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BOOKS RECEIVED

EXTRATERRITORIAL EMPLOYMENT STANDARDS OF THE UNITED STATES: THE REGULATION OF THE OVERSEAS WORKPLACE. By James Michael Zimmerman. New York, New York: Quorum Books, 1992. Pp. 206.

In his book Mr. Zimmerman analyzes United States laws that impose domestic and international labor standards on overseas employment. The book is divided into three major parts. Part I explores the role that the United States plays in the enforcement of internationally recognized labor rights in the world community. These rights include the right of association; the right to organize; and the right to work in an environment free from discrimination. Chapter 1 outlines the historical development of international labor standards and the organizations that develop and enforce them. Chapters 2, 3, and 4 discuss various methods that the United States uses to persuade other states to recognize internationally recognized worker rights. These include the Caribbean Basin Initiative, the Overseas Private Investment Corporation, the Multilateral Investment Guarantee Agency, and federal statutes that authorize the use of economic sanctions against foreign governments and private employers that engage in abusive labor practices.

Part II addresses employment standards for United States citizens employed abroad. Traditionally, Congress has not extended federal labor standards to United States citizens working abroad. However, in recent years some fair employment laws have been intended to cover United States citizens employed overseas. Chapter 6 opens this section with a historical view of fair employment standards as they have been applied to United States citizens working overseas. Chapters 7, 8, and 9 each discuss in detail extraterritorial employment. These include the Equal Pay Act, the Age Discrimination in Employment Act, Title VII of the Civil Rights Act of 1964, and the Defense Base Act.

Finally, Part III focuses on the policy issues of extraterritorial employment standards. This part addresses the limitations on extraterrito-

rial jurisdiction and possible violations of sovereignty. The author advises the United States to proceed with caution in this area of political sensitivity. He recommends that the United States adopt a multilateral, rather than a unilateral, approach.

This book provides an introspective look at the conflict that arises when the United States seeks to enforce its own policies and laws in other nations. Mr. Zimmerman's experience and knowledge of both employment and international law is readily apparent. In a world that becomes more global with each passing day, employment law is no longer strictly a domestic concern. This book appeals to practitioners and scholars alike in the employment law field.

FACT-FINDING BEFORE INTERNATIONAL TRIBUNALS. Edited by Richard B. Lillich. Irvington-on-Hudson, New York: Transnational Publishers Inc., 1992, Pp. 338.

The number and importance of international courts, commissions and committees that decide international disputes between states and private parties continues to grow. With this increase, members of such tribunals and the parties appearing before them face ever-increasing issues of fact-finding. This book, the product of the Eleventh Sokol Colloquium on Private International Law held at the University of Virginia School of Law, raises the many fact-finding issues raised by cases before the International Court of Justice, the Iran-United States Claims Tribunal, the European Court of Justice, and other international human rights bodies.

Generally, international tribunals serve both as fact-finders and law-makers. Thus, practice before these bodies can raise new and difficult issues of fact-finding and substantive law. The book, edited by Professor Richard B. Lillich, is set up using a case analysis method. This approach is useful in highlighting the different problems that arise in the context of fact-finding by different international human rights bodies. Professor Lillich, the author and editor of numerous books, is the Howard W. Smith Professor of Law at the University of Virginia. Additionally, he practices in international arbitration and international claims matters. This book is necessary reading for anyone interested in practicing before an international tribunal. Additionally, it is recommended as a useful reference for international and transnational law scholars.

INTERNATIONAL HUMAN RIGHTS LAW IN THE COMMONWEALTH CARIBBEAN. Edited by Angela D. Byre and Beverley Y. Byfield. Dordrecht, The Netherlands: Martinus Nijhoff Publishers, 1991. Pp. 398.

This book is a compilation of the materials prepared for and presented at the regional Workshop on the International Protection of Human

Rights, held in Ocho Rios, Jamaica, in October 1987. The Workshop, a joint production of Interrights (the International Centre for the Legal Protection of Human Rights) and OCCBA (the Organisation of Commonwealth Caribbean Bar Associations), sought to draw attention to the developing body of international human rights law, the existing human rights legal system, and ways in which the current laws and systems can be improved.

The book is divided on a thematic basis, reflecting the topics covered in the Workshop proceedings. These include: the right to a fair trial; access to the judicial system; the right to life and human dignity; freedom of expression; and equal protection. Each of the discussions stresses the common problems and parallels existing between the Commonwealth Caribbean jurisdictions. These problems are addressed by each participant in the Workshop using principles of foreign jurisprudence ranging from United States law to international treaties. Following each of the thematic sections of the book is a summary of the actual discussion which took place in the working groups and in the plenary sessions at the Workshop. These summaries serve to underscore the individual interests at stake for each region while at the same time providing a source of ideas for other regions to draw on in addressing common regional problems.

Possibly the greatest benefit of a book such as this is that it brings to light the common problems faced by the region in the human rights area. The Commonwealth Caribbean system of jurisprudence in general and the human rights jurisprudence in particular suffer from poor dissemination of information and lack of access to the legal systems. The Workshop and this book satisfy the critical need in the region to consolidate and make publicly available a discussion and study of international human rights law. The book should be of interest to judges, practitioners, students and all others interested in the protection of human rights in the Commonwealth Caribbean.

