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List of abbreviations

ACAS	Advisory Conciliation and Arbitration Service
AIDS	Acquired Immune Deficiency Syndrome
BA	British Airways
BHA	British Hospitality Association
CIPD	Chartered Institute of Personnel and Development
CEHR	Commission for Equality and Human Rights
CRE	Commission for Racial Equality
DDA	Disability Discrimination Act
DRC	Disability Rights Commission
DTI	Department of Trade and Industry
EOC	Equal Opportunities Commission
EAP	Employee Assistance Programme
ET	Employment Tribunal
EU	European Union
EWC	European Works Councils
HCN	Host-Country Nationals
HIV	Human Immunodeficiency Virus
HRD	Human Resource Development
HRM	Human Resource Management
HSE	Health and Safety Executive
ICE	Information and Consultation of Employees Regulations 2004 (ICE Regulations)
IDS	Income Data Services
IIP	Investors in People
IRS	Industrial Relations Services
IHRM	International Human Resource Management
JCC	Joint Consultative Committees
LPC	Low Pay Commission
LRD	Labour Research Department
MNC	Multinational Company

NMW	National Minimum Wage
N/SVQ	National/Scottish Vocational Qualification
PCN	Parent-Country National
QC	Quality Circles
RFO	Race for Opportunity
RRA	Race Relations Act
SSC	Sector Skills Council
SDA	Sex Discrimination Act
SME	Small and Medium-sized Enterprise
TCN	Third-Country National
TGWU	Transport and General Workers Union
TQM	Total Quality Management
WERS	Workplace Employment Relations Survey
WTR	Working Time Regulations