

Preparing for Assignment 1



Your Essay Question

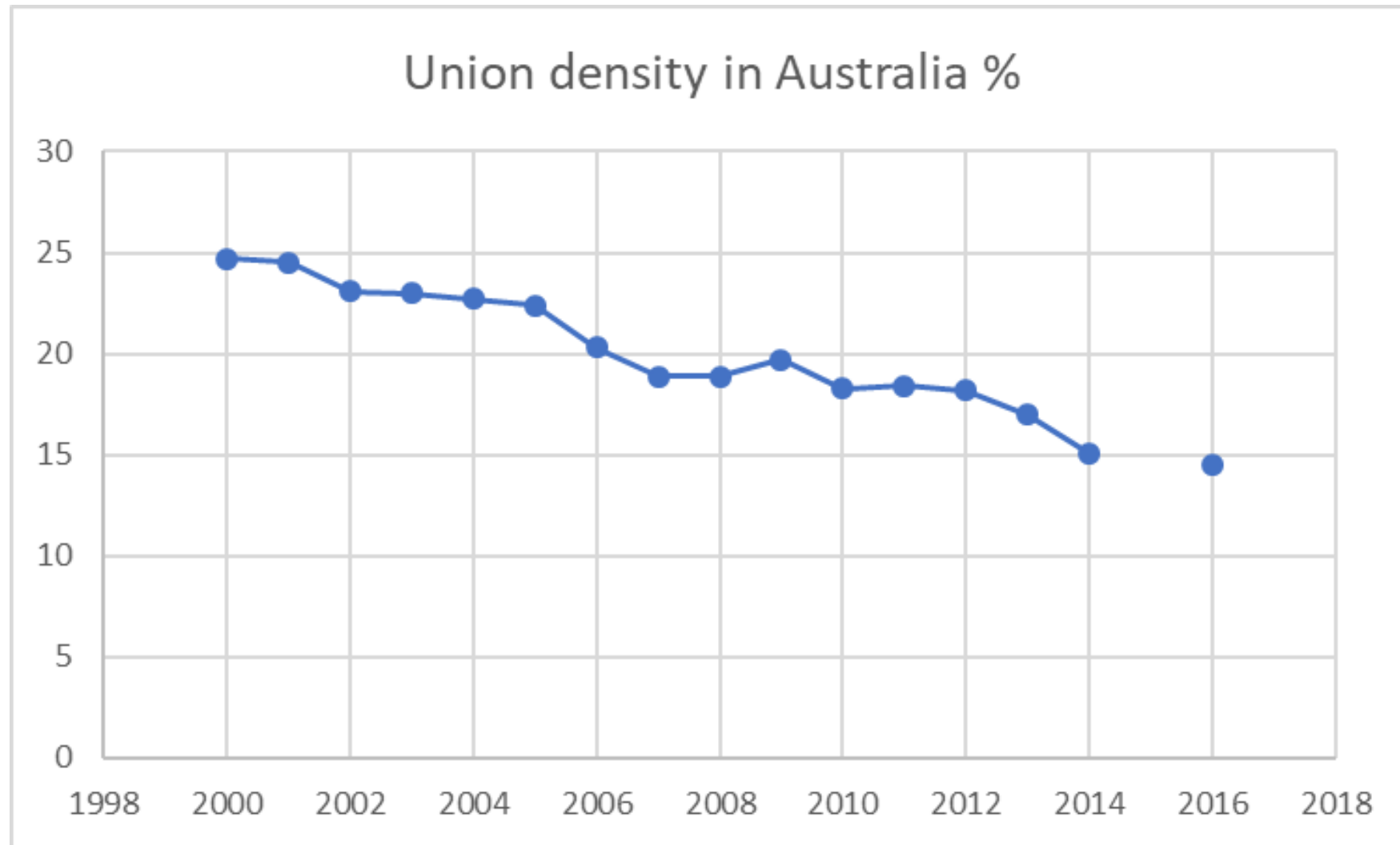
- *Data collected by the Australian Bureau of Statistics suggests that Trade Union membership in Australia has been in decline since the 1980s.*
- *In your essay, explore **three key reasons** for the decline in Trade Union membership or density in Australia over the last 35 years. In formulating your arguments, draw on appropriate academic research, government statistics and commentaries from experts.*
- Include a minimum of 10 references
- Academy of Management referencing style is preferred

Assignment details

- Due Monday 23rd August @ 11:55pm
- Required Length:
 - 1500 words (+/- 10%), does not include references
- Format:
 - Essay, written in English
- Referencing:
 - APA or AoM preferred, but not mandated
 - Select the style and apply it consistently
 - Check out the Library's referencing tool for help

Issues to consider

- Are there philosophical and theoretical arguments which support the need for unions:
 - Unitarism *versus* pluralism?
 - Are stronger, engaging HR systems taking the place of unions?
- Are there political values which argue for and against collective representation?
- There is evidence that union density has been declining steadily since the mid 1970s, but particularly since the 1990s:
 - ABS
 - OECD



Source: <https://stats.oecd.org/>

Why is union membership declining?

1. Dramatic change in the structure of Australian industry:
 - What is the structural change? What has driven this structural change?
2. Growth of part-time and casual employment:
 - Need evidence of increasing part-time/casualisation
 - Part-timers and casuals are less likely to join unions - why?
3. Trend towards smaller and more dispersed places of work:
 - Need evidence of this trend – Gig economy?
 - Need evidence that unionisation is lower in small and dispersed workplaces

Why is union membership declining?

4. Attitudes to work and to collectivity have arguably changed, people pursue individual solutions to their workplace concerns rather than Unions for protection and identity:
 - How does this link to our earlier discussion of unitarism versus pluralism?
 - Reflected in the diminished role of unions in the enterprise bargaining process?
 - Potential for different models of advocacy for employees?

Implications of union decline?

Where can I find evidence?

1. Academic studies:

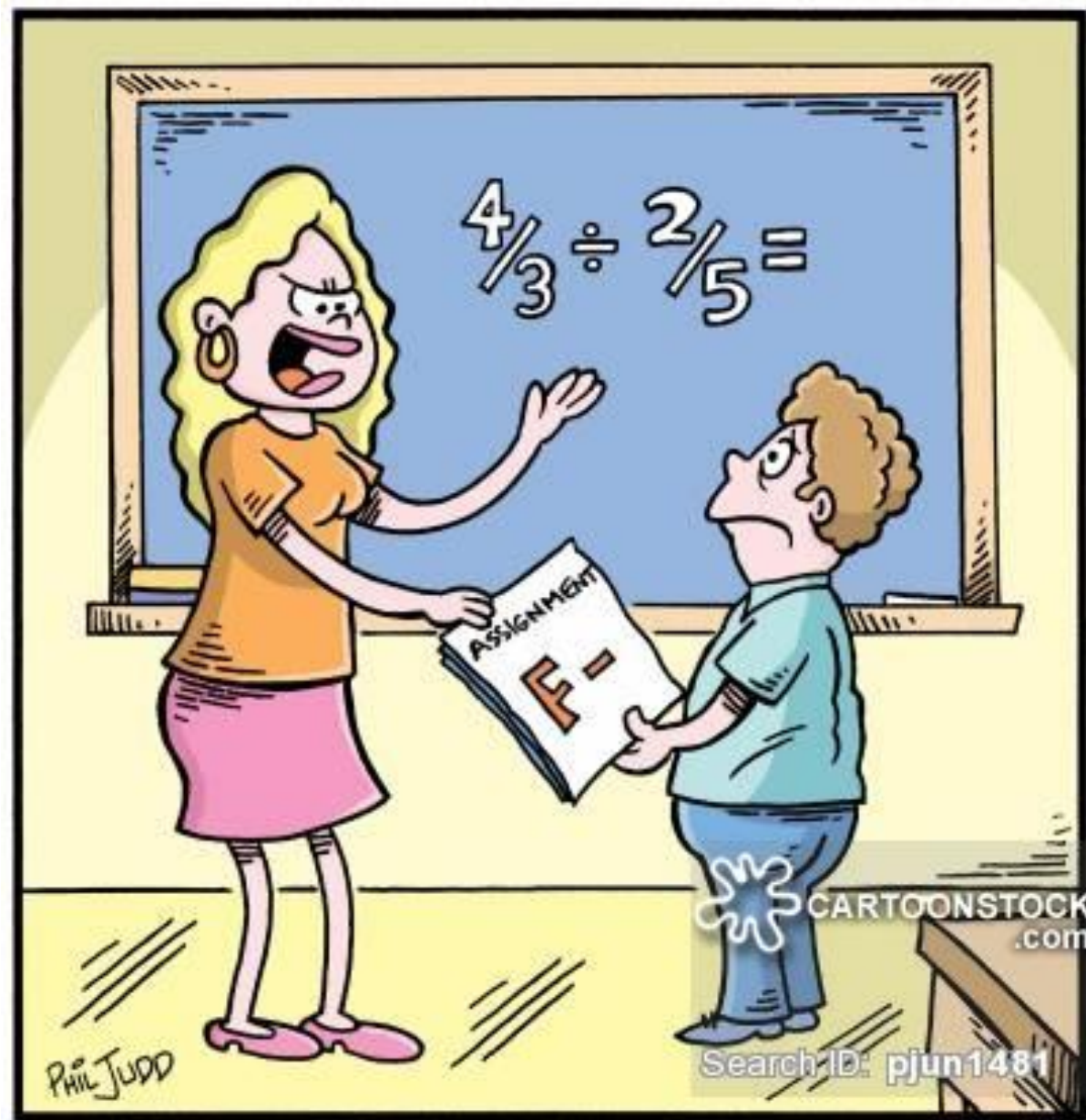
- Most of the research was conducted in the late 1990s
- Look in Journals such as *Journal of Industrial Relations*
- Books, including Peetz (1998) *Unions in a contrary world*.

2. Institutional reports:

- Government
- ACTU
- Individual unions

3. International reports:

- OECD
- ILO



"No Jimmy! You can't cite Wikipedia as the main source for your assignment!"

Plagiarism

- Be sure to check your Turnitin Originality Report before you submit the final version of your assignment
- Don't rely on the % similarity:
 - Open up the report
 - Look at what Turnitin is text matching to other sources
 - Have you referenced appropriately?
 - If not, rewrite the section (paraphrase) and reference where you got the idea/data from



When to quote directly?

- The focus of your essay should be conveying **your** understanding of the topic.
- Consider quoting a passage from one of your sources if any of the following conditions holds:
 - The language of the passage is particularly elegant or powerful or memorable.
 - You wish to confirm the credibility of your argument by enlisting the support of an authority on your topic.
 - The passage is worthy of further analysis.
 - You wish to argue with someone else's position in considerable detail.