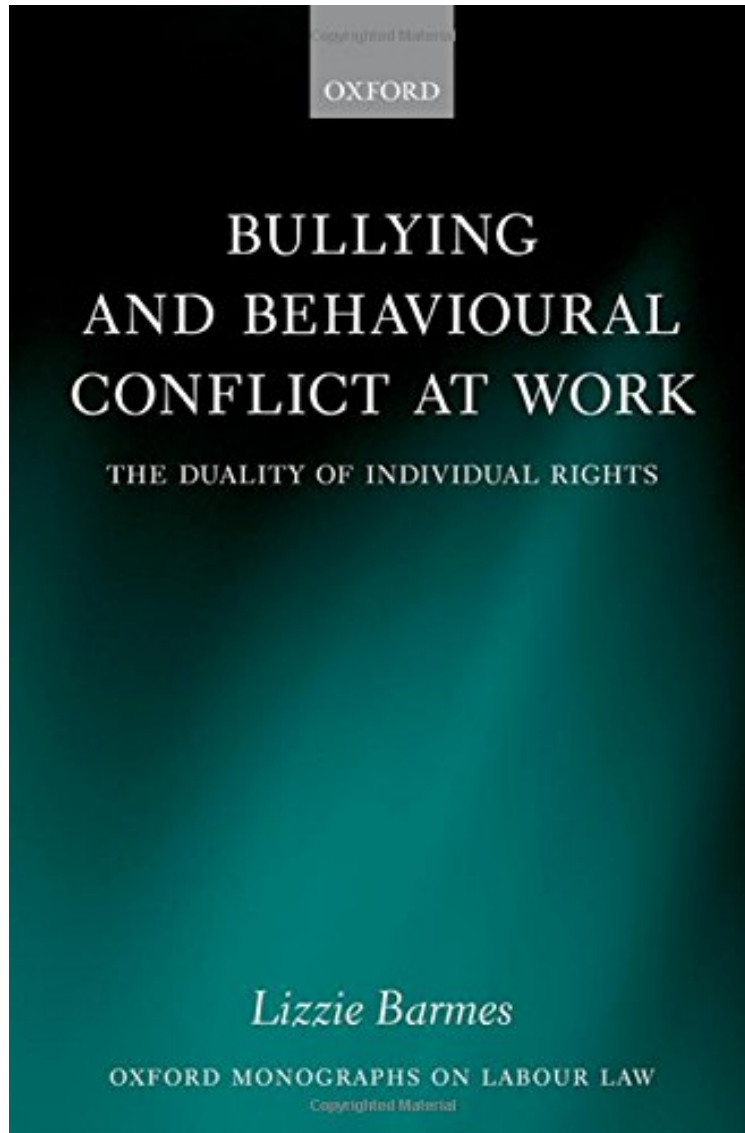


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Bullying and Behavioural Conflict at Work: The Duality of Individual Rights (Oxford Monographs on Labour Law)

Lizzie Barmes

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Labour Law):

In an empirical study of the interaction between law, adjudication, and conflicts about behavior in the workplace, Lizzie Barmes analyses how labor and equality rights operate in practice in the UK. Arguing that individual employment rights have a Janus-faced quality, simultaneously challenging and sustaining existing distributions of power between management and employees, she calls for legal intervention at work to focus on resolving tensions between collective and individual concerns across the range of workplaces, and to stimulate the expression and reconciliation of different viewpoints in the implementation and enforcement of individual legal entitlements. Based on extensive primary research, the volume surveys and analyses experiences and attitudes towards negative behavior in the workplace, and explains relevant employment and equality law as it has developed from 1995 to the present day, covering the major case law and legislative developments over this time. This book provides qualitative analysis of authoritative UK judgments about behavioral conflict at work from 1995 to 2010, as well as of interviews with senior managers and senior lawyers, allowing the reader first-hand insight into the influence of law and legal process on problems and conflict at work.

About the Author Lizzie Barmes, Professor of Labour Law, Queen Mary University of London Lizzie Barmes is Professor of Labour Law at Queen Mary University of London. Her main research interests are in the legal regulation of bullying and harassment at work, contracts of employment, positive action to promote equality and judicial diversity, as well as the empirical investigation of legal phenomena. Prior to becoming an academic, Lizzie spent four years as a government lawyer in the common law team of the Law Commission of England and Wales and six years in private practice as an employment, equality, and personal injury litigator.