

This revised edition of ***Industrial Relations: Theory and Practice*** follows the approach established successfully in preceding volumes. The focus is on Britain after a decade of public policy which has once again altered the terrain on which employment relations develop. Government has attempted to balance flexibility with fairness, preserving light-touch regulation whilst introducing rights to minimum wages and to employee representation in the workplace. Yet this is an open economy, conditioned significantly by developing patterns of international trade and by European Union policy initiatives.

This interaction of domestic and cross-national influences runs throughout these chapters. Overall, a picture emerges of an economy that is in incremental and contested transition. The imperatives of 'globalization' now infuse governance mechanisms that were once responsive principally to domestic agenda, and employment standards are set now by the state that once were established through collective bargaining. It is this fragile and emerging model that will be tested significantly through sustained political and economic change.