

# Contents

<i>Editor's preface</i>	xiii
<i>Useful websites</i>	xiv

---

## **Part I Statutes of the UK Parliament 1**

---

Equal Pay Act 1970	1
Sex Discrimination Act 1975	8
Race Relations Act 1976	31
Sex Discrimination Act 1986	37
Employment Act 1989	39
Trade Union and Labour Relations (Consolidation) Act 1992	40
Disability Discrimination Act 1995	157
Jobseekers Act 1995	174
Employment Rights Act 1996	175
Employment Tribunals Act 1996	266
National Minimum Wage Act 1998	273
Employment Relations Act 1999	285
Employment Act 2002	290
Equality Act 2006	292

---

## **Part II Statutory instruments 301**

---

The Employment Tribunals Extension of Jurisdiction (England and Wales) Order 1994	301
The Employment Protection (Continuity of Employment) Regulations 1996	302
The Working Time Regulations 1998	303
The Maternity and Parental Leave etc. Regulations 1999	321
The Public Interest Disclosure (Compensation) Regulations 1999	333
The Part-Time Workers (Prevention of Less Favourable Treatment) Regulations 2000	333
The Trade Union Recognition (Method of Collective Bargaining) Order 2000	339
The Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations 2002	343
The Flexible Working (Eligibility, Complaints and Remedies) Regulations 2002	350
The Paternity and Adoption Leave Regulations 2002	350
The Employment Equality (Religion or Belief) Regulations 2003	359
The Employment Equality (Sexual Orientation) Regulations 2003	369
The ACAS Arbitration Scheme (Great Britain) Order 2004	372
The Employment Act 2002 (Dispute Resolution) Regulations 2004	378
The Information and Consultation of Employees Regulations 2004	384
The Employment Equality (Age) Regulations 2006	397

The Transfer of Undertakings (Protection of Employment) Regulations 2006	411
<b>Part III Non-statutory materials</b>	<b>422</b>
ACAS Code of Practice 1 Disciplinary and Grievance Procedures (Revised 2009)	422
ACAS Code of Practice 2 Disclosure of Information to Trade Unions for Collective Bargaining Purposes (Revised 1997)	426
Department of Employment Code of Practice on Picketing (Revised 1992)	428
Equal Opportunities Commission Code of Practice for the Elimination of Discrimination on the Grounds of Sex and Marriage and the Promotion of Equal Opportunity in Employment (Issued 1985)	430
Equal Opportunities Commission Code of Practice on Equal Pay (Revised 2003)	436
Commission for Racial Equality Code of Practice on Racial Equality in Employment (2005)	442
The Disability Rights Commission Code of Practice on Employment and Occupation (Issued 2004)	449
<b>Part IV European Union materials</b>	<b>464</b>
Consolidated version of the Treaty establishing the European Community	464
Charter of Fundamental Rights of the European Union	467
Council Regulation No. 1612/68 on Freedom of Movement for Workers within the Community	469
Council Directive No. 97/81 concerning the framework agreement on part-time work concluded by UNICE, CEEP and the ETUC	471
Council Directive No. 98/59 on the approximation of the laws of the Member States relating to collective redundancies	472
Council Directive No. 99/70 concerning the framework agreement on fixed-term work	474
Council Directive No. 2000/43 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin	476
Council Directive 2000/78 establishing a general framework for equal treatment in employment and occupation	478
Council Directive No. 2001/23 on the approximation of the laws of the Member States relating to the safeguarding of employees' rights in the event of transfers of undertakings, businesses or parts of undertakings or businesses	481
Council Directive No. 2003/88 concerning certain aspects of the organisation of working time	485
Council Directive No. 2006/54 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast)	490
Council Directive No. 2008/104 on temporary work	494
<b>Part V International obligations</b>	<b>498</b>
European Convention for the Protection of Human Rights and Fundamental Freedoms	498

European Social Charter (Revised 1996)	499
International Labour Organisation Convention (No. 87) concerning Freedom of Association and Protection of the Right to Organise	502
International Labour Organisation Convention (No. 98) concerning the Application of the Principles of the Right to Organise and to Bargain Collectively	503
<i>Index</i>	505

# Alphabetical contents

- A** ACAS Arbitration Scheme (Great Britain) Order 2004... 372
- ACAS Code of Practice 1 Disciplinary and Grievance Procedures (Revised 2009)... 422
- ACAS Code of Practice 2 Disclosure of Information to Trade Unions for Collective Bargaining Purposes (Revised 1997)... 426
- C** Charter of Fundamental Rights of the European Union... 467
- Commission for Racial Equality Code of Practice on Racial Equality in Employment (2005)... 442
- Council Directive No. 97/81 concerning the framework agreement on part-time work concluded by UNICE, CEEP and the ETUC... 471
- Council Directive No. 98/59 on the approximation of the laws of the Member States relating to collective redundancies... 472
- Council Directive No. 99/70 concerning the framework agreement on fixed-term work... 474
- Council Directive No. 2000/43 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin... 476
- Council Directive 2000/78 establishing a general framework for equal treatment in employment and occupation... 478
- Council Directive No. 2001/23 on the approximation of the laws of the Member States relating to the safeguarding of employees' rights in the event of transfers of undertakings, businesses or parts of undertakings or businesses... 481
- Council Directive No. 2003/88 concerning certain aspects of the organisation of working time... 485
- Council Directive No. 2006/54 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast)... 490
- Council Directive No. 2008/104 on temporary work... 494
- Council Regulation No. 1612/68 on Freedom of Movement for Workers within the Community... 469
- D** Department of Employment Code of Practice on Picketing (Revised 1992)... 428
- Disability Discrimination Act 1995... 157
- Disability Rights Commission Code of Practice on Employment and Occupation (Issued 2004)... 449
- E** Employment Act 1989... 39
- Employment Act 2002... 290
- Employment Act 2002 (Dispute Resolution) Regulations 2004... 378
- Employment Equality (Age) Regulations 2006... 397
- Employment Equality (Religion or Belief) Regulations 2003... 359
- Employment Equality (Sexual Orientation) Regulations 2003... 369
- Employment Protection (Continuity of Employment) Regulations 1996... 302
- Employment Relations Act 1999... 285
- Employment Rights Act 1996... 175
- Employment Tribunals Act 1996... 266
- Employment Tribunals Extension of Jurisdiction (England and Wales) Order 1994... 301
- Equal Opportunities Commission Code of Practice for the Elimination of Discrimination on the Grounds of Sex and Marriage and the Promotion of Equal Opportunity in Employment (Issued 1985)... 430
- Equal Opportunities Commission Code of Practice on Equal Pay (Revised 2003)... 436
- Equal Pay Act 1970... 1
- Equality Act 2006... 292
- European Convention for the Protection of Human Rights and Fundamental Freedoms... 498
- European Social Charter (Revised 1996)... 499
- F** Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations 2002... 343

- Flexible Working (Eligibility, Complaints and Remedies) Regulations 2002... 350
- I** Information and Consultation of Employees Regulations 2004... 384
- International Labour Organisation Convention (No. 87) concerning Freedom of Association and Protection of the Right to Organise... 502
- International Labour Organisation Convention (No. 98) concerning the Application of the Principles of the Right to Organise and to Bargain Collectively... 503
- J** Jobseekers Act 1995... 174
- M** Maternity and Parental Leave etc. Regulations 1999... 321
- N** National Minimum Wage Act 1998... 273
- P** Part-Time Workers (Prevention of Less Favourable Treatment) Regulations 2000... 333
- Paternity and Adoption Leave Regulations 2002... 350
- Public Interest Disclosure (Compensation) Regulations 1999... 333
- R** Race Relations Act 1976... 31
- S** Sex Discrimination Act 1975... 8  
Sex Discrimination Act 1986... 37
- T** Trade Union and Labour Relations (Consolidation) Act 1992... 40  
Trade Union Recognition (Method of Collective Bargaining) Order 2000... 339  
Transfer of Undertakings (Protection of Employment) Regulations 2006... 411  
Treaty of Rome... 464
- W** Working Time Regulations 1998... 303

# Chronological contents

- 1948** International Labour Organisation  
Convention (No. 87) concerning Freedom  
of Association and Protection of the Right  
to Organise ... 502
- 1949** International Labour Organisation  
Convention (No. 98) concerning the  
Application of the Principles of the  
Right to Organise and to Bargain  
Collectively ... 503
- 1950** European Convention for the  
Protection of Human Rights and  
Fundamental Freedoms ... 498
- 1968** Council Regulation No. 1612/68 on  
Freedom of Movement for Workers  
within the Community ... 469
- 1970** Equal Pay Act 1970 ... 1
- 1975** Sex Discrimination Act 1975 ... 8
- 1976** Race Relations Act 1976 ... 31
- 1985** Equal Opportunities Commission Code  
of Practice for the Elimination of  
Discrimination on the Grounds of Sex  
and Marriage and the Promotion of Equal  
Opportunity in Employment ... 430
- 1986** Sex Discrimination Act 1986 ... 37
- 1989** Employment Act 1989 ... 39
- 1992** Department of Employment Code of  
Practice on Picketing ... 428  
Trade Union and Labour Relations  
(Consolidation) Act 1992 ... 40
- 1994** The Employment Tribunals Extension of  
Jurisdiction (England and Wales)  
Order 1994 ... 301
- 1995** Disability Discrimination Act 1995 ... 157  
Jobseekers Act 1995 ... 174
- 1996** Employment Rights Act 1996 ... 175  
Employment Tribunals Act 1996 ... 266  
European Social Charter ... 499  
The Employment Protection  
(Continuity of Employment)  
Regulations 1996 ... 302
- 1997** ACAS Code of Practice 2 Disclosure  
of Information to Trade Unions for  
Collective Bargaining Purposes ... 426  
Council Directive No. 97/81 concerning  
the framework agreement on part-time  
work concluded by UNICE, CEEP and the  
ETUC ... 471
- 1998** Council Directive No. 98/59 on the  
approximation of the laws of the  
Member States relating to collective  
redundancies ... 472  
National Minimum Wage Act 1998 ... 273  
The Working Time Regulations  
1998 ... 303
- 1999** Council Directive No. 99/70  
concerning the framework agreement  
on fixed-term work ... 474  
Employment Relations Act 1999 ... 285  
The Maternity and Parental Leave etc.  
Regulations 1999 ... 321  
The Public Interest Disclosure  
(Compensation) Regulations 1999 ... 333
- 2000** Charter of Fundamental Rights  
of the European Union ... 467  
Council Directive No. 2000/43  
implementing the principle of equal  
treatment between persons irrespective  
of racial or ethnic origin ... 476  
Council Directive No. 2000/78 establishing  
a general framework for equal treatment  
in employment and occupation ... 478  
The Part-Time Workers (Prevention of  
Less Favourable Treatment) Regulations  
2000 ... 333  
The Trade Union Recognition (Method  
of Collective Bargaining) Order  
2000 ... 339
- 2001** Council Directive No. 2001/23 on the  
approximation of the laws of the Member  
States relating to the safeguarding of  
employees' rights in the event of transfers  
of undertakings, businesses or parts of  
undertakings or businesses ... 481
- 2002** Employment Act 2002 ... 290  
The Fixed-term Employees (Prevention of  
Less Favourable Treatment) Regulations  
2002 ... 343  
The Flexible Working (Eligibility,  
Complaints and Remedies) Regulations  
2002 ... 350

- The Paternity and Adoption Leave Regulations 2002... 350
- Treaty of Rome... 464
- 2003** Council Directive No. 2003/88 concerning certain aspects of the organisation of working time... 485
- Equal Opportunities Commission Code of Practice on Equal Pay... 436
- The Employment Equality (Religion or Belief) Regulations 2003... 359
- The Employment Equality (Sexual Orientation) Regulations 2003... 369
- 2004** ACAS Arbitration Scheme (Great Britain) Order 2004... 372
- The Disability Rights Commission Code of Practice on Employment and Occupation... 449
- The Employment Act 2002 (Dispute Resolution) Regulations 2004... 378
- The Information and Consultation of Employees Regulations 2004... 384
- 2005** Commission for Racial Equality Code of Practice on Racial Equality in Employment... 442
- 2006** Council Directive No. 2006/54 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast)... 490
- Equality Act 2006... 292
- The Employment Equality (Age) Regulations 2006... 397
- The Transfer of Undertakings (Protection of Employment) Regulations 2006... 411
- 2008** Council Directive No. 2008/104 on temporary work... 494
- 2009** ACAS Code of Practice 1 Disciplinary and Grievance Procedures... 422