

1840	Samuel Parnell refuses to work more than 40 hours per week	First recorded industrial action by worker to improve working conditions; origins of the 40 hour working week
1862	First local unions	Printing workers establish first NZ-based unions
1873	Employment of Females Act	First state minimum of working conditions, limiting women's working hours, guaranteeing holidays, and ventilation. Later amended to prohibit employing children under 10 in factories.
1878	Trade Union Act	First industrial legislation, copied directly from English statutes, recognising unions
1885	1 <sup>st</sup> Trade Union Congress	Convened in Otago, attempted to co-ordinate unions, & draw attention to sweated female labour
1890	1 <sup>st</sup> Sweating Commission	Found some evidence of sweating practices, but not congruent with the sweating system found in England
1890	Maritime Strike	Failed 56-day strike in support of Australian dispute. Failure led to collapse in union membership & harsh treatment of union members.
1890	Election of the Liberal Government	Elected on a platform of increased state intervention & support to labour market reforms
1891	Factories Act	Protective legislation intended to regulate the working conditions in factories. Amended in 1894.
1894	Industrial Conciliation and Arbitration Act	Act designed to replace industrial action with conciliation & arbitration. State guarantees the union role through bargaining rights & 'exclusive jurisdiction'.
1902	NZ Employers Federation	Employers band together to counter union power within the IC&A system
1908	First major change to IC&A Act	Conciliation Councils instituted (tries to bolster conciliation over arbitration)
1908	Blackball miners strike	Successful strike that led to the de-registration of several unions and the formation of the 'Red Fed'
1912	Public Service Act	Formalised terms & conditions in the public sector

1912	Waihi Miners Strike	Defeat for the 'Red Fed' unions.
1913	General strike	Defeat for the 37 involved unions. Led to the formation of the Labour Party in 1916.
1929-1935	Economic crisis	Deflation, mass unemployment & reduction in real wages. IC&A system under 'adjustment pressure'.
1935	Labour Party Government elected	Major reform platform with extensive social & economic state intervention.
1936	Reform of IC&A system	Compulsory arbitration & unionism introduced. Start of the modern welfare state.
1951	Waterfront Dispute	151 days of industrial action involving 22 000 workers & strong punitive state measures. Total defeat & deregistration of militant unions.
1961	National government repeals compulsory unionism	Strong unions begin to negotiate additional conditions directly, beginning the practice of 'second tier bargaining'.
1968	'Nil Wage Order'	Employers & union collude to overturn the nil General Wage Order.
1972	Equal Pay Act	Introduces equal pay for equal work.
1973	Industrial Relations Act	Formalised second tier bargaining, introduced personal grievances, & drew a distinction between disputes of rights and disputes of interest.
1984	Election of 4 <sup>th</sup> Labour government	Began a rapid process of deregulation of NZ economy and public sector Introduced voluntary arbitration in 1984
1987	Labour Relations Act	Attempted to introduce flexibility into the award system by allowing workplace bargaining.
1989	Employment Equity Act	Short-lived legislation which introduces pay equity.

1991	Employment Contracts Act	De-recognised unions by removing compulsory unionism; the award system was abolished. Made PGs a universal employee right. Adjusted Employment Institutions, limit strike rights.
1992	Industry Training Act	Introduced competency-based vocational education & training (VET), based on the National Qualification Framework & unit standards. Industry Training Organisations are instituted.
1992	Health & Safety in Employment Act	Moves to 'risk management' of OSH, provides for 'One Act, One Enforcement Agency'.
1993	Privacy Act	Enshrined 12 Privacy principles & the employees' right to know & right to privacy protection
1993	Human Rights Act	Updates 1977 legislation & gives comprehensive protection against discrimination.
2000	Employment Relations Act	Return of government support of unionism & collective bargaining.
2002	Health & Safety in Employment Amendment Act	Enhance OSH legislation by providing broader coverage (more employee groups), institutes employee participation & makes stress an explicit hazard to manage.
		Note: the public sector had a separate ER system until the 1986 SOE Act & 1988 Public Sector Act.