

specific project agreements. While the state version of AWAs [QWAs] will remain, controls over them will be tightened considerably by comparison with their federal counterparts. Firm no-disadvantage provisions will be enforced. And, by contrast with federal arrangements — which expressly prevent a role for the IRC — the Queensland tribunal will have strong public-interest powers in respect of QWA's, including consideration of the relative bargaining power of the parties and their impact on low-paid and other disadvantaged workers. Instead of recourse to the civil courts, the new Queensland laws seek to minimise industrial action by adopting an enforced twenty-one-day peace period during which industrial action is illegal and genuine bargaining is required.

What are we to make of such wildly differing routes to a supposedly common destination: a fair and balanced system? Prima-

rily, perhaps, that 'fairness for whom?' remains the central question in reform of labour laws. Legislative adjustments can certainly improve, or damage, the climate for negotiation. Whether you favour removal or strengthening of controls over negotiations, greater or lesser access to an independent umpire in the shape of an industrial tribunal and the encouragement of individual or collective determination of conditions probably depends largely on your political viewpoint and your role in the labour market. One thing, however, is certainly clear: neither tinkering with nor complete overhaul of the law will in itself change the behaviour of labour and capital. Only attitudinal change and good will is likely to achieve sustainable improvement. The continuing reliance on shifting the legal deck chairs of industrial relations suggests that neither industry nor governments have yet grasped that simple fact. ■

Library workers moving toward pay equity

After a period of delay caused by the state election, recent months have seen encouraging progress toward implementation of the Pay Equity Inquiry's recommendations to redress the undervaluation of librarian's work.

Extensive discussions are continuing between the Public Service Association [PSA] and the Public Sector Management Office [PSMO]. Valuable concessions have already been won.

After wishing to deal only with the State Library initially, PSMO has now accepted the Association's proposal for integrated single cross-state negotiations. All public-sector organisations [including all government departments, smaller agencies and TAFE] will be involved. It has been agreed that library technicians and archivists [who were not formally covered by the Pay Equity Case findings] will be included.

A draft *Librarians, Library Technicians and Archivists Award* is being negotiated. It is hoped that the proposed State Wage Case to establish the new Equal Remuneration Principle will be held shortly, thus opening the way for the new Award to be finalised.

These are critical negotiations for ALIA members in New South Wales, and, potentially, for those in other parts of Australia. The Public Service Association is doing a sound job in converting encouraging findings from the Pay Equity Inquiry into tangible workplace benefits for library workers.

ALIAppointments

These and other job advertisements may be found on ALIANet at <http://www.alia.org.au/aliappointments/>

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