The	e Author			3
Lis	t of Abbreviations			37
Pro	ologue			39
§1.	LABOUR LAW			39
§2.	GLOBALISATION			40
§3.	SUPER—CAPITALISM I. Global			41 41
	II. Multinational Enterprises A. Labour is a Cost B. Research C. Bonuses D. Politics			41 42 42 43 43
	E. Poor and Unemployed			43
§4.	GLOCALISATION		in the section of	43
§5.	POVERTY AND LACK OF SOCIAL PROTE I. Worldwide II. The ILO: A Global Jobs Pact III. The European Union	ECTION		42 42 45
	 A. Youth Guarantee Schemes B. Youth Employment Initiative C. Helping Young People Find End D. Apprenticeships E. Social Partners 	mployme	nt across Borders	49 49 50 50
	 IV. Other European Union Actions A. Context B. Policy Expectations C. ILO Means of Action V. The Lisbon Strategy 			50 53 54 55

		Enlargement EU Population	58 59
§6.		ROLE OF THE TRADE UNIONS Freedom of Association and the Right to Collective Bargaining	62 62
		A. Labour Relations are Power Relations B. Freedom of Association and the Right to Collective	62
		Bargaining	63
		Degree of Unionization	63
	III.	International Trade Union Action	65
		A. International Trade Unions	65
		B. Lack of International Solidarity	66
		C. Transnational Company Agreements	66
§7.		OUR LAW AND INDUSTRIAL RELATIONS AND HUMAN RESOURCES National Systems vs. Regional and International Norms	67 67
§ 8.	WH.	AT TO DO?	69
0		The European Union	69
		Trade Unions	69
§9.	Soc	IAL PROTECTION	69
§10.	Fun	DAMENTAL SOCIAL RIGHTS	73
211	A C	ONCERTAINTION FOR EUROPE	70
311.		ONSTITUTION FOR EUROPE The Convention (2002)	78
		The Convention (2003) Implications for the Future Social and Employment Policy	78
		of the EU	78
		Definitions and Objectives of the Union	79
	IV.	Role of the Social Partners	79
		Fundamental Rights	79
	VI.	EU Policies and Functioning	80
	VII.	Employment and Social Policy Chapters	80
	VIII.	Vocational Training	81
§12.		EEMENT BY MEMBER STATES (2004)	82
	I. T	The Commission	82
	II. Q	Qualified Majority Voting	82
	III. C	Charter of Fundamental Rights	83
	IV. E	Enhanced Cooperation	83
§13.		ERENDA: REJECTION OF THE CONSTITUTION?	83
	I. T	The Reform Treaty (2007)	83
§14.	Con	TENT OF THE MONOGRAPH	86

Genera	1 Introduction	91
Chapter	r 1. The Institutional Framework	91
\$1. THE	TREATIES	91
	From a Community to a Union	91
	The Functioning of the European Union	93
	A. Objectives	93
	B. Subsidiarity	94
	C. Scrutiny by National Parliaments	96
	Integration	96
82. The	INSTITUTIONS AND THEIR COMPETENCES	97
	The European Parliament	97
	The Council	98
	The Commission	100
	The Court of Justice	101
83. Отн	IER ORGANS	102
	The Economic and Social Committee	102
	The European Social Fund	103
	A. Tasks	104
	B. Scope of Assistance	104
	C. The Future of the ESF: 2014–2020	107
Ш	European Centre for the Development of Vocational Training	109
IV.	European Foundation for the Improvement of Living and	
1 1.	Working Conditions	109
V	The Standing Committee on Employment	110
	The Employment Committee	111
VII	The European Agency for Safety and Health at Work	112
	The Committee of the Regions	114
	Other Advisory Committees	114
	Sectoral Joint Committees, Informal Groups and Sectoral	111
Λ.	Dialogue Committees	114
	A. Creation of the Sectoral Social Dialogue Committees	116
	B. Composition of the Sectoral Social Dialogue Committees	117
		117
VI	C. Operation of the Sectoral Social Dialogue Committees The Social Protection Committee	117
		120
XII.	The European Globalisation Adjustment Fund	120
	A. Subject Matter and Scope	120
	B. Intervention Criteria	
*****	C. Eligible Actions	122
XIII.	The European Institute for Gender Equality	122
	A. Objectives	122
	B. Tasks	123
	C. Composition of the Institute	124

	XIV. The European Union Agency for Fundamental Rights A. Objective	124 124
	B. Scope	124
	C. Tasks	124
	D. Cooperation with Civil Society; Fundamental Rights Platform	125
	E. Bodies of the Agency	125
	XV. The Committee of Experts on Posting of Workers	126
	A. Tasks	126
	B. Membership – Appointment	127
§4.	THE LEGISLATIVE PROCESS	127
	I. Union Law	127
	II. Secondary Law	128
	A. Regulations	129
	B. Directives	129
	C. Decisions	131
	D. Recommendations and Opinions	131
	E. International Agreements	131
§5.	THE DECISION-MAKING PROCESS	132
	A. First Reading	133
	B. Second Reading	133
	C. Conciliation	133
	D. Third Reading	134
	E. Special Provisions	134
§6.	RELATIONS WITH OTHER INTERNATIONAL ORGANISATIONS	135
0	I. General	135
	II. The International Labour Organisation	135
	A. EU-ILO Cooperation Striving for More Decent Work	
	in ACP Countries	145
	B. ILO and EU have a Shared Responsibility	146
	III. The European Economic Area	147
Ch	apter 2. The Social Partners	148
CII	apter 2. The Social Latthers	
§1.	THE EMPLOYERS' ORGANISATIONS	148
	I. BUSINESSEUROPE	148
	A. Mission and Priorities	151
	1. Mission	151
	2. Priorities 2012–2013: Growing Out of the Crisis	152
	B. Employment and Social Affairs	152
	1. Employment and Flexicurity	153
	2. Ageing	153
	3. Social Affairs	153 153
	4. Skills	153
	5. Social Dialogue and Industrial Relations	133

II. CEEP III. UEAPME	153 154
A. Objectives	155
B. Strategy	156
t when the start is	
THE TRADE UNIONS	156
I. Members of the ETUC	157
II. Observer Organisations	162
III. European Trade Union Institute (ETUI)	163
IV. The Athens Manifesto	163
The manufacture of the second second	
JOINT STATEMENT BY THE EUROPEAN SOCIAL PARTNERS ON THE	166
Europe 2020 Strategy	100
ETELIC DOGUTEON ON EXIDODE 2020 CED ATEGON AND A GREGOMENIE	171
ETUC Position on Europe 2020 Strategy – an Assessment	1/1
apter 3. Competences of the EU Regarding Labour Law	174
INTRODUCTORY REMARKS	174
THE EU TO THE THE PROPERTY OF	174
I. The Hierarchy of Objectives: Non-inflationary Growth	174
II. Social Objectives	176
III. Fundamental Rights and Competences	177
A. Fundamental Rights	177
1. Mega-Principles	177
2. The European Convention for the Protection of	
Human Rights and Fundamental Freedoms	177
3. Fundamental Social Rights	177
4. Discrimination	178
B. Competences	179
1. The EU	179
a. Cooperation between Member States	179
b. Legislative Competence	181
(1) Social Matters	181
(a) Qualified majority voting	182
(aa) Procedure	182
(bb) Areas	182
(b) Unanimous voting	185
(aa) Procedure	185
(bb) Areas	185
(c) Excluded areas	186
(aa) Pay	187
(bb) Right of association	187
(cc) Right to strike or to impose lock-ou	
, -0	

			(2) Approximation of Laws	187
			c. Employment Policy	188
			(1) A Coordinated Strategy for Employment	188
			(2) The European Social Fund	190
			d. Equal Pay, Opportunity and Treatment	190
			e. Vocational Training	190
			f. Paid Holiday Schemes	192
			g. Economic and Social Cohesion	192
			h. Reporting	192
IV.	The		e of the Commission	192
V.	Inv	olver	ment of the Social Partners	193
	A.	Con	sultation at Union Level	193
			Procedure	194
		2.	Typology of the Results of the European Social Dialogue	197
			a. Agreements Implemented in Accordance with	
			Article 155(2) TFEU: Minimum Standards	197
			b. Process-oriented Texts	200
			(1) Frameworks of Action	200
			(2) Guidelines and Codes of Conduct	200
			(3) Policy Orientations	201
			c. Joint Opinions and Tools: Exchange of Information	203
			(1) Joint Opinions	203
			(2) Declarations	203
			(3) Tools	204
			d. Procedural Texts	205
			e. Drafting Checklist for New Generation Social	
			Partner Texts	205
			f. Sectoral Social Dialogue, 2010	206
			Social Partners	207
	B.	Impl	lementation of Directives	214
	C.		al Dialogue (Articles 154–155)	216
	D.		nmunity-wide Agreements (Article 155)	216
			The Agreement of 31 October 1991	216
			The Maastricht Deal	218
			a. Implementation in accordance with National Practice	219
			b. Implementation by a Council Decision	219
		3.	The Communication of the Commission (1993)	220
			a. Concluding an Agreement	220
			b. The Implementation of the Agreements	221
			c. The Council	222
		4.	The Collective Agreement on Parental Leave of	
			14 December 1995, revised 2009	223
			The Agreement on Part-time Work of 6 June 1997	224
			The Framework Agreement on Fixed-term Work of	
			18 March 1999	224
		7	The Voluntary Agreement on Televierk of 16 July 2002	225

			8.	Framework Agreement on Work-related Stress of	
				8 October 2004	227
			9.	The Framework Agreement on Harassment and Violence	
				at Work (2007)	227
				a. Statement by Social Partners	228
				b. Aims of Agreement	228
				c. Implementation and Follow-up	229
			10.	The Framework Agreement on Inclusive Labour	
				Market (2010)	230
				a. Aims of Agreement	230
				b. Main Obstacles to an Inclusive Labour Market	230
				c. Potential Actions	231
				d. Key Recommendations	231
			11.	Framework of Actions on Youth Employment	
				(11 June 2013)	231
		E.	The	2 Judgment of the Court of First Instance of 17 June 1998	232
	VI.	Eva		ion: a Scenario for Social Dumping and a Dual Society	233
				croeconomic: Inflation and NAIRU	233
		B.	Flex	xibility	234
		C.	An	Evaluation	235
Ch	apte	r 4	. Eu	ropean Labour Law: Trailer or Locomotive?	237
§1.	THE	EC	SC		237
22	THE		1		237
<i>§</i> ∠.			57–19	074	238
			74–19		239
				nd Beyond: the Community Charter and the Social Action	237
	111.			nme – the Maastricht Agreement on Social Policy	241
				e Community Charter of Basic Social Rights	241
		11.	1.	Foundation	241
			2.	Objectives	242
			3.	Scope	242
			4.	Content	243
			1.	a. The Twelve Commandments	243
				b. Implementation	245
		В	The	e Action Programme	245
		C.		e Maastricht Agreement on Social Policy (1991), the	2.0
		.		een and the White Papers (1993)	246
	IV	The		nite Paper on Growth, Competitiveness and	0
	1 1.			ment (1993)	248
	V			nite Paper on European Social Policy (1994)	250
				nd Beyond: Unemployment	253
	, 1.	A.		e European Council in Essen (1994)	253
		В.		e Confidence Pact for Employment (1996)	254
	VII			reaty of Amsterdam (1997) – Employment	254

	A.	Eur	opean Jobs Summit, Luxembourg, November 1997	258
		1.	Commission's Proposals	258
			a. A New Culture of Entrepreneurship in the EU	258
			b. A New Culture of Employability in the EU	259
			c. A New Culture of Adaptability in the EU	260
			d. A New Culture of Equal Opportunities in the EU	260
		2.	Social Partners	261
	В.	Jobs	s Summit: Conclusions Luxembourg	261
VIII.	The		eaty of Nice (December 2000): 'Socially not so nice'	262
			arter of Fundamental Rights of the European Union	
			ce, 7 December 2000), revised 2007	263
		1.	Preamble	263
		2.	Content; List of Rights	264
		3.	Scope and Level of Protection	265
			a. Scope	265
			b. Level of Protection	265
			c. Prohibition of Abuse of Rights	265
			d. An Evaluation; Binding Effect	266
			e. Revised Charter 2007	266
	В.	Una	animity and Qualified Majority	268
IX.			ment Guidelines	270
			Employment Guidelines 2003–2004	270
		1.	Employment Guidelines	270
		2.	Active and Preventative Measures for Unemployed	
			and Inactive People	271
		3.	Job Creation and Entrepreneurship	271
		4.	Addressing Change and Promoting Adaptability	
			and Mobility in the Labour Market	271
		5.	Development of Human Capital and Lifelong Learning	272
		6.	Labour Supply and Active Ageing	272
		7.	Gender Equality	272
		8.	Integrating and Combating Discrimination against	
			Disadvantaged People	273
		9.	Making Work Pay	273
		10.	Undeclared Work	273
		11.	Regional Employment Disparities	273
		12.	Implementation of Guidelines	274
		13.	Employment Recommendations	274
	B.	The	Employment Guidelines 2005–2008	275
		1.	New Employment Guidelines for More and Better Jobs	275
		2.	The Employment Guidelines (2005–2008)	276
		3.	Guidelines for the Employment Policies of the Member	
			States	276
		4.	Attract and Retain more People in Employment, Increase	
			Labour Supply and Modernise Social Protection Systems	278
		5	Improve Adaptability of Workers and Enterprises	280

			0.	increase investment in Human Capital unough better	
				Education and Skills	281
		C.	The	Employment Guidelines 2008–2010	283
			1.	The Employment Guidelines 2008–2010 (Integrated	
				Guidelines Nos. 17–24)	283
			2.	Attract and Retain More People in Employment, Increase	
				Labour Supply and Modernise Social Protection Systems	285
			3.	Improve Adaptability of Workers and Enterprises	288
			4.	Increase Investment in Human Capital through	
				Better Education and Skills	290
		D.	Ove	erview of Targets and Benchmarks Set in the Framework	
				he European Employment Strategy	292
		E.		Employment Guidelines 2010-2014 Lisbon Strategy 2020	292
			1.	Smart Growth	293
			2.	Sustainable Growth	293
			3.	Inclusive Growth	294
			4.	Participation by Women	294
			5.	Competitiveness in the Global Economy	294
			6.	National Reform Programmes	294
			7.	Europe 2020 Integrated Guidelines	295
	X	The		odernisation of Labour Law (2006)	301
	11.			in issues	301
			1.	Flexicurity	301
			2.	Role of Social Dialogue	301
			3.	Non-standard Employment	301
			4.	Compliance with Employment Rights	302
			5.	Worker	302
			6.	Undeclared Work	302
			7.	Discussion at Employment Council	303
			8.	Reaction of Social Partners	303
		B.	Cor	mmentary	304
	XI.	Fle	xicu	rity: More and Better Jobs through Flexibility and	
		Sec	curity	(2007): Main Issues	304
		A.	Fle	xicurity Pathways	306
	XII	. Fr	amev	work Agreement of Actions on Youth Employment (2013)	312
		A.	Cha	allenges	313
		B.		tial Partners' Approach	314
§3.	Con	IVE	RGEN	ICE OR DIVERGENCE?	316
Dor	+ T	Inc	livio	dual Labour Law	323
ral	ι Ι.	111(11 / 1(iuai Lautui Law	343
Cha	apte	er 1	. Th	ne Free Movement of Workers	324
	_				225
§1.	EQU	JAL	TRE	ATMENT	326

	I. National Law: Eligibility for EmploymentII. Collective and Individual Agreements	326 335
	III. Work	337
	IV. Performance of Work	338
	V. Trade Union Freedom, Workers' Participation,	
	Management of Public Bodies	348
	VI. Housing	349
	VII. Workers' Families	349
		0.70
§2.	SCOPE OF APPLICATION	350
	I. Workers	350
	A. In General	350
	B. Sports	354
	1. The Meca Case – the Bosman Case – the Lethonen	
	Case – the <i>Kolpak</i> Case	354
	a. Meca Case	354
	b. Bosman Case	356
	(1) Interpretation of Article 45 TFEU with regard	
	to the Transfer Rules	357
	(a) Application of Article 45 to Rules Laid	
	Down by Sporting Associations	357
	(b) Existence of an Obstacle to Freedom	
	of Movement for Workers	358
	(c) Existence of Justifications	358
	(2) Interpretation of Article 45 of the Treaty with	
	regard to the Nationality Clauses	359
	(a) Existence of an Obstacle to Freedom	
	of Movement for Workers	359
	(b) Existence of Justifications	360
	(3) The Temporal Effects of this Judgment	360
	c. The Lehtonen Case	360
	d. The <i>Deliège</i> Case	363
	e. The Kolpak Case	365
	f. The <i>Balog</i> Case: Transfer and Competition Rules	366
	(1) Facts	367
	(2) Organisation of Football and Rules on Transfers	367
	(3) Facts and Main Proceedings	367
	(4) The Question Referred for a Preliminary Ruling	368
	(5) Applicability of Article 101 TFEU	368
	1 / 1	369
	(6) Undertakings or Associations of Undertakings(7) Agreements between Undertakings or Decisions	309
		369
	of Associations of Undertakings	369
	(8) Relevant Market	370
	(9) Restriction of Competition	
	(10) Necessity of the Transfer Regulations	370
	(11) Appreciable Effect	371

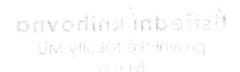
				(12) Effect on Trade between Member States(13) Conclusion	371 372
			2.	Agreement between the European Commission,	512
			4.	FIFA and UEFA (5 March 2001)	372
				a. The Declaration of Nice (December 2000)	372
				b. The Agreement of 5 March 2001, as Amended in 2005,	312
				between FIFA and the European Commission	374
					375
					376
					377
				e. Assessment of the New System f. Proposals	378
					376
				g. Memorandum of Understanding (UEFA-FIFPRO) (2007)	379
			3.	The Bernard Case: Training Compensation	381
			<i>3</i> . 4.	Specificity of Sports; the Lisbon Reform Treaty	385
			7.	a. The Meaning of Specificity	385
				b. Specificity as seen by DRC and CAS	386
				(1) The Mutu Case	386
				(2) The <i>Matuzalem</i> Case	388
			5.	Commission Blows the Whistle over Inflated	500
			٥.	Football Transfer Fees and Lack of Level Playing Field	389
		C	Oth		391
	TT		epti		392
	11.	A.		ployment in the Public Sector	392
		В.		blic Policy, Security and Public Health	394
		ט.	Tut	one roney, became and rubble recursi	371
83	PRO	MO	LION	C. C. San	395
35.				ment Services	395
				onal Training	397
				nition of Qualifications and Diplomas	406
				ard: Admission and Mobility of Third Country	
	1			als of Highly Qualified Employment	414
				neral Provisions	415
		11.	1.		415
			2.	Definitions	416
			3.	Scope	416
		В.		nditions of Admission	417
		2.	1.	Criteria for Admission	417
			2.	Volumes of Admission	418
		C.		Blue Card, Procedure and Transparency	418
		D.		ghts	418
		2.	1.	Labour Market Access	418
			2.	Equal Treatment	418
			3.	Transposition	419
	V.	Sin		Application Procedure for a Single Permit for	
				Country Nationals	419

	A.	General Provisions	419
		1. Subject Matter	419
		2. Definitions	420
		3. Scope	420
	В.	1 1 1 1 D 1	421
	Β,	1. Single Application Procedure	421
		2. Competent Authority	422
		3. Single Permit	423
		4. Residence Permits Issued for Purposes Other than Work	423
		5. Procedural Guarantees	423
		6. Access to Information	424
		7. Fees	424
		8. Rights on the Basis of the Single Permit	424
	C.		424
	D.		426
		1. More Favourable Provisions	426
		2. Information to the General Public	427
		3. Reporting	427
		4. Transposition	427
		5. Entry into Force	427
		st growth together out to test as it is not all the real and the second the s	
§4.	MINIM	UM STANDARDS ON SANCTIONS AND MEASURES AGAINST	
5,15	EMPLO	YERS OF ILLEGALLY STAYING THIRD-COUNTRY NATIONALS	428
	I. S	Subject Matter and Scope	428
		Definitions	428
	III. F	Prohibition of Illegal Employment	429
	IV. (Obligations on Employers	429
	V. F	Financial Sanctions	430
	VI. E	Back Payments to be Made by Employers	430
	VII. (Other Measures	431
		Subcontracting	431
		Criminal Offence	432
	X. (Criminal Penalties	432
	XI. I	Liability of Legal Persons	432
		Penalties for Legal Persons	433
	XIII. I	Facilitation of Complaints	433
	XIV. I	Inspections	433
	XV. N	More Favourable Provisions	434
	XVI.	Transposition	434
Ch	apter 2	2. Freedom of Services	435
0.1	0	an Approach	435
91.		OF APPLICATION	435
		ervice	435
		. Material	
		Personal	436
	II. Fo	or Remuneration	436

	III.	Ten	nporary	436
	IV.	Tra	ns Border	437
\$2.	PRO	HIBI	TION OF RESTRICTIONS AND OF DISCRIMINATION	437
84	I.	Res	strictions	437
	II.	Dis	crimination	438
§3.	Jus'	TIFIE	ED RESTRICTIONS AND UNEQUAL TREATMENT	439
48	I.	Pub	olic Authority, Public Policy, Public Security or Public Health	439
		A.	Public Authority	439
		B.	Public Policy, Public Security or Public Health	439
	II.	Res	strictions on the Grounds of the Rule of Reason	440
§4.	PRO	TEC	TION OF WORKERS	441
	I.	App	plication of National Legislation and Collective	
		Agı	reements: Rush Portuguesa Lda	441
		A.	Facts	441
		B.	The Court of Justice	442
			1. Equal Treatment	442
			2. Free Movement of Workers: No Work Permit	442
			3. Freedom of Services: Return to their Country of Origin	442
	II.	Fin	e Tuning of the General Rule	443
		A.	The Vander Elst Case	443
			1. Facts	443
			2. The Court	444
		В.	The Arblade Case	447
			1. Facts	447
			2. Legislation and Collective Agreements of the	
			Work Land	447
			3. The Court	450
		C.	The André Mazzoleni Case	451
			1. Facts	451
			2. Minimum Remuneration	452
			3. General Principles	452
		D.	Finalarte Sociedade de Construção Civil Lda	454
			1. Holiday Entitlement for Construction Workers	
			in Germany	454
			2. The Main Proceedings and the Questions	456
			3. The Answers of the Court	457
		E.	The Portugaia Construções Lda Case	462
			1. Facts	462
			2. The Answer of the Court	463
		F.	Commission v. Federal Republic of Germany	465
		G.	The European Commission v. Federal Republic of Germany	469
		Η.	The European Commssion v. Spain	471
		I.	The European Commission v. Austria	471

17

	J.	The Viking and the Laval Cases: Freedom of	
	3.	Establishment and Services and Industrial Action	472
		1. The <i>Viking</i> Case	472
		2. The Laval Case	475
		3. Laval and <i>Viking</i> : Who Pays the Price?	481
		a. Fundamental Rights	481
		b. Social Justice	481
		c. A Compromise	482
		d. The Rule of Law: Limit on the Right to Strike	483
		e. Viking	484
		f. Jobs and Solidarity	484
	K.		484
	L.		
	L.	Agencies	485
	M	Palhota Case: No Prior Declaration to Posting	
	IVI.	(Belgium)	486
		(Deigiuii)	
95	DOLKE	STEIN: THE DRAFT DIRECTIVE ON SERVICES	492
3 3.	BOLKE	STEIN. THE DRAFT DIRECTIVE ON SERVICES	.,_
01	Tun D	RECTIVE ON SERVICES IN THE INTERNAL MARKET (2006)	498
80.		rms of the Directive	498
			499
	II. Re	action from European Social Partners	.,,
OI.		International Private Labour Law	500
Cn	apter 3	3. International Private Labour Law	300
e 1	Tur C	OMBETENT LIDGE	500
81.		OMPETENT JUDGE egulation 44/2001 (2000)	500
	I. Kt	egulation (EU) No. 1215/2012 (2012)	505
	II. K	egulation (EO) No. 1213/2012 (2012)	200
22	Tue I	AW APPLICABLE TO CONTRACTUAL OBLIGATIONS	506
82.	I HE L	onvention on Contractual Obligations (1980)	507
	II D	egulation No. 593/2008 of 17 June 2008 on the Law	
	11. K	oplicable to Contractual Obligations (Rome I)	509
			509
		Scope Freedom of Choice	509
	В.		509
	C.		510
	D.		510
	E.	Public Policy of the Forum	310
60	Tree I	AW APPLICABLE TO NON-CONTRACTUAL OBLIGATIONS:	
93.			511
	INDUS	TRIAL ACTION	311
e 4	Dogmes	IG OF WORKERS, DIRECTIVE 06/71 OF 16 DECEMBED 1006	511
94.		NG OF WORKERS: DIRECTIVE 96/71 OF 16 DECEMBER 1996	512
		egal Base	512
		cope of Application	513
		erms and Conditions of Employment	513
	A	Minimum Conditions	51.



		B. Other Conditions	515
		C. Exceptions	517
	IV.	Cooperation and Transparency (Article 4)	517
	V.	Enforcement (Article 5)	518
		A. Guarantee	518
		B. Translation and Notification	522
		C. EU Posting of Workers Certificate and Visa and	
		Notification Procedure	523
		1. Prevention of Abusive Practices	523
		2. Compliance with Pay and Working Conditions	524
		3. Regular Workers	524
		4. Refusal of Residence Permits	524
		D. Designate an ad hoc Agent	524
	VI.	Jurisdiction (Article 6)	525
		Implementation (Article 7) – Review (Article 8)	526
		Commission Guidance on the Posting of Workers in the	
		Framework of the Provision of Services	526
		A. Guidance: Control Measures	526
		1. General Application Measures	526
		a. The Requirement to have a Representative	
		•	526
		b. The Requirement to Obtain Authorisation from the	
		Competent Authorities of the Host Member State	
		or to be Registered with Them, or any Other	
		Equivalent Obligation	527
		c. Requirement to Make a Declaration	528
		d. The Requirement to Keep and Maintain Social	
		Documents on the Territory of the Host Country	
		and/or under the Conditions which Apply in its	
		Territory	529
		2. Measures which Apply to Posted Workers who are	02)
		Nationals of Third Countries	530
		B. Cooperation on Information	531
		1. Access to Information	531
		2. Cooperation between Member States	532
		C. Monitoring of Compliance with the Directive and	002
		Measures in the Event of Failure to Comply	532
		D. Conclusions	534
		D. Conclusions	551
O1	,	4 Individual Familiana of Contracts	507
Ch	apter	4. Individual Employment Contracts	537
0.1		Description Covers of the Cove	
§1.		ORARY WORK – PART-TIME – FIXED-TERM CONTRACTS –	507
		WORK	537
		Directive: Health and Safety	537
		A. Scope	538
		B. Object: Equal Treatment	538
	(C. Provision of Information to Workers	539

	D	Workers' Training	539
	E.	Use of Workers' Services and Medical Surveillance	
	L.	of Workers	539
	F.	Protection and Prevention Services	539
		Temporary Employment: Responsibility	540
	Н.	Reporting	540
П	Par	t-time Work: the Collective Agreement of 6 June 1997	540
11.		Developments	540
	В.	Purpose	541
	C.	Scope	541
	D.	Definitions	541
	E.	Principle of Non-discrimination	542
		1. Wippel Case	542
		2. Bruno Case	544
		a. Facts	544
		b. Questions	545
		c. Substance	545
		d. The Substantive Scope of the Framework Agreement	546
		e. The Temporal Scope of the Framework Agreement	550
		f. Question 1: Vertical-cyclical Part-time Working	
		Arrangements	550
		g. Question 2: Significant Disincentive	553
		h. Question 3: Discrimination between Different	1
		Forms of Part-time Work	554
	F.		555
	G.	Provisions on Implementation	557
III.	Th	e Agreement on Fixed-term Contracts of 18 March 1999	558
		Purpose of the Framework Agreement	559
	B.	±	559
	C.		561
		Principle of Non-discrimination	562
	E.		566
	F.	Information and Employment Opportunities	574
	G.		574
lion los		Provisions on Implementation	575 576
IV		mporary Agency Work	576 576
	A.	General Provisions	576 576
		1. Aim	576
		2. Scope	577
		3. Definitions	577
	ъ	4. Review of Restrictions or Prohibitions	578
	В.		578
		1. The Principle of Equal Treatment	210
		2. Access to Employment, Collective Facilities and	579
		Vocational Training (Article 6)	579
		a. Vacant Posts	319

		b. Freedom of Labour		579
		c. Free of Charge		579
		d. Access to the Amenities or Collective Facilities		580
		3. Representation of Temporary Agency Workers		580
		4. Information of Workers' Representatives		580
	C.	Implementation		580
		mework Agreement on Telework		581
	A.	General Considerations		581
	В.	Definition and Scope		582
	C.	Voluntary Character		582
	D.	Employment Conditions		583
	E.	Data Protection		583
	F.	Privacy		583
	G.	Equipment		583
	H.	Health and Safety		584
	I.	Organisation of Work		584
	J.	Training		585
	K.	Collective Rights Issues		585
	L.	Implementation and Follow-up		585
		Africa Commission and April 20 Country		
§2.	CONDIT	IONS APPLICABLE TO THE CONTRACT OF EMPLOYMENT:		
630	INFORM	ATION		586
	I. Sco	ppe		587
	II. Ob	ligation to Provide Information		587
	A.	In General		587
	В.	Expatriate Employees		589
	C.	Modifications		590
	D.	Term and Form of Information		590
	III. De	fence of Rights		590
		plementation		591
§3.	RECRUI	TMENT AND PLACEMENT: MONOPOLY OF THE PUBLIC		
	EMPLOY	MENT OFFICE?		591
Cha	pter 5.	Child Care and the Protection of Young		
		People at Work		596
		Teople at Work		0,0
81	CHILD	CARE		596
51.	CINED			
82	PROTEC	TION OF YOUNG PEOPLE AT WORK (DIRECTIVE 94/33 EC	i de	
32.		une 1994)		597
		roductory Remarks		597
		rpose and Scope		598
		Purpose		598
		Scope		599
		finitions		599

	IV.	Pro	shibition of Work by Children	600
			Itural or Similar Activities	600
			neral Obligations on Employers	600
			Inerability of Young People – Prohibition of Work	601
			orking Time	602
			ght Work	603
			st Period	603
			easures; Non-reducing Clause; Final Provisions	604
Cha	pter	6.	Equal Treatment	605
§1.	A G	ENE	ERAL FRAMEWORK FOR EQUAL TREATMENT IN EMPLOYMENT	
			CCUPATION	607
	I.	Ge	neral Provisions	607
			Purpose	607
			Definitions and Concepts	609
		C.	Scope	611
		D.	Occupational Requirements	613
		E.	Reasonable Accommodation for Disabled Persons	618
		F.	Justification of Differences of Treatment on Grounds	
			of Age	622
		G.	Positive Action	638
			Minimum Requirements	638
	П		medies and Enforcement	639
	11.		Defence of Rights	639
			Burden of Proof	640
			Victimisation	644
		D.	Dissemination of Information	644
		E.	Social Dialogue	644
		F.	Dialogue with Non-governmental Organisations	644
	III		al Provisions	645
	111.	A.		645
		В.		645
		C.		645
			Report	645
1123				
§2.			TREATMENT BETWEEN PERSONS IRRESPECTIVE OF RACIAL	(10
			NIC ORIGIN	646
	1.		neral Provisions	646
		_	Purpose	646
		В.		646
		C.	Scope	647
			Genuine and Determining Occupational Requirements	648
		_	Positive Action	648
		F.	Minimum Requirements	648
	II.		medies and Enforcement	648
		Α	Defence of Rights	648

		В.	Burden of Proof and Victimisation and Dissemination of Information and Social Dialogue and Dialogue with	
			Non-governmental Organisations	649
	III.	Во	dies for the Promotion of Equal Treatment	649
			al Provisions: Compliance and Sanctions and Implementation	
			l Report .	650
60	Eou	AT	Pay for Men and Women	650
85.			General	650
				651
	11.	IVI	n and Woman; Sexual Orientation	051
6.4	Drr	TATIT	NON	656
94.	DEF			657
			uality of Opportunity or of Outcome	658
			rect and Indirect Discrimination	
	111.		ceptions	668
		-	Nature of the Activity	668
		В.		670
		C.	Positive Discrimination	672
	0			(75
§5.	OBJ			675
	1.		ual Pay for Equal Work or Work of Equal Value	675
			Equal Work or Work of Equal Value	675
			Equal Pay	679
			cess to Employment, Promotion, Vocational Training	694
			aployment and Working Conditions	704
			cial Security, Pensions	721
			edom of Association	721
	VI.		llow-up of the 1976 Directive; Promotion and Social	
			alogue	722
		A.	Enforcement	722
		B.	Protection of Employees, including Representatives	723
		C.	Promotion	723
		D.	Social Dialogue	723
		E.	Sanctions	724
§6.	PRO	OF		724
3		Ai	m	724
			finitions	724
	III.			725
			rden of Proof	725
			formation	727
			on-regression	727
			plementation	727
	v 11.	1111	pionionadon	121
§7.	Dir	ECT	EFFECT	727
88.	AGI	E Di	VERSITY GUIDELINES AGREED IN COMMERCE SECTOR	728

§9. Framework Agreement of Actions on Gender Equality	728
I. Addressing Gender Roles	729
II. Promoting Women in Decision-making	730
III. Supporting Work–Life Balance	730
IV. Tackling the Gender Pay Gap	730
V. Annexed Case Studies	731
VI. Actions and Follow-up	731
§10. DIRECTIVE 2006/54/EC ON THE IMPLEMENTATION OF THE	
PRINCIPLE OF EQUAL OPPORTUNITIES AND EQUAL TREATMENT	
OF MEN AND WOMEN	732
I. Purpose and Definitions	732
A. Purpose	732
B. Definitions	732
II. Equal Pay: Prohibition of Discrimination	733
III. Equal Treatment as Regards Access to Employment, Vocational	
Training and Promotion and Working Conditions	733
A. Prohibition of Discrimination	733
B. Return from Maternity Leave	734
C. Paternity and Adoption Leave	734
IV. Remedies and Enforcement	734
A. Defence of Rights	734
B. Compensation or Reparation	735
C. Burden of Proof	735
V. Promotion of Equal Treatment – Dialogue	735
A. Equality Bodies	735
B. Social Dialogue	736
C. Dialogue with Non-governmental Organisations	736
VI. Compliance	737
VII. Victimisation	737
VIII. Penalties	737
Chapter 7. Protection of Motherhood	738
MAX	
Chapter 8. Working Time, Sunday Rest, Night Work	
and Parental Leave	749
and I alonear Board	, .,
§1. Working Time	749
I. In General	749
II. Directive 2003/88/EC of 4 November 2003	750
A. Scope and Definitions	751
1. Purpose and Scope	751
2. Definitions	752
B. Minimum Rest Periods, Other Aspects of the Organisation	
of Working Time	758
1. Daily Rest	758

		2. Breaks	758
		3. Weekly Rest Period	759
		4. Maximum Weekly Working Time	759
		5. Annual Leave	759
	C.	Night Work/Shift Work, Pattern of Work	767
	О.	1. Length of Night Work	767
		2. Health Assessment and Transfer of Night Workers	
		to Day Work	767
		3. Guarantees for Night-Time Working	768
		4. Notification of Regular Use of Night Workers	768
		5. Safety and Health Protection	768
		6. Pattern of Work	768
	D.	Miscellaneous Provisions	768
		1. More Specific Community Provisions	768
		2. More Favourable Provisions	769
		3. Reference Periods	769
	E.	Derogations and Exceptions	769
	7	1. Derogations	769
		2. Derogations by Collective Agreements	772
		3. Limitations to Derogations from Reference Periods	772
		4. Mobile Workers and Offshore Work	773
		5. Workers on Board Seagoing Fishing Vessels	773
		6. Miscellaneous Provisions	774
	F.	Final Provisions	775
		1. Level of Protection	775
		2. Reports	775
		3. Review of the Operation of Provisions with Regard	
		to Workers on Board Seagoing Fishing Vessels	776
		4. Review of the Operation of Provisions with Regard	
		to Workers Concerned with the Carriage of Passengers	776
		5. Entry into Force	776
III.	Wo	orking Time for Seafarers	776
	A.	Scope	777
	В.	Definitions	777
	C.	Hours of Work	777
	D.	Table	778
	E.	Seafarers under 18 years	779
	F.	Distress at Sea	779
	G.	Records	779
	H.	Manning Levels	779
	I.	Persons under 16 Years	780
	J.	Necessary Resources	780
	K.	Health Certificate	780
	L.	Watchkeepers and Night Work	782
	M.		782
	N.	Annual Leave	782

	IV. Wo	orking Time of Mobile Workers in Civil Aviation	782
	A.	Scope	782
	В.	Definitions	782
	C.	Paid Annual Leave	783
	D.	Health Assessment	783
	E.	Safety and Health	783
		Working Time	784
	G.		784
	H.		784
	I.	Implementation	785
		orking Time of Mobile Road Transport Workers	785
		Purpose	786
	В.		786
	C.	•	786
		Maximum Weekly Working Time	788
	E.		788
	F.		789
		Night Work	789
	Н.	6	789
	I.	Information and Records	789
	J.	Final Provisions	790
		ertain Aspects of the Working Conditions of Mobile Workers	
	VI. Co	ngaged in Interoperable Cross-border Services in the Railway	
		ector	790
		Scope	790
	B.		790
		Daily Rest at Home	791
		Daily Rest Away from Home	791
		Breaks	791
	12.	1. Drivers	791
		2. Other On-board Staff	792
	F.		792
		Driving Time	792
		. Checks	792
		Non-regression Clause	792
	J.	Follow-up to the Agreement	793
	K	•	793
	L.		793
	L.	Keview	775
22	CLINIDA	AY REST	793
g∠.	SUNDA	AT KEST	175
22	Micum	WORK AND COUAL TREATMENT	794
80.	MIGHI	WORK AND EQUAL TREATMENT	127
8/1	DADEN	ITAL LEAVE	796
84.		urpose and Scope	798
		. Purpose	798
	A B		798

II. Parental Leave III. Modalities of Application IV. Adoption	798 799 800
V. Employment Rights and Non-discrimination VI. Return to Work VII. Time off from Work on Grounds of <i>Force Majeure</i>	800 801 802
VIII. Final Provisions	802
Chapter 9. Safety and Health	804
§1. FIRST MEASURES	804
I. Euratom	804
II. EC: Transport	804
III. Other Actions	805
§2. 1987: THE SINGLE EUROPEAN ACT AND ARTICLE 153 TFEU	805
I. Health and Safety in the Working Environment	808
II. Application	810
A. The Framework Directive of 12 June 1989	810
1. Scope and Definitions	810
2. Employer's Obligations	811
3. Information, Consultation and Participation of W	
4. Miscellaneous	812
B. The Individual Directives	813
§3. Framework Agreement on Work-related Stress,	-W
8 OCTOBER 2004	813
I. Aim	813
II. Description of Work-related Stress	813
III. Identifying Problems of Work-related Stress	814
IV. Responsibilities of Employers and Workers	814
V. Preventing, Eliminating or Reducing Work-related Stress	
VI. Implementation and Follow-up	815
§4. Framework Agreement on Harassment and Violence A	
Work (2007)	817
I. Aims	818
II. Content	818
III. Guidelines for Prevention of Third Party Violence and	819
Harassment at Work (2010)	819
§5. Framework Agreement on Prevention from Sharp Injury 2000)	
IN THE HOSPITAL AND HEALTHCARE SECTOR (17 JULY 2009)	
I. Purpose	821
II. Scope	821
III. Definitions	821
IV. Principles	822

V. Risk Assessment	823
VI. Elimination, Prevention and Protection	823
VII. Information and Awareness-raising	824
VIII. Training	824
IX. Reporting	825
X. Response and Follow-up	825
XI. Implementation	826
Chapter 10. Restructuring of Enterprises	827
§1. Collective Redundancies	827
I. Definitions and Scope	828
II. Information and Consultation of Workers' Representatives	835
III. The Role of the Government	837
§2. Transfer of Undertakings, Mergers and Divisions of	
PUBLIC LIMITED LIABILITY COMPANIES	843
I. Transfer of Undertakings	843
A. Definitions and Scope	843
B. Acquired Rights	870
1. Individual Rights	870
2. Collective Agreements	876
3. Social Security	877
4. Protection against Dismissal	880
5. Workers' Representation	883
C. Information and Consultation	884
II. Mergers and Divisions of Public Limited Liability Companies	885
§3. Insolvency of the Employer	886
I. Definitions and Scope	890
II. Guaranteed Pay	892
III. Provisions Concerning Transnational Situations	896
IV. Social Security	897
V. Options for Member States	898
Part II. Collective Labour Law	901
Chapter 1. Collective Bargaining	903
§1. THE SOCIAL DIALOGUE	903
§2. EUROPEAN COLLECTIVE AGREEMENTS	904
I. Introductory Remarks	904
A. Broad and Narrow	904

		В.	A Multifaceted Role	905
		C.	Agreement with a Double Content	905
		0.	1. The Normative Part	905
			2. The Obligatory Part	906
		D.	Free Collective Bargaining: Pluralist Democracy	906
		E.	Subsidiarity	906
		F.	Abstention from an International (Legal) Framework	907
		G.	Specific Legislation	907
	11.		ties to the Agreement	908
	11.	A.	The European Company Agreement	908
		В.	The European Industry Agreement	909
		C.	The European Multi-industry Agreement	909
		D.		910
	III.	The	e Competence to Conclude Collective Agreements	910
			icles 154 and 155 TFEU; Specific Legal Problems	910
		A.	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	910
			1. Contracting Parties	910
			2. Content of the Agreement	911
			3. Form and Language	911
			4. Scope	911
			5. Binding Effect	912
			6. Interpretation	913
			7. Duration	913
		B.	Implementation by Council Decision	914
			1. Which Agreements?	914
			2. Content	914
			3. Scope	915
			4. Binding Effect	915
			5. Interpretation	915
			6. Master or Slave	916
			7. Collective Bargaining and Competition	916
'h	ante	r 2	. Workers' Participation	918
	ари	Α.		
1.	INF	ORM	ATION AND CONSULTATION	918
2.	Тн	E So	CIETAS EUROPAEA (SE)	920
			ore than 30 Years of Discussion	920
			odels of Participation	921
		A.	Option 1: Maintain the Status quo	923
		B.	Option 2: Global Approach	923
		C.	Option 3: Immediate Action on the Proposals concerning	
			the Statute for a European Company, a European	
			Association, a European Co-operative society and	
			a European Mutual Society	924
			ard-level Participation Agreed at Aventis	926
	IV.	Nic	ce Summit (7–10 December 2000): the Break-through	926

	v. The Directive of a October 2001	121
	A. Dellilluolis	927
	b. Politiation of an SE	928
	C. Structure of the SE	929
	1. THE TWO-LICE DYSIGHT	929
	2. The One-tier System	929
	D. Workers' Involvement	929
	1. The regulating recedule	930
	a. Creation of an SNB	930
	(1) Composition	930
	(2) Arrangements for Involvement	931
	(3) Rules for Decision-making	931
	(4) Experts	931
	(5) Opt-out	932
	(6) Expenses	932
	b. Content of the Agreement	932
	c. Duration of Negotiations	933
	d. Spirit of Cooperation	933
	e. Legislation Applicable to the Negotiation Procedure	933
	2. Standard Rules	933
	a. Composition of the Body of Representatives of the	
	Employees	934
	b. Standard Rules for Information and Consultation	934
	c. Standard Rules for Participation	936
	d. The Application of Standard Rules	936
	3. Miscellaneous Provisions	937
	a. Reservation and Confidentiality	937
	b. Operation of the RB and Procedure for the	
	Information and Consultation of Employees	938
	c. Protection of Employees' Representatives	938
	d. Misuse of Procedures	939
	e. Compliance with this Directive	939
	f. Link between this Directive and other Provisions	939
	(1) Some Preliminary Observations	940
	(2) Geographical Distribution of European Companies	941
82	INFORMATION AND CONSULTATION: THE DIRECTIVE ON EUROPEAN	
83.	Works Councils or Procedures	941
	I. Introduction	941
	II. General Remarks	943
	A. Involvement of Employees	943
		944
	 During the 1970s During the 1980s 	944
	3. In the 1990s	946
	1004 T.C 1.C. listing in	, , 0
	a. 1994: Information and Consultation in Community-scale Undertakings	946
	b. 1997: the Treaty of Amsterdam	947
	U. 1997. tile Heaty of Affisterdam	111

		4.	The Years 2000–2013	947
			a. Charter of Fundamental Rights of the European Union	
			(2007)	947
			b. The Six Sisters	948
	В.	The	Directive of 6 May 2009	948
		1.	Review of the 1994 Directive	948
		2.	The 2000 Report of the Commission	948
		3.	The European Parliament and the Economic	
			and Social Committee (2001–2007)	949
		4.	The European Social Partners	950
			a. The European Trade Union Confederation	
			(ETUC) (1999)	950
			b. Union of Industrial and Employers' Confederations	
			of Europe (UNICE)	951
			c. 'Lessons Learned'	952
			d. No Negotiations	954
		5.	The Commission Takes the Legal Initiative (2008)	955
			a. Status Questions	955
			(1) Insufficient Number of EWCs: Overview	955
			(2) Challenges and Objectives	957
			b. The Proposal for a Recast Directive of 2 July	
			2008 by the European Commission	958
			c. Advice of the European Social Partners	960
			d. The European Parliament	962
			(1) The Committee on Employment and	
			Social Affairs	962
			(2) Plenary Session	964
	C.	Sun	nming up	965
		1.	Changes	965
		2.	Decision-making	965
		3.		966
		4.	In Force?	966
III.			ve and Scope	966
			ective	966
	В.	Sco		967
		1.	Territorial	967
			a. The 28 EU Member States	967
			b. The European Economic Area (28 + 3)	967
			c. Companies with Headquarters outside the EEA	967
		2.	Personal: Which Companies?	968
			a. Numbers	968
			(1) Community-scale Undertaking	968
			(2) Group of Undertakings	969
			(a) Definition of 'controlling undertaking'	969
			(b) Community-scale group of undertakings	971
			b. Central Management	971
			c. Merchant Navy Crews	971

THE D. C	witing and Nations	972
IV. Den	initions and Notions Information and Consultation	972
Α.		972
	1. Information a. Notion	972
	(1) Globalisation and Restructuring	972
	(2) Effectiveness	972
	(3) Definition	973
	b. Scope: Transnational	973
		974
	2. Consultation a. Notion	974
	b. Scope: Transnational	975
D	Representation of Employees	975
В.	ablishment of an EWC or a Procedure	975
	The Obligation to Negotiate in a Spirit of Cooperation	977
A.	Responsibility and Initiation of Negotiations	978
В.	- CO 1 1 Management	978
	 Responsibility of Central Management Initiation of the Negotiation 	978
	3. One or More EWCs: Procedures	979
C	The Negotiation of the Agreement	979
C.	1. Parties to the Agreement and the SNB	979
	a. Composition of the SNB	980
	b. Legal Personality of the SNB	981
	c. Task of the Negotiating Parties	981
	2. Experts and Costs	982
	3. Role of the Trade Unions and of the Employers'	
	Associations	983
D.	D: 1: Est I anguage and Interpretation	
D.	of the Agreement	983
	1. Nature and Binding Effect of the Agreement	983
	2. Form and Language of the Agreement	984
	3. Interpretation of the Agreement	985
E.		985
	1. Scope	986
	2. The Setting-up of an EWC	986
	3. The Setting-up of a Procedure	989
VI. Pr	ejudicial and Confidential Information: Ideological	000
Gı	uidance	990
VII. Ro	ole and Protection of Employees' Representatives	991
A.	Role of Employees' Representatives	991
	1. Representation of the Interest of the Employees	991
	2. Information of National Representatives or Workforce	991
	3. Training	991
В	Protection of Employees' Representatives	992
VIII. C	ompliance with the Directive - Links - Adaptation	993
A	a 1' '11 11 - Dimenting	993
В	. Links	993
C	. Adaptation	994

IX S	Subsidiary Requirements: a Mandatory EWC	995
	A. Composition of the EWC	996
	3. Competence	996
1013	1. General Information (Annual)	997
	2. Ad Hoc Information	997
1013	C. Procedure	997
	D. Role of Experts – Trade Unions – Employers' Associations	998
	E. Expenses	998
	Enforcement of the Subsidiary Requirements	998
	G. Future Developments	999
	Agreements in Force	999
	A. Pre-existing Agreements	999
24/11	1. Timing, Form, Language and Format of the Agreement:	
	Applicable Law	1000
	a. Timing, Form and Language	1000
	b. Nature, Binding Effect and Applicable Law	1000
	2. Scope and Parties to the Agreement	1000
	a. Scope	1000
	b. Parties	1001
	3. Content of the Agreement	1001
	a. An EWC, a Procedure or Another Mechanism	1001
	b. Competence: Information and Consultation	1001
0201	c. Functioning	1002
	d. Role of Experts	1002
	-	1002
	e. Expenses 4. Prejudicial and Confidential Information	1003
	5. Status of the Employees' Representatives	1003
		1003
	6. Duration of the Agreement	1004
CCOL VI	B. Article 6 Agreements Person of the Directive by the Commission	1004
	Report of the Directive by the Commission	1004
XII.	Transposition, Repeal, Entry into Force	
	A. Transposition	1005
	B. Repeal	1005
	C. Entry into Force	1006
0.4 4 6	To the state of th	
•	NERAL FRAMEWORK FOR INFORMING AND CONSULTING	1006
	TS OF EMPLOYEES IN THE EUROPEAN COMMUNITY	1006
	Genesis of the Directive	1006
	Object and Principles	1008
	Definitions	1009
	Scope	1009
V.	Practical Arrangements for Information and Consultation	1010
	Information and Consultation Deriving from an Agreement	1011
VII.	Confidential Information	1011
VIII.	Protection of Employees' Representatives	1012
	Protection of Rights	1012

Χ.	Link between this Directive and Other Community	
	and National Provisions	1012
XI.	Transitional Provisions	1013
XII.	Transposition	1013
		1013
		1013
		1013
		1013
		1014
		1014
	8	1015
	1 3 3	1015
		1015
		1017
		1017
		1018
	1. Summurising	1010
85 THE	EUROPEAN COOPERATIVE SOCIETY	1018
-		1018
1.		1018
		1019
		1019
		1019
П		1020
11.		1021
		1021
		1021
		1021
		1021
	8	1000
	1 5	1022
	3. Standard Rules	1023
S6 TAV	E OVER DIDG AND CROSS DORDER MERCERS	1024
	E-OVER BIDS AND CROSS-BORDER MERGERS Take-over Bids	1024
		1024
	Definitions Cross border Margara	
111.	Cross-border Mergers	1025
87 MEE	RGERS OF PUBLIC LIMITED LIABILITY COMPANIES	1020
87. IVIER	GERS OF PUBLIC LIMITED LIABILITY COMPANIES	1029
Enilor.	so. In Coords of a Francisco Coolal Model	
_	ue: In Search of a European Social Model	
(ESM):	a Dream	1031
Append	dix 1. Community Charter on the Fundamental	,
	G I I DI I GTTT I GGGGG	1037
		1001

Appendix 2.	Cooperation Agreement between UNICE and UEAPME of 12 November 1998	1044
Appendix 3.	Charter of Fundamental Rights of the European Union (12 December 2007) (2007/C 303/01)	1046
Selected Bibl	liography	1059
Alphabetical Court of Just	List of Cited Cases of the European ice	1073
Index		1095