

# LABOUR

## A SELECTED ANNOTATED BIBLIOGRAPHY

Library, Industrial Court of Trinidad and Tobago



*Updated for the Industrial Court's Symposium  
10 June 2023*



**L**abour Day celebration in Trinidad and Tobago was declared an annual national holiday in 1973. Celebrated on June 19th, it is the anniversary of the day of the Butler Oilfield Riots which took place in 1937. Prior to this time there were ongoing tensions between workers and employers in many sectors of society. These were characterized by situations of worker abuse, underpayment for labour, racism, economic depression and a considerable fall in the living standards of the working class.



During a labour dispute on the Port-of-Spain wharves in November 1919, Captain Andrew Arthur Cipriani called on the workers to withhold their labour, and this resulted in their first important industrial strike in Trinidad.

Between 1934 and 1937 workers became more influenced by a need for change resulting in strikes and riots on the sugar plantations and in the oil fields and in September 1937, the Oilfield Workers Trade Union (OWTU) also became the first registered trade union in the country representing the rights of those in the petroleum industry. This social unrest then extended throughout the Caribbean and gave rise to several prominent labour leaders in Trinidad and Tobago such as Tubal Uriah “Buzz” Butler, Captain Andrew Arthur Cipriani, George Weekes, Albert Maria Gomes, Adrian Cola Rienzi, Elma Francois, and C.L.R James.



*This annotated bibliography is not comprehensive as there are other materials which the library may own, but are not listed. You are encouraged to visit the Circulation Desk at the Library for more information.*

## MONOGRAPHS

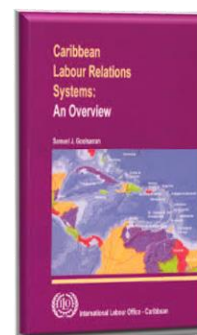
*(Alphabetically listed by Title)*

331.104 (729) GOO

***Caribbean labour relations systems: an overview*** / by Samuel J. Goolsarran.

2<sup>nd</sup> ed.; Port-of-Spain, Trinidad and Tobago: International Labour Office, 2005.

This book presents some current issues confronting governments and the social partners – representatives of trade unions and employers and their organisations. It is also a comparative picture of the legal framework of many institutions of labour, procedures and various means for dispute settlement in the collective bargaining process, and generally for the conduct of industrial relations in the English and Dutch-speaking Caribbean.



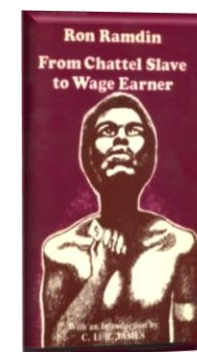
331.881(729.87) RAM

***Chattel Slave to wage earner: A History of Trade Unionism in Trinidad and Tobago*** / Ron Ramdin.

London: M. Brian & O'Keeffe, 1982.

This is the first history of Trade Unionism in Trinidad and Tobago and an important study of colonial and neo-colonial labour history. It provides a timely and useful perspective on the local labour movement. West Indian emigration is well known but little understood. Given also the country's recent industrialization and the wider implications of this, the reader concerned with the problems of underdevelopment in the Caribbean will find much of interest in this book.

*(Available at: North Library ONLY)*





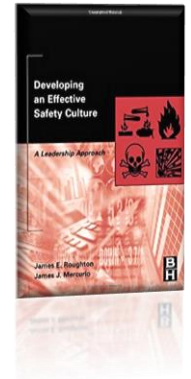
331.4:382 ROU

*Developing an effective safety culture: A leadership approach* / by James E. Roughton and James J. Mercurio.

Boston: Butterworth-Heinemann, 2002.

This volume offers the most comprehensive approach to developing an effective safety culture. Information is easily accessible as the authors move first through, understanding the cost of incidents, then to perspectives and descriptions of management systems, principal management leadership traits, establishing and evaluating goals and objectives, providing visible leadership, and assigning required responsibilities.

(Available at: North Library ONLY)

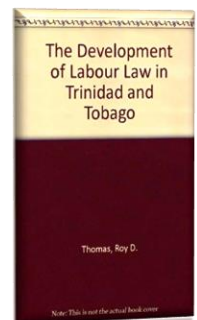


349.2(729.87) THO

*The development of labour law in Trinidad and Tobago* / by Roy D. Thomas.

Massachusetts: Calaloux Publications, 1989.

This book gives a lucid account of the development of labour law in Trinidad and Tobago, covering both the colonial and Independence periods.



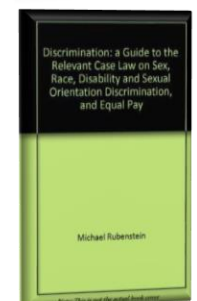
316.647.82:349.244(05)“550\*1”

*Discrimination: a guide to the relevant case law on sex, race, disability and sexual orientation discrimination, and equal pay* / by Michael Rubenstein.

19<sup>th</sup> ed.; United Kingdom: LexisNexis Butterworths, 2006.

This book takes into account the effect on the case law of discrimination cases reported in Industrial Relations Law Reports (IRLR) during 2005.

(Available at: South Library ONLY)



005.962.13:331.108.6 BOO

*Employee morale: driving performance in challenging times* / by David Bowles and Cary Cooper.

London: New York; Palgrave MacMillan, 2009.

This book which is support with current material and excellent case examples lays out in an engaging, readable and practical way, the consequences of high morale and how to measure, develop and maintain it.

(Available at: South Library ONLY)





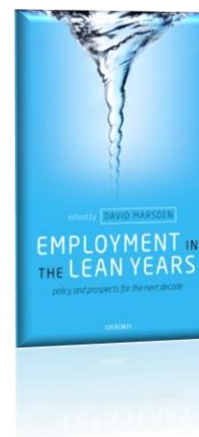


331.5.021(410) EMO

*Employment in the lean years: policy and prospects for the next decade* / edited by David Marsden.

Oxford: Oxford University Press, 2011.

This collection has been specially written by some of the most eminent experts and researchers on labour market issues. Each chapter seeks to map out the challenges, based on the latest theory and evidence, and then identify the areas of labour market policy that are needed.



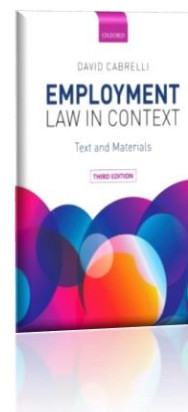
349.2: 331(410) CAB

*Employment law in context: text and materials* / by David Cabrelli.

3<sup>rd</sup> ed.; Oxford: Oxford University Press, 2012.

This textbook is primarily intended to give an account of the current laws relating to the regulation of the workplace, employment, and industrial relations. It seeks to comprehensively cover the subject of individual employment law and collective labour law in the UK in an accessible, engaging and highly contextual format.

(Available at: South Library ONLY)

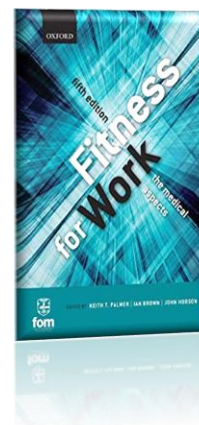


613.6:331.472 FIT

*Fitness for work: the medical aspects* / edited by Keith Palmer, Ian Brown and John Hobson.

5th. ed.; Oxford: Oxford University Press, 2013.

This book provides information on ill health in employment. It is a practical guide on the employment potential of anyone with an illness or disability, as well as examining the art and skills of fitness for work assessment and its ethical framework. Additional chapters deal with cancer survivors in work, health promotion in the workplace, and managing and avoiding sickness absence.





331.4:34(729.87) KHA

*A Guide to the Occupational Safety and Health Act 2004-2006, of Trinidad and Tobago* / by Addison M. Khan.

Trinidad and Tobago: Zenith Printing Services Ltd, 2007.

This book attempts to present in ordinary language and in an orderly fashion the multifarious provisions of the current Occupational Safety and Health legislation of Trinidad and Tobago.

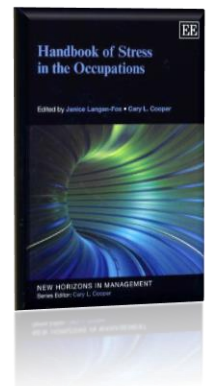


159.944.4.331.44 HAN

*Handbook of stress in the occupations* / edited by Janice Langan-Fox and Gary L. Cooper.

Cheltenham: Edward Elgar, 2011.

This book sets a new agenda for stress research and gives fresh impetus to scholars who wish to focus on issues and problems associated with specific jobs, some of which have received little attention in the past.

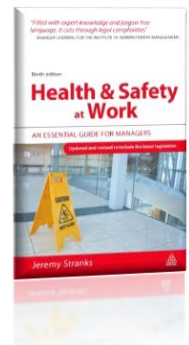


331.4:349.2(410) STR

*Health & Safety at work: an essential guide for managers* / by Jeremy Stranks.

9th ed.; London: Kogan Page, 2010.

This practical guide for employers provides managers with the essential advice on how to establish health and safety procedures in organizations. It cuts through the legal complexities to enable you to fully understand the law and its implications for your business.

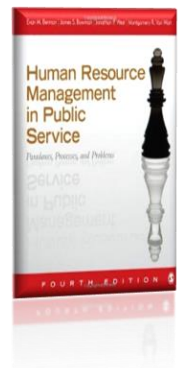


005.96:331.101.264.24 BER

*Human Resource Management in Public Service: paradoxes, processes and problems* / by Evan M. Berman, James S. Bowman, Jonathan P. West, Montgomery R. Van Wart.

4<sup>th</sup> ed.; Los Angeles; London: Sage Publications, Inc., 2013.

This book probes issues such as pay reform initiatives in compensation, employee and management competencies in training and development, novel ways to evaluate individuals in the appraisal process, or the right to strike in labor-management relations from both employee and managerial viewpoints.



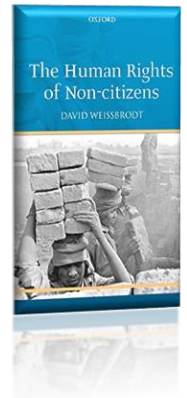


342.717 WEI

*The human rights of non-citizens* / by David Weissbrodt.

Oxford; New York: Oxford University Press, 2008.

Non-citizens include asylum seekers, rejected asylum seekers, immigrants, non-immigrants, migrant workers, refugees, stateless persons, and trafficked persons. This book argues that regardless of their citizenship status, non-citizens should, by virtue of their essential humanity, enjoy all human rights unless exceptional distinctions serve a legitimate State objective and are proportional to the achievement of that objective. Non-citizens should have freedom from arbitrary arrest, arbitrary killing, child labor, forced labor, inhuman treatment, and invasions of privacy, refoulement, slavery, unfair trial, and violations of humanitarian law.

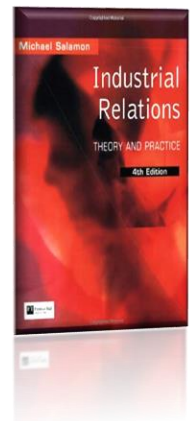


331.1 SAL

*Industrial Relations: theory and practice* / by Michael Salamon.

4<sup>th</sup> ed.; England: Pearson Education Limited, 2000.

This book draws on an extensive range of sources and materials to provide a framework of concepts and knowledge for understanding and analyzing approaches industrial or employee relations, the roles of the major participants, the issues confronting them and the strategies and processes used.



331.104 (729) IND

*Industrial relations in the Caribbean: issues and perspectives* / edited by Samuel J. Goolsarran.

Port-of-Spain, Trinidad and Tobago: International Labour Office, 2006.

This book presents the general perspective and overview of Industrial Relations, the active role of stakeholders and social partners, relevant labour institutions and agencies, reflects on labour law and regulations: and reviews procedures from the voluntary self-regulation to compulsory means for the institutional management of the system of industrial relations.



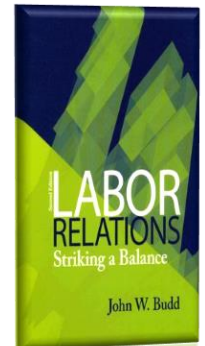


331.104(73) BUD

*Labor relations striking a balance* / by John W. Budd.

2<sup>nd</sup> ed.; Boston: McGraw-Hill/Irwin, 2008.

This book presents labor relations as a system for striking a balance between the employment relations goals of efficiency, equity, and voice, and between the rights of labor and management. The book concludes with chapters to promote reflection on the strengths and weaknesses of the current system and the possibilities of reform.



331 (729) GOO

*Labour administration services in the Caribbean: a guide* / by Samuel J. Goolsarran.

2<sup>nd</sup> ed.; Port-of-Spain, Trinidad and Tobago: International Labour Office, 2005.

This guide has been prepared essentially with a view of helping labour officials and practitioners in the labour administration field to have a better understanding of the range and scope of labour administration services, in keeping with ILO Convention No. 150 and ILO Recommendation No. 158 concerning Labour Administration.

(Available at: South Library ONLY)



329(729.87) TEE

*Labour and party politics in Trinidad and Tobago 1925-1938* / by Jerome Teelucksingh.

Germany: Scholar's Press, 2013.

This study will demonstrate that TWA, transformed into the Trinidad Labour Party (TLP) in August 1934, along with independent candidates representing Labour laid the foundation for twentieth century party politics. The work will attempt to prove that the comprehensive organizational skills of the TWA/TLP in organising meetings, selecting candidates, campaigning for votes and debating issues on the electoral platform were determining factors which resulted in creditable performances in the municipal elections and ensured limited electoral victories in for elections - 1925, 1928, 1933, 1938.

(Available at: South Library ONLY)







349.2: 331(410) DEA

*Labour law* / by Simon Deakin and Gillian S. Morris.

6<sup>th</sup> ed.; Oxford: Hart Publishing Ltd., 2012.

This book sought to explain the contemporary law in a way which brings out the dynamic and continuously evolving nature of doctrine in this area, and in particular to show how it is shaped by the interaction between the principal sources of labour law (the common law, collective bargaining, social legislation and transnational labour standards). It also attempted to locate the law in its historical context; to make selective use, where appropriate, of comparative and international material; to consider areas of labour market regulation which are closely related to labour law.



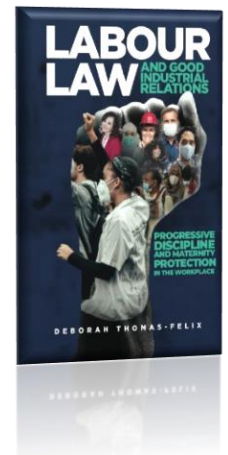
349.22:331.108.6(729.87)THO

*Labour law and good industrial relations: progressive discipline and maternity protection in the Workplace* / by Deborah Thomas-Felix.

Port of Spain: Trinidad and Tobago: Deborah Thomas-Felix, 2022.

This book covers the very important topics of Progressive Discipline and Maternity Protection in the Workplace. The Chapters on Progressive Discipline in the Workplace include discussions on Warnings (verbal and written), Suspension from Work, Summary Dismissal, the Right to be heard, and the Unilateral Alteration of Terms and Conditions of Employment. There is also a chapter on Maternity Protection at Work and the rights of working women in regions across the globe namely, Africa, the Americas, the Arab World, Asia and Europe.

There are rules and policies to guide and direct workers, these rules and policies are important and necessary in the workplace, since they assist in the overall management of the business and lends to its smooth and effective operation, however these policies when implemented should be done in a fair and just manner.





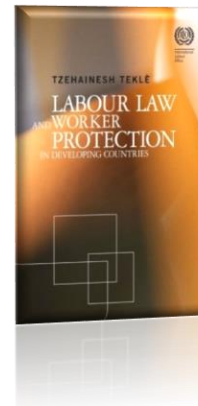
349.2: 331(1-773) LAB

*Labour law and worker protection in developing countries* / edited by Tzehainesh Tekle.

Geneva; International Labour Office, 2010.

This book critically reviews the relevant literature and reflects upon the way in which workers' protection tends to be conceptualized, as well as on the adequacy of the legal categories and tools used to further it, with special attention given to the effectiveness of labour legislation in promoting gender equality.

(Available at: South Library ONLY)

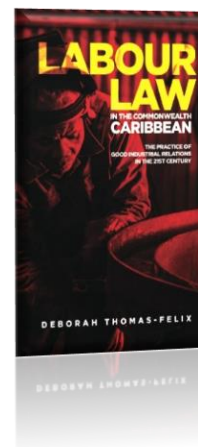


349.2 (729) THO

*Labour law in the Commonwealth Caribbean: the practice of good industrial relations in the 21st century* / Deborah Thomas-Felix.

Port of Spain: Trinidad and Tobago; Deborah Thomas-Felix, 2021.

This is a one of a kind Labour and Employment Law textbook which addresses subjects which are inherently germane to the workplace and industrial relations such as Management Prerogatives, Fixed Term Contracts, Employment Contracts, Layoff, Retrenchment, Dismissal, Labour Only Contracts and Reinstatement. With the use and analysis of 176 cases and legislation from England and countries of the Commonwealth Caribbean such as Trinidad and Tobago, the Bahamas, Jamaica, Barbados, Guyana and Antigua and Barbuda to explain the intricacies of Labour Law, workplace issues and good industrial relations practices, this book brings under one "umbrella" subjects that are critical for addressing some of the policies affecting the world of work, national development as well as long-term recovery and transformation following crises such as the COVID-19 pandemic. An easy to read yet comprehensive guide on the practice of Industrial Relations in the Caribbean.

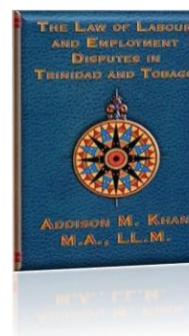


331.109:349.2(729.87) KHA

*The Law of Labour and Employment Disputes in Trinidad and Tobago* / by Addison M. Khan.

England: The Derwent Press, 2006.

Trinidad and Tobago has a very advanced system for the settlement of unresolved labour and employment disputes between employers and trade





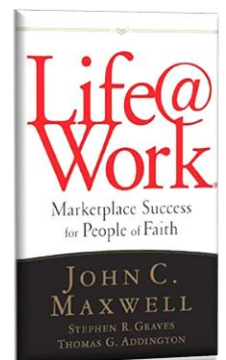
union on behalf of the workers by judicial process. This book provides an important assessment of this unique system and gives useful guidance on the operation of the Industrial Relations Act Chap. 88:01 and the practice and procedures of the Industrial Court. It gives an insight into the unsatisfactory industrial relations climate that existed prior to the implementation of the new system and discusses the multifarious provisions of the Industrial Relations Act, and judgments of the Industrial Court on a variety of cases determined by it from 1965-2005.

27.584:331 MAX

*Life at work: Marketplace success for people of faith* / by John C. Maxwell, Stephen R. Graves and Thomas G. Addington.

Nashville, Tennessee: Nelson Business Publishers, 2005.

People of faith need to be comfortable and intentional in two worlds-the world of the kingdom and the world of the commercial-blending and balancing their roles in each. As such, this book helps identify the basic tools followers of Jesus should always have in their work toolbox: Calling, Serving, Character, and Skill.

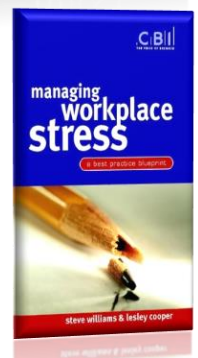


159.944.4:331.101.6 WIL

*Managing workplace stress: a best practice blueprint* / by Stephen Williams and Lesley Cooper.

England: John Wiley and Sons Ltd, 2002.

This book offers a complete best practice briefing in a selected topic, along with a blueprint for successful implementation. The aim is to help enterprises achieve peak performance across key disciplines.

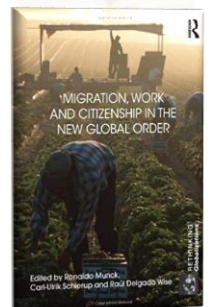


331.556 MIA

*Migration, work and citizenship in the new global order* / edited by Ronaldo Munck, Carl- Ulrik Schierup and Raul Delgado Wise.

Oxon; New York: Routledge, 2012.

This book posits a parallel development of precarious citizenship for migrants, made increasingly vulnerable by the global economic crisis.





But we are also in an era of profound social transformation, in the context of which social counter-movements emerge, which may halt the disembedding of the market from social control and its corrosive impact.

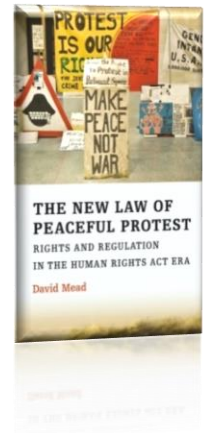
342.729(410) MEA

*The new law of peaceful protest: rights and regulation in the human rights act era* / by David Mead.

Oxford; Portland: Hart Publishing, 2010.

The right to demonstrate is considered fundamental to any democratic system of government, yet in recent years it has received little academic attention. Setting out and explaining in detail the domestic legal framework that surrounds the right of peaceful protest, the book includes five central chapters that show how the right is defined: the restrictions on the choice of location of a protest; the constraints imposed on peaceful, persuasive protest; the near total intolerance of any form of obstructive or disruptive protest; the scope of preventive action by the police; and the extent to which commercial targets can avail themselves of private law remedies.

(Available at: South Library ONLY)



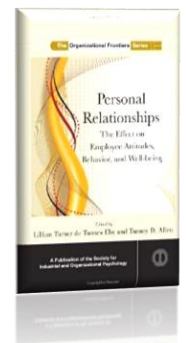
658.3:005.32 PER

*Personal relationships: the effect on employee attitudes, behavior, and well-being* / edited by Lillian Turner de Tormes and Tammy D. Allen.

New York: Routledge Academic, 2012.

The book considers a wide range of relationships that may affect work attitudes, specifically, supervisory, co-worker, team, customer and non-work relationships. The study of relationships spans many sub-areas within Psychology and Social Psychology, including leadership, supervision, mentoring, work-related social support, work teams, bullying/interpersonal deviance and the work/non work interface.

(Available at: South Library ONLY)







159.944.4:331.44 SHA

*Preventing workplace meltdown: an employer's guide to maintaining a psychologically safe workplace* / by Martin Shain and Mary Ann Baynton.

Ontario: Thomas Reuters, 2011.

This book is about mental injuries in the workplace-what they are, how to assess the risks of their occurrence, how to reduce or prevent legal liability for them and how to create psychologically safe workplaces.

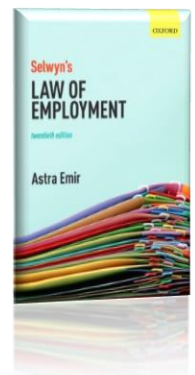


349.2:331(410) SEL

*Selwyn's law of employment* / by Astra Emir.

20<sup>th</sup> ed.; Oxford; New York: Oxford University Press, 2018.

This book offers a broad coverage which reflects individual and collective employment law matters with reference to UK and EU case law, ensuring its use as a complete reference guide, and encouraging students to gain a well-rounded understanding.

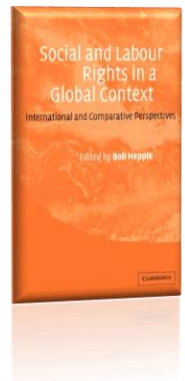


342.7+331:005.44 SOC

*Social and labour rights in a global context: international and comparative perspectives* / edited by Bob Hepple.

Cambridge; New York: Cambridge University Press, 2002.

This book combines several essays written by leading scholars from the UK, Ireland, France, Germany, Italy, Japan and USA and questions the effectiveness of the new rhetoric of rights such as those to decent work and security, equality of opportunity, adequate food and housing and healthcare.

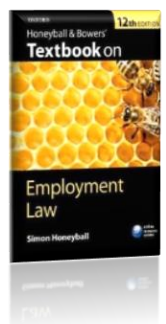


349.2(4) HON

*Textbook on employment law* / by Simon Honeyball.

12<sup>th</sup> ed.; Oxford: Oxford University Press, 2012.

This book provides detailed yet accessible explanations of the key topics, treating both individual and collective employment law issues. It also takes a critical approach to the subject, pointing out key areas of debate and potential reform and considers the relationship between EU and UK





legislation helping you to understand the increasing role of the EU in the development of UK employment law.

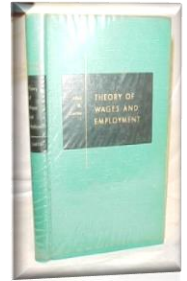
331.214 CAR

*Theory of wages and employment* /by Allan M. Cartter.

Illinois: Richard D. Irwin, Inc., 1959.

This book concentrates on the wage decision at the level of the firm, and on the relationship between the resulting level of wages in the economy as a whole and other factors which influence the level of employment.

(Available at: South Library ONLY)

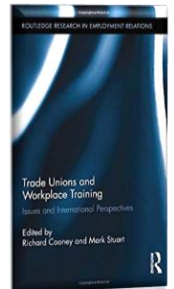


331.105.44+005.963.5 TRA

*Trade unions and workplace training: issues and international perspectives* / edited by Richard Cooney and Mark Stuart.

New York; Oxon: Routledge, 2012.

Drawing from insights from industrial relations, human resource management and industrial sociology this book provides an alternative source of research-based materials and texts, reviewing key developments in employment research.

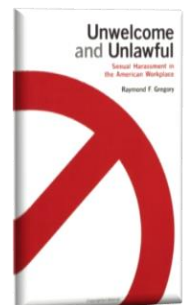


364.634+343.541:331(73) GRE

*Unwelcome and unlawful: Sexual harassment in the American workplace* / by Raymond F. Gregory.

Ithaca: Cornell University Press, 2004.

This book analyzes sexual harassment from the perspective of existing federal law and describes the legal rights that may be asserted by victims of harassment to obtain either injunctive or monetary relief.





331.31(410) McM

*Working time: the law and practice* / edited by John McMullen and Martin Brewer.  
London: Sweet & Maxwell Limited, 2001.

This book draws on research and interpretation but also on practical problems experienced by clients in implementing the new Regulations. While attempting to explain the convoluted law arising from the Working Time Directive and the 1998 Regulations and their amendments in the main text, we have included a number of practical appendices.

(Available at: South Library ONLY)



### **E-BOOK**

*Labour Administration Services in the Caribbean: A Guide* / by Samuel J. Goolsaran.  
2nd ed.; Port-of-Spain, Trinidad and Tobago: International Labour Office, 2005.

[Full text available at:

<https://cagi.org.gy/pubs/LabourAdministrationServices%20in%20the%20CaribbeanChapter.s.pdf>]

## ENCYCLOPEDIAS AND HANDBOOKS

(031.038)349.2:331 ENC

*Encyclopedia of employment law (Volume 1-4)* / edited by Michael Jefferson.  
London: Sweet & Maxwell, 2015.

(031.038)349.2:331 ENC

*Encyclopaedia of employment law and practice (Volume 1-2)* / edited by Stuart Chamberlain.  
2<sup>nd</sup> ed.; Kingston: Wolters Kluwer (UK) Limited, 2015.



(031.038)349.2+331.1 INT

*International Encyclopaedia for Labour Law and Industrial Relations (Volume 1-15)* / edited by R. Blanpain.

The Netherlands: Kluwer Law International, 2010.

347.426+614.8 KEM

*Kemp & Kemp the Quantum of Damages: in personal injury and fatal accident claims. (Volume 1 - 4)* /by David A Mcl. Kemp.

4<sup>th</sup> ed.; London: Sweet & Maxwell, 2006.

(Available at: South Library ONLY)

## INFORMATION FILES

These comprise of newspaper articles ranging from 2005-2023. Below is a compilation of several Information Files in the Library's collection.

- ❖ Labour Laws
- ❖ Labour Legislations
- ❖ Industrial Relations
- ❖ All Trinidad Sugar and General Workers' Trade Union
- ❖ Amalgamated Workers' union
- ❖ Aviation Communication And Allied Workers' Union
- ❖ Bank and General Workers' Union
- ❖ Bank Employees Union
- ❖ Banking Insurance And General Workers Union
- ❖ Communication Workers Union
- ❖ Communication, Transport And General Workers' Union
- ❖ Contractors And General Workers Trade Union
- ❖ Federation Of Independent Trade Unions And NGO'S
- ❖ Minimum Wage
- ❖ National Farmers' Union
- ❖ Nation Trade Union Centre





- ❖ National Union of Government and Federated Workers
- ❖ Public Service Association
- ❖ Public Service Commission
- ❖ Seamen and Waterfront Workers Trade Union
- ❖ Steel Workers Union of Trinidad and Tobago
- ❖ Trade Unions
- ❖ Trinidad And Tobago Unified Teachers Association
- ❖ Unemployment
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