

Work as paid employment: Why is it changing and Why is it all happening? - An Australian perspective

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In 1999 the Australian Centre for Industrial Relations Research and Training published a text that summarised their major research findings that dealt with the changing nature of paid employment for the workforce in Australia. The Centre argues against the neo-capitalist/neo-liberal stances that embrace free market principles. This paper presents a framework to guide peoples' thinking of changes to 'work' (as paid employment) using recent ideological concepts, such as managerialism, economic rationalism, human capital theory and neo-corporatism. Is there a shift away from the infusion of these concepts into VET/Life Long Learning policy and practice within Australia? A brief exploration of these concepts provides a means of raising some understanding of why work is changing and why it is all happening in Australia? The paper concludes by posing issues that have implications for VET / Life long Learning policy and practice.