

Malcolm Sargeant - CV

Name: Malcolm Sargeant

Current post: Professor of Labour Law;
 Research Director for the Law Department
 Middlesex University, London NW4 4BT

Qualifications:

First degrees-

BA (Hons)	University of Wales
LLB	University of East London

Pg Taught-

Pg Diploma in Law	University of East London
Pg Cert (HE)	Middlesex University

Research-

PhD	Middlesex University
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The implementation of the Acquired Rights Directive in the UK and other Member States of the EU

Membership of professional bodies	Fellow of the Higher Education Academy Member Industrial Law Society Jean Monnet scholar
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Visiting Professorships:

University of Modena and Reggio Emilia, Italy 2006
 Thomas Jefferson School of Law, San Diego, USA 2009

Other:

Member of the Teaching Board of International PhD School in Human Capital Formation and Labour Relations within the University of Bergamo Italy (co-funded by the Italian Ministry of Education, University and Research MIUR)

External activities, research and funding (selection) most of them are connected to the project area, dealing with health and safety at work, new forms of work, vulnerable workers, discrimination, international law, EU countries and comparative labour law:

(i) 2009 - EC funded project, led by ADAPT Italy, on older people in situations of restructuring; multi national project; my parts are UK research and international research.

(ii) 2009 - Funded contract to carry out research for ADAPT on international perspectives relating to home workers, teleworkers and economically dependent workers in relation to health and safety, funded by the Italian Ministry of Labour, "Lavoro in ambiente domestico, telelavoro e lavoro a progetto: linee guida e buone prassi per la prevenzione dei rischi, anche in chiave comparata, alla luce della riforma del mercato del lavoro" .

(ii) 2008 – Funded contract on research funded by the Italian Ministry of Labour, "Organizzazione del lavoro e nuove modalità di prestazioni lavorative: partecipazione dei lavoratori e buone prassi a livello europeo in tema di salute e sicurezza del lavoro", for Centro Studi Internazionali e Comparati, Marco Biagi, University of Modena and Reggio Emilia, my part is a focus on UK framework.

(iii) Funding from the British Academy, 2008, to carry out a pilot research project on perceptions of older people in the media.

(iv) EU Labour Law Project (2005-2007)

Won EU tender in partnership with Human European Consultancy (Utrecht) to study the implementation of various labour law directives in the Member States. 18 month contract valued at 600,000 euros. I was the technical director for the whole project and UK national expert. This meant writing reports on the implementation of Directives 2001/23/EC and 80/987/EEC in the United Kingdom; and also writing a synthesis report for the Commission on implantation of six Directives in various Member States.

(v) Community Action Programme to Combat Discrimination (2003-2006)

I was project co-ordinator of a successful application for EU finance to train representatives of NGOs in Romania, Bulgaria, Hungary, Estonia and Lithuania on disability discrimination in employment. The value of project was about 225,000 Euros. In accordance with the requirements of the project the Centre for Disability Research, Galway University and the Central European University, Budapest, agreed to be partner organisations. As a result of this project I attended a meeting of the EU panel of experts on disability discrimination as the UK representative in Louvain, April 2004.

(vi) Co-wrote a UK country report on employment practice for a contract which ADAPT at the University of Modena held with the Italian Government, February 2005. Subsequently written reports on disability and employment and immigration and employment services (2006).

(vii) Legal Education in Albania Project

I was part of the Legal Education in Albania Project, which was a project led by Middlesex University in association with, amongst others, London Metropolitan University, Institute of Advanced Legal Studies and the European Public Law Centre in Athens. The purposes of the project included the provision of faculty development, training and support programme for the Law Faculty at the University of Tirana. I attended the inception visit for the Project, spending a week in Tirana, where I interviewed all the academic staff in the Law Faculty about their expectations from the project. I also spent time in Athens with the European Public Law Centre. I was the Middlesex co-ordinator for the project. I helped initiate and organise a summer school for academic colleagues from the University of Tirana, held at Trent Park in July 2003 and took part in research counselling for individual colleagues about forming research partnerships.

Research and scholarly activity:

Research focus has been on health and safety, vulnerable work, discrimination and, in particular, age discrimination in employment.

Public output:**Books:**

Questions and Answers on Employment Law co-authored; 4th edition
Oxford University Press 2010

Essentials of Employment Law co-authored
CIPD 2009 10th edition

Employment Law Concentrate; co-authored
Oxford University Press 2009

Employment Law co-authored
Pearson Education 2008 4th edition
ISBN 1 405 80743 1

Age Discrimination in Employment
Gower Publishing January 2007
ISBN: 9780566087745

Consultation with employees
The Work Foundation July 2002 104 pp
ISBN 1470-8892

Transfers
The Work Foundation April 2002 82 pp
ISBN 1470-8892

Maternity and Parental Leave
Industrial Society July 2000; London

ISBN 1470-8892

This was a 94 page publication which was launched by Ms Tessa Jowell MP, Minister for Employment and Will Hutton, Chief Executive, Industrial Society

Age Discrimination in Employment

Institute of Employment Rights November 1999; London

ISBN 1-873271-69-7

Edited books:

The Law on Age discrimination in the EU

Kluwer Law Publishing 2008

ISBN: 978 90 411 2522 4

Employment Law Statutes 2004/05

Sweet and Maxwell August 2004; 653 pages

ISBN: 0421891009

Discrimination Law

Longman March 2004

ISBN 0582822890

Employment Law for People Managers (Joint consulting editor)

CIPD July 2003 to date (updated four times annually)

ISBN 1 84398 000 2

Employment Law Statutes 2003/04

Sweet and Maxwell August 2003; 507 pages

ISBN 0 421 796901

The Law at Work

Spiro Press March 2003

ISBN 1904298982

New Employment Law Review 1999-2003

This was a series of four short books per annum. The publications included of Data Protection in Employment, Disability Discrimination in Employment, Stakeholder Pensions, Whistleblowing, National Minimum Wage and Human Rights.

Book chapters:

Human Resource Management: a case study approach by Muller–Camen, Croucher and Leigh (eds); CIPD 2008

Chapter 5 on 'Labour Law' (co-authored)

The Law on Age discrimination in the EU

Kluwer Law Publishing 2008

ISBN: 978 90 411 2522 4

Introduction chapter and chapter on the UK

Managing Diversity in the Construction Industry

Taylor and Francis 2006

ISBN 041528869

Chapter 3 on Diversity in the employment relationship

Discrimination Law

Longman March 2004

ISBN 0582822890

Chapter on age discrimination in employment

Technology Outsourcing

ISBN 1 85328 832 2

Law Society Publishing September 2003

One co-authored chapter in a book on employment aspects of technology outsourcing

Whistleblowing at Work

ISBN 0 485 11561 1

Athlone Press January 2001 (edited by Professor David Lewis)

Co-authored chapter entitled 'Whistleblowing and Human Resource Management'

Principles of Business Law

ISBN 1-86152-575-3

Thomson Learning January 2001 (edited by Professor Brenda Barrett)

Two co-authored chapters; one entitled 'The employment relationship'; the other 'Organizational change: Reconstructions and transfers of undertakings'

Outsourcing Practice Manual

Sweet and Maxwell 1998-2001

This was a loose leaf practice manual on outsourcing; I wrote the original section on employment law; 30 000 words; updated twice yearly

Refereed journals:

Age Discrimination and the National Minimum Wage (2010)

Policy Studies 31(3) 351-364

Health and safety of vulnerable workers: case studies from Canada and the UK

co-authored; Policy and Practice in Health and Safety (2009) 7(2) 51-73

Age discrimination, sexual orientation and gender identity: UK/US perspectives (2009)

Equal Opportunities International 28(8) 634-645

Age discrimination, redundancy payments and length of service

Modern Law Review (2009) 72(4) 628-634

Gender and the Pensions Acts 2007-2008

Industrial Law Journal (2009) 38 143-148

Older workers and the need for reasonable accommodation (2008)

International Journal of the Law of Discrimination 9(3): 163-180.

Age stereotypes and the media
Communications Law (2008) vol 13 no 4 119-124

Women, Poverty and Pensions
International Journal of Diversity in Communities, Organisations and Nations (2008)
8 (2) 55-62

Health and safety issues and new forms of employment and work organisation
June (2008) co-authored; International Journal of Comparative Labour Law and
Industrial Relations vol 24/2 241-259

The Employment Equality (Age) Regulations 2006: A Legitimation
of Age Discrimination in Employment
Industrial Law Journal September 2006 Vol 35, No 3, 209-228

TUPE: the final round
Journal of Business Law, September 2006; 549-567

For Diversity: against discrimination – the contradictory
approach to age discrimination in employment
International Journal of Comparative Labour Law and
Industrial Relations vol 21/4 629-644 2005

L'approccio contraddittorio del Regno Unito alla
discriminazione in base all'età nel lavoro
Dritto delle Relazioni Industriali pp964-985 vol 4/XV 2005

Disability and age - multiple potential for discrimination
International Journal of the Sociology of Law
Vol 33 pp 17-33, 2005

Age Discrimination: equal treatment with exceptions
International Journal of Discrimination and the Law 2005
Vol 6 pp251-266

Age Discrimination in FE and HE
Education Law Journal vol 5 no 2 June 2004
pp 91-97

Mandatory Retirement and Age Discrimination
Employee Relations vol 26 no 2 March 2004
pp 151-166

Protecting employees with insolvent employers
Industrial Law Journal vol 32 no 1 March 2003
pp 53-59

New Transfer Regulations

Industrial Law Journal vol 31 no 1 March 2002
pp 35-54

New Transfer Regulations and Insolvency
Journal of Business Law January 2002 pp 108-112

Employee Consultation
Employee Relations vol 23 no 5 2001 pp 483-497

Lifelong Learning and Age Discrimination in Employment
Education and the Law vol 13 no 2 2001 pp 141-154

Transfers and Outsourcing
Commercial Liability Law Review pp 282-291
Part 4 December 2000

Transferring liability for employee claims
Journal of Business Law March 2000 pp188-192

Transfers of Undertakings: a new meaning
Local Government Studies pp 70-75 vol 25 No 3 Winter 1999

Transfers and employment rights in education
Education and the Law vol 10 no 1 1998 pp55-58

An Amended Acquired Rights Directive
Journal of Business Law November 1998 pp577-590

European Court of Justice limits the scope of the Acquired
Rights Directive
Journal of Business Law November 1997 pp568-575

New doubts about transfers in the public sector
Industrial Law Journal vol 26 no 3 p265-269
September 1997

Peer reviewing

I have reviewed contributions for

Modern Law Review
Journal of Business Law
International Journal of Comparative Labour Law and Industrial Relations
Equal Opportunities International
Comparative Labor Law and Policy Journal
Griffiths Law Review

Conference selection:

International Industrial Relations Association World Congress, Sydney, 2009; entered and won a competition for a symposium, so chaired symposium on health and safety in new forms of work with speakers from 5 different countries; presented joint paper on vulnerable working with a Canadian colleague; also presented a separate paper in the Congress with an Australian colleague on older workers and health and safety.

'Age discrimination and young workers' 2009 7th annual conference of Marco Biaggi Foundation, Italy

'Age and the media' 2008 World Congress on Ageing Montreal

'Employment protection and new forms of work and organisations' 2008 Marco Biagi Foundation Modena

'Reasonable accommodation for older workers' 2008 International Conference on Age, disability and independence, St Petersburg, Florida.

'Labour Protection and Workers' Rights' 2006 paper presented to conference sponsored by Movimento Cristiano Dei Lavoratori, Milan.

'The future of Industrial Relations in Europe': 2006 paper on bargaining structures presented at the ADAPT conference, Italy

'Age Discrimination in Employment': 2004 paper presented at a conference on age organised by the Marco Biaggi Foundation, University of Modena, Italy

'Age discrimination: taking the easy option': paper presented at a workshop for the annual conference, 2004, of the Society of Legal Scholars

'Never too old to work'; Age Discrimination in Employment – conducted two workshops at the annual conference of the Industrial Law Society, September 2003;

'Transfers and Outsourcing: the uncertain relationship', paper presented to the Institute for Employment Law conference in Aberdeen July 2000.

Book Reviews:

Employee Relations Journal - review of *Employment Law in Context*: Brian Willey Pearson Education 2000

Insolvency Lawyer - review of *Corporate Insolvency: Employment and Pension Rights*, David Pollard 2nd edition 2000

Industrial Law Journal (June 2004) – review of *Age as an Equality Issue* Sandra Fredman and Sarah Spencer (eds) Hart Publishing 2003

Other:

Never too old to work; paper delivered to Industrial Law Society conference 2003; published on the Society's website October 2003.

Joint submission with the Work Foundation in response to Government consultation on the implementation of the Information and Consultation Directive; December 2002

Summary of Employment Relations Bill 1999
CRICL Information publication

Report for the Business Services Association on the impact of the Transfer Regulations on member companies; report submitted to the Department of Trade and Industry as part of the BSA's submission on Government consultation about new Transfer Regulations; September 1999

Survey on national newspapers' approach to age discrimination in recruitment advertising

Interviews by local newspaper and THES on age discrimination at work and Radio 4's 'Nice Work' programme on parental leave

Research supervision:

PhD; currently Director of Studies for two students
CPE dissertations
LLM dissertations

Teaching and pedagogic interests:

Main area of current teaching is the MA in HRM and Employment Law; also undergraduate module in employment and discrimination law.

External examiner for employment law and business law undergraduate and postgraduate modules at the Manchester Business School; 2003-2007;
External examiner for under graduate employment law at University of Sheffield 2009-