

Labour Law and Industrial Relations **in** *Great Britain*

Stephen Hardy

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Labour Law and Industrial Relations in Great Britain

By

Stephen Hardy

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Labour Law and Industrial Relations in Great Britain

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Dedication

For Professor Sir Bob Hepple QC FBA, who previously edited this section from 1977 to 2006.

Preface

I am grateful to Professor Blanpain for kindly asking me to contribute to the *International Encyclopaedia* with reference to the Great Britain in succession to Professors Bob Hepple and Sandy Fredman. To that end, this book is dedicated to Bob Hepple, one of the long-standing, inaugural authors since 1977, whose scholarship and mentoring has profoundly guided my own work over the last 13 years and that of many others over the last three decades. However, this edition of the Great Britain section (it remains Great Britain, rather than the UK since Northern Ireland's employment law is governed by a separate court system and has extensive equality laws, beyond this work's remit; in addition, Northern Ireland and the Republic of Ireland are the subject of separate monographs in this series) has greatly benefited from the foundational work made by Professors Hepple and Fredman. Their learned approach largely remains the steer throughout this updating edition. I therefore remain indebted to them.

However, over the last five years since their last edition, British employment (labour) law has gathered pace and embraced much change, mainly brought about through European law initiatives and/or case law before the European Court of Justice, as well as New Labour's zeal for reform under Tony Blair's agenda for change. This edition therefore concentrates on enhanced 'family friendly' rights; new statutory procedures for grievances and dismissals alongside a revival in collective relations. Such a combination provides an exciting period on which to review the progress and current content of British labour law.

As ever, the usual disclaimers apply. My wife, Louise, and two sons, Dominic and William, have been supportive as ever, recharged my enthusiasm for my subject at low points, as well as providing occasional, but welcome distractions throughout the writing/updating of this text over the past six months. My final thanks remain to a wise and guiding editor, an extremely helpful publishing team and patient publisher.

The law is stated as at 1 October 2006.

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