The Employment Relations Act 1999 and Partnership Union Recognition in Britain's Offshore Oil and Gas Industry.

Article. Full-text available. Statutory recognition procedures reflect legislative choices. In collective labour relations, however, legislators never start with a blank canvas. In the UK context, the concepts of political neutrality and collective autonomy are deeply inscribed into the historical fabric of industrial relations. These concepts continue to exercise a significant influence on recent attempts to legislate for statutory union recognition – operating alongside a continuing commitment to a policy of restriction, whereby the state promotes 'responsible' trade union activity by c Using data gathered primarily during interviews with managers and trade union officials, this article examines how trade unions and employers have reacted to the introduction of the statutory procedure for union recognition in the Employment Relations Act 1999 (ERA). Findings indicate that the ERA and the drift of EU influence have had a substantial effect in shifting the balance of employer attitudes towards greater approval of trade unions and have accelerated the rate at which employers are redesigning their relationships with unions. Although employers are tending to restrict unions' Employment and Labour Relations. 47. Constitutional requirements 48. Process of registration 49. Employment and Labour Relations. 2004 9. ''registered organization'' means a registered trade union or registered employers' association; ''Registrar'' means the Registrar appointed under section 43(2) of the. Labour Institutions Act, 2004; ''reinstatement'' means that the contract of employment has revived. (c) to employ citizens in accordance with the National Employment Promotion Services Act, 1999, (7) Any person who contravenes the provisions of subsections (4) and (5), commits an offence. (8) In any proceedings