**EMPLOYMENT LAW: AN INTRODUCTION**

**RECOMMENDED READING**

**IDS HANDBOOKS**

IDS regularly publish handbooks which provide an excellent and very comprehensive explanation of the law in key areas. The most recent examples are as follows:

2012: Continuity of Employment

 Discrimination at Work

 Maternity and Parental Rights

2013: Trade Unions

 Whistleblowing at work

 Employment Tribunal Practice and Procedure

 Working Time

2014: Atypical and Flexible Working

 Contracts of Employment

**IDS BRIEF ARTICLES**

Aside from summarising most cases of note, the fortnightly journal IDS Brief continues to publish excellent briefings on key areas of employment law, particularly new sets of regulations and their practical implications. These are always accessible and authoritative. Some very useful examples are as follows:

Alcohol, drugs and employment law (Brief 970 - April 2013)

Changes to collective redundancy consultation (Brief 972 - May 2013)

Whistleblowing - now and in the future (Brief 973 - May 2013)

Enterprise and Regulatory Reform Act hits the statute books (Brief 974 - June 2013)

Tribunal fees - the new rules (Briefs 975, 977 and 976 - June, July & August 2013)

Disciplinary hearings - recent cases (Brief 980 - September 2013)

Agency Workers - recent developments (Brief 983 - October 2013)

Pre-termination settlement negotiations (Brief 986 - December 2013)

TUPE changes: what you need to know (Brief 991 - February 2014)

Rehabilitation of Offenders (Brief 993 - March 2014)

Early conciliation - the new rules (Brief 994 - April 2014)

Open plan offices: the legal issues (Brief 996 - May 2014)

Right to request flexible working - the new rules (Brief 998 - June 2014)

Apprenticeships - traditional and modern (Brief 1002 - August 2014)

Mandatory equal pay audits: the new law (Brief 1006 - October 2014)

No guarantees: the problem with zero hours (Brief 1007 - October 2014)

Shared parental leave and pay (Briefs 1010 & 1011 - December 2014)

Dismissing employees with work-related stress (Brief 1018 - April 2015)

**NEW BOOKS**

In recent years most original contributions have taken the form of multi-authored texts which aim to compare and contrast the different ways in which employment regulation operates around the world. The authors rightly assume that a great deal can be learned about what works best from such studies.

*Multinational Human Resource Management and the Law* edited by Matthew Finkin and Joel Cutcher-Gershenfield (2013) is a fascinating and very original book. A team of authors with expert knowledge of employment law in five countries (Australia, Brazil, Germany, Japan and the USA) discuss how their respective systems approach a range of common HR-related workplace problems.

The way that different employment law systems work around the world is the subject of 'Adjudicating Employment Rights' by Susan Corby and Pete Burgess (2014). Ten country's systems are examined in turn and also compared. Some of this ground is also covered in *Creative Labour Regulation* edited by Deirdre McCann and a team of five editors (2014), but here the emphasis is on the ways that different systems are responding to increased organisational complexity and dynamism.

*Does Regulation Kill Jobs?* edited by Cary Coginalese, Adam Finkel and Christopher Carrigan (2013) is an extensive volume looking at all aspects of the economic consequences of employment regulation by authors who address the issues from a variety of perspectives.

*Labour Regulation in the Twenty-First Century: In search of flexibility and Security* edited by Tomas Davulis and Daiva Petrylaite (2012) contains contributions from around the world each of which focus on the central issue that all systems of employment regulation wrestle with, namely how can a system be designed which delivers social justice without damaging employment prospects and economic growth.

Katherine Stone & Harry Arthurs (2012) also address these issues in *Rethinking Employment Regulation: Beyond the Standard Contract of Employment.* But their emphasis is more specifically on possible responses on the part of regulatory systems to the decline in traditional forms of employment relationships and contracts.

More focused and extensive is Patrick Emmenegger's (2014) study of the way the different systems of dismissal law have evolved around Europe and why this accounts for some of the differences that are observed in workplace cultures across the continent.

The failings of the UK's employment tribunal system (before the introduction of fees) are discussed in a highly critical book called Struck Out by David Renton (2012), the central argument being that the system favours employers over employees in key ways.