Dear Commission,

I suggest the Commission review workplace relations within the framework of Albert Hirschman's theory on assessing the health of an organisation in terms of exit, voice and loyalty (http://en.m.wikipedia.org/wiki/Exit,_Voice,_and_Loyalty).

I would also be interested in the Commission's views on Thomas Piketty's suggestion that institutions (such as minimum wages) have a material impact on inequality. To what extent might workplace institutions help ensure that Australia remains an egalitarian society?

Finally, what are the prospects of raising labour productivity by reducing the working week to 4.5 days? I assume that it is productivity of hours worked that we are really interested in, not productivity gained by spending more time working. Speaking personally, I would welcome the opportunity to reduce my time doing remunerated work to (say) 20 hours a week once I reach 50, and do so for as long as I am in good health, while spending the remainder of my time doing other productive work that are not remunerated – e.g., looking after the elderly and children, reading and writing, and volunteer work.

Thank you for considering my suggestions and queries. I look forward to reading your draft report.

Kien Choong
31 January 2015

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1 This submission does not contain confidential information
2 Piketty 2015, Capital in the Twenty-First Century. See the discussion in Chapter 9 (“Inequality of Labour Income”), where Piketty contrasts wage inequality outcomes in the United States (stagnant minimum wage) with France (rising minimum wage).