

## **Professor WILLIAM ARTHUR BROWN CBE - CURRICULUM VITAE**

**Date of Birth:** 22<sup>nd</sup> April 1945

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**Education:** 1953-63 - Leeds Grammar School  
1963-66 - Wadham College, Oxford University (BA in PPE)

**Employment:** 1966-68 - Economic Assistant, National Board for Prices and Incomes.  
1968-70 - Research Associate, University of Warwick.  
1970-75 - Research Fellow in the SSRC's Industrial Relations Research Unit (IRRU), University of Warwick.  
1975-79 - Senior Research Fellow in the IRRU.  
1978 (all) Reserve Bank of Australia Visiting Research Fellow, Flinders University of South Australia.  
1979-81 - Deputy and Acting Director of the IRRU.  
1981-85 - Director of the IRRU, Professor, University of Warwick.  
1985 - Montague Burton Professor of Industrial Relations, Faculty of Economics, University of Cambridge  
2000 - Master of Darwin College, Cambridge.

### **University Positions:**

- Chair, Faculty of Economics and Politics, 1992-96.
- Chair, School of Humanities and Social Sciences, 1993-96.
- Chair, Dept of Applied Economics Advisory Committee, 1988-96.
- Chair, Botanic Garden Syndicate, 1996-98.
- Chair, Board of Graduate Studies, 2000-.
- Chair, Faculty of Social and Political Sciences, 2003-08.
- Secretary/Chair, Colleges' Committee, 2003-07.
- Member, Council (of Senate), 1987-90, 2003-.
- Member, General Board of the Faculties, 1993-96, 2003-.
- Member, Local Examination Syndicate, 1999-2001
- Member, Cambridge University Press Syndicate, 2001-.

### **External Positions:**

- Member, ACAS Panel of Arbitrators. 1985-
- Member, DTI Advisory Panel for Public Appoint's (Nolan). 1997- 2003
- Member, Low Pay Commission. 1997- 2007
- Member, Council of ACAS. 1998-2004
- Independent Chair, Fire Brigades NJC Resolution Advisory Panel. 1998-
- Chair, TUC Partnership Institute, Advisory Board, 2002 – 2004
- Member, Union Modernisation Fund Supervisory Board, 2005 –
- Election Commissioner AMICUS/UNITE, 2004 –

CBE for 'services to employment relations', 2003

### **Professional Academic Positions:**

- President, British Universities Industrial Relations Association 1986-9.
- Member, Executive, International Industrial Relations Association 1989-95.
- Member, SSRC Social Sciences and the Law Committee, 1976-80.
- Member, SSRC Panel on the Monitoring of Labour Legislation, 1979-82.
- Member, ESRC Boards of Examiners for Graduate and Research Training, 1986-90.
- Joint Editor, *Warwick Studies in Industrial Relations*, Blackwell, 1979-85.
- Joint Editor, *Cambridge Studies in Management*, CUP, 1986-2000.
- Member of Editorial Board: *Industrial Law Journal*; *British Journal of Industrial Relations*; *Industrial Relations Journal*; *Journal of Industrial Relations*; *Australian Journal of Labour Economics*.

### **Teaching and Examining**

- *At Warwick University:* supervision and lecturing on undergraduate, graduate, extra-mural, management and trade union courses.
- *In Australia:* lectured at Flinders and Adelaide Universities, 1978, and as Visiting Professor at University of New South Wales, 1984 1990, and 1991.
- *At Cambridge University:* Part 1 Economics Tripos; Part 2(b) Economics Tripos; M.Phil
- *Doctoral supervision:* Supervised 2 PhDs at Warwick, 2 PhDs under CNAA regulations, and 19 PhDs at Cambridge. Currently supervising 2 doctoral students.
- *External examining:* for 11 universities.
- *Doctoral thesis examining:* LSE (13), Oxford (7), Cambridge (13), Adelaide, Warwick (4), Imperial College, King's College, Leeds (4), Bath, Sydney (2), Flinders, Nottingham, Newcastle, Glasgow (2), Manchester, De Montfort, Napier, Edinburgh, Western Australia, Griffith (2), Surrey (2), Wollongong, Cardiff (2), Sheffield.

### **Research Grants**

At Warwick, directed SSRC research unit with annual budget of approx £250k in 1980. At Cambridge, 1988 ESRC grant of £40k; 1992 Leverhulme grant of £20k; 1996 DTI grant of £42k; 1998 ESRC grant of £125k; 2001 ESRC grant of £98k.

### **Research Interests**

Collective bargaining, pay determination, workplace bargaining, pay systems, incomes policy, arbitration, minimum wages, socio-legal analysis of employment relations.

### **Publications**

#### **Books:**

- *Piecework Bargaining*, 1973, London: Heinemann, 176 pp.
- *The Changing Contours of British Industrial Relations*, 1981 Oxford: Blackwell, 160 pp.
- *Breaking New Ground: Enterprise Bargaining and Agency Agreements for the Australian Public Service*, 1991, (with B. Hughes and J. Niland), Canberra: Australian Government Pubs, 142 pp.
- *The Individualisation of the Employment Contract in Britain*, 1998, (with S. Deakin, M. Hudson, C. Pratten and P. Ryan), Employment Relations Research Series No 4, London: Department of Trade and Industry, 98 pp.
- *Employment Relations in Britain: 25 Years of the Advisory, Conciliation and Arbitration Service*, (editor with B. Towers), 2000, Oxford: Blackwell, 198pp.
- *The Evolution of the Modern Workplace*, (editor with A. Bryson, J. Forth and K. Whitfield), 2009, Cambridge: Cambridge University Press.

### Chapters in books:

- 'Reforming Wage Systems' in S. Kessler and B. Weekes (eds), *Conflict at Work*, BBC Publications, 1971, pp. 16.
- 'Transforming the Miraculous into the Natural: Current Trends in British Industrial Relations Research', *Proceedings*, 1978 Conference of Australasian Teachers of Industrial Relations, 1979, Wellington: Victoria University.
- 'Social Determinants of Pay', in G. Stephenson and C. Brotherton (eds), *Industrial Relations: A Social Psychological Approach*, Wiley, 1979, pp. 15.
- 'Antipodean Contrasts in Incomes Policy', in J. Bowers (ed), *Inflation, Development and Integration*. Leeds University Press, 1979, pp. 17.
- 'The Structure of Pay Bargaining in Britain', *The Future of Pay Bargaining* (ed) F. Blackaby, London: Heinemann 1980 pp. 18.
- 'Les conditions générales de la négociation collective en Grande-Bretagne'. *Organisation et Conditions de Travail en Grande-Bretagne*. Lille: Presses Universitaires de Lille, 1980, pp 11.
- 'Central Co-ordination'. *Pay Policies for the Future*, (eds), D. Robinson and K. Mayhew. Oxford: Oxford University Press, 1983, pp 11.
- 'Industrial Relations in the Private Sector: Donovan Re-visited' (with K. Sisson) in *Industrial Relations in Britain*. Ed. G.S. Bain. Oxford: Basil Blackwell, 1983, pp. 17.
- 'Wage Drift in the Australian Metal Industries Revisited', In *Perspectives on Australian Industrial Relations: Essays in Honour of Kingsley Laffer*. Ed. W. Howard, Longman Chesire, 1984, pp 8.
- 'Monitoring Labour Legislation', (with B. Hepple) in P. Fosh and C. Littler, *Labour Law in the 1980's*, Heineman, 1985, pp 6.
- 'The Effect of Recent Change in the World Economy on British Industrial Relations', in H. Juris, M. Thompson and W. Daniels (eds), *Industrial Relations in a Decade of Economic Change*, Industrial Relations Research Association Series, 1985, pp 26.
- 'Facing up to Incomes Policy' in *Re-thinking Socialist Economics*. Ed. P. Nolan and S. Paine, Polity Press 1986, pp 14.
- 'The Sources of Perversity in Industrial Relations Reform' in *Alternatives to Arbitration* (eds) R. Blandy and J. Niland, Sydney: Allen & Unwin, 1986, pp 12.
- 'Industrial Conflict Resolution in Great Britain', in T. Hanami and R. Blanpain (eds), *Industrial Conflict Resolution in Market Economies*, Kluwer, 1987, pp 14.
- 'Negotiated Approaches to Incomes Policy', in *Policies Towards Incomes and Employment*, ed. J. Brand, Employment Institute, 1988, pp 6.
- 'Collective Bargaining', in *The New Palgrave*, eds. J. Eatwell et. al., Macmillan, 1988, pp 2.
- 'Managing Remuneration', in K.F. Sisson (ed), *Personnel Management in Britain*, Blackwell, 1989, pp 22.
- 'Sociological Bricks Without Institutional Straw', in J. Clark (ed), *John Goldthorpe; Consensus and Controversy*, Falmer Press, 1990, pp 12.
- 'Labour Economics', (with E.H. Phelps Brown), in *The Encyclopaedia Britannica*, Encyclopaedia Britannica, 1990, pp. 8.
- 'The Changing Role of Trade Unions under a Hostile Government', in B. Pimlott and C. Cook (eds) *Trade Unions in British Politics* (second edition), Longman, 1991, pp12.
- 'Industrial Relations Policy' in M. Artis and D. Cobham (eds), *The Economic Record of the Labour Governments 1974-79*, Manchester University Press, 1991, pp 16.
- 'Regional Earnings and Pay Flexibility' (with J. Walsh) in A. Bowen and K. Mayhew (eds) *Reducing Regional Policy Inequalities*, Kogan Page, 1991, pp 30.
- 'Collective Rights' in J. Michie (ed.), *The Economic Legacy: 1979-1992*, London: Academic Press, 1992, pp 4.

- ‘Bargaining Structure and the Impact of Law’, in W.E.J.McCarthy (ed), *Legal Intervention in Industrial Relations: an Assessment of Losses and Gains*, Oxford:Blackwell Business, 1992, pp 16.
- ‘Les facteurs d'évolution de la rémunération’, in M.Audet et al (eds) *Les Défis de la Rémunération*, Université Laval:Sainte-Foy, 1992, pp 12.
- ‘British Wage Systems and the Management of Labour Productivity’ (Igirusu nu okeru chingin shisutemu oyobi rodo seisansei kanri) (with P.Marginson) in M.Ishida, M.Inoue, Y.Kamii and M Nitta (eds), *Issues in Comparative Industrial Relations: Japan and the OECD Countries* (Roshi kankei no hikaku kenkyu:obei shokoku to Nihon), Tokyo: University of Tokyo Press, 1993, pp 11.
- ‘The British Experience of Enterprise Bargaining’ (with G.Zappala) in *Enterprise Bargaining Systems*, Economic Planning Advisory Council, Background Paper No33, Canberra: Australian Government Publishing Services, 1993, pp 48.
- ‘Managing Pay in Britain’ (with Janet Walsh), in K F Sisson (ed), *Personnel Management*, second edition, Oxford:Blackwell, 1994, pp 27.
- ‘Incomes Policy in Britain: Lessons from Experience’, in R Dore, R Boyer, and Z Mars (eds), *The Return to Incomes Policy*, London:Pinter, 1994, pp 16.
- ‘Du pouvoir syndical aux stratégies des firmes: l'expérience Britannique’, in R.Boyer and R.Dore, *Les Politiques des Revenues en Europe*, Paris:Editions la Decouverte, 1994, pp 15.
- ‘Industrial Relations in Transition: Lessons from Britain’ in B Holmlund (ed), *Arbete, Loner och Politik - Essaer tillagnade Nils Elvander*, Uppsala:Publica, 1994, pp 13.
- ‘Corporate Pay Policies and the Internationalisation of Markets’ (with J Walsh) in J Niland, R Lansbury, and C Verevis (eds), *The Future of Industrial Relations*, Thousand Oaks:Sage, 1994, pp 12.
- ‘Trade Unions’, in P Arestis and M Sawyer (eds), *The Elgar Companion to Political Economy*, Aldershot:Edward Elgar, 1994, pp 4.
- ‘Collective Bargaining’, in N Nicholson (ed), *Encyclopedic Dictionary of Organisational Behavior*, Oxford:Blackwell, 1995, pp 2.
- ‘Management: Pay Determination and Collective Bargaining’, (with P Marginson and J Walsh), in P K Edwards (ed), *Industrial Relations: Theory and Practice in Britain*, Oxford:Blackwell, 1995 pp 28.
- ‘Bargaining for Full Employment’, in J.Philpott (ed), *Working for Full Employment*, London:Routledge, 1997, pp 10.
- ‘Hugh Clegg’ in M. Poole and M. Warner (eds), *The Handbook of Human Resource Management*, London: International Thomson Business Press, 1998, pp 5 also in M. Warner (ed), *The Handbook of Management Thinking*, London: International Thomson Business Press, 1998.
- ‘Funders and Research: the Vulnerability of the Subject’, in K. Whitfield and G. Strauss, *Researching the World of Work*, Ithaca: Cornell University Press, 1998, pp20.
- ‘Using Workplace Surveys for Comparative Research’ (with K. Whitfield and R. Delbridge) in K. Whitfield and G. Strauss, *Researching the World of Work*, 1998, pp20.
- ‘Individualisation and Union Recognition in Britain in the 1990s’ in S. Deakin and R. Mitchell (eds), *Individualisation and Union Exclusion in Employment Relations: An International Study*, Melbourne: Federation Press, 1999.
- ‘Monitoring and evaluating the UK National Minimum Wage’, in Low Pay Commission, Occasional Paper 4, *International Symposium*, 2000.
- ‘Building social partnership at the European level’, in M. Biaggio (ed.), *The Future of Industrial Relations in Europe*, Kluwer, 2001.
- ‘The Management of Pay as the Influence of Collective Bargaining Diminishes’, with P. Marginson and J. Walsh, in P. K. Edwards (ed.), *Industrial Relations: Theory and Practice in Britain*, second edition, Oxford: Blackwell, 2003.

- 'Industrial Relations and the Economy 1939 - 1999', in R. Floud and D. McCloskey (eds), *The Economic History of Britain, Volume 3 – 1939 – 99*, (third edition), Cambridge: CUP, 2003 , pp399-423.
- 'Trade unions and collective bargaining: Law and the future of collectivism', with S. Oxenbridge, in Barnard, C., Deakin, S. and Morris, G., *The Renewal of Labour Law: Essays in Honour of Bob Hepple*, London: Hart, 2004, 63-78.
- 'A poisoned chalice? Trade union representatives in partnership and co-operative employer-union relationships', with S. Oxenbridge, in Heery, E., Healy, G., Taylor, P and Brown, W. (eds) *The Future of Worker Representation*, London: Palgrave, 2004, pp187-206
- 'Developing partnership relationships: a case of leveraging power', with S. Oxenbridge, in Stuart, M and Martinez Lucio (eds), M. *Partnership and Modernisation in Employment Relations*, Routledge Employment Relations Series, 2004, pp 83-100.
- 'Conflict and labour' in Jones, M. and Fabian, A. (eds), *Conflict*, Cambridge: CUP, 2006, pp 125-143.
- 'Third party labour market intervention in open economies', in Isaac, J. and Lansbury, R. D., *Labour Market Deregulation: Rewriting the Rules*, Sydney: The Federation Press, 2006, pp 191-203.
- 'The study of trust and workplace partnership', with Guest, D., Peccei, R. and Huxley, K. in Whitfield, K and Huxley, K (eds), *Innovations in the 2004 Workplace Employment Relations Survey*, Cardiff: Cardiff University, 2007, pp 38-55.
- 'The Influence of Product Markets on Industrial Relations', in *The Sage Handbook of Industrial Relations*, eds Blyton, P., Bacon, N., Fiorito, J., and Heery, E., 2008, Los Angeles: Sage Publications, 113 – 148.
- 'Competition and the retreat from collective bargaining', with Bryson, A. and Forth, J., in *The Evolution of the Modern Workplace*, Brown, W., Bryson, A., Forth, J. and Whitfield, K. (eds), 2010, Cambridge: CUP.
- 'Researching the changing workplace', with Edwards, P. K., in *The Evolution of the Modern Workplace*, Brown, W., Bryson, A., Forth, J. and Whitfield, K. (eds), 2010, Cambridge: CUP.
- 'Negotiation and Collective Bargaining', in T. Colling and M. Terry (eds), *Industrial Relations: Theory and Practice*, 2010, Chichester: Wiley, pp 255 - 274
- Brown, W. A., 'Talking ones way out of strikes' in Narlikar A. (ed), *Deadlocks in Multilateral Negotiations*, 2010 ,Cambridge:CUP, pp 79 – 96.
- Brown, W. and Marsden, D. (2011), 'Individualization and growing diversity of employment relationships', in Marsden D. (ed.), *Employment in the Lean Years*, Oxford: OUP, pp73 – 86
- Brown, W. (2011), 'How do we make minimum wages effective?', in Baird, M., Hancock, K. and Isaac, J. (eds), *Work and Employment Relations: an Era of Change*, Leichhardt: The Federation Press, pp167-177.
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**In refereed journals:**

- Piecework Wage Determination in Coventry, *Scottish Journal of Political Economy*, XVIIIi, 1971
- 'A Consideration of "Custom and Practice"', *British Journal of Industrial Relations*, Xi, 1972
- 'The Training of Full-time Trade Union Officers', (with M.J. Lawson), *British Journal of Industrial Relations*, XIiii, 1973
- 'Conspiracy, Collective Bargaining and Codetermination', *Scottish Journal of Political Economy*, XXI, 1974
- 'The Use of Comparisons in Workplace Wage Determination', (with K.F. Sisson), *British Journal of Industrial Relations* XIIIi, 1975
- 'Incomes Policy and Pay Differentials', *Oxford Bulletin of Economics and Statistics*, LVIIIi, 1976

- ‘Does Arbitration Distort the Australian Labour Market?’, (with J. Hayles, D.B. Hughes and L. Rowe), *Australian Bulletin of Labour*, Viii, 1978
- ‘The Impact of Overaward Pay on the Australian Wage Structure’, (with D. Fuller), *Australian Bulletin of Labour*, Vi, 1978
- ‘Factors Shaping Shop Steward Organisation in Britain’, (with R. Ebsworth and M. Terry), *British Journal of Industrial Relations*, XVii, 1978
- ‘The Changing Nature of National Wage Agreements’, (with M. Terry), *Scottish Journal of Political Economy*, XXV, 1978
- ‘Engineering Wages and the Social Contract’, *Oxford Bulletin of Economics and Statistics*, XLI, 1979
- ‘Occupational Pay Structures under Different Wage Fixing Arrangements’, (with J. Hayles, D.B. Hughes and L. Rowe), *British Journal of Industrial Relations*, XVIII, 1980
- ‘British Collective Bargaining: A Decade of Reformation’, *Monthly Labour Review*, CIV, No. 7, 1981
- ‘Task for Labour Law Research’, (with B.A. Hepple) *Legal Studies*, I, 1981, also published in Polish.
- ‘The Context of the Next Incomes Policy’, (with P. Nolan), *Policy Studies*, I, 1981
- ‘The Impact of High Unemployment on Bargaining Structures’, *Journal of Industrial Relations*, XXV, 1983
- ‘Industrial Relations in the Next Decade’, (with K. Sisson) *Industrial Relations Journal*, XIV, No, 1, 1983, also published in Italian.
- ‘Competition and Workplace Wage Determination’, (with P. Nolan) *Oxford Bulletin of Economics and Statistics* XLV, 1983
- ‘Product and Labour Markets in Wage Determination: Some Australian Evidence’, (with J. Hayles, B. Hughes and L. Rowe), *British Journal of Industrial Relations*, XXII, 1984
- ‘The Changing Role of Trade Unions in the Management of Labour’, *British Journal of Industrial Relations*, XXIV, 1986
- ‘Pay Determination: Workplace Industrial Relations Surveys 1980 and 1984’, *British Journal of Industrial Relations*, vol. XXV, 1987
- ‘Wages and Labour Productivity: The Contribution of Industrial Relations Research to the Understanding of Pay Determination’, (with P. Nolan), pp. 23, *British Journal of Industrial Relations*, vol. XXVI, 1988
- ‘Managing Labour Flexibility’, *Business Studies*, vol. III, 1989
- ‘The Paradoxical Role of Pay in Eliciting Labour Productivity’, *Labour Economics and Productivity*, vol. 1, 1989
- ‘The Economic Effects of Industrial Relations Legislation Since 1979’, (with S. Wadhvani), *National Institute Economic Review*, No.131, Feb 1990
- ‘Pay Determination in Britain in the 1980s: the Anatomy of Decentralisation’, (with J. Walsh), *Oxford Review of Economic Policy*, Spring 1991
- ‘The Contraction of Collective Bargaining in Britain’, *British Journal of Industrial Relations*, Vol.31 No.2, June, 1993
- ‘The Empirical Tradition in Workplace Bargaining Research, (with M Wright), *British Journal of Industrial Relations*, Vol 32 No 2, June, 1994
- ‘The Consequences of Dismantling British Collective Bargaining’, *Review of Employment Topics*, Labour Relations Agency (Northern Ireland), Vol 2, No 1, 1994
- ‘Workplace Industrial Relations under Different Regulatory Systems: A Survey-Based Comparison of Australia and Britain’ (with K Whitfield and P Marginson), *British Journal of Industrial Relations*, Vol 32 No 3, Sept ember,1994

- ‘European Integration and the Pay Policies of British Multinationals’ (with J Walsh and G Zappala), *Industrial Relations Journal*, Vol 26 No 2, June, 1995
- ‘The Changing Nature of the Employment Contract’, (with D. Rea), *Scottish Journal of Political Economy*, Vol 42, No 3, August, 1995
- ‘Industry-level Bargaining and the Pressure to Decentralise’, *Industrial Law Journal of South Africa*, September, 1995
- ‘The High Tide of Collective Bargaining’ in *Journal of the History of Industrial Relations*, Vol 1, No 4, September, 1997
- ‘The Effects of British Industrial Relations Legislation, 1979-97’, (with S. Deakin and P. Ryan), *National Institute Economic Review*, No 161, July, 1997, also translated into Japanese.
- ‘Comparative Research in Industrial Relations: Helping the Survey to Cross Frontiers’, (with R. Delbridge and K. Whitfield), *International Journal of Human Resource Management*, 10:6, 1999.
- ‘The Employment Contract: from Collective Procedures to Individual Rights’, (with S. Deakin, D. Nash and S. Oxenbridge), *British Journal of Industrial Relations*, 38:4, December, 2000.
- ‘Putting Partnership into Practice in Britain’, *British Journal of Industrial Relations*, 38:2, June 2000.
- ‘Globalisation and the Protection of Labour Standards’, in *Japan Labor Bulletin and Japanese Journal of Labour Studies*, 2000.
- ‘The Limits of Statutory Trade Union Recognition’, (with S. Deakin, M. Hudson., and C. Pratten), *Industrial Relations Journal*, 32:3, August, 2001.
- ‘The Two Faces of Partnership? An Assessment of Partnership and Co-operative Employer/Trade Union Relationships’, with S. Oxenbridge, *Employee Relations*, 24:3, 2002
- ‘The Operation of the Low Pay Commission’, *Employee Relations*, 24:6, December, 2002.
- ‘Initial Responses to the Statutory Recognition Provisions of the Employment Relations Act 1999’, with S. Oxenbridge, S. Deakin and C. Pratten, *British Journal of Industrial Relations*, forthcoming June 2003
- ‘The irrelevance of trade union recognition? A comparison of two matched companies’, with P. Ryan. *The Australian Journal of Labour Economics*, 6:3, September 2003, pp383-408.
- ‘The development of co-operative employer/trade union relationships in Britain’, with S. Oxenbridge, *Industrielle Beziehungen*, 11: 1, 2004, pp143-158.
- ‘Achieving a new equilibrium? The stability of co-operative employer-union relationships’, with S. Oxenbridge, *Industrial Relations Journal*, 2004, 35:5, pp388-402
- ‘The future of collectivism in the regulation of industrial relations’, *Human Resources and Employment Review*, 2:4, Dec 2004. pp196-201.
- ‘Third party intervention reconsidered: an international perspective’, *Journal of Industrial Relations*, 46:4, Dec 2004, pp 448-458.
- ‘Restoring the World’s Dream’, in ‘Labor History Symposium’, *Labor History*, Vol 48 No 3, 2007, pp352- 357.
- ‘What has been happening to collective bargaining under New Labour? Interpreting WERS 2004’, with Nash, D., *Industrial Relations Journal*, 2008, 39:2, 91-103.
- ‘Does partnership at work increase trust? An analysis based on the 2004 Workplace Employment Relations Survey’, *Industrial Relations Journal*, 2008, 39:2, 124-153.
- ‘How far can a minimum wage compensate for the decline in collective bargaining? The challenges facing Germany and Britain’, with A. K. Skarpelis, *Comparative Labour Relations Bulletin*, 2008, No 67, 181 - 199.
- ‘The process of fixing the British National Minimum Wage, 1997-2007’, *British Journal of Industrial Relations*, 2009, 47:2, 430 – 444.

- ‘The Annual Wage Review 2009-2010 of the Minimum Wage Panel of Fair Work Australia’ *Australian Bulletin of Labour*, 2010, 36:3, 341 – 345.
- ‘Industrial Relations in Britain under New Labour, 1997-2010: A post mortem’, *Journal of Industrial Relations*, Volume 53 Issue 3, June 2011 pp. 402 - 413.

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