Fairness at Work: A Critical Analysis of the Employment Relations Act 1999 and Its Treatment of Collective Rights

By Claire Kilpatrick, Paul Skidmore, Tania Novitz

Bloomsbury Publishing PLC. Paperback. Book Condition: new. BRAND NEW, Fairness at Work: A Critical Analysis of the Employment Relations Act 1999 and Its Treatment of Collective Rights, Claire Kilpatrick, Paul Skidmore, Tania Novitz, From the White Paper on Fairness at Work,it seemed that the enhanced protection of "collective rights" was central to New Labour's industrial relations settlement. Reforms were promised relating to diverse matters such as blacklisting, discrimination against trade union members, trade union recognition and industrial action. Moreover, the Blair Government sought to portray trade unions as suitable representatives of workers in the context of grievance and disciplinary procedures, appropriate recipients of information and consultation and potential contributors to a new "culture of labour relations". This culture was encapsulated in the term "partnership". This book examines the rhetorical claims made in the White Paper (and later in Parliament) alongside the actual reforms contained in the Employment Relations Act 1999. These developments are studied in their broader context, including Britain's recent industrial relations history and the perceived need to find a "third way" which navigates between pre-existing Labour and Conservative ideologies. The pressures placed on British policies by international and European organisations are considered as are the other social, political...

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