

Labor Law In Europe

In the 1950's when the EC Treaties were drafted, social policy was treated in a somewhat cursory way. Nonetheless, there are few lofty statements of social ambitions in the Treaties. This publication deals with the actual causes according to specific social issues from the 1950's up till now. All social pressure in Europe is still on the national level. National politicians are in continuous debate with national employers' representatives and trade unionists on desired changes in national labour law. Thanks to a modification of the EEC Treaty in 1987, there is now a framed text which says: 'In order to promote its overall harmonious development, the Community shall develop and pursue its actions leading to the strengthening of its economic and social cohesion'. It is therefore inevitable that the national structures of labor law will be surmounted by a set of substantial labor laws on the European level.

The tension between labor market regulation and the EU's internal market poses increasing challenges for both lawyers and policy makers throughout the EU. From a policy point of view, the Lisbon Agenda and the reality of globalization have driven the EU towards a reformative approach to labor law in the context of its employment strategy. In the legal arena, the mixture of different national labor standards and free economic exchange has turned explosive in the wake of EU enlargement. This book explores the intricate, complex, and sometimes contentious relationship between the EU's agenda for a free internal market and the protection of labor standards within the EU. Its immediate focus is on recent legal developments, both in case law and in legislation. But these developments are addressed in a more general approach that seeks to give an overall background and context. European Union Internal Market and Labour Law: Friends or Foes? - the result of a conference held in the aftermath of the instantly famous cases of Laval and Viking - also reports on a panel discussion between stakeholders.

Nordic law is often referred to as something different from other legal systems. At the same time, it is a common belief that the Nordic countries share more or less the same legal tradition and are very similar in their approach to the law. Considering both of these points of view, the book tells a story of how Nordic law and Nordic legal thinking differ from other legal systems, and how there are many particularities in the law of each of the Nordic countries, making them different from each other. The idea of "Nordic" law also conceals national features. The basic premise of the book is that even if, strictly speaking, there is no such thing as a Nordic common law, it still makes sense to speak of "Nordic" law, and that acquiring a more-than-basic knowledge of this law is interesting not only for comparative lawyers, but also helpful for those working with Nordic lawyers and dealing with questions involving law in the Nordic countries.

The vast single labour market of the European Union continues to manifest an ever-increasing interdependence of economies, companies, trade unions and employees, calling once again for an update of Roger Blanpain's magisterial European Labour Law. This Fourteenth Edition remains the preeminent practice guide in its field, covering the full spectrum - legislation, collective agreements, and more than 400 cases - of both individual and collective labour law and practice from the fundamental freedoms to the significance of the Reform Treaty of Lisbon. Among the abundant new material in the Fourteenth Edition the reader will find incisive commentary and analysis of such issues and trends.

Friends Or Foes?

Beyond Employment

How "global" is Labour Law?

Nordic Law in European Context

Surveillance and Monitoring

Labour Law Reforms in Eastern and Western Europe

Labour law and social policy have long provided an arena within which key debates over the depth and pace of European integration have taken place. Increasingly, as the European Union's employment policy has matured, employment and economic policy discourses have come to displace discourses around social policy and social law, a displacement which has occurred in tandem with a shift from legislative harmonisation to the use of 'soft law' and governance by means of guidelines. This book charts the evolution of the European Employment Strategy and the new forms of governance to which it has given rise, in particular the 'open method of coordination'. It offers an interdisciplinary exploration of European social law and employment policy, scrutinizing the law and economics of labour market regulation in the European context and responding to the economic critique of traditional notions of social protection. Through a detailed examination of the legal and economic underpinnings of the European Employment Strategy, the author outlines the implications of this strategy for labour law, social protection and industrial relations within the EU. Using the open method of coordination in the European Employment Strategy as a case study, the book also provides a timely contribution to the growing literature on 'new governance' in the EU. This innovative form of governance has the potential to forge a middle course through the regulatory choices facing the EU: the choice over the appropriate level of regulation in the EU, whether national or supranational; that over the legitimate role for the state in regulating or deregulating the labour market; and ultimately, the choice between centralised harmonization and regulatory competition.

"This book provides an overview of the relevant legislation regarding redundancy schemes in each of the 27 EU Member States, as well as Russia and Switzerland. Following an introductory chapter describing the European directive regarding mass redundancies, 29 country reports written by one or more experienced employment lawyers from the respective country offer overviews of relevant national legislation and case law regarding timing, information and consultation, risks, and costs, as well as practical legal guidance."--Publisher.

In the realm of European employment law, tension exists between the concepts of 'economic policy' and 'social policy.' During recent years, a growing tendency to emphasize the 'economic' at the expense of the 'social' can be discerned. What this trend gives us in the views of the leading figures in the field of European labour law and social policy whose considered analyses are presented in this volume is a regime of 'grand declarations' about workers' rights, but with extremely limited enforcement potential.
>The Changing Face of European Labour Law and Social Policy presents some of the papers given at a series of colloquia sponsored by the Employment Law Research Unit at the University of Warwick in early 2002. In its assessment of the forces at work in European employment law today, these commentaries examine significant initiatives and issues, including: problems arising in the context of the Nice Charter; delivering 'equality' at the workplace under the new EU legal framework; the crisis facing workers' participation in practice; the prospects for trans-national collective bargaining; employment-related aspects of human rights under the ECHR; and attempts to establish effective protections in relation to the working environment. Invaluable appendices include a report, as presented by the late Marco Biagi, of a high level group on reform of the European labour market; the text of the Social Policy Agenda, as approved at the Nice Summit of 2000; and the Commission's 'scoreboard' on the implementation of the Social Agenda as of 2002. With its down-to-earth analysis of the current status of the 'floor of rights' in the European work environment, The Changing Face of European Labour Law and Social Policy will be of inestimable value to all practitioners and scholars seeking to improve the quality of life for Europe's working population and the quality of regulation at the disposal of those charged with confronting the new challenges to social policy resulting from the radical transformation of Europe's economy and society. This book is the English edition of what has become widely known as "The Supiot Report" - a bold and far-reaching look at the changing nature of work initiated by the EC. It takes as its starting point the profound changes that have taken place in the underlying employment relationship and associated human resource practices over the past twenty years. These developments are placed in their economic, social, institutional, and legal contexts. Competitive pressures on firms, the search for greater efficiency and effectiveness in the delivery of public services, the changing role of women in society, and the desire for greater choice on the part of individuals are all important motives for change. The legal framework and the structures and organizations which represent the interests of workers and employers must respond to these changes. Drawing on illustrations from a number of European countries, the book suggests that the legal framework should encourage greater collaboration in the workplace, particularly over issues such as training. But it should also place work within its social context and facilitate genuine choices by individuals.

A Labour Law Perspective

Vol II

European Labour Law and Social Policy

Final Report

Business Insights: Europe

The European Employment Strategy

This new edition of EU Employment Law provides a complete revision and update of the leading English language text in the field. The coverage in the new edition has been expanded with material on all the latest developments, incorporating the changes made by the Lisbon Treaty; the EU2020 strategy; the Charter of Fundamental Rights; the 'Article 19 Directives'; the Temporary Agency Work Directive; the revisions to the existing including the Directives on Parental Leave and European Works Council; and the new Social Security Regulations 883/2004. It also analyses the ever-expanding body of employment case law, including the momentous decisions in Viking, Laval, Rueffert, and Commission v Luxembourg. The book begins with an examination of the development of EU employment law focusing on the shift from employment law to employment policy. The text then studies rule-making in the field of employment law, considering both the traditional routes to legislation and governance techniques such as the Open Method of Coordination. The final chapters look closely at the substantive area of employment law, examining the free movement of persons, equal treatment, health and safety and working conditions, the restructuring of enterprises, worker participation, and collective action. Throughout, the book addresses the fundamental question as to the purpose of EU employment law: is it primarily economic, or social, or both?

This book is part of a series which sets out a restatement of labour law in Europe. Its second volume looks at atypical employment relationships in Europe. Opening with a restatement, the book provides comparative commentary on the question of how fixed-term employment relationships, part-time employment relationships and temporary agency work is regulated by law in the individual states, which case law of the courts must be observed in this respect and which systems of such relationships on the basis of collective bargaining agreements. The book goes on to systematically explore the national regulatory framework of Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Montenegro, Netherlands, North Macedonia, Norway, Poland, Portugal, Romania, Russia, Serbia, Slovakia, Slovenia, Spain, Sweden, Switzerland, Turkey and the United Kingdom. In this area, which is largely shaped by EU law in many countries, the commonalities and differences with regard to the relevant regulatory issues are examined. This important new project provides the definitive survey of labour law in Europe today.

Labour law is widely considered to be in crisis by scholars of the field. This crisis has an obvious external dimension - labour law is attacked for impeding efficiency, flexibility, and development: vilified for reducing employment and for favouring already well placed employees over less fortunate ones; and discredited for failing to cover the most vulnerable workers and workers in the "informal sector". These are just some of the external challenges to labour law. There is also an internal challenge, as labour lawyers themselves increasingly question whether their discipline is conceptually coherent, relevant to the new empirical realities of the world of work, and normatively salient in the world as we now know it. This book responds to such fundamental challenges by asking the most fundamental questions: What is labour law for? How can it be justified? And what are the normative premises on which reforms should be based? There has been growing interest in such questions in recent years. In this volume the contributors seek to take this body of scholarship seriously and also to move it forward. Its aim is to provide, if not answers which satisfy everyone, intellectually nourishing food for thought for those interested in understanding, explaining and interpreting labour laws - whether they are scholars, practitioners, judges, policy-makers, or workers and employers.

This unique book offers a comprehensive systematization and overview of the EU's emerging 'acquis' and practice of Collective Labour Law. Although the core aspects of Collective Labour Law lie outside the EU's competence to regulate, the laws and industrial relations systems of Member States are undoubtedly influenced by the EU, and the involvement of Social Partners, i.e. representatives of employers and workers, is essential for many aspects of EU law and policy.

A Practical Guide to Company Formation, Employment Law and Taxation Across the EU

European Labour Law and the EU Charter of Fundamental Rights

Changes in Work and the Future of Labour Law in Europe

A Brief Guide to the Essential Elements

EU Collective Labour Law

European Labour Law

Labour and the Law in EuropeA Satellite View on Labour Law and Social Security Law in Europe

For centuries, Europe consisted of numerous sovereign nations, each with its own legal system. However, in recent decades, Europe has slowly emerged as a single power alongside other superpowers, such as the US, Russia, China, Japan, and India. Rather than studying the separate legal systems of the European nation states, an ever-growing number of people show an interest in studying the common features of the legal systems of the countries that make up the European Union. In the field of labor law and social security law, one purpose of this approach is to see whether there is such a thing as a distinctively European social model as opposed to the social models of other powers. This book presents a satellite view on labor law and social security law in the EU's Member States.

'EC Employment Law' provides a thorough and authoritative guide to EC law on employment, within a social and economic context. Extensive coverage is given of complex equality caselaw and legislation, and many issues not covered elsewhere are examined.

The Social Europe guide is a bi-annual publication aimed at providing an interested but not necessarily specialised audience with a concise overview of specific areas of EU policy in the field of employment, social affairs and inclusion. It illustrates the key issues and challenges, explains policy actions and instruments at EU level and provides examples of best practices from EU Member States. It also presents views on the subject from the Council Presidency and the European Parliament. Volume 6 looks at the origin and purpose of labour market rules across the EU. It highlights the importance of ensuring good and healthy working conditions and a level playing field in the Single Market. It explains the respective roles the EU institutions and Member States play in shaping the legislation on employment and working conditions: in general, EU rules help to set minimum standards and requirements to underpin national laws, aiming to ensure the realization of the values set out in the EU's founding Treaties. The guide also explains how EU labour law has been influenced by international standards and the role the EU plays in promoting decent work across the world.

EU Employment Law

Leading Lawyers on Navigating Recent Trends, Working with Multinational Companies, and Understanding the Unique Aspects of Employment Law in Europe

New Forms of Employment in Europe

Changing Realities in Selected Areas of Law and Policy

Employment Law in Europe - Germany

Labour Law and Working Conditions

In the early summer of 2005, an international expert meeting was convened in The Hague to share and compare national experiences with conciliation and mediation as methods for resolving collective labor disputes. Both the European Union and the Council of Europe have committed themselves to promoting these methods which aim to assist disputants in finding creative, negotiated solutions, while preserving their long-standing relationships. Ideally, trade unions and employers (associations) have such long-standing relationships, and many European countries have specialized conciliation officers or mediation services operating in this area. The meeting allowed leading mediators and academics to share their experiences and to exchange their views on the changes permeating Europe today: the rise of transnational labor disputes, the decentralization of collective bargaining, the process of de-unification, the joining of the EU by new member states without a social dialogue tradition, and the insights generated by the emerging science of principled bargaining, facilitative mediation, and conflict management. All these developments are likely to increase the demand for expert mediation services assisting more often less experienced negotiators. Thereby, the very nature of mediation may gradually change. This book documents the proceedings and provides a comprehensive overview of EU initiatives in the field of collective labor law and dispute resolution.

EU law offers an opportunity for the meaning of fundamental social rights in today's Europe. It is published on the occasion of the 10th anniversary of the European Working Group (EWL) on labor law, and it reflects the research efforts the members of the EWL have made in its 10 years of existence. The recognition of fundamental social rights offers opportunities for valuing the meaning of such rights for workers. The non-discrimination norm, since it has been long and widely recognized in EU law, is the most striking example. It has served as a catalyst for all Member States. Apart from that, fundamental social rights, as generally recognized by international organizations, are also challenged in EU law. This is not only because the EU law does not explicitly grant protection to workers since some of these rights are not covered by it, but also due to a potential collision between these rights and the fundamental freedoms of the European Community. In this volume, experts in the field of European labor law deal with the opportunities EU law is offering and how it is fitting into the social policy of the EU, as well as with potential threats to an effective application of the fundamental social rights. Some of the contributions refer to the cases of Viking, Laval, and RÅ/Åffert as to their impact on the right to collective action, as well as their meaning for the establishment of decent employment conditions, and in particular the right to a decent wage which is one of the oldest fundamental social rights. Another crucial issue that is touched upon is the right to work and the right of protection for workers. The objective that is advocated in the EU, as a cornerstone of modern social policy, is the combination of flexibility and security, in one word "flexicurity," which has been analyzed in terms of contributing to or jeopardizing the position of the employee. It is the supposed dilemma of the protection of the 'haves' at the expense of the 'have nots' or 'insiders versus outsiders.' A third topic is the fundamental right connected to the freedom of association. A problem that has recently raised a lot of discussion and legislative proposals is whether sufficient representativeness of trade unions is required in order to be legitimized for collective bargaining and the conclusion of binding collective agreements. Linked to this is the effective recognition of the right of participation for workers and their representatives at enterprise level: the right to information and consultation, its scope, and its effect.

Employment Law Client Strategies in the EU is an authoritative, insider's perspective on key strategies for representing clients on labor and employment law matters in Europe. Featuring partners from law firms across the region, these top attorneys discuss the background of employment law in Ireland, Portugal, Denmark, Germany, Belgium, the Netherlands, and Finland. These experts offer advice on navigating dispute resolution mechanisms, offer insight into the role of works councils and other country-specific government agencies, and discuss best practices for avoiding liability when terminating an employee. Additionally, these leaders provide an overview of laws and regulations and offer insight into some of the employment law trends in both their respective countries and the EU as a whole. The different niches represented and the breadth of perspectives presented enable readers to get inside some of the great legal minds of today, as these experienced lawyers offer up their thoughts around the keys to navigating employment law in the EU.

The protection of jobs and labour law standards achieved by employees in the past has been under pressure from neoliberalization forces for many years. The focused perspectives evident in this original collection of essays go a long way toward clearly defining where labour law and social security law must set their sights in order to preserve fair and productive employer-employee relations in the new world of work. Distinguished researchers study the changing realities confronting the labour market, in public policy as well as in industrial relations. Issues and topics include the following: - integration of immigrants into industrial relations; - the social situation of migrant workers; - new phenomena brought by the digital age; - temporary agency work; - harmonizing family and working lives; - the role of European Works Councils; and - social and labour reforms. Throughout this book, the contributors emphasize the changing role of the state and reform agendas. Although the central focus is on Europe, there is an abundance of comparative detail, allowing for global application. As a matchless, up-to-date overview and analysis of how new and emerging forms of employment and industrial relations impact employee security, this book will be warmly welcomed by practitioners, academics, and policymakers concerned with ensuring the persistence of fair and viable standards in labour and social security law.

A Country by Country Guide for Employers

Atypical employment relationships

Fundamental Social Rights in Europe

Transformation of Labour and Future of Labour Law in Europe

The Idea of Labour Law

Restatement of Labour Law in Europe

Recoge: 1. Work and private power - 2. Work and Employment Status - 3. Work and time - 4. Labour and collective organisation - 5. Labour and public authorities: The State's role - 6. Transformation of work, women's work and the future of Labour Law. The gender dimension - 7. Labour and lau and economic performance.

When you set up a business in or expand into a new territory within the EU, you will find yourself in a jurisdiction where, in practice, the basis on which you conduct business can be completely different from your home market. Business Insights: Europe will allow you to know ahead of time what legal, taxation and employment regulations you will face, revealing how to avoid the bureaucracy and 'pen pushing' which can dramatically affect your chances of success. A practical handbook and indispensable source of advice, Business Insights: Europe will first address the issues that need to be addressed when drawing up a business plan for operating in a new EU market. It will also give a detailed breakdown of the legal, financial, tax and accounting practices you must observe if you are to set up and run your business on an efficient and effective basis, while distinguishing between exporting from the UK and running an office, branch or subsidiary within the EU.

This work is a practical guide to the comparative employment laws in Europe. It analyses the legal systems in key European jurisdictions and considers employment issues not only from a legal perspective but also in terms of custom and practice.

This publication brings together the most important European and international regulation in the area of labour law. It includes regulations from, among others, the European Union, the Council of Europe and the International Labour Organisation. The selected regulations are decisive to some extent for the content of the EU member states' national labour law or contain rules on the conflict of laws and jurisdiction law (private international law). Because of the growing international influences on national individual and collective labour law, it is hardly possible to be acquainted with the labour law of the different European countries without some knowledge of European (labour) law. In addition, an increasing number of employees are working 'across the border', for example in the context of secondment (posting of workers), which raises questions about the law that applies to their employment contract. This law book is therefore useful not only for the lawyer who is primarily engaged in European labour law, but also for the lawyer who is engaged in 'national' labour law practice. This publication is also intended for university education and higher professional education. The selection is preceded by an introduction. This introduction provides a brief overview of the different sources of European labour law, outlines the main points of European Union law and briefly describes the eleven sections which comprise the volume. [Subject: European Law, Labor Law]

Employment Law Client Strategies in the EU

EC Employment Law

Labour Law and Social Protection in a Globalized World

Employment Law Client Strategies in Europe

Employment Privacy Law in the European Union

Solidarity and Conflict

One of the world's leading scholars of EU employment law proposes alternatives to the Union's current social and labour policies.

A country specific guide to employment law in 17 European countries which provides information on contracts, wages and salaries, hours of work, holidays, maternity provision, trade unions, income tax and national insurance, race and sex discrimination and recruitment and training.

Research Handbook on EU Labour Law features contributions from leading scholars in the field. Part I addresses cross-cutting themes, such as the relationship between EU law and national law, the role of human rights in EU labour law, and the impact of austerity measures. In Part II, the contributors focus on topics in individual and collective labour law at EU level, including working time and job security. Finally, Part III offers a comprehensive overview of the EU's interventions in equality law.

Within Europe, employment law has grown as a result of regional rather than national legislation. The European Union has been at the fore of developing a comprehensive framework to protect workers from unfair practices and discrimination. In addition to the European Union, the Council of Europe also plays a role in protecting workers. The European Social Charter and the European Convention on Human Rights contain provisions relevant to the employment relationship. This publication will give the U.S. business student an overview of the key laws governing the area of employment in Europe. Here we look at the obligations and regulations surrounding the contract of employment, the laws surrounding equality and nondiscrimination, and the protection for unions and collective bargaining. Comparisons are drawn with American law and regulation at regular intervals to illustrate different practices within Europe and the United States. This book will provide the student with knowledge of the essential elements of European Employment Law in a concise and easy-to-understand manner.

Labour Market Regulation and New Governance

Research Handbook on EU Labour Law

Employment Law in Europe

Universal Labour Law for Europe

Social Rights and Market Freedom in the European Constitution

Leading Lawyers on Understanding European Labor and Employment Laws, Staying Ahead of Trends, and Developing Strategies for Regulatory Compliance in a Global Economy

Employment Law Client Strategies in Europe provides an authoritative, insiders perspective on key strategies for representing and advising clients on employment law matters in Europe. Featuring partners from law firms across the region, these top attorneys discuss the unique aspects of employment law in Italy, Germany, the Netherlands, the UK, and Belgium. These experts offer advice on communicating with clients, identifying compliance needs, and working with multinational versus regional companies. From understanding the common legal issues facing todays clients to navigating the legal systems of various European countries, these authors provide insight into employment law trends in both their respective countries and Europe as a whole. Additionally, these leaders discuss best practices for handling employer-employee disputes, predicting upcoming trends, and helping clients avoid litigation. The different niches represented and the breadth of perspectives presented enable readers to get inside some of the great legal minds of today, as these experienced lawyers offer up their thoughts around the keys to navigating employment law in Europe.

The selection of articles traces recent developments in the legal regulation of labour markets in Eastern and Western European countries. The increased international competition of national labour markets has led to major reforms in some European countries but the majority of national developments indicate a rather gradual evolution.

This is an account of the development of European labour and social security law as it interrelates with the evolution of market integration in the European Union. Giubboni presents, from a labour law perspective, a case study of the changes the European Community/European Union has undergone from its origins to the present day and of the ways these changes have affected the regulation of European Welfare States at national level. Drawing on the idea of 'embedded liberalism', Giubboni analyses the infiltration of EC competition and market law into national systems of labour and social security law and provides a normative framework for conceptualising the transformation of regulatory techniques implemented at the EU level. This important, interdisciplinary contribution to research in EU social law illustrates how the vision of social protection and solidarity is changing.

"This book is part of a series which sets out a restatement of labour law in Europe. Its second volume looks at atypical employment relationships in Europe. Opening with a restatement, the book provides comparative commentary on the question of how fixed-term employment relationships, part-time employment relationships and temporary agency work is regulated by law in the individual states, which case law of the courts must be observed in this respect and which possibilities exist for shaping such relationships on the basis of collective bargaining agreements. The book goes on to systematically explore the national regulatory framework of Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Montenegro, Netherlands, North Macedonia, Norway, Poland, Portugal, Romania, Russia, Serbia, Slovakia, Slovenia, Spain, Sweden, Switzerland, Turkey and the United Kingdom. In this area, which is largely shaped by EU law in many countries, the commonalities and differences with regard to the relevant regulatory issues are examined. This important new project provides the definitive survey of labour law in Europe today."

The Changing Face of European Labour Law and Social Policy

European Employment Law

Labour and the Law in Europe

European Labour Law Legislation

A Satellite View on Labour Law and Social Security Law in Europe

European employment law is becoming increasingly important. Its impact upon domestic law of the Member States is growing in fields such as fixed-term employment contracts, collective redundancies, and industrial action. This book therefore covers the complete scope of European employment law: its foundations in EU primary law and its various sources in EU secondary legislation, as well as the growing body of case law of the European Court of Justice. The book begins by providing an overview of the relevant fundamental rights, fundamental freedoms, and competences of the EU in the field of employment law. A systematic presentation of the conflict of law rules then follows: the Rome I and Rome II Regulations, the Posting of Workers Directive, and the Brussels Regulation on the recognition and enforcement of judgments. Subsequently, the book focuses upon individual labour law which, at the EU level, is principally composed of: rules on non-discrimination, the protection of safety and health, and working time; rules on atypical forms of employment (part-time, fixed-term, and temporary agency work) and special groups of employees (mothers, parents, and young people); as well as legislation concerning employment protection in situations of redundancy, business transfer, and insolvency. This is followed by a discussion of collective labor law issues. Particular attention is given to the European Works Council and the rules on employee involvement in the European Company, the European Cooperative Society, and the European Private Company, as well as employment law rules contained in the Directive on cross-border mergers. (Series: Ius Communitatis - Vol. 4)

This book provides for a comprehensive overview of the various areas of European labour law: fundamental rights, free movement of workers and posting, equal treatment, atypical forms of employment, collective bargaining and collective agreements, restructuring of enterprises and health and safety.

This book contains the national reports and a comparative synthesis regarding the employment privacy law in the European Union. It reflects the background research that has been undertaken to prepare a European study conducted with the support of the European Commission, DG Employment, and Social Affairs. The main purpose of this research has been to undertake a comparative study in the European Union on the issue

of the protection of workers' personal data, more in particular concerning the case of surveillance and monitoring. The study has focused on the situation in the various Member States of the European Union and has aimed to focus on the extent of the Member State laws and guidelines in this area, on whether such laws or existing guidelines adequately protect the worker, and on suggestions or recommendations or appropriate guidelines that would ensure suitable protection for the worker in relation to his or her monitoring and surveillance by the employer. The research has been undertaken under the supervision of the editor with the cooperation of the contributors who are all specialists in the field of employment privacy. Each expert has prepared a country study regarding the situation in the relevant Member State. The national research activities have resulted in a general discussion at a closed expert meeting on 4 and 5 October 2001, organised at the Law Faculty of the University of Leuven (Belgium). During this seminar, country surveys have been further explained and discussed, and policy options or suggestions have been looked upon in the examined field of study. The comparative overview departs from the horizontal approach of comparativism. This means that it integrates all relevant information regarding Member States horizontally, throughout the general theme and its appropriate subthemes. Contributions to this book are made by: C. Castro, X.C. Vázquez, M. Colucci, M. Forde, A. Hålland, T. Homan, A. Johansson, L. Kanellos, J. Kristiansen, N. Melzer, G. Morris, S. Nerbonne, A. von Koskull.

In the beginning, labor law and social security law were of little significance in the development of European law. These areas of law only played a very minor role in the founding treaties of the European Communities, as their aim was primarily to harmonize economic, not social, conditions. Fifty years after the Rome Treaties, the situation is completely different. There is more and more awareness that the only way to further develop European law - and the European Union as a whole - is by, not only getting rid of competitive constraints, but also by making the citizens of Europe aware of its social dimension. Now is therefore a good time for an outline of European labor law. This textbook was written mainly for students specializing in labor law, but it also offers practicing labor lawyers an overview of the most important regulations and judgments on the subject. Numerous examples - and a summary of the most significant judgments of the European Court of Justice - illustrate vividly the contentious issues.

Effective Resolution of Collective Labour Disputes
European Union Internal Market and Labour Law
The Perspective of Social Rights in the European Union
A Systematic Exposition
Challenges and Opportunities