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Employment Rights

**United States. Congress. Senate.
Committee on Health, Education,
Labor, and Pensions**

Employment Rights:

Employment Rights Richard W. Painter, Keith Puttick, Ann Holmes, 2004-09-20 This new edition of the successful handbook *Employment Rights* is fully updated and revised to include new material on all recent employment law. *Employment Rights* is a well established text and reference point on all aspects of labour law in particular those outside the legal profession. Coverage is comprehensive and includes recruitment and selection contracts and changes to them wages discrimination unfair dismissal and redundancy health and safety trade union rights and work related benefits. This new edition has been expanded to include coverage of developments such as the Employment Act 2002 Tax Credits Act 2002 EC Employment Social Policy the European Convention of Human Rights and reform of the Disability Discrimination Act 1995 and the Industrial Tribunals Act 1996.

Making Employment Rights Effective Linda Dickens, 2012-10-02 There has been an enormous expansion of individual employment rights in Britain but their practical impact in terms of delivering fairer workplaces can be questioned. Taking as its starting point the widespread acknowledgement of problems with the major enforcement mechanism the Employment Tribunals this collection brings together experts from law sociology and employment relations to explore a range of alternative regulatory and non regulatory approaches to enforcement and to securing compliance and to consider factors affecting variation in the extent to which legal rights have meaning and impact at the workplace. Thus this book addresses issues key to contemporary policy and academic debate. Chapters discuss the growth in employment rights and their enforcement mechanisms Gillian Morris problems with the employment tribunal system and the current and potential role of alternative dispute resolution Linda Dickens reflect on the long experience of enforcement of equality rights Bob Hepple and agency enforcement of health and safety legislation under the better regulation agenda Steve Tombs and David Whyte evaluate the potential of various reflexive law mechanisms including corporate governance Simon Deakin Colm McLaughlin and Dominic Chai and of procurement Christopher McCrudden as strategies for delivering fairness at the workplace. Factors influencing how statutory rights shape workplace practice are illuminated further in chapters on trade unions and individual legal rights Trevor Colling the management of employment rights John Purcell and regulation and small firms Paul Edwards. The opening chapter Dickens makes the case for addressing issues of enforcement and compliance in terms of adverse treatment at work while the final chapter Dickens considers why successive governments have been reluctant to act and outlines steps which might be taken were there sufficient political will to do so to help make employment rights effective in promoting fairer workplaces.

Valuing Employment Rights ACL Davies, 2024-05-09 This book gives new insights into employment law by analysing a neglected topic remedies for breaches of employment rights. It explores remedies in the wider context of compliance with and enforcement of employment law through criminal law and other regulatory techniques. The book argues that some of the remedies set out in statute or at common law for working people are a poor fit for the employment rights they are supposed to protect. Employment rights are often

undervalued in the legal system because remedies for their infringement are subject to limitations not applicable to rights in other settings This limits their ability both to uphold the dignity of working people and to deter breaches Moreover the remedies on offer do not always suggest a sensible ranking of employment rights in which fundamental rights attract stronger remedies than other kinds of rights and interests The book suggests why some of these problems might have arisen and makes proposals for reform It also considers the wider implications for a system of employment law that depends so heavily for its enforcement on working people litigating to enforce their rights Ranging widely across theory and doctrine and analysing criminal law contract and tort as well as statutory employment law this book will be of interest to academics and researchers seeking a deeper understanding of the subject

The Individual Employment Rights Primer Kurt

Decker,2020-11-25 A guide to employment law One of the most rapidly evolving areas of law involves individual employment rights Individual employment rights has no clearly defined boundary It encompasses a multitude of employment statutes and court decisions It finds its support in constitutional law and has developed as part of specialized employment law areas involving record keeping and disclosure labor relations health and safety labor standards fair employment practices This book consolidates these fragmented individual employment rights into a centralized reference source

Know Your

Employment Rights United States. Department of Labor. Manpower Administration,1970

Protecting the

Employment Rights of Those who Protect the United States United States. Congress. Senate. Committee on Health, Education, Labor, and Pensions,2009

Prohibition of Mandatory Retirement and Employment Rights Act of 1982

United States. Congress. Senate. Committee on Labor and Human Resources. Subcommittee on Labor,1982 *Prohibition of Mandatory Retirement and Employment Rights Act of 1982* United States. Congress. Senate. Committee on Labor and Human Resources,1982

Adjudicating Employment Rights S. Corby,P. Burgess,2014-01-28 Adjudicating Employment Rights compares and analyses institutions for resolving employment rights disputes in ten countries In addition to detailed individual chapters the study offers a theoretical perspective and an evaluation of national institutions against key yardsticks

Workers' Rights and Wrongs Nick Burkitt,2001-10

Alt-Labor and the New Politics of Workers' Rights Daniel J.

Galvin,2024-02-02 Over the last half century two major developments have transformed the nature of workers rights and altered the pathways available to low wage workers to combat their exploitation First while national labor law which regulates unionization and collective bargaining has grown increasingly ineffective employment laws establishing minimal workplace standards have proliferated at the state and local levels Second as labor unions have declined a diversity of small under resourced nonprofit alt labor groups have emerged in locations across the United States to organize and support marginalized workers In Alt Labor and the New Politics of Workers Rights political scientist Daniel J Galvin draws on rich data and extensive interviews to examine the links between these developments With nuance and insight Galvin explains how alt labor groups are finding creative ways to help their members while navigating the many organizational challenges and

structural constraints they face in this new context Alt labor groups have long offered their members services and organizing opportunities to contest their unfair treatment on the job But many groups have grown frustrated by the limited impact of these traditional strategies and have turned to public policy to scale up their work They have successfully led campaigns to combat wage theft raise the minimum wage improve working conditions strengthen immigrants rights and more These successes present something of a puzzle relative to their larger wealthier and better connected opponents alt labor groups are small poor and weak Their members are primarily low wage immigrant workers and workers of color who are often socially economically and politically marginalized With few exceptions the groups lack large dues paying memberships and are dependent on philanthropic foundations and other unpredictable sources of funding How given their myriad challenges have alt labor groups managed to make gains for their members Galvin reveals that alt labor groups are leveraging their deep roots in local communities their unique position in the labor movement and the flexibility of their organizational forms to build their collective power and extend their reach A growing number of groups have also become more politically engaged and have set out to alter their political environments by cultivating more engaged citizens influencing candidate selection processes and expanding government capacities These efforts seek to enhance alt labor groups probabilities of success in the near term while incrementally shifting the balance of power over the long term Alt Labor and the New Politics of Workers Rights comprehensively details alt labor s turn to policy and politics provides compelling insights into the dilemmas the groups now face and illuminates how their efforts have both invigorated and complicated the American labor movement *Employment Law in Context* David Cabrelli, 2016 A contextual rigorous treatment of employment law featuring a running case example to show exactly how the law works and including extracts from key cases and source materials

Worker Rights in Export Processing Zones, 1990 *Worker Rights in U.S. Policy*, 1991 Casual Work Arrangements and Platform-Based Work Ilda Durri, 2023-08-22 Platform work in which work activities are channelled through web platforms or apps has emerged as one of the major transformations in the world of work over the past decade Although platform work presents many of the labour law issues related to casual work often linked to insecure or precarious working conditions until this book no in depth research has been conducted on specifically positioning platform work in the context of casual work arrangements The author systematically evaluates how strategies aimed at regulating casual work can be extended to enhance the employment relationships and working conditions of platform workers The analysis proceeds through a detailed comparative legal analysis of casual work in four industrialized countries the United Kingdom the Netherlands Belgium and Italy shedding light on the divergent regulatory approaches to this work typology Then it moves on to EU legislators efforts to develop a regulatory matrix on casual work focusing on directives such as those on fixed term work working time and transparent and predictable working conditions The author concludes with recommendations for redefining the EU legal initiative on platform work in light of the national and EU legal instruments examined in this

contribution Issues such as the insecure nature of work unpaid stand by time and work insecurity come to the fore The purpose of this book is to assist policymakers and social partners in finding viable legal solutions to tackle some of the labour protection challenges posed by platform work At the same time it serves as a reminder to EU policymakers that existing legal instruments on casual work constitute an available blueprint which could be beneficial in dealing with such regulatory problems Issues and topics covered in a nutshell include the following what is captured under the label of casual work arrangements the shared features between casual work and platform work with a focus on their insecure working conditions the employment status insecurity the insecurity of working hours the uncertainty of the continuity of employment the income insecurity peculiar traits of platform work the development of the EU regulatory matrix on casual work the relevance of the directives on working time fixed term work and transparent and predictable working conditions for the protection of platform workers and the improvement of the proposal for a Platform Work Directive in light of the above instruments

Introducing Employment Relations Steve Williams, 2014 Comprehensive and clearly focused this is a must read text for students of employment relations The accessible writing style is combined with a wealth of contemporary examples allowing the reader to fully engage with the key critical debates surrounding each topic **TUPE transfers 2007: rights and responsibilities special report**, *Refugees, Recent Migrants and Employment* Sonia McKay, 2008-11-14 Upheavals in vast areas of the world have led to a growing number of international refugees a significant proportion of which have made their way to the West At the same time economic and social pressures together with skills and labour shortages have encouraged the migration for work of millions of workers worldwide Although there has been a constant media focus on these two groups little is known about their labour market experiences This collection examines the problems faced by refugees and recent migrants in accessing employment as well as the policy frameworks that address the labour market rights of refugees and economic migrants **Employment Law** Stephen Taylor, Astra Emir, 2012-03-22 This is an accessible introduction to UK employment law for non law students It provides a wide range of topics reflecting the content of employment law modules and the extensive evaluative material raises the major debates and encourages critical thinking

Modernising European Union labour law Great Britain: Parliament: House of Lords: European Union Committee, 2007-06-27 In its Green Paper about the need for labour market reform the European Commission argued that the increasing diversity of 21st century working relationships means that existing labour law is no longer adequate This report brings together the evidence from a wide range of experts and representative bodies about these issues as they affect the UK labour market It finds that the evidence does not support the Commission The consensus is that the relatively light regulation of the UK labour market is advantageous and that problems of social disadvantage and structural unemployment are better addressed by measures aimed at tackling poor skills and social inequality rather than changing labour law The report therefore recommends that efforts at EU level should focus on the promotion and sharing of good practice rather than

the introduction of new legislation

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