
Contents

<i>Preface</i>	<i>page</i> xv
<i>Acknowledgements</i>	xviii
<i>Table of statutes</i>	xix
<i>Table of statutory instruments</i>	xxvii
<i>Table of EU legislation</i>	xxx
<i>Table of international instruments</i>	xxxii
<i>Table of cases</i>	xxxvi
<i>Abbreviations</i>	xl

PART I

1	A brief history of labour law	3
	Collective laissez-faire – the 1950s	3
	The demise of collective laissez-faire – the 1960s and 1970s	4
	Promoting workers' rights	5
	Managing the economy	7
	Reducing the number of strikes	8
	Individualism and deregulation – the 1980s and early 1990s	10
	Protecting workers' rights: individualism	10
	Tackling strikes	12
	Reducing burdens on business	13
	Promoting workers' rights: EC law	14
	Conclusion	14
	'The third way' – 1997 to the present	15
	Studying labour law today	17
	<i>Further reading</i>	18
2	Economics perspectives on labour law	20
	What do economists do?	21
	Microeconomics	22
	Markets	22
	Labour markets	24

	Labour law: two schools of thought	26
	Neoclassical economics	27
	New institutional economics	29
	Macroeconomics	32
	Productivity	32
	Unemployment	33
	The role of economics perspectives	35
	<i>Further reading</i>	35
3	Human rights perspectives on labour law	38
	A brief overview of human rights	38
	Historical development	38
	Types of rights	41
	Civil and political rights	42
	Economic and social rights	44
	International human rights instruments and domestic law	46
	Interpreting rights	47
	Right-holders	47
	Rights against whom?	48
	Scope	49
	Weight	51
	<i>Further reading</i>	55
4	Modes of regulation	57
	International and regional regulation	58
	The International Labour Organization	58
	The European Social Charter	61
	The European Convention on Human Rights	61
	The European Union	64
	What role for national law?	69
	Modes of regulation within national law	70
	<i>Further reading</i>	73
	 PART II	
5	Who is protected by employment law?	77
	Typical and atypical workers	78
	Economics perspectives	80
	Rights perspectives	83
	The scope of employment law	86
	Employees	86
	Workers	89

	Self-employed people	90
	Why does it matter?	91
	Atypical workers have other problems too	94
	The scope of employment law – an issue to remember	95
	<i>Further reading</i>	96
6	Working time	97
	Economics perspectives	98
	The working week	98
	Leave	100
	Rights perspectives	102
	Hours and holidays	102
	Leave	103
	The law on working time	106
	Rules applicable to all	106
	Rules applicable to workers with family responsibilities	110
	<i>Further reading</i>	115
7	Discrimination	118
	Economics perspectives	118
	Arguments against legal intervention	118
	Arguments which might support legal intervention	121
	Rights perspectives	123
	Who is protected?	124
	What constitutes discrimination?	125
	Can discrimination ever be justified?	128
	English law	129
	Who is protected?	129
	What constitutes discrimination?	132
	Can discrimination ever be justified?	136
	<i>Further reading</i>	137
8	Wages	139
	Economics perspectives	140
	Minimum wages	140
	Equal pay	143
	Rights perspectives	144
	Minimum wages	144
	Equal pay	146
	English law	147
	The national minimum wage	147
	Entitlement and enforcement	148
	The rate	149

	Equal pay	151
	Eligibility and enforcement	152
	Employers' defences	154
	<i>Further reading</i>	155
9	Dismissal	157
	Economics perspectives	158
	Arguments against regulation	158
	Arguments in favour of regulation	159
	Rights perspectives	160
	English law	165
	Eligibility to claim	166
	Controls over the employer's reason for dismissal	167
	Controls over the employer's procedures	168
	Remedies	171
	<i>Further reading</i>	174
10	Collective representation	176
	Rights perspectives	177
	Collective bargaining	177
	Consultation	179
	Economics perspectives	181
	Economic arguments against worker participation	181
	Economic arguments in favour of worker participation	183
	The law on collective bargaining	185
	The law on consultation	189
	<i>Further reading</i>	195
11	Trade union membership	197
	Rights perspectives	198
	Freedom of association and employers	198
	Freedom of association and unions	200
	Can an individual be compelled to join a union?	201
	Can unions set their own membership criteria?	203
	Can unions compel their members to participate in union activities?	204
	Economics perspectives	206
	Freedom of association as against employers	207
	Discrimination against trade unionists	207
	Access to employment	207
	During employment	208
	Dismissal	211
	Duties to support union activities	211

	Freedom of association between workers and trade unions	213
	Compulsory trade union membership	213
	Trade union rules on membership	214
	Union discipline and expulsion	216
	<i>Further reading</i>	218
12	Industrial action	219
	Rights perspectives	220
	Economics perspectives	224
	The law on trade unions and strike organisers	228
	The law on individual strikers	234
	<i>Further reading</i>	237
	What next?	239
	The economic and social context	239
	The international dimension	240
	The EU	241
	The UK	244
	The perspectives revisited	247
	<i>Index</i>	248