbury Working Futures examines the radical change which are transforming the nature of work and employment relations in Australia:

- Those who have paid jobs are working longer and harder
- Many have less secure jobs than the previous generation
- There has been a significant growth in precarious employment
- Life-time careers are disappearing
- Unions cover a dwindling proportion of the workforce
- Wages and conditions are being unilaterally determined by management

A wide range of eminent contributors to this book provide insights from history, economics, sociology, law, psychology, management and industrial relations. The editors conclude that the traditional employer-employee model is increasingly irrelevant. More inclusive social and economic policies are required which are based on rights and obligations surrounding working life. Two issues, in particular, need to be addressed:

- The portability of entitlements between employers
- The sharing of risks associated with less secure forms of employment

Working Futures warns that unless changes are made to the status of workers, regulation of working time and the pooling of risks and responsibilities in regard to employment, there is likely to be a further deterioration in the quality of jobs and relations at work in Australia.

