

IB2400: Understanding Employment Relations

View Online



1

Colling T, Terry M. Industrial relations: theory and practice. 3rd ed. Oxford: : Wiley-Blackwell 2010. <https://go.exlibris.link/1F3GN640>

2

Blyton P, Turnbull P. The dynamics of employee relations. 3rd ed. Basingstoke: : Palgrave Macmillan 2004. http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb3253397

3

Rose E. Employment relations. 3rd ed. Harlow, England: : Prentice Hall/Financial Times 2008.

4

Sisson K. Employment Relations Matters. 2010. <https://warwick.ac.uk/fac/soc/wbs/research/irru/publications/erm>

5

Kirton G, Greene AM. The dynamics of managing diversity: a critical approach. Fourth edition. London: : Routledge, Taylor & Francis Group 2016. http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb2860859

6

Katz HC. Introduction To Collective Bargaining and Industrial Relations. 4th edition.

McGraw-Hill/Irwin, 2007:

7

Blyton P, Heery E, Turnbull P. Reassessing the employment relationship. Houndmills, Basingstoke, Hampshire: : Palgrave Macmillan 2011.
http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb3073677

8

Edwards PK, editor. Industrial relations: theory and practice. Second edition. Malden, MA: : Blackwell Publishing 2003. http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb2733952

9

Wanrooy B van. Employment relations in the shadow of recession: findings from the 2011 Workplace Employment Relations Study. Houndmills, Basingstoke: : Palgrave Macmillan 2013. http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb2824858

10

Kersley B. Inside the workplace: findings from the 2004 workplace employment relations survey. London: : Routledge 2006.
http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb2733962

11

Edwards P, Wajcman J. The politics of working life. Oxford: : Oxford University Press 2005.
http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb2749746

12

London School of Economics and Political Science, EBSCO Publishing (Firm). British journal of industrial relations.
[http://0-onlinelibrary.wiley.com.pugwash.lib.warwick.ac.uk/journal/10.1111/\(ISSN\)1467-8543](http://0-onlinelibrary.wiley.com.pugwash.lib.warwick.ac.uk/journal/10.1111/(ISSN)1467-8543)

13

Work, employment & society.

http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb1746057

14

EBSCO Publishing (Firm). Working USA.

<http://0-search.proquest.com.pugwash.lib.warwick.ac.uk/publication/32378>

15

MCB University Press, Emerald (Firm). Employee relations.

<http://0-www.emeraldinsight.com.pugwash.lib.warwick.ac.uk/loi/er>

16

Conference of Socialist Economists, EBSCO Publishing (Firm). Capital & class.

<https://go.exlibris.link/qFWzpkjr>

17

EBSCO Publishing (Firm). Gender, work, and organization.

[http://0-onlinelibrary.wiley.com.pugwash.lib.warwick.ac.uk/journal/10.1111/\(ISSN\)1468-04](http://0-onlinelibrary.wiley.com.pugwash.lib.warwick.ac.uk/journal/10.1111/(ISSN)1468-04)

32

18

Industrial Relations Services, EBSCO Publishing (Firm). Human resource management journal.

[http://0-onlinelibrary.wiley.com.pugwash.lib.warwick.ac.uk/journal/10.1111/\(ISSN\)1748-85](http://0-onlinelibrary.wiley.com.pugwash.lib.warwick.ac.uk/journal/10.1111/(ISSN)1748-85)

83

19

EBSCO Publishing (Firm). Industrial relations journal.

[http://0-onlinelibrary.wiley.com.pugwash.lib.warwick.ac.uk/journal/10.1111/\(ISSN\)1468-23](http://0-onlinelibrary.wiley.com.pugwash.lib.warwick.ac.uk/journal/10.1111/(ISSN)1468-23)

38

20

EBSCO Publishing (Firm), Ingenta (Firm). International journal of human resource management.
<http://0-ejournals.ebsco.com.pugwash.lib.warwick.ac.uk/direct.asp?JournalID=100172>

21

University of California, Berkeley. Institute of Industrial Relations, EBSCO Publishing (Firm). Industrial relations.
[http://0-onlinelibrary.wiley.com.pugwash.lib.warwick.ac.uk/journal/10.1111/\(ISSN\)1468-232X](http://0-onlinelibrary.wiley.com.pugwash.lib.warwick.ac.uk/journal/10.1111/(ISSN)1468-232X)

22

Industrial Relations Society of Australia, Australian Labour and Employment Relations Association. The Journal of industrial relations.
http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb1741999

23

European Trade Union Institute. Transfer: European review of labour and research.
http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb2159256

24

The Times.
<http://webcat.warwick.ac.uk/search~S15?/tThe+Times/ttimes/1%2C245%2C371%2CB/fra meset&FF=ttimes&32%2C%2C35>

25

News, sport and opinion from the Guardian's UK edition | The Guardian.
<https://www.theguardian.com/uk>

26

The Independent | News | UK and Worldwide News | Newspaper.
<http://www.independent.co.uk/>

27

Financial Times Home. Financial Times. <https://www.ft.com/?edition=uk>

28

BBC - Home. <https://www.bbc.co.uk/>

29

Prospect Magazine. <https://www.prospectmagazine.co.uk/>

30

New Statesman | Britain's Current Affairs & Politics Magazine.
<http://www.newstatesman.com/>

31

The Economist - World News, Politics, Economics, Business & Finance. The Economist
<https://www.economist.com/>

32

World Edition - The Atlantic. <https://www.theatlantic.com/world/>

33

Industrial Relations Research Unit - Warwick Business School.
<http://www2.warwick.ac.uk/fac/soc/wbs/research/irru/>

34

ACAS - Help and advice for employers and employees.
<http://www.acas.org.uk/index.aspx?articleid=1461>

35

CIPD The Professional Body for Human Resources and People Development.
<https://www.cipd.co.uk/>

36

LabourStart: Where trade unionists start their day on the net.
<http://www.labourstart.org/news/>

37

Department for Business, Energy & Industrial Strategy - GOV.UK.
<https://www.gov.uk/government/organisations/department-for-business-energy-and-industrial-strategy>

38

Colling T, Terry M. Industrial relations: theory and practice. 3rd ed. Oxford: :
Wiley-Blackwell 2010. <https://go.exlibris.link/1F3GN640>

39

Blyton P, Turnbull P. The dynamics of employee relations. 3rd ed. Basingstoke: : Palgrave
Macmillan 2004. http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb3253397

40

Sisson K. Employment Relations Matters.
2010. <https://warwick.ac.uk/fac/soc/wbs/research/irru/publications/erm>

41

Edwards PK, editor. Industrial relations: theory and practice. Second edition. Malden, MA: :
Blackwell Publishing 2003. http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb2733952

42

Rose E. Employment relations. 3rd ed. Harlow, England: : Prentice Hall/Financial Times 2008.

43

Katz HC. Introduction To Collective Bargaining and Industrial Relations. 4th edition. McGraw-Hill/Irwin, 2007:

44

Linda Clarke, Eddy Donnelly, Richard Hyman, et al. Whats the Point of Industrial Relations? International Journal of Comparative Labour Law and Industrial Relations; **27**:239-53. <http://0-www.kluwerlawonline.com.pugwash.lib.warwick.ac.uk/abstract.php?area=Journals&id=IJCL2011016>

45

Hauptmeier M, Heery E. Ideas at work. The International Journal of Human Resource Management 2014; **25**:2473-88. doi:10.1080/09585192.2014.936235

46

Summers, C. W. Employment at Will in the United States: The Divine Right of Employers. University of Pennsylvania Journal of Labor and Employment Law 2000; **3**:65-86. https://0-www-heinonline-org.pugwash.lib.warwick.ac.uk/HOL/Page?public=true&handle=hein.journals/upjlel3&div=11&start_page=65&collection=journals&set_as_cursor=0&men_tab=srchresults

47

Fox A. Man mismanagement. 2nd ed. Coventry: : Industrial Relations Research Unit, University of Warwick 1991.

48

Hartley J, Stephenson GM. Employment relations: the psychology of influence and control at work. Oxford: : Blackwell Publishing 1992.

49

Nolan P. Understanding the employment relationship: markets, hierarchies and power. *Industrial Relations Journal* 2012;**43**:359–69. doi:10.1111/j.1468-2338.2012.00688.x

50

Hickel J. New Left Project | A Short History of Neoliberalism (And How We Can Fix It). 2012. <https://www.coursehero.com/file/16909710/Hickel-A-Short-History-of-Neoliberalism/>

51

Thompson P. Financialization and the workplace: extending and applying the disconnected capitalism thesis. *Work, employment and society* 2013;**27**:472–88. doi:10.1177/0950017013479827

52

Employment Relations Matters. <https://warwick.ac.uk/fac/soc/wbs/research/irru/erm>

53

Colling T, Terry M. *Industrial relations: theory and practice*. 3rd ed. Oxford: : Wiley-Blackwell 2010. <https://go.exlibris.link/1F3GN640>

54

Purcell J. Mapping Management Styles in Employee Relations. *Journal of Management Studies* 1987;**24**:533–48. doi:10.1111/j.1467-6486.1987.tb00462.x

55

Katz HC. *Introduction To Collective Bargaining and Industrial Relations*. 4th edition. McGraw-Hill/Irwin, 2007:

56

Colling T, Terry M. Industrial relations: theory and practice. 3rd ed. Oxford: : Wiley-Blackwell 2010. <https://go.exlibris.link/1F3GN640>

57

Rose E. Employment relations. 3rd ed. Harlow, England: : Prentice Hall/Financial Times 2008.

58

Colling T, Terry M. Industrial relations: theory and practice. 3rd ed. Oxford: : Wiley-Blackwell 2010. <https://go.exlibris.link/1F3GN640>

59

Fox A. Managerial Ideology and Labour Relations. British Journal of Industrial Relations 1966;**4**:366–78. doi:10.1111/j.1467-8543.1966.tb00936.x

60

Blyton P, Heery E, Turnbull P. Reassessing the employment relationship. Houndmills, Basingstoke, Hampshire: : Palgrave Macmillan 2011.
http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb3073677

61

Godard, John. Whither strategic choice: Do managerial IR ideologies matter? Industrial Relations;**36**
[.https://0-onlinelibrary-wiley-com.pugwash.lib.warwick.ac.uk/doi/abs/10.1111/0019-8676.491997012](https://0-onlinelibrary-wiley-com.pugwash.lib.warwick.ac.uk/doi/abs/10.1111/0019-8676.491997012)

62

Ghoshal S. Bad Management Theories Are Destroying Good Management Practices. Academy of Management Learning & Education 2005;**4**:75–91.
doi:10.5465/AMLE.2005.16132558

63

Thompson P. Disconnected Capitalism: Or Why Employers Can't Keep Their Side of the Bargain. *Work, employment and society* 2003;**17**:359-78.
doi:10.1177/0950017003017002007

64

McCann L, Morris J, Hassard J. Normalized Intensity: The New Labour Process of Middle Management. *Journal of Management Studies* 2008;**45**:343-71.
doi:10.1111/j.1467-6486.2007.00762.x

65

Hyman R. Strategy or Structure? Capital, Labour and Control. *Work, employment and society* 1987;**1**:25-55. doi:10.1177/0950017087001001004

66

Blyton P, Turnbull P. *The dynamics of employee relations*. 3rd ed. Basingstoke: : Palgrave Macmillan 2004. http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb3253397

67

Colling T, Terry M. *Industrial relations: theory and practice*. 3rd ed. Oxford: : Wiley-Blackwell 2010. <https://go.exlibris.link/1F3GN640>

68

Colling T, Terry M. *Industrial relations: theory and practice*. 3rd ed. Oxford: : Wiley-Blackwell 2010. <https://go.exlibris.link/1F3GN640>

69

Pollert A. The Unorganised Worker: The Decline in Collectivism and New Hurdles to Individual Employment Rights. *Industrial Law Journal* 2005;**34**:217-38.
doi:10.1093/indlaw/dwi016

70

Podro S. The Future of Workplace Relations - an ACAS view. 2011. http://www.acas.org.uk/media/pdf/n/8/The_Future_of_Workplace_Relations_-_An_Acas_view.pdf

71

Donaghey J, Cullinane N, Dundon T, et al. Reconceptualising employee silence. *Work, employment and society* 2011;**25**:51-67. doi:10.1177/0950017010389239

72

Appelbaum E, Bernhardt A, Murnane R, et al. Low-wage employment in America: results from a set of recent industry case studies. *Socio-Economic Review* 2005;**3**:293-310. doi:10.1093/SER/mwi012

73

CIPD 2013: Employee Outlook. https://www.cipd.co.uk/Images/employee-outlook_2013-autumn-trust-leaders_tcm18-9571.pdf

74

Taylor P, Bain P. 'An assembly line in the head': work and employee relations in the call centre. *Industrial Relations Journal* 1999;**30**:101-17. doi:10.1111/1468-2338.00113

75

Davis-Blake A, Broshak JP, George E. Happy Together? How Using Nonstandard Workers Affects Exit, Voice, and Loyalty among Standard Employees. *The Academy of Management Journal* 2003;**46**:475-85. https://0-www-jstor-org.pugwash.lib.warwick.ac.uk/stable/30040639?seq=1#meta_data_info_tab_contents

76

Jacobs AW, Padavic I. Hours, Scheduling and Flexibility for Women in the US Low-Wage Labour Force. *Gender, Work & Organization* 2015;**22**:67-86. doi:10.1111/gwao.12069

77

Simms M, Dean D. Mobilising contingent workers: An analysis of two successful cases. *Economic and Industrial Democracy* 2015;**36**:173–90. doi:10.1177/0143831X13501000

78

Colling T, Terry M. *Industrial relations: theory and practice*. 3rd ed. Oxford: : Wiley-Blackwell 2010. <https://go.exlibris.link/1F3GN640>

79

Sisson K. Public Policy - Balancing Flexibility and Security?
https://warwick.ac.uk/fac/soc/wbs/research/irru/publications/erm/sisson_ermch10publicpolicy2-9_2020.pdf

80

Colling T, Terry M. *Industrial relations: theory and practice*. 3rd ed. Oxford: : Wiley-Blackwell 2010. <https://go.exlibris.link/1F3GN640>

81

Bach S. Shrinking the state or the Big Society? Public service employment relations in an era of austerity. *Industrial Relations Journal* 2012;**43**:399–415. doi:10.1111/j.1468-2338.2012.00693.x

82

Colling T, Terry M. *Industrial relations: theory and practice*. 3rd ed. Oxford: : Wiley-Blackwell 2010. <https://go.exlibris.link/1F3GN640>

83

Colling T, Terry M. *Industrial relations: theory and practice*. 3rd ed. Oxford: : Wiley-Blackwell 2010. <https://go.exlibris.link/1F3GN640>

84

Howell C. Is There a Third Way for Industrial Relations? *British Journal of Industrial Relations* 2004;**42**:1–22. doi:10.1111/j.1467-8543.2004.00302.x

85

Edwards PK, editor. *Industrial relations: theory and practice*. Second edition. Malden, MA: : Blackwell Publishing 2003. http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb2733952

86

Blyton P, Turnbull P. *The dynamics of employee relations*. 3rd ed. Basingstoke: : Palgrave Macmillan 2004. http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb3253397

87

Rose E. *Employment relations*. 3rd ed. Harlow, England: : Prentice Hall/Financial Times 2008.

88

Puttick K. '21st Century Welfare' and the Wage-Work-Welfare Bargain. *Industrial Law Journal* 2012;**41**:122–31. doi:10.1093/indlaw/dws007

89

Colling T, Terry M. *Industrial relations: theory and practice*. 3rd ed. Oxford: : Wiley-Blackwell 2010. <https://go.exlibris.link/1F3GN640>

90

Edwards PK. *Industrial relations: theory and practice*. 2nd ed. Malden, Mass: : Blackwell 2003. http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb2330755

91

Appelbaum E, Batt R, Clark I. Implications of Financial Capitalism for Employment Relations Research: Evidence from Breach of Trust and Implicit Contracts in Private Equity Buyouts. *British Journal of Industrial Relations* 2013;**51**:498–518. doi:10.1111/bjir.12009

92

Kalleberg AL. Precarious Work, Insecure Workers: Employment Relations in Transition. *American Sociological Review* 2009;**74**:1–22. doi:10.1177/000312240907400101

93

Mazzucato M. The Entrepreneurial State. 2011. https://www.demos.co.uk/files/Entrepreneurial_State_-_web.pdf

94

Blyton P, Turnbull P. The dynamics of employee relations. 3rd ed. Basingstoke: : Palgrave Macmillan 2004. http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb3253397

95

Sisson K. Changing expressions of conflict. 2010. <https://www2.warwick.ac.uk/fac/soc/wbs/research/irru/erm/ch7conflict.pdf>

96

Kelly, John. Conflict: trends and forms of collective action. *Employee Relations* 2015;**37**:720–32. <https://0-search-proquest-com.pugwash.lib.warwick.ac.uk/docview/2084388241?accountid=14888>

97

Rose E. Employment relations. 3rd ed. Harlow, England: : Prentice Hall/Financial Times 2008.

98

Katz HC. Introduction To Collective Bargaining and Industrial Relations. 4th edition.

McGraw-Hill/Irwin, 2007:

99

Dix G, Barber SB. The changing face of work: insights from Acas. *Employee Relations* 2015;**37**:670–82. doi:10.1108/ER-03-2015-0056

100

Lyddon D. The changing pattern of UK strikes, 1964-2014. *Employee Relations* 2015;**37**:733–45. doi:10.1108/ER-05-2015-0084

101

Dickens L. The Coalition government's reforms to employment tribunals and statutory employment rights-echoes of the past. *Industrial Relations Journal* 2014;**45**:234–49. doi:10.1111/irj.12055

102

Colling T. No Claim, No Pain? The Privatization of Dispute Resolution in Britain. *Economic and Industrial Democracy* 2004;**25**:555–79. doi:10.1177/0143831X04047159

103

Wanrooy B van. *Employment relations in the shadow of recession: findings from the 2011 Workplace Employment Relations Study*. Houndmills, Basingstoke: : Palgrave Macmillan 2013. http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb2824858

104

Moore S, Read I. Collective organisation in small- and medium-sized enterprises? an application of mobilisation theory. *Human Resource Management Journal* 2006;**16**:357–75. doi:10.1111/j.1748-8583.2006.00025.x

105

Godard J. What Has Happened to Strikes? *British Journal of Industrial Relations* 2011;**49**

:282–305. doi:10.1111/j.1467-8543.2011.00853.x

106

Edwards P. Strikes and Industrial Conflict. In: Industrial relations: theory and practice in Britain. Oxford: : Blackwell Business 1995. 434–60. <https://contentstore.cla.co.uk/secure/link?id=bcddc92c-8f43-e611-80bd-0cc47a6bddeb>

107

Earnshaw J, Marchington M, Goodman J. Unfair to whom? Discipline and dismissal in small establishments. *Industrial Relations Journal* 2000;**31**:62–73. doi:10.1111/1468-2338.00147

108

Colling T, Terry M. Industrial relations: theory and practice. 3rd ed. Oxford: : Wiley-Blackwell 2010. <https://go.exlibris.link/1F3GN640>

109

Wilkinson A, Dundon T, Marchington M, et al. Changing Patterns of Employee Voice: Case Studies from the UK and Republic of Ireland. *Journal of Industrial Relations* 2004;**46**:298–322. doi:10.1111/j.0022-1856.2004.00143.x

110

Adrian Wilkinson, Jimmy Donaghey, Tony Dundon, et al., editors. Handbook of research on employee voice. Cheltenham, UK: : Edward Elgar
http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb2845238

111

Edwards P, Wajcman J. The politics of working life. Oxford: : Oxford University Press 2005. http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb2749746

112

Matthew A, Tüselmann H-J. All powerful voice? The need to include 'exit', 'loyalty' and 'neglect' in empirical studies too. *Employee Relations* 2009;**31**:538-52. <https://0-search-proquest-com.pugwash.lib.warwick.ac.uk/docview/235186717?acountid=14888>

113

Blyton P, Turnbull P. *The dynamics of employee relations*. 3rd ed. Basingstoke: : Palgrave Macmillan 2004. http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb3253397

114

Budd JW, Gollan PJ, Wilkinson A. New approaches to employee voice and participation in organizations. *Human Relations* 2010;**63**:303-10. doi:10.1177/0018726709348938

115

Butler P. 'Riding along on the crest of a wave': tracking the shifting rationale for non-union consultation at FinanceCo. *Human Resource Management Journal* 2009;**19**:176-93. doi:10.1111/j.1748-8583.2009.00094.x

116

Hall M. Assessing the Information and Consultation of Employees Regulations. *Industrial Law Journal* 2005;**34**:103-26. doi:10.1093/indlaw/dwi007

117

Heery E. The representation gap and the future of worker representation. *Industrial Relations Journal* 2009;**40**:324-36. doi:10.1111/j.1468-2338.2009.00530.x

118

Blyton P, Heery E, Turnbull P. *Reassessing the employment relationship*. Houndmills, Basingstoke, Hampshire: : Palgrave Macmillan 2011. http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb3073677

119

Colling T, Terry M. Industrial relations: theory and practice. 3rd ed. Oxford: : Wiley-Blackwell 2010. <https://go.exlibris.link/1F3GN640>

120

Willman P, Bryson A, Gomez R. The sound of silence: which employers choose no employee voice and why? *Socio-Economic Review* 2006;**4**:283–99. doi:10.1093/ser/mwl012

121

Colling T, Terry M. Industrial relations: theory and practice. 3rd ed. Oxford: : Wiley-Blackwell 2010. <https://go.exlibris.link/1F3GN640>

122

Marginson P. The changing nature of collective employment relations. *Employee Relations* 2015;**37**:645–57. <https://0-www-emeraldinsight-com.pugwash.lib.warwick.ac.uk/doi/full/10.1108/ER-03-2015-0049>

123

Rubery J. Wages and the Labour Market. *British Journal of Industrial Relations* 1997;**35**:337–66. doi:10.1111/1467-8543.00058

124

Bryson A, Forth J. The Theory and Practice of Pay Setting. 2006. <http://cep.lse.ac.uk/pubs/download/mhrlp0001.pdf>

125

Grimshaw D, Bosch G, Rubery J. Minimum Wages and Collective Bargaining: What Types of Pay Bargaining Can Foster Positive Pay Equity Outcomes? *British Journal of Industrial Relations* 2014;**52**:470–98. <https://go.exlibris.link/sJM0J3y4>

126

Bach S, Edwards MR. Managing human resources: human resource management in transition. 5th ed. Hoboken, N.J.: : Wiley 2013.
http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb2653249

127

Rose E. Employment relations. 3rd ed. Harlow, England: : Prentice Hall/Financial Times 2008.

128

Hyman R. Inequality, Ideology and Industrial Relations. British Journal of Industrial Relations 1974;**12**:171–90.<https://go.exlibris.link/LjLkt8fl>

129

Heyes A. The economics of vocation or 'why is a badly paid nurse a good nurse'? Journal of Health Economics 2005;**24**:561–9. doi:10.1016/j.jhealeco.2004.09.002

130

Harris L. Rewarding employee performance: line managers' values, beliefs and perspectives. The International Journal of Human Resource Management 2001;**12**:1182–92. doi:10.1080/09585190110068386

131

Edwards PK. Industrial relations: theory and practice. 2nd ed. Malden, Mass: : Blackwell 2003. http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb2330755

132

Bach S, Stroleny A. Restructuring UK local government employment relations: pay determination and employee participation in tough times. Transfer: European Review of Labour and Research 2014;**20**:343–56. doi:10.1177/1024258914535546

133

Blanchflower D, Machin S. Falling Real Wages.
2014.<http://cep.lse.ac.uk/pubs/download/cp422.pdf>

134

Colling T, Terry M. Industrial relations: theory and practice. 3rd ed. Oxford: :
Wiley-Blackwell 2010. <https://go.exlibris.link/1F3GN640>

135

Dickens L. Beyond the business case: a three-pronged approach to equality action. Human
Resource Management Journal 1999;**9**:9–19. doi:10.1111/j.1748-8583.1999.tb00185.x

136

Dickens L. The Road is Long: Thirty Years of Equality Legislation in Britain. British Journal of
Industrial Relations 2007;**45**:463–94. doi:10.1111/j.1467-8543.2007.00624.x

137

Kirton G, Greene AM. The dynamics of managing diversity: a critical approach. Fourth
edition. London: : Routledge, Taylor & Francis Group 2016.
http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb2860859

138

Noon M. The shackled runner: time to rethink positive discrimination? Work, employment
and society 2010;**24**:728–39. doi:10.1177/0950017010380648

139

Gaddis SM. Discrimination in the Credential Society: An Audit Study of Race and College
Selectivity in the Labor Market. Social Forces 2015;**93**:1451–79. doi:10.1093/sf/sou111

140

TUC 2015: Living on the Margins: Black workers and Casualisation.
<https://www.tuc.org.uk/sites/default/files/LivingontheMargins.pdf>

141

Foster D, Wass V. Disability in the Labour Market: An Exploration of Concepts of the Ideal Worker and Organisational Fit that Disadvantage Employees with Impairments. *Sociology* 2013;**47**:705–21. doi:10.1177/0038038512454245

142

Riach PA, Rich J. An Experimental Investigation of Age Discrimination in the English Labor Market. *Annals of Economics and Statistics Published Online First*: 2010. doi:10.2307/41219164

143

Berry, DaphneBell, Myrtle P. Inequality in organizations: stereotyping, discrimination, and labor law exclusions. *Equality, Diversity and Inclusion: An International Journal* 2012;**31**:236–48. <https://0-search-proquest-com.pugwash.lib.warwick.ac.uk/docview/928748340?accountid=14888>

144

Pager D, Pedulla DS. Race, Self-Selection, and the Job Search Process. *American Journal of Sociology* 2015;**120**:1005–54. https://0-www-jstor-org.pugwash.lib.warwick.ac.uk/stable/10.1086/681072?seq=1#metadata_info_tab_contents