The Author	3
List of Abbreviations	25
Prologue	27
General Introduction	59
Chapter 1. The Institutional Framework	59
§1. The Treaties	59
I. From a Community to a Union	59
II. The European Community A. Objectives	61 61
B. Subsidiarity	62
III. Integration	66
§2. The Institutions and their Competences	67
I. The European Parliament	67
II. The Council	69
III. The Commission	71
IV. The Court of Justice	73
§3. Other Organs	82
I. The Economic and Social Committee	82
II. The European Social Fund	82
III. European Centre for the Development of Vocational	
Training	84
IV. European Foundation for the Improvement of Living and	0.4
Working Conditions	84
V. The Standing Committee on Employment	85
VI. The Employment Committee	86
VII. The European Agency for Safety and Health at Work	86
VIII. The Committee of the Regions	89 89
IX. Other Advisory CommitteesX. Sectoral Joint Committees, Informal Groups and Sectoral	09
Dialogue Committees	89
Zimogae Committees	0)

XI. The European Industrial Relations Centre	93
XII. The Social Protection Committee	93
§4. The Legislative Process	94
I. Community Law	94
II. Secondary Law	94
A. Regulations	95
B. Directives	95
C. Decisions	97
D. Recommendations and Opinions	97
E. International Agreements	97
§5. The Decision-Making Process	98
§6. Relations with Other International Organisations	100
I. General	100
II. The International Labour Organisation	101
III. The European Economic Area	110
Chapter 2. The Social Partners	112
Chapter 2. The Social Latiners	112
§1. The Employers' Organisations	112
§2. The Trade Unions	137
Chapter 3. Competences of the EU Regarding Labour Law	176
§1. Introductory Remarks	176
§2. The EC	176
I. The Hierarchy of the Objectives: Non-Inflationary Growth	176
II. Social Objectives	177
III. Fundamental Rights and Competences	178
A. Fundamental Rights	178
1. Mega-Principles	178
2. The European Convention for the Protection of Human	
Rights and Fundamental Freedoms	178
3. Fundamental Social Rights	179
4. Discrimination	179
B. Competences	180
1. The EC	180
a. Cooperation between Member States	180
b. Legislative Competence	182
(1) Social Matters	182
(a) Qualified Majority Voting	183
(aa) Procedure	183
(bb) Areas	183
(b) Unanimous Voting	186
(aa) Procedure	186
(bb) Areas	186

(c) Excluded Areas	188
(aa) Pay	188
(bb) Right of Association	188
(cc) Right to Strike or to Impose Lock-outs	189
(2) Approximation of Laws	189
c. Employment Policy	190
(1) A Coordinated Strategy for Employment	190
(2) The European Social Fund	192
d. Equal Pay, Opportunity and Treatment	194
e. Vocational Training	194
f. Paid Holiday Schemes	195
g. Economic and Social Cohesion	195
h. Reporting	196
IV. The Role of the Commission	196
V. Involvement of the Social Partners	196
A. Consultation at Community Level1. Procedure	197 197
2. Typology of the Results of the European Social Dialogue	201
a. Agreements Implemented in Accordance with Article	201
139(2): Minimum Standards	201
b. Process-oriented Texts	203
c. Joint Opinions and Tools: Exchange of Information	206
d. Procedural Texts	207
e. Drafting Checklist for New Generation of Social	200
Partner Texts	208
3. Social Partners	208
B. Implementation of Directives	214
C. Social Dialogue (Articles 138–139)	216
D. Community-wide Agreements (Article 139)	217
1. The Agreement of 31 October 1991	217
2. The Maastricht Deal	219
a. Implementation in Accordance with National Practice	220
b. Implementation by a Council Decision	220
3. The Communication of the Commission (1993)	220
a. Concluding an Agreement	220
b. The Implementation of the Agreements	222
c. The Council	222
4. The Collective Agreement on Parental Leave of	
14 December 1995	223
5. The Agreement on Part-time Work of 6 June 1997	224
6. The Framework Agreement on Fixed-term Work of	
18 March 1999	224
7. The Voluntary Agreement on Telework of 16 July 2002	225
8. Framework Agreement on Work-Related Stress of	
8 October 2004	227
E. The Judgment of the Court of First Instance of 17 June 1998	228

VI. Evaluation: A Scenario for Social Dumping and a Dual SocietyA. Macroeconomic: Inflation and NAIRUB. FlexibilityC. An Evaluation	229 229 230 230
Chapter 4. European Labour Law: Trailer or Locomotive?	232
§1. THE ECSC	232
§2. The EC	232
I. 1957–1974	233
II. 1974–1989	234
III. 1990 and Beyond: The Community Charter and the	
Social Action Programme – The Maastricht Agreement on Social Policy	
	236
A. The Community Charter of Basic Social Rights1. Foundation	236
2. Objectives	236
3. Scope	236
4. Content	237 238
a. The Twelve Commandments	238
b. Implementation	240
B. The Action Programme	240
C. The Maastricht Agreement on Social Policy (1991), the	210
Green and the White Papers (1993)	241
IV. The White Paper on Growth, Competitiveness and	
Employment (1993)	243
V. The White Paper on European Social Policy (1994)	245
VI. 1996 and Beyond: Unemployment	247
A. The European Council in Essen (1994)	247
B. The Confidence Pact for Employment (1996)	248
VII. The Treaty of Amsterdam (1997) – Employment	249
A. European Jobs Summit, Luxembourg, November 19971. Commission's Proposals	252
a. A New Culture of Entrepreneurship in the EU	252
b. A New Culture of Employability in the EU	253
c. A New Culture of Adaptability in the EU	253
d. A New Culture of Equal Opportunities in the EU	254
2. Social Partners	255 255
B. Jobs Summit: Conclusions Luxembourg	255 256
VIII. The Treaty of Nice (December 2000): 'Socially not so nice'	257
A. Charter of Fundamental Rights of the European Union	43.1
(Nice, / December 2000)	257
1. Preamble	257
2. Content; List of Rights	258
3. Scope and Level of Protection	259
a. Scope	259
b. Level of Protection	259

c. Prohibition of Abuse of Rights	259
d. An Evaluation; Binding Effect	260
B. Unanimity and Qualified Majority	262
IX. Employment Guidelines	264
A. The Employment Guidelines 2003–2004	264
B. The Employment Guidelines 2005–2008	268
§3. Convergence or Divergence?	276
Part I. Individual Labour Law	283
Chapter 1. The Free Movement of Workers	284
§1. Equal Treatment	288
I. National Law	288
II. Collective and Individual Agreements	294
III. Work	297
IV. Performance of Work	298
V. Trade Union Freedom, Workers' Participation, Management of	
Public Bodies	302
VI. Housing	303
VII. Workers' Families	303
VIII. Training of Children	305
§2. Scope of Application	306
I. Workers	306
A. In General	306
B. Sports	309
1. The Bosman Case – the Lethonen Case – the Kolpak Case	309
2. The <i>Balog</i> Case: Transfer and Competition Rules	320
3. Agreement between the European Commission, FIFA and	205
UEFA (5 March 2001)	325
a. The Declaration of Nice (December 2000)	325
b. The Agreement of 5 March 2001 between FIFA and the European Commission	327
	327
c. Consequences of the New Systemd. Incompatible with Fundamental Rights and EC Law	329
e. Assessment of the New System	329
f. Proposals	331
C. Others	331
II. Family Members	333
III. Exceptions	335
A. Employment in the Public Sector	335
B. Public Policy, Security and Public Health	337
§3. Promotion	338
I. Employment Services	338
II. Vocational Training	339
III. Recognition of Qualifications and Diplomas	347

Chapter 2. Freedom of Services	351
§1. Scope of Application	351
I. Service	351
A. Material	351
B. Personal	352
II. For Remuneration	352
III. Temporary	352
IV. Trans border	353
§2. Prohibition of Restrictions and of Discrimination	353
I. Restrictions	353
II. Discrimination	354
§3. Justified Restriction and Unequal Treatment	355
I. Public Authority, Public Policy, Public Security or Public Health	355
A. Public Authority	355
B. Public Policy, Public Security or Public Health	355
II. Restrictions on the Grounds of the Rule of Reason	356
§4. Protection of Workers	357
I. Application of National Legislation and Collective Agreements:	
Rush Portuguesa Lt ^a	357
A. Facts	357
B. The Court of Justice	357
II. Fine Tuning of the General Rule	358
A. The <i>Vander Elst</i> Case	359
1. Facts	359
2. The Court	360
B. The Arblade Case	362
1. Facts	362
2. Legislation and Collective Agreements of the Work Land	363
3. The Court	365
C. The André Mazoleni Case	367
1. Facts	367
2. Minimum Remuneration	367
3. General Principles	367
D. Finalarte Sociedade de Construção Civil Ld ^a	369
1. Holiday Entitlement for Construction Workers in Germany	369
2. The Main Proceedings and the Questions	371
3. The Answers of the Court	372
E. The <i>Portugaia Construções Ld^a</i> Case	377
1. Facts	377
2. The Answer of the Court	377
F. Commission v. Federal Republic of Germany	380
§5. Bolkestein: The Draft Directive on Services	383
Chapter 3. International Private Labour Law	390
§1. The Competent Judge	390
§2. The Applicable Law	395

§3.	Post	ing of Workers: Directive 96/71 of 16 December 1996	396
		Legal Base	396
		Scope of Application	396
		Terms and Conditions of Employment	397
		A. Minimum Conditions	397
		B. Other Conditions	398
		C. Exceptions	399
		Cooperation and Transparency (Article 4)	399
		Enforcement (Article 5)	400
		A. Guarantee	400
		B. Translation & Notification	403
		C. EU Posting of Workers Certificate & Visa and Notification	
		Procedure	404
		1. Prevention of Abusive Practices	405
		2. Compliance with Pay and Working Conditions	405
		3. Regular Workers	406
	VI.	Jurisdiction (Article 6)	406
	VII.	Implementation (Article 7) – Review (Article 8)	406
Ch	apter	4. Individual Employment Contracts	407
§1.	Темн	PORARY WORK – PART-TIME – FIXED TERM CONTRACTS	
	-TE	LEWORK	407
		Directive: Health and Safety	407
		A. Scope	408
		B. Object: Equal Treatment	408
		C. Provision of Information to Workers	408
		D. Workers' Training	409
]	E. Use of Workers' Services and Medical Surveillance of	100
		Workers	409
		F. Protection and Prevention Services	409
		G. Temporary Employment: Responsibility	409
		H. Reporting	410
		Part-time Work: The Collective Agreement of 6 June 1997	410
		A. Developments	410
		B. Purpose	410
		C. Scope	411
		D. Definitions	411
		E. Principle of Non-discrimination	411
		F. Opportunities for Part-time Work	413
		G. Provisions on Implementation	414
		The Agreement on Fixed-term Contracts of 18 March 1999	414
		A. Purpose of the Framework Agreement	415
		B. Scope	415
		C. Definitions D. Bringinla of Non discrimination	415
		D. Principle of Non-discrimination	416
		E. Measure to Prevent Abuse	416

F. Information and Employment Opportunities	4.4.
G. Information and Consultation	417
H. Provisions on Implementation	417
IV. Proposal for a Directive on Working Conditions for Temporary	417
Workers Working Conditions for Temporary	410
A. Genesis	418
B. The Proposal for a Directive	418
1. The Rationale	419
2. General Provisions	419
a. Scope	421
b. Aim	421
c. Definitions	421
d. Review of Restrictions or Prohibitions	421
3. Employment and Working Conditions	422
a. The Principle of Non-Discrimination	422
b. Access to Permanent Quality Employment	422
c. Representation of Temporary Workers	423
d. Information of Workers' Representatives	423
4. Final Provisions	424
V. Framework Agreement on Telework	424
A. General Considerations	428
B. Definition and Scope	428
C. Voluntary Character	429
D. Employment Conditions	429
E. Data Protection	430
F. Privacy	430
G. Equipment	430
H. Health and Safety	430
I. Organisation of Work	431
J. Training	431
K. Collective Rights' Issues	431
L. Implementation and Follow-up	432 432
92. CONDITIONS APPLICABLE TO THE CONTRACT OF EMPLOYMENTS	432
THOMATION	433
I. Scope	433
II. Obligation to Provide Information	434
A. In General	434
B. Expatriate Employees	435
C. Modifications	436
D. Term and Form of Information	436
III. Defence of Rights	437
IV. Implementation	437
§3. RECRUITMENT AND PLACEMENT: MONOPOLY OF THE PUBLIC	TJ /
EMPLOYMENT OFFICE?	437
	TJ/

Ch	apter 5. Child Care and the Protection of Young People	
	at Work	442
	· ·	
§1.	CHILD CARE	442
§2.	Protection of Young People at Work (Directive 94/33 EC	
	of 22 June 1994)	443
	I. Introductory Remarks	443
	II. Purpose and Scope	444
	A. Purpose	444
	B. Scope	445
	III. Definitions	445
	IV. Prohibition of Work by Children	446 446
	V. Cultural or Similar Activities	446
	VI. General Obligations on Employers	447
	VII. Vulnerability of Young People – Prohibition of Work	448
	VIII. Working Time	449
	IX. Night Work X. Rest Period	449
	XI. Measures. Non-reducing Clause. Final Provisions	450
	741. Ivicasures. 14011-reducing Clause. I mai i 104 isions	150
Ch	apter 6. Equal Treatment	451
CII	apter o. Equal fromment	
81.	A GENERAL FRAMEWORK FOR EQUAL TREATMENT IN EMPLOYMENT	
31.	AND OCCUPATION	453
	I. General Provisions	453
	A. Purpose	453
	B. Definitions and Concepts	454
	C. Scope	454
	D. Occupational Requirements	455
	E. Reasonable Accommodation for Disabled Persons	455
	F. Justification of Differences of Treatment on Grounds	
	of Age	456
	G. Positive Action	456
	H. Minimum Requirements	456
	II. Remedies and Enforcement	457
	A. Defence of Rights	457
	B. Burden of Proof	457
	C. Victimisation	457
	D. Dissemination of Information	457 458
	E. Social Dialogue	458
	F. Dialogue with Non-governmental Organisations	458
	III. Final Provisions	458
	A. ComplianceB. Sanctions	458
	C. Implementation	459
	D. Report	459
	D. Roport	10)

§2. EQUAL TREATMENT BETWEEN PERSONS IRRESPECTIVE OF RACIAL	
OR ETHNIC ORIGIN	450
I. General Provisions	459
A. Purpose	459
B. Definitions and Concepts of Discrimination	459
C. Scope	460
	460
D. Genuine and Determining Occupational RequirementsE. Positive Action	461
	461
F. Minimum Requirements	461
II. Remedies and Enforcement	461
A. Defence of Rights	461
B. Burden of Proof and Victimisation and Dissemination	
of Information and Social Dialogue and Dialogue with	
Non-governmental Organisations	461
III. Bodies for the Promotion of Equal Treatment	462
IV. Final Provisions: Compliance and Sanctions and Implementation	402
and Report	160
§3. Equal Pay for Men and Women	462
I. In General	462
II. Man and Woman. Sexual Orientation	462
§4. Definition	463
I. Equality of Opportunity or of Outcome	465
II. Direct and Indirect Discrimination	466
III. Exceptions	466
	476
A. Nature of the Activity	476
B. Protection of Women – Parental Leave	477
C. Positive Discrimination	479
§5. Object	481
I. Equal Pay for Equal Work or Work of Equal Value	481
A. Equal Work or Work of Equal Value	481
B. Equal Pay	485
II. Access to Employment, Promotion, Vocational Training	
III. Employment and Working Conditions	500
1V. Social Security, Pensions	508
V. Freedom of Association	520
VI. Follow up of the (amended) 1976 Directive. Promotion and	521
Social Dialogue	
A. Enforcement	521
	521
B. Protection of Employees, including RepresentativesC. Promotion	522
D. Social Dialogue	522
E. Sanctions	523
§6. Proof	523
	524
I. Aim	524
II. Definitions	524
III. Scope	524
IV. Burden of Proof	525
	343

V. Information	525
VI. Non-regression	526
VII. Implementation	526
§7. Direct Effect	526
§8. Age Diversity Guidelines Agreed in Commerce Sector	526
Chapter 7. Protection of Motherhood	528
Chapter 8. Working Time, Sunday Rest, Night Work and	
Parental Leave	533
§1. Working Time	533
I. In General	533
II. Directive 2003/88/EC of 4 November 2003	534
A. Scope and Definitions	535
1. Purpose and Scope	535
2. Definitions	536
B. Minimum Rest Periods, Other Aspects of the Organisation of	-
Working Time	540
1. Daily Rest	540
2. Breaks	540
3. Weekly Rest Period	540
4. Maximum Weekly Working Time	541
5. Annual Leave	541
C. Night Work/Shift Work, Pattern of Work	541
1. Length of Night Work	541
Health Assessment and Transfer of Night Workers to Day Work	542
3. Guarantees for Night-Time Working	542
4. Notification of Regular Use of Night Workers	542
5. Safety and Health Protection	542
6. Pattern of Work	542
D. Miscellaneous Provisions	543
More Specific Community Provisions	543
2. More Favourable Provisions	543
3. Reference Periods	543
E. Derogations and Exceptions	543
1. Derogations	543
2. Derogations by Collective Agreements	546
3. Limitations to Derogations from Reference Periods	546
4. Mobile Workers and Offshore Work	547
5. Workers on Board Seagoing Fishing Vessels	547
6. Miscellaneous Provisions	548
F. Final Provisions	549
1. Level of Protection	549
2. Reports	549

	3. Review of the Operation of Provisions with Regard to	
	Workers on Board Seagoing Vessels	549
	4. Review of the Operation of Provisions with Regard to	
	Workers concerned with the Carriage of Passengers	550
	5. Entry into Force	550
	G. Proposals to Amend Directive 2003/88	550
	III. Working Time for Seafarers	552
	A. Scope	552
	B. Definitions	553
	C. House of Work	553
	D. Table	554
	E. Seafarers under 18 years	554
	F. Distress at Sea	
	G. Records	554
	H. Manning Levels	555
	8	555
	I. Persons under 16 yearsJ. Necessary Resources	555
	,	555
	K. Health Certificate	555
	L. Watchkeepers and Night Work	556
	M. Safety and Health	556
	N. Annual Leave	556
	IV. Working Time of Mobile Workers in Civil Aviation	556
	A. Scope	557
	B. Definitions	557
	C. Paid Annual Leave	557
	D. Health Assessment	557
	E. Safety and Health	557
	F. Working Time	558
	G. Days Free	558
	H. Review	558
	I. Implementation	558
	V. Working Time of Mobile Road Transport Workers	559
	A. Purpose	559
	B. Scope	559
	C. Definitions	560
	D. Maximum Weekly Working Time	562
	E. Breaks	562
	F. Rest Periods	562
	G. Night Work	562
	H. Derogations	563
	I. Information and Records	563
	J. Final Provisions	563
§2.	SUNDAY REST	563
	NIGHT WORK AND EQUAL TREATMENT	564
	PARENTAL LEAVE	567
	I. Objectives and Principles	567
	- Pro-	307

	A. Objectives	567
	B. Values	568
	1. Family Life	568
	2. Equal Treatment	568
	C. Subsidiarity and Proportionality	568
	D. Competitiveness – SMEs	568
	II. Scope	569
	III. Content	569
	A. Parental Leave	569
	1. Notion	569
	2. Conditions of Access and Detail	570
	3. Protection against Dismissal – Return	570
	4. Acquired Rights – Status of Employment	570
	5. Social Security	571
	B. Time off from Work on Grounds of Force Majeure	571
	IV. Final Provisions	571
	A. In General	571
	B. Implementation	571
	C. Disputes and Interpretation	572
	D. Review	572
	V. Directive of 3 June 1996: Implementation	572
Ch	apter 9. Safety and Health	573
§1.	First Measures	573
	I. Euratom	573
	II. EC: Transport	573
	III. Other Actions	574
§2.	1987: The Single European Act and Article 118A	
	(137 TEC)	575
	I. Health and Safety in the Working Environment	578
	II. Application	579
	A. The Framework Directive of 12 June 1989	580
	1. Scope and Definitions	580
	2. Employer's Obligations	581
	3. Information, Consultation and Participation of Workers	582
	4. Miscellaneous	582
	B. The Individual Directives	582
§3.	Framework Agreement on Work-Related Stress,	
	8 October 2004	585
	I. Aim	585
	II. Description of Work-Related Stress	585
	III. Identifying Problems of Work-related Stress	586
	IV. Responsibilities of Employers and Workers	586
	V. Preventing, Eliminating or Reducing Work-Related Stress	586
	VI. Implementation and Follow-up	587

Chapter 10. Restructuring of Enterprises	588
§1. Collective Redundancies	588
I. Definitions and Scope	589
II. Information and Consultation of Workers' Representatives	594
III. The Role of the Government	596
§2. Transfer of Undertakings, Mergers and Divisions of Public	
LIMITED LIABILITY COMPANIES	597
I. Transfer of Undertakings	597
A. Definitions and Scope	598
B. Acquired Rights	620
1. Individual Rights	620
2. Collective Agreements	626
3. Social Security	626
4. Protection against Dismissal	628
5. Workers' Representation	630
C. Information and Consultation	631
II. Mergers and Divisions of Public Limited Liability Companies	632
§3. Insolvency of the Employer	633
I. Definitions and Scope	636
II. Guaranteed Pay	637
III. Provisions concerning Transnational Situations IV. Social Security	639
1v. Social Security	640
Part II. Collective Labour Law	641
Chapter 1. Collective Bargaining	643
§1. The Social Dialogue	643
I. The Beginning: 1985–1996	644
II. The First Annual Review of the EU-level Social Dialogue 1997	645
III. The Social Dialogue at Inter-industry Level: Some Examples	646
A. Training (28 February 2002)	646
B. Restructuring (11–12 June 2003)	648
IV. The Social Dialogue in Some Sectors	649
A. The European Commerce Sector	649
B. European Agriculture	651
C. The Footwear Sector	652
D. Teleworking Agreement Signed in Commerce (2001)	653
1. Introduction of Telework	653
2. Employment Conditions	653
3. Tasks and Confidentiality	654
4. Venue and Equipment	654
5. Health and Safety	655
6. Compensation for Costs	655
7. Trade Union Rights	655
8. Trade Union or Other Personnel Activities	655

		E. Code of Conduct in the Personnel Services Sector (2001)	655
		F. A Code of Conduct for the Hairdressing Sector (June 2001)	657
		1. Fair Wages and Good Working Conditions	657
		2. Social Working Environment	657
		3. Lifelong Learning	657
		4. The Guidelines	658
		G. Joint Statement on Training Skills in the Electricity Sector	050
		(22 June 2002)	658
		H. Agreement on Life Long Learning in the Banking Sector	050
		(3 December 2002)	660
		I. Vocational Training Agreement in Agriculture (5 December	000
		2002)	662
			663
		· ·	003
		K. Code of Conduct in the Private Security Sector (18 July	666
		2003)	
		L. Framework Agreement in the Rail Sector (17 October 2003)	668
		M. Commerce Sector: Corporate Social Responsibility	669
		N. Charter for Call Centres (5 May 2004)	669
		O. Hotels and Restaurants: Training Guidelines (11 June 2004)	672
		P. Hotels and Restaurants: Corporate Social Responsibility	
		(10 December 2004)	673
	V.	Agreements at Enterprise level	674
		A. Volkswagen (6 June 2002)	675
		B. Norske Skog (22 June 2002)	676
		C. Prym (23 July 2004)	679
		D. Total (22 November 2004)	679
	VI.	Trade Union Strategies: European Coordinated Bargaining	682
		A. The ETUC	682
		B. The Doorn Group	684
\$2.	EUF	ROPEAN COLLECTIVE AGREEMENTS	687
	I.	Introductory Remarks	687
		A. Broad and Narrow	687
		B. A Multifaceted Role	688
		C. Agreement with a Double Content	688
		1. The Normative Part	688
		2. The Obligatory Part	689
		D. Free Collective Bargaining: Pluralist Democracy	689
		E. Subsidiarity	689
		F. Abstention from an International (Legal) Framework	690
			690
	TT	G. Specific Legislation	
	11.	Parties to the Agreement	691
		A. The European Company Agreement	691
		B. The European Industry Agreement	692
		C. The European Multi-Industry Agreement	692
		D. The European Multi-Regional Agreement	692
		The Competence to Conclude Collective Agreements	693
	IV.	Articles 138 and 139 TEC. Specific Legal Problems	693

A. Implementation in Accordance with National Practice	693
1. Contracting Parties	693
2. Content of the Agreement	694
3. Form and Language	694
4. Scope	694
5. Binding Effect	694
6. Interpretation	695
7. Duration	696
B. Implementation by Council Decision	696
1. Which Agreements?	696
2. Content	697
3. Scope	697
4. Binding Effect	697
5. Interpretation	698
6. Master or Slave	698
7. Collective Bargaining and Competition	699
Chapter 2. Workers' Participation	700
§1. Information and Consultation	700
§2. The Societas Europaea (SE)	702
I. More than 30 Years of Discussion	702
II. Models of Participation	703
III. Board-level Participation Agreed at Aventis	707
IV. Nice Summit (7–10 December 2000): the Break Through	708
V. Directive of 8 October 2001	709
A. Definitions	709
B. Formation of an SE	710
C. Structure of the SE	710
1. The Two-tier System	711
2. The One-tier System	711
D. Workers' Involvement	711
1. The Negotiating Procedure	711
a. Creation of an SNB	711
(1) Composition	711
(2) Arrangements for involvement	712
(3) Rules for decision-making	712
(4) Experts	713
(5) Opt-out	713
(6) Expenses	713
b. Content of the Agreement	714
c. Duration of Negotiations	714
d. Spirit of Cooperation	714
e. Legislation Applicable to the Negotiation Procedure	714
2. Standard Rules	715
a. Composition of the Body Representative of the	
Employees	715

	b. Standard Rules for Information and Consultation	715
	c. Standard Rules for Participation	717
	d. The Application of Standard Rules	717
	3. Miscellaneous Provisions	718
	a. Reservation and Confidentiality	718
	b. Operation of the RB and Procedure for the Information	
	and Consultation of Employees	719
	c. Protection of Employees' Representatives	719
	d. Misuse of Procedures	719
	e. Compliance with this Directive	720
	f. Link between this Directive and other Provisions	720
3.	Information and Consultation: The Directive on European	
	Works Councils or Procedures	721
	I. The Genesis of the Directive – A Spirit of Cooperation	721
	A. Genesis	721
	B. A Spirit of Cooperation	723
	II. Objective and Scope of the Directive	724
	A. Objective	724
	B. Scope	724
	1. Territorial	724
	a. The 15 EU Member States	724
	b. The European Economic Area (15+2)	725
	c. Companies with headquarters Outside the EEA	725
	2. Which Companies?	725
	a. Numbers	725
	(1) Community-scale undertaking	725
	(2) Group of undertakings	726
	b. Central Management	728
	c. Merchant Navy Crews	728
	III. Definitions and Notions	728
	A. Information and Consultation	728
	B. Representation of Employees	729
	IV. Establishment of an EWC or a Procedure	729
	A. The Obligation to Negotiate in a Spirit of Cooperation	730
	B. Responsibility and Initiation of Negotiations	730
	1. Responsibility of Central Management	730
	2. Initiation of the Negotiation	733
	3. One or More EWC Procedures	733
	C. The Negotiation of the Agreement	734
	1. Parties to the Agreement and the Special Negotiating	
	Body	734
	a. Composition of the Negotiating Body	734
	b. Task of the Negotiating Parties	735
	2. Refusal or Cancellation of the Negotiations	736
	3. Experts and Costs	736
	4. Role of the Trade Unions and of the Employers'	
	Associations	736

D. Nature, Binding Effect, Form and Language of the	
Agreement	737
1. Nature and Binding Effect of the Agreement	737
2. Form and Language of the Agreement	737
E. Content of the Agreement	738
1. Scope	739
2. The Setting up of an EWC	739
3. The Setting up of a Procedure	741
V. Prejudicial and Confidential Information, Ideological Guidance	742
vi. Protection of Employees' Representatives	742
VII. Compliance with the Directive – Links – Final Provisions	743
A. Compliance with the Directive	743
B. Links	745
C. Final Provisions	745
VIII. Subsidiary Requirements: A Mandatory EWC	746
A. Composition of the EWC	746
B. Competence	747
1. General Information (Annual)	747
2. Ad hoc Information	748
C. Procedure	748
D. Role of Experts	749
E. Expenses	749
F. Future Developments	749
IX. Pre-existing Agreements – In Force	749
A. Timing, Form, Language and Format of the Agreement	750
1. Timing, Form and Language	750
2. Format: Detail or Permanent Negotiation?	750
B. Nature, Binding Effect and Applicable Law	751
C. Scope and Parties to the Agreement	751
D. Content of the Agreement	751
1. An EWC, a Procedure or Another Mechanism	751
2. Competence: Information and Consultation3. Functioning	751
	751
4. Role of Experts – Expenses F. Prejudicial and Confidential L. Confidential	752
E. Prejudicial and Confidential Information	752
F. Status of the Employee RepresentativesG. Duration of the Agreement	752
X. The Importance of EWCs for European Industrial Relations	753
XI. Lessons Learned on European Works Councils	753
XII. Review of the Directive by the Commission	754
A. Key Points of the Consultation Document	756
B. ETUC Response	756
C. UNICE Response	758
§4. A GENERAL FRAMEWORK FOR INFORMING AND CONSULTING RIGHTS	759
EMPLOYEES IN THE EUROPEAN COMMUNITY	760
I. Genesis of the Directive	760 760
II. Object and Principles	760 762
*	762

III. Definitions	762
IV. Scope V. Practical Arrangements for Information and Consultation	763 763
VI. Information and Consultation Deriving under an Agreement	764
VII. Confidential Information	764
VIII. Protection of Employees' Representatives	765
IX. Protection of Rights	765
X. Link between this Directive and Other Community and	
National Provisions	765
XI. Transitional Provisions	766
XII. Transposition XIII. Review by the Commission	766 766
XIV. Entry into Force	766
XV. Some Concluding Remarks	766
§5. The European Corporative Society	771
I. In General	771
A. Background and Purpose	771
B. Form of the SCE	772
C. Formation of the SCE	773
D. Structure of the SCE II. The Involvement of Employees	773 774
A. In General	774
B. Negotiation Procedure Applicable to SCEs Established by at	7 7 7
least Two legal Entities or by Transformation	774
§6. Take Over Bids and Cross Border Mergers	777
I. Take Over Bids	777
II. Cross Border Mergers	778
Epilogue: In Search of A European Social Model (ESM):	
A Dream?	783
	703
Appendices	789
Appendix 1. Community Charter on the Fundamental Social Rights of	700
Workers (1989)	789
Appendix 2. Cooperation Agreement between UNICE and UEAPME of 12 November 1998	797
Appendix 3. Charter of Fundamental Rights of the European	131
Union (7 December 2000)	799
Selected Bibliography	811
Alphabatical List of Citad Cosas Call E	
Alphabetical List of Cited Cases of the European	
Court of Justice	821
Index	837
	051