



Making Employment Rights Effective: Issues of Enforcement and Compliance

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In Britain, there has been an enormous expansion of individual employment rights, 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 in law, sociology, and employment relations to explore a range of alternative regulatory and non-regulatory approaches to enforcing compliance. The book considers factors affecting variation in the extent to which legal rights have meaning and impact at the workplace. Thus, it addresses issues key to contemporary policy and academic debate. Making Employment Rights Effective discusses: the growth in employment rights and their enforcement mechanisms * problems with Britain's Employment Tribunal system * the current and potential role of alternative dispute resolution * the long experience of enforcement of equality rights and agency enforcement of health and safety legislation under the 'better regulation' agenda * the potential of various 'reflexive law' mechanisms, including corporate governance * procurement as strategy for delivering fairness at the workplace * the mediation of statutory rights, influencing how they shape workplace practice * trade unions and individual legal rights * the management of employment rights * regulation and small firms.

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