

Employment Law

Gwyneth Pitt



华东政法

EMPLOYMENT LAW

By

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*To Dorothy and Walter Pitt,
and to the memory of
Stanley William Pitt*

PREFACE

It is a truth universally acknowledged that every preface begins with a lament on the theme of rapid change in the subject. This preface does not claim to break with that tradition. In the short span since the second edition of this book there have been major statutory developments, including the Disability Discrimination Act 1995 as well as amendments to sex discrimination and equal pay driven by European Community law. The dynamic area of discrimination law has seen important case law developments, especially in relation to part-time workers, harassment and vicarious liability. As the ECJ has pushed forward the frontiers of discrimination law in *P v. S and Cornwall C.C.*, so it has moved to limit the protection for workers under the Acquired Rights Directive: *Süzen v. Zehnacker* and the Court of Appeal's response in *Betts v. Brintel Helicopters* are charted here, together with many other significant changes affecting almost every aspect of employment law.

Thanks as much to the publishers' wizardry as to any restraint on my part, this edition is not much longer than the last. Since its avowed aim is to present employment and industrial relations law within a short compass, while at the same time setting it in the context of actual experience in the workplace and the wider social and political framework, this is a source of some satisfaction.

In general, the law is stated as at the end of March 1997, although it has been possible to include some later references, most notably to take account of the Labour Party's stunning victory in the General Election in May. One of the first acts of the new Labour Government was to lift the ban on union membership for GCHQ staff (referred to on page 260).

As ever, I would like to express my thanks to my students over the years, whose enthusiasm for employment law has sustained my own.

Gwyneth Pitt

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