ELRR



Centre For Applied Economic Research Industrial Relations Research Centre



ISSN 1035-3046

Aims

The Economic and Labour Relations Review is produced jointly by the Centre for Applied Economic Research and the Industrial Relations Research Centre at The University of New South Wales. The ELRR's primary focus is contemporary issues, developments and policymaking in the fields of economics and labour relations.

All opinions expressed in *The Economic and Labour Relations Review* are those of the authors and do not necessarily reflect the views or policies of the Centres. The Centres are not responsible for the accuracy of the data and information included in this publication, nor do they accept any consequences of their use. Any queries arising from the contents of this publication should be directed to the authors concerned.

Editors

Associate Professor P. Kriesler (Executive Editor) Dr. Anne Junor (Executive Editor) Associate Professor H. Bateman Professor M. Ouinlan

Review Editor

Associate Professor G. Barrett

Editorial Committee

Professor P. Bohle Professor R. Green Professor R. Gregory Emeritus Professor G. Harcourt Associate Professor M. Johnson Professor W.F. Mitchell Professor J. Quiggin

Editorial Assistant

Jason Antony

Annual Subscriptions

Personal subscriptions	\$A40
Institutional subscriptions	\$A80
International airmail subscriptions	\$A20 extra
Single copies	\$A30

Cheques or money orders should be made out to:

Economic and Labour Relations Review, UNSW

Postal address

Economic and Labour Relations Review Industrial Relations Research Centre The University of New South Wales Sydney NSW 2052 AUSTRALIA

E-mail

irrc@unsw.edu.au

ISSN 1035-3046

The Economic and Labour Relations Review

Volume 18 Number 1

November 2007

Contents

Editorial Anne Junor	
The Impact of Children on Australian Women's and Men's Superannuation Nick Parr, Shauna Ferris, Stéphane Mahuteau	
Farewell to Tax Neutrality: The Implications for an Aging Population Susan St. John	27
Trade Union Responses to White Collar Off-Shoring Carolyn Penfold	53
War, Racism and Industrial Relations in an Australian Mining Town, 1916–1935 Sarah Gregson	79
Australian Skill Shortages: How the Howard Government Did Not Change its Mind Alan Montague, Judith Bessant	99
AWAs and Individual Bargaining in the Era of WorkChoices: A Critical Evaluation Using Negotiation Theory Peter Sheldon, Nancy Kohn	115
'We've Got This New Legislation': A Review Article on Australia@Work and Other 2007 Reports on WorkChoices	
Diane Fieldes Book Review	143
by Braham Dabscheck	155