

Selected Labor & Employment Law Capsule Reviews

compiled by the Book Review/Casnote Editor

P. BELCHER ET AL., *WOMEN SEAFARERS: GLOBAL EMPLOYMENT POLICIES AND PRACTICES* (International Labor Office 2005, 128 pp. \$14.95).

This landmark book is the first to focus on contemporary women seafarers at a global level. It addresses a host of issues surrounding the working conditions and welfare of women, from both developed and developing countries, employed aboard the world's merchant and passenger ships. Drawing on extensive research commissioned by the ILO, the book considers women's participation levels in the industry, and examines policies concerning their recruitment, training, maternity and employment rights, and other aspects of work and life at sea. It also offers first-hand accounts from women seafarers describing how they have dealt with discrimination, sexual harassment, and an array of other difficulties.

Women's employment in the industry has multiple dimensions, and this book provides the historical background and presents recent findings on female participation rates. The study examines the practices and policies of national and international regulatory agencies, employers, trade unions, and maritime education institutions. A series of recommendations that may further help the integration of women into shipboard communities is included.

JOHN BOWERS, *A PRACTICAL APPROACH TO EMPLOYMENT LAW* (7th ed., Oxford University Press 2005, 784 pp. \$74.00).

Formerly known as *Bowers on Employment Law*, this new edition has been structured to meet the requirements of the lawyer who needs to find practical solutions to practical problems. It provides a clear guide to all aspects of individual and collective employment law as it actually works today. The seventh edition brings the book up-to-date with recent legislation, including the Employment Relations Act 2004 and relevant case law. It also features an analysis of the Human Rights Act in the

employment sphere. It is an invaluable tool for the legal and human resources practitioner who will welcome its clear layout and detailed exposition of complex points.

DOUGLAS BRODIE, *THE EMPLOYMENT CONTRACT: LEGAL PRINCIPLES, DRAFTING, AND INTERPRETATION* (Oxford University Press 2005, 264 pp. \$125.00).

The Employment Contract provides a detailed analysis of the content of the employment contract. It explains the way in which the general principles of contract law operate with respect to the employment contract, discusses the significance of implied terms in interpreting the employment contract, and includes guidance on the drafting of effective employment contracts. Offering a balance between a reliable guide to the current law and an analysis of how the employment contract might develop, the book will be of equal interest to the practitioner and the academic.

DAVID BRODY, *LABOR EMBATTLED: HISTORY, POWER, RIGHTS (THE WORKING CLASS IN AMERICAN HISTORY)* (University of Illinois Press 2005, 176 pp. \$20.00).

American unions are weaker now than at any time in the past hundred years, with fewer than one in ten private-sector workers currently organized. In *Labor Embattled*, David Brody says this is not only a problem for the unions but also a disaster for American democracy and social justice.

In a series of historically informed chapters, Brody explores recent developments affecting American workers in light of labor's past. Of special concern to him is the erosion of the rights of workers under the modern labor law, which he argues is rooted in the original formulation of the Wagner Act. Brody explains how the ideals of free labor, free speech, freedom of association, and freedom of contract have been interpreted and canonized in ways that unflinchingly reduce the capacity for workers' collective action while silently removing impediments to employers' coercion of workers. His lucid and passionate essays combine legal and labor history to reveal how laws designed to undergird workers' rights now essentially hamstring them.

EDDY LEE & MARCO VIVARELLI, EDS., UNDERSTANDING GLOBALIZATION, EMPLOYMENT AND POVERTY REDUCTION (Palgrave Macmillan, 2005, 416 pp. \$90.00).

Do accelerating trade and foreign direct investment—experimented by most developing countries in the 1990s—imply a positive, negative, or neutral impact in terms of employment, income inequality and poverty alleviation? This book provides some empirically-tested answers to this question using an open-minded, unconventional economic approach and deriving original policy implications.