A NEW WORK RELATIONS ARCHITECTURE

THE AIER MODEL FOR THE FUTURE OF WORK

Edited by James Fleming

Australian Institute of Employment Rights

> ' A significant and welcome contribution to the quest for better industrial relations in Australia, some of its proposals will inevitably be contentious, and I look forward to hearing all sides in the ensuing debate. '
>
> – Emeritus Professor Keith Hancock, Flinders University

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A New Work Relations Architecture: The AIER Model – is a landmark publication detailing the AIER's recommendations for overhauling Australia's industrial relations system.

With the increasing digitalisation and 'gigification' of work, our ways of working are evolving faster than society can keep up and many workers are increasingly falling between the cracks. *A New Work Relations Architecture* provides a concise summary of innovative reforms from leaders in their fields on how to stay permanently ahead of these changes while promoting both fairness and efficiency in the laws and rules of work and addressing growing inequality and insecurity.

With contributions from academics, lawyers, business and unions – including AIER Patron Emeritus Professor Ron McCallum AO, Professor Anna Chapman, Professor Marilyn Pittard, Michael Harmer, Emeritus Professor David Peetz, Keith Harvey, James Fleming, Professor Joellen Riley Munton, Ben Redford, Mark Perica AM, Dr Margaret McKenzie and the Hon. Paul Munro AM – *A New Work Relations Architecture* sets out a vision for a new, fairer and more universal workplace relations system. This includes broadening the coverage of work laws and protections to gig workers and all forms of work establishing a new, more accessible tribunal with expanded powers, and an enhanced labour inspectorate. Drawing innovative parallels with the health and safety system, the new model would give both greater responsibilities to, and demand greater participation from, all work participants – employers, workers, and others with economic influence, to ensure that everyone's work is not only safe but fair. The new system would cover an expansive range of work and human rights and various forms of work and income security.

A New Work Relations Architecture is a necessary toolkit of thought-provoking and innovative ideas for a fairer Australia for anyone working in industrial relations, human resources, law, economics, or management, or who has a keen interested in human rights and social policy. The book includes a chapter by economist Margaret McKenzie, analysing the significant economic benefits of such a model for business and workers alike.

> ' The unique contribution of this new volume from the Australian Institute of Employment Rights is its series of practical, insightful reform suggestions to address the fundamental flaws in Australia's workplace relations architecture – coming from leading academics, practitioners and thinkers in the field. It is perfectly timed to influence the industrial relations reform process of the new federal Labor Government, but it will also have an enduring impact in the years ahead. '
>
> – Distinguished Professor Anthony Forsyth, RMIT University

A NEW WORK RELATIONS ARCHITECTURE

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