

Table of Contents

Foreword	xi
Preface	xiii
List of Abbreviations	xvii
List of Case Studies	xix
PART I	
The Making of an Approach	1
CHAPTER 1	
Labour Law and Transnational Scope of Application	3
1.1 Concept of Transnational Labour Law	3
1.2 History of Transnational Labour Law	7
1.2.1 <i>Lex Mercatoria</i>	7
1.2.2 Human Rights	8
1.2.3 Non-discrimination	10
1.2.4 A Transnational Risk Society	11
1.2.5 Transnational Sports Law	12
1.3 Structure of Transnational Labour Law	13
1.3.1 Procedural Law	13
1.3.2 Substantive Law	16
1.3.2.1 Classification of Transnational Labour Rules Based on Their Origin	16
1.3.2.2 Application of Transnational Labour Rules	19

PART II

Procedural Transnational Law	27
------------------------------	----

CHAPTER 2

Conflict-of-Law Rules in Labour Law	29
-------------------------------------	----

2.1 General Characteristics	29
-----------------------------	----

2.2 National Conflict Rules	31
-----------------------------	----

2.2.1 Conflict Rules on Jurisdiction	32
--------------------------------------	----

2.2.2 Conflict Rules on Applicable Substantive Law	36
--	----

2.2.2.1 Predominance of Conflict Rules of the Civil Code	36
--	----

2.2.2.2 Conflict Rules on Employment Contracts	37
--	----

2.2.2.3 Conflict Rules on Collective Relations	40
--	----

2.2.2.4 Conflict Rules on Social Security	41
---	----

2.2.3 Precedents and Case Law on Conflict Rules	42
---	----

2.3 Conventional Conflict Rules	50
---------------------------------	----

2.3.1 Bilateral Agreements	51
----------------------------	----

2.3.2 Multilateral Agreements	52
-------------------------------	----

2.4 Institutional Conflict Rules	54
----------------------------------	----

CHAPTER 3

European Union Conflict Rules	57
-------------------------------	----

3.1 Perspective	57
-----------------	----

3.2 Conflict Rules on Jurisdiction: Brussels I	59
--	----

3.3 Conflict Rules on Applicable Law: Rome I and II	65
---	----

3.3.1 Regulation (EC) 593/2008 (Rome I)	65
---	----

3.3.2 Regulation (EC) 864/2007 (Rome II)	69
--	----

3.4 <i>Ratione Materiae</i> Community Conflict Rules	72
--	----

3.4.1 Posting of Workers	72
--------------------------	----

3.4.2 Employee Representation in Transnational Companies	79
--	----

3.4.2.1 Conflict Rules on European Works Councils	79
---	----

3.4.2.2 Conflict Rules for the Involvement of Employees at European Companies and Cooperative Societies	80
---	----

3.4.3 Transnational Insolvency of Companies and Rights of Employees	81
---	----

3.4.4 Conflict Rules in EU Social Security	83
--	----

PART III

Substantive Transnational Law	85
-------------------------------	----

CHAPTER 4

Transnational Rules on Employment Relations (I)	87
---	----

4.1 Concept	87
-------------	----

4.2	Universal Standards	90
4.2.1	ILO Conventions	90
4.2.1.1	Engagement in Employment	91
4.2.1.2	Equality and Non-discrimination	93
4.2.1.3	Health and Safety at Work	94
4.2.1.4	Working Time	96
4.2.1.5	Wages	98
4.2.1.6	Termination of Employment	100
4.2.2	Transnational Impact of ILO Conventions	103
4.2.3	Agreements of the World Trade Organization	108
4.3	Regional Standards	108
4.3.1	Council of Europe Standards	108
4.3.2	American and African Standards	110
4.3.3	Transnational Regulation via Generalized Systems of Preference (GSP)	111
CHAPTER 5		
	Transnational Rules on Employment Relations (II)	113
5.1	Working Conditions in the European Union Directives	113
5.2	Engagement	116
5.2.1	Contract Information	116
5.2.2	Atypical Employment Contracts	118
5.2.2.1	Joint Rules on Health and Safety	118
5.2.2.2	Part-Time Employment Contract	119
5.2.2.3	Fixed-Term Employment Contract	122
5.2.2.4	Temporary Agency Work Employment Contracts	126
5.3	Working Time	129
5.3.1	General Rule: Directive 2003/88/EC	129
5.3.1.1	Background	129
5.3.1.2	Standards and Exceptions	129
5.3.1.3	Opting out of the Forty-Eight-Hour Working Week	132
5.3.2	Specific Directives	134
CHAPTER 6		
	Fundamental Transnational Rights in Employment Relationships	139
6.1	Fundamental Transnational Rights	139
6.1.1	Introduction	139
6.1.2	Universal and Regional Rights	140
6.1.3	Fundamental Rights of the European Union	141
6.2	Non-discrimination in Employment in the European Union	142
6.2.1	Non-discrimination in the Free Movement of Workers	143
6.2.2	Gender Equality	145

	6.2.2.1	Article 157 of the TFEU	146
	6.2.2.2	Directive 2006/54/EC on the Principle of Equal Treatment of Men and Women in Matters of Employment and Occupation (Recast)	148
	6.2.2.3	Other Specific Directives	152
	6.2.3	Non-discrimination for Other Reasons	152
6.3		Right to Health and Physical Integrity at Work	154
	6.3.1	General Overview	154
	6.3.2	Framework Directive 89/391/EEC	156
	6.3.3	Specific Directives	161
CHAPTER 7			
		Company Crises and Offshoring	165
7.1		Transnational Protection of Workers	165
7.2		Collective Redundancies	170
	7.2.1	Background of Directive 98/59/EC	170
	7.2.2	The Concept of Collective Redundancy	170
	7.2.3	Subjective Scope of the Regulation	173
	7.2.4	Collective Redundancy Procedure	174
7.3		Transfer of Companies	177
	7.3.1	Background	177
	7.3.2	Scope of the Directive	179
	7.3.3	Effects of Transfers on Employment	183
	7.3.3.1	Effects on Individual Employment Relationships	183
	7.3.3.2	Effects on Collective Employment Relationships	187
7.4		Company Insolvency	190
	7.4.1	Background of Directive 2008/94/EC	190
	7.4.2	Subjective and Objective Scope	191
	7.4.2.1	Subjective Scope	191
	7.4.2.2	Objective Scope	193
	7.4.3	The Guarantee Institution	194
	7.4.4	Transnational Situations	195
CHAPTER 8			
		Participation of Employees in Business Management	199
8.1		Democratic Management of Decision-Making in Business	199
	8.1.1	The Representation of Workers in Companies	199
	8.1.2	ILO Conventions on the Representation of Workers at Company Level	200
	8.1.3	EU Directives on Representation of Workers in Companies	203

8.2	General Framework of Participation in the European Union	205
8.2.1	Background of Directive 2002/14/EC	205
8.2.2	Scope and Arrangement of Information and Consultation Functions	206
8.2.3	Standards of Initiation of the Directive	210
8.3	European Works Councils	212
8.3.1	Background of Directive 2009/38/EC	212
8.3.2	Subjective and Objective Scopes	213
8.3.2.1	Subjective Scope	213
8.3.2.2	Objective Scope	215
8.3.3	Establishment of European Works Councils	216
8.3.4	Functions and Functioning of the European Works Councils	219
8.4	Involvement of Employees in European Companies	223
CHAPTER 9		
	Transnational Collective Bargaining	227
9.1	Contradictions of International Solidarity	227
9.1.1	Trade Union Localism and Economic Globalization	227
9.1.2	Collective Bargaining and Freedom of Association	229
9.1.2.1	The Hybrid Nature of Collective Bargaining	229
9.1.2.2	The Macro-concept of Social Dialogue and its Collective Instruments	231
9.2	Global Collective Bargaining	232
9.2.1	The Negotiating Parties	232
9.2.2	Legal Regulation	234
9.2.3	Global Collective Instruments	237
9.3	Regional Collective Bargaining: The European Uniqueness	241
9.3.1	Regional Collective Instruments	241
9.3.2	The European Social Dialogue	243
9.3.2.1	Dialogue Triangulation	243
9.3.2.2	Collective Bargaining: Legal Regulation and Types	244
9.4	Sectoral and Area Collective Bargaining	249
9.4.1	Sectoral Instruments	249
9.4.2	Area Instruments	251
9.4.2.1	Central European Cooperation Processes	252
9.4.2.2	Baltic Cooperation Processes	253
CHAPTER 10		
	Transnational Collective Conflicts	255
10.1	Concept and Legal Regulation	255
10.1.1	Basic Distinctions	255
10.1.2	Legal Regulation	257

Table of Contents

10.2	Use of Conflict Measures	261
10.2.1	General Aspects	261
10.2.2	Strike	262
10.2.3	Boycott and Other Conflict Measures	268
	10.2.3.1 Two Opposed Approaches at Global Level	268
	10.2.3.2 Case History of Transnational Boycotts	270
	10.2.3.3 Other Conflict Measures	274
10.3	Settlement by the Courts	275
10.3.1	Jurisdiction on Collective Conflicts	275
10.3.2	Class Actions in the United States	277
10.4	Alternative Dispute Resolution: Arbitration	279
10.4.1	Difficulties of a Transnational Arbitration Institution	279
10.4.2	Characteristics of a Transnational Arbitration Institution	281
CHAPTER 11		
	Corporate Social Responsibility and Codes of Conduct	285
11.1	Corporate Self-Regulation on Minimum Labour Standards	285
11.1.1	Concept	285
11.1.2	Classifications, Real Situation and Models	288
	11.1.2.1 Classifications	288
	11.1.2.2 Real Situation	290
	11.1.2.3 Models	293
11.2	Legal Effectiveness	295
11.2.1	Effectiveness of Corporate Social Responsibility Statements	295
11.2.2	Especially, Effectiveness of Labour Codes of Conduct	298
	Bibliography	301
	Index	309