

European Framework Agreements And Telework Law And Practice Bulletin Of Comparative Labour Relations Series

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.

This volume analyses the most important problems and challenges that health, age and the environment introduce in the labour market, and how these factors affect both the way people work and their rights. The contributions here focus on the main challenges for social security systems, lawmakers and trade unions, and provide important solutions to improve workers' rights and guarantee the viability of public social security systems. Other topics analysed here include dress-codes and whistleblowing in companies. From the labour point of view, workers' representatives and trade unions must take action in collective bargaining to deal with these topics and adequately protect the workforce. The authors here are drawn from countries such as Hungary, Portugal, Spain, Italy, Poland, Brazil and Colombia, providing a global perspective. The book will appeal to

lawyers, legal and human resources experts, economists, judges, academics and staff from trade unions and employers' representation. The volume features insights and contributions in different languages, with chapters in Spanish (13), English (7) and Portuguese (2).

Labour Law and Industrial Relations in Germany gives the reader a broad understanding of German labour law covering all important aspects. The book deals with the sources of labour law, individual employment relationships, collective bargaining, remuneration, working conditions, and dispute settlement.

The implementation of teleworking has enhanced the workforce and provided more flexible work environments. This not only leads to more productive workers, but it allows for a more diverse labor force. Remote Work and Collaboration: Breakthroughs in Research and Practice examines the benefits and challenges of working with telecommuting associates in the modern work environment. Including innovative studies on unified communications, data sharing, and job satisfaction, this multi-volume book is an ideal source for academicians, scientists, business entrepreneurs, practitioners, managers, and policy makers actively involved in the contemporary business industry.

The European Social Dialogue Under Articles 138 and 139 of the EC Treaty

Remote Work and Collaboration: Breakthroughs in Research and Practice

EU Employment Law

Regulating the Platform Economy

A New Paradigm?

Some Insights from the Perspective of Comparative Law (Volume II)

International Perspectives On New Forms Of Work

The renowned international labour law scholars contributing to this incomparable volume use the term ‘ game changers ’ to refer to evolutions, concepts, ideas and challenges that are having, or have had, major impacts on how we must understand and approach labour law in today ’ s global economy. The volume derives from an international conference organized by the Institute for Labour Law at the University of Leuven, Belgium in November 2017. This initiative is pursued in the spirit and with the methods of the late Emeritus Professor Roger Blanpain (1932 – 2016), a great reformer who continuously searched for key challenges in the world of work and looked as far as possible into the future, engaging in critical reflection and rethinking the design of labour law. While seeking to identify the main game changers, the authors explore new pathways and answers which may help to understand and shape the future of work. This is the 100th of Kluwer ’ s Bulletin of Comparative Labour Relations, a series Professor Blanpain launched nearly fifty years ago. The contributors address, and reflect on, such vital issues and topics as the following: – the ‘ gig ’ economy; – core labour law values; – freedom of association; – non-standard employment; – the rise of the service sector; – employment and self-employment; – the European Pillar of Social Rights; – app-based work; – algorithms as controls in the workplace; – collective bargaining rights and the right to strike; – the role of temporary employment agencies; and – termination of the employment relationship. There are also chapters devoted to specific issues in France, Italy, the United Kingdom, Estonia, China and the United States. Roger Blanpain consistently reminded us that labour relations are power relations. Although this book shows that the power balance is tipped towards employers in today ’ s world, what is nevertheless very clear is that labour law can play a crucial role in re-

enlivening equitable outcomes, fairness, decent work and social justice in our contemporary and future societies, and that academia can help to understand, guide and shape that future. For this reason, this book will be invaluable to professionals in labour relations, whether in the academic, policy or legal communities.

Since 1945, socially moderated market economies have formed the cornerstone of the European socioeconomic model. Now, however due to powerful global economic, political and demographic tendencies tensions between social and economic interests and values are increasing. These developments create an urgent need for answers, actions and measures on the European level. This wide-ranging but focused collection of essays approaches this important trend from multiple perspectives. Compiled in honour of the major European labour law scholar Teun Jaspers, it encompasses a broad spectrum of analyses and insights by forty-one distinguished contributors from seven countries. Four major tensions are identified: between the European and national level, between fundamental rights and economic freedoms, between workers and employers, and between soft and hard law instruments. Throughout, a comparative approach is emphasized, not only within the EU but also between the EU and China and South Africa. Among the many topics covered are the following: relocation of labour to low-wage countries both within and outside the EU; conditions for tempering the excesses of the free labour market; the legal weight of voluntary standards such as codes of conduct; extending the scope of application of corporate social responsibility norms to transnational enterprises; pressure on national social law due to flexibilization, deregulation and individualization; contract termination protection; employability and training of employees; fixed-term work in the wake of the Mangold ruling; adjustment of working conditions for ill and disabled workers; right to strike; and restructuring of enterprises. In light of the Lisbon strategy, the authors address how the various tensions should be reconciled, especially in the context of the flexicurity approach. The book will be of great interest to academics and practitioners for its clear

categorization of the issues which must be overcome when regulating employment and social policy in the context of today's EU multilevel legal order. It pays detailed attention to the legal questions raised by emerging European labour and employment policies in respect of their specific materialization, the opportunities they offer, their feasibility, and the threats they pose to traditional worker and protection and, more generally, to traditional concepts of labour law. This is a legal evaluation of the ways in which the EU delivers policy. It assesses the role of law therein from a contextual and inter-disciplinary perspective and considers in-depth the principles of EU judicial review applicable to EU administration and that of the Member States.

Transnational collective bargaining (TCB) has become a 'hot' topic of European industrial relations. As well as collective bargaining between workers and employers conducted at the sectoral or national level, negotiations on employee rights and working conditions now also take place at the supranational level, within multinational companies. It is a development that poses major challenges for trade unions, as well as for employers and lawmakers. This book takes stock of the particular challenges faced by trade union representatives, works councils and employer organisations; it reviews the existing literature on this topic and examines contrasting views of the prospects for subsequent development of this new practice; it also offers some practical suggestions for policymakers who find themselves having to deal with this new component of the Europeanisation of industrial relations. One of the key questions tackled in the book is whether a regulatory framework for TCB is feasible, necessary and/or useful. Perhaps even more importantly: can we, given the proliferation of instances of TCB, actually manage without such a legal system, and what should be the main elements of such a framework? By providing a better understanding and a critical analysis of the emergence and development of transnational collective bargaining, the authors of this book offer valuable help to trade unionists and practitioners in preparing for – and being prepared for – this next stage in the internationalisation of industrial relations.

Mobile Virtual Work
An Evolutionary Perspective
Intercultural Management in Practice
European Framework Agreements and Telework
Telework in the 21st Century
Vol I: The Concept of Employee
The Labour Constitution

This book provides a global perspective on the transformations in the world of work caused by the COVID-19 pandemic. The collection of essays will break down the general statistics and trends into glimpses of concrete experiences of workers during pandemic, of workplaces transformed or destroyed, of workers protesting against political measures, of professions particularly exposed to the coronavirus, and also of the changing nature of some professions.

The 'full-time job' is no longer an option for many people seeking employment. It has been replaced by an ever-expanding plethora of 'atypical' employment relationships designed by employers to streamline their operations and/or take advantage of information communications technology. Numerous labour law issues arise, demanding urgent attention. How should law and policy best address these challenges? This incomparable and timely book explores this contentious topic in depth, presenting ten penetrating essays on aspects of the topic by

leading European authorities followed by reports on new forms of employment in thirty-five European countries Full-scale analysis of new forms of employment, their characteristics, and their effects on working conditions and the labour market includes such issues as the following: - employment relationships with more than one employer; - discontinuous and/or intermittent work; - work based on networking arrangements; - labour pooling; - crowdsourcing and crowdsourcing; - lack of worker representation; - rights for vulnerable migrant workers; - removal of wage and hours threshold; - false self-employment; - non-payment of 'small' amounts (e.g., holiday pay); - portage salarial; - voucher-based work; - ICT-based mobile work; - organizations offering specific administrative services; - need for safety nets for workers; and - existing and potential monitoring and control mechanisms. Relevant EU Directives and national legal frameworks regarding new forms of employment are fully discussed, with an emphasis on recent trends and proposed solutions. This volume raises awareness of the problems generated by new emerging forms of employment and provides some answers and insights, including lessons to be learned from current developments. In particular, the

authors' bringing to light of issues that have not been sufficiently addressed so far under European law will be welcomed by labour law practitioners, company legal counsel, human resources professionals, and academics in the field.

Modern-day business leaders need to manage diverse global organisations and teams that work in international contexts. This text will assist organisations of all types to manage diversity and promote inclusion in their national and international operations and markets.

This book includes a selection of papers from the 2018 World Conference on Information Systems and Technologies (WorldCIST'18), held in Naples, Italy on March 27-29, 2018.

WorldCIST is a global forum for researchers and practitioners to present and discuss recent results and innovations, current trends, professional experiences and the challenges of modern information systems and technologies research together with their technological development and applications. The main topics covered are: A) Information and Knowledge Management; B) Organizational Models and Information Systems; C) Software and Systems Modeling; D) Software Systems, Architectures, Applications and Tools; E) Multimedia Systems and Applications; F) Computer Networks,

Mobility and Pervasive Systems; G) Intelligent and Decision Support Systems; H) Big Data Analytics and Applications; I) Human – Computer Interaction; J) Ethics, Computers & Security; K) Health Informatics; L) Information Technologies in Education; M) Information Technologies in Radiocommunications; N) Technologies for Biomedical Applications.

Current Problems and Future Challenges

Challenges posed by the digitalisation of labour processes

Social Responsibility in Labour Relations

A Guide for Those who Make it Happen

Labour in the 21st Century

A New Component of European Industrial Relations?

From Globalization to Flexicurity

The concept of 'employee' is arguably the most important one in labour law, defining, as it does, the scope of the discipline as a whole. This important new publication aims to develop a restatement of the concept of the employee in European labour law. The study identifies both problems and solutions that have emerged, clearly setting out comparisons between the different member states' approaches. The country reports explore both statutes and case law, tracking their contribution to legal doctrine. The objective of the restatement is to increase knowledge and gain a better understanding of one of the most crucial aspects of European labour law. Assistant Editors: - Marta Otto - Effrosyni Bakirtzi

This international book analyses the impact of digitisation in labour markets, on labour relationships and also on labour processes. The rapid progress of modern disruptive technologies and AIs and their

multiple applications to each phase of the labour production system, are changing the production rules on a global scale with significant impacts in every aspect of work. As new technologies transform work patterns and change the type of jobs available - destroying some while creating others - and even the nature of the tasks performed, numerous legal problems arise which are challenging to legislators and legal scholars who need to find appropriate solutions to them. Considering the labour law issues which have been created by technological developments and currently affect the work of millions worldwide, this book highlights the full scope of these issues, suggesting solutions to emerging problems and ways to mitigate the risks brought about through technological advancement. Approaching the present debate with perspectives on legal problems with expertise from a wide range of different countries, this book presents informed and scholarly studies which answer the challenges that new technologies present in labour markets, private lives and labour processes.

This book explores the legal and practical implications of the digital age for employment and industrial relations. To that end, the book analyses the problems arising from the digitalisation of work and the negative effects on working conditions in fields such as platform work, robotisation, discrimination, data protection, and freedom of speech. It also looks at how to ensure decent working conditions for workers affected by digitalisation, by investigating the minimum standards that should be ensured to mitigate negative effects – and how these could be best guaranteed by legislation and collective bargaining. The book presents a theoretical framework on the impact of automatisisation, robotics, and digitalisation on the very basic principles of individual and collective labour law. The chapters provide an in-depth analysis of new patterns of work prompted by digitalisation, including: classification of platform workers; recognition of employment and social security rights; competition law aspects of platform work; remote (tele)work arrangements; algorithmic decision-making and remote

surveillance; data protection and privacy; and social media in working environments. The book is an important reference for academics and researchers, social partners, and policy makers with an interest in labour law and industrial relations.

The Framework Agreement on Telework (2002) was the first of the non-legally binding (soft law) agreements concluded by the European Social Partners. The employer organisations UNICE, CEEP, and UEAPME, and the trade union organisation ETUC.

Although

The Connected Home: The Future of Domestic Life

The Enduring Idea of Labour Law

Health at Work, Ageing and Environmental Effects on Future Social Security and Labour Law Systems

Core and Contingent Work in the European Union

Healthy and safe telework

Pathways to a more Sustainable Future

technical brief

In this collection of essays, originally presented at the Academy of European Law in Florence, the changing landscape of the EU's legal acts is explored. Further to this, the changing boundaries between legal acts and processes which may create norms but do not create 'law' in the traditional sense are analysed. This landscape is presented in two ways. Firstly, by focusing on the transformations and challenges to the EU's traditional legal acts, in particular since the reconfiguration of the categories of legal acts and the procedures for which they are adopted by the Lisbon Treaty. Secondly, the collection focuses on those acts found at (or beyond) the margin of classic EU legal acts, including acts of Member States such as

inter se treaties; self-regulation and collective agreements; so-called soft law; and decision-making outside the normal legislative procedures. The volume endeavours to explain the adaptability of the EU legal order despite the fact that the legal instruments at the Union's disposal have not fundamentally changed since the Treaty of Rome came into force 60 years ago. It explores the challenges that new decisional procedures and variations in the legal quality of EU acts pose for the EU's legal order, including alterations to institutional balance and the roles of the different institutional actors and challenges to the rule of law.--

Technological developments have enabled a dramatic expansion and also an evolution of telework, broadly defined as using ICTs to perform work from outside of an employer's premises. This volume offers a new conceptual framework explaining the evolution of telework over four decades. It reviews national experiences from Argentina, Brazil, India, Japan, the United States, and ten EU countries regarding the development of telework, its various forms and effects. It also analyses large-scale surveys and company case studies regarding the incidence of telework and its effects on working time, work-life balance, occupational health and well-being, and individual and organizational performance.

Several major transformations have

characterized the world of work in recent years. Those transformations follow different patterns in different countries, yet their dynamics are so interrelated that it is often hard, if not impossible, to distinguish the causal relationships among them.

Technological advances, globalization, old and new media, demographic changes, and new production and economic systems are all key factors acting on this ongoing transformation which is impacting both the world of work and society as a whole. In the spirit of Karl Polanyi, the well-known scholar who described the rise of market-based societies, we are led to wonder if we are witnessing a new "Great Transformation of Work", on such a scale that it might change the very meaning of work in our society, and even its anthropological connotations. Accordingly, this volume investigates and discusses the different aspects of this transformation from a comparative perspective. In order to propose better solutions to cope with these changes, it is necessary to analyze their ongoing dynamics. Lawmakers, unions, scholars and practitioners are all called to do their part in order to achieve the goals of sustainability and fairness of our economic systems.

This volume is the first collection of original research brought together under the name of new forms of employment. The contributions written specifically for this project - an introduction, conclusion, and

chapters - propose to critically investigate the current state of this burgeoning and relevant research field and map out future directions. The diverse selection of research oriented on new forms of employment across the World included in this volume provides readers with a variety of topics, disciplinary angles, critical approaches and practices, methods and interpretations, emphases and voices, which, when taken together, illustrate the diversity and complexity of this dynamic and stimulating field, as well as the heightened attention to labour and employment law issues and proliferation of labour and employment law-oriented scholars. The Content · Changing patterns of work: implications for employment relationship · New forms of employment in a digital age · The protection of workers in new forms of employment · New forms of employment and challenges for the protection of collective labour rights of employees ? The Editors Jerzy Wrątny a full professor of labour law, associated with the Institute of Law Studies of the Polish Academy of Sciences, Poland. Agata Ludera-Ruszel a Ph.D. in labour law, an assistant professor in Department of Labour Law and Social Policy at the Institute of Law of the University of Rzeszów, Poland.

European and Comparative Perspectives

New Forms of Employment in Europe

A Comparative Analysis

Reconciling Work and Family Life in EU Law

and Policy

Report for Discussion at the Tripartite Meeting on Employment, Employability, and Equal Opportunities in the Postal Telecommunications Services : Geneva, 2002
Labour Law and the Gig Economy

EU Labour Law

Sustainable consumption is a central research topic in academic discourses of sustainable development and global environmental change. Informed by a number of disciplinary perspectives, this book is structured around four key themes in sustainable consumption research: Living, Moving, Dwelling and Futures. The collection successfully balances theoretical insights with grounded case studies, on mobility, heating, washing and eating practices, and concludes by exploring future sustainable consumption research pathways and policy recommendations. Theoretical frameworks are advanced throughout the volume, especially in relation to social practice theory, theories of behavioural change and innovative visioning and backcasting methodologies. This groundbreaking book draws on some conceptual approaches which move beyond the responsibility of the individual consumer to take into account wider social, economic and political

structures and processes in order to highlight both possibilities for and challenges to sustainable consumption. This approach enables students and policy-makers alike to easily recognise the applicability of social science theories. As global power relations increasingly favour international capital, it becomes crucial for labour and employment lawyers to center their field in a supranational context. As long as wages, social security, and taxes remain national matters, states compete at this level in order to attract foreign investment. This does not bode well for employees or the self-employed. Most ameliorative measures come in the form of unenforceable and 'soft law' guidelines and recommendations. The conference recorded in this vitally important book confronts this losing battle of local responses to global challenges. The book reprints the papers submitted to that conference by twenty-three outstanding scholars from fourteen countries. Among the many critical issues they expose and discuss are the following:

- and• the proliferation of varieties of non-standard employment;
- and• protection of migrant workers' rights by regional organizations;
- and• global and regional trends in the human resources function;

and• work training and education policy;
and• effectiveness of equality and non-
discrimination standards; and• involvement
of employees in workplace decisionmaking;
and and• the need for an equitable social
safety net. In the course of the
discussion the authors examine cases from
many countries, including not only EU
Member States (both West and East) and the
U.S., but also Japan, Chile, South Africa,
and Indonesia. With a focus on the nexus
of multinational enterprises and
international standards, the book provides
both a sharp image of where labour law
stands in todayand's worldand–revealing
serious social problems in a clearer light
than is usually encounteredand–and a very
valuable guide to directions to pursue and
potential solutions, offered by some of
the most engaged and committed minds in
the field. It is an indispensable resource
for legal workers in this and'eye of the
stormand' of globalization.

The new edition of this major work is a
must-buy for all students studying EU
employment law. It offers comprehensive
coverage of an increasingly complex
subject, tackling both case law and
legislation, and provides detailed
analysis of the EU's Directives and their
impact on employment law.

This book analyses novel and important issues relating to the emergence of new forms of work resulting from the introduction of disruptive technologies in the enterprises and the labour market, especially platform work. The first part of the book examines the platform economy and labour market, to address the more general challenges that the recent labour platforms pose for employment and the labour market, while the second part of the book considers the implications of the rise of different ways of work in the enterprises due to the incorporation of technology in a global context. Providing a rich analysis and evaluation of the numerous theoretical and practical regulatory problems arising from constantly developing technology, this book makes important and informed suggestions on how to solve the numerous problems which have arisen. The collection of chapters in this volume are varied and are dealt with from different disciplinary angles, and from a diverse range of countries and legal systems to create an interesting and unique global picture on the topics studied therein. With an international perspective, the book will be of interest to students and scholars of economy and technology law.

Game Changers in Labour Law
Corona and Work around the Globe
The Global Labour Market
Actors, Processes, Outcomes
Decent Work in the Digital Age
Employment, Employability, and Equal
Opportunities in the Postal and
Telecommunications Services
EU Legal Acts

European Social Law at a glance The present book sets out - in a concise manner - the social law of the European Union. Apart from core areas of European labour law, the regulation of which is based on the EU's competence in social policy, it covers notably the numerous rights based on the free movement of workers and other EU citizens, as well as the coordination of social security. Beyond that, the book refers to other fields of EU regulation which are prone to cause conflicts between the member states' national social law and the relevant EU norms, which remain challenging to resolve to this day. Extensive reference is made to the case law of the European Court of Justice, which continues to have a paramount role in shaping the social law of the EU as it stands. The book is primarily aimed at students confronted with European social law for the first time. Besides, it should constitute a well-structured source of reference for law practitioners in the rising number of cases where EU law is of relevance

for national legal practice.

By exploring different approaches to the study of labour law, this book re-evaluates how it is conceived, analysed, and criticized in current legislation and policy. In particular, it assesses whether so-called 'old ways' of thinking about the subject, such as the idea of the labour constitution, developed by Hugo Sinzheimer in the early years of the Weimar Republic, and the principle of collective laissez-faire, elaborated by Otto Kahn-Freund in the 1950s, are in fact outdated. It asks whether, and how, these ideas could be abstracted from the political, economic, and social contexts within which they were developed so that they might still usefully be applied to the study of labour law. Dukes argues that the labour constitution can provide an 'enduring idea of labour law', and an alternative to modern arguments which favour reorienting labour law to align more closely with the functioning of labour markets. Unlike the 'law of the labour market', the labour constitution highlights the inherently political nature of labour laws and institutions, as well as their economic functions. It constructs a framework for analysing labour laws, labour markets, and institutions, to allow scholars to critique the current policy climate and, in light of the ongoing expansion of the global labour market, assess the impact of the narrowing and disappearance of spaces for democratic deliberation and democratic

decision-making on workers' rights.

Title Page -- Contents -- Message from James K. Scott, Director of the European Union Center at the University of Missouri -- A Comprehensive Model for Evaluating Telemedicine -- Home Based E-Health Applications -- Mr. Young's Doctor: How Must Physicians Be Prepared for Practice? -- E-Health Tools and Social Workers -- Telework for Persons with Disabilities in the EU and the USA: What Can We Learn from Each Other? -- Evidence-Based Retrieval in E-Health -- The Impact of Genomics on E-Health -- Privacy Enhancing Techniques in E-Health: An Overview -- Health Captology - Application of Persuasive Technologies to Health Care -- Speak-ER: An Audible Web-Based Medical Record for Emergency Patients -- MobiHealth: Ambulant Patient Monitoring Over Next Generation Public Wireless Networks -- Service Level Web Monitoring in the Field Management of Emergencies -- E-Health in the Scandinavian Countries -- Author Index

Since its timid introduction onto the EC agenda in 1974, reconciliation of work and family life has developed into a fully-articulated principle. This book explores this journey and its implications for the EC legal order and society. It argues that as reconciliation issues continue to evolve they require constant reassessment.

New Forms of Employment

Volume 1

Challenging Consumption

Page 21/32

E-health

Improving Workplace Quality

Work-Life Balance and the Economic Crisis

Current Status and Future Trends

Derived from the renowned multi-volume International Encyclopaedia of Laws, this monograph on Belgium not only describes and analyses the legal aspects of labour relations, but also examines labour relations practices and developing trends. It provides a survey of the subject that is both usefully brief and sufficiently detailed to answer most questions likely to arise in any pertinent legal setting. Both individual and collective labour relations are covered in ample detail, with attention to such underlying and pervasive factors as employment contracts, suspension of the contracts, dismissal laws and covenant of non-competition, as well as international private law. The author describes all important details of the law governing hours and wages, benefits, intellectual property implications, trade union activity, employers' associations, workers' participation, collective bargaining, industrial disputes, and

much more. Building on a clear overview of labour law and labour relations, the book offers practical guidance on which sound preliminary decisions may be based. It will find a ready readership among lawyers representing parties with interests in Belgium, and academics and researchers will appreciate its value in the study of comparative trends in laws affecting labour and labour relations.

The title of this new book: "The Connected Home" reflects the move away from the idea that smart homes would alter the lives of those living in them by providing technologies to take over tasks that were previously the responsibility of the householder, such as managing entertainment, education - and even eating! Up until around 10 years ago this view was commonplace but time has shown that the technologies to support a smart home have not developed in such a way as to support this premise. Instead, what people do in their homes has moved the concept of a smart home into that of the 'connected home'. The rise of on-line games technologies, video connections via

Skype, social networking, internet browsing etc are now an integral part of the home environment and have had a significant effect on the home. The contributors to this exciting new book consider and discuss the effects and ramifications of the connected home from a variety of viewpoints: an examination of the take-up of personal computers and the Internet in domestic situations; an analysis of the changing intersection of technology and human habits in the connected home; the impact of gaming, texting, e-book readers, tablets and other devices and their effect on the social conditions of a household; the relationship between digital messaging applications and real geography; and an overview of how sensing technologies for the smart home might evolve (lightweight medical technologies for example). The book culminates by addressing unfinished ambitions from the smart home agenda, the factors that have prevented their realisation, and addresses the need for extending research into the area. European Labour Law explores how individual European national legal

systems, in symbiosis with the European Union, produce a transnational labour law system that is distinct and genuinely European in character.

Professor Brian Bercusson describes the evolution of this system, its national, transnational and global contexts and its institutional and substantive structures. The collective industrial-relations dimension of employment is examined, and the labour law of the EU as manifested in, for example, European works councils is analysed. Important subjects which have traditionally received little attention in some European labour law systems are covered, for example, the fragmentation of the workforce into atypical forms of employment. Attention is also given to the enforcement of European labour law through administrative or judicial mechanisms and the European social dialogue at intersectoral and sectoral levels. This new edition has been extensively updated, as the EU's influence on this area of social policy continues to grow.

No one can deny the significance attributed to the issue of reconciling

work and private life by contemporary society, the EU and other international organisations. Its relevance is evident in the multifaceted nature of this topic and the need for each party to the employment contract to strike a proper balance between professional and personal responsibilities, based on the assumption that people can successfully harmonise their work with life.

Following on from these considerations, this volume provides a detailed analysis of work-life balance and its regulation in a number of EU countries, emphasizing the consequences that the current economic crisis has brought about in this field.--

Basics on European Social Law

New Perspectives and Challenges for Worker Well-Being

Insights into a Changing World of Work

Breakthroughs in Research and Practice

Implementing and Managing Telework

Challenges and Transformations

Labour Law in Belgium

'I feel confident that this book will be judged to have made a very significant contribution to the study of European labour law. It fills a particular niche within the

rich existing literature by providing a lucid, accessible, and succinct thematic overview of the subject, in much the same way as the author has so successfully done for the study of British labour law in her work on perspectives on labour law.' - Mark Freedland, Oxford University, UK 'EU law, shaped both judicially and at the legislative level, disrupts national labour law - perhaps for good reasons, perhaps for bad reasons, sometimes for reasons which are elusive. Challenges of an intellectual and practical nature confront those trying to pick a path through material accumulated over several decades - and intrigue those thinking about the future of the European Social Model. This book offers an insightful, thoughtful and inspiring account of the nature(s) and purpose(s) of EU labour law and is a hugely welcome addition to the literature.' - Stephen Weatherill, Somerville College, Oxford, UK EU Labour Law is a concise, readable and thought-provoking introduction to the labour and employment law of the European Union. The book explores the subject's major policy themes, examines the various procedures by which EU labour law is made, and analyses key topics such as worker migration, equality, working time and procedures for workers' participation in employers' decision-making. It sets the legal materials in their policy context and identifies the important issues which have shaped the development of EU labour law and

are likely to determine its future, including the economic crisis and the debate about fundamental rights in the EU. This accessible yet rigorous book will appeal to undergraduate and postgraduate law students, academics and practitioners working on domestic and EU labour and employment law, as well as those with an interest in this increasingly important subject from the perspective of business and management, economics, sociology or politics.

Does telework work? This book provides indispensable guidance in designing the tools for choosing and managing teleworkers—the telework guidelines, policies, assessments, evaluations, home safety inspection forms, sample labor union telework agreements, and advice from human resource specialists and managers who have successfully implemented telework.

A consensus has developed in workplace studies around the concept of 'well-being at work' in an awareness that such apparently distinct aspects as health and safety, discrimination, labour market integration, and work-life balance converge in the workplace and are best treated as one complex phenomenon. This important book offers twelve contributions by distinguished international scholars from a range of disciplinary domains, providing an in-depth analysis of ongoing changes in the world of work and their impact on personal well-being. The contributors place specific workplace

experiences in a comparative perspective, examining policy and regulatory initiatives and judicial rulings at national, regional, and international levels. The case studies are drawn from Italy, France, the United States, Russia, and developing countries. The essays examine recent legal developments in such topical issues as: - atypical and non-standard work; - child-care leave; - company-level welfare provisions; - disability; - harassment; - low-wage workers and employment benefits; - misperception discrimination; - public policy in care services; - unemployment and mental health; and - work/family conciliation policies. Providing a detailed overview of recent developments in policy and jurisprudence in a comparative perspective regarding discrimination, work-life balance, and workers' integration into the labour market - as well as a guide to best practices in promoting well-being at work - this book will prove indispensable to labour and employment law practitioners, as well as to work organization, occupational medicine, mental health, and human resources professionals.

Describes, analyses, and assesses the European social dialogue from a combined theoretical and normative perspective and applies theoretical strands stemming from industrial relations, EC law, and political theory to an understanding and assessment of the genesis, actors, processes, and outcomes of the European social dialogue through 2007

EU Collective Labour Law
Restatement of Labour Law in Europe
Learning to Lead Diverse Global Organizations
EU Administrative Law
Transnational Collective Bargaining at
Company Level
Law and Practice, a European and Comparative
Study

European Labour Law

Labour and social security law studies have addressed the topic of the decline of the standard employment relationship mainly from the point of view of the growing number of atypical relationships. Only a limited number of studies have examined the issue from the perspective of the differentiation between core and contingent work. Such an examination is necessary as the increase in contingent work leads to complicated legal questions which vary between European states depending on the type of contingent arrangements that have become most prevalent. This book analyses, using a comparative approach, these different types of contingency from a national and EU perspective touching on the work relationship from a labour as well as a social security point of view. The aim of the book is to identify and analyse those questions adopting an innovative approach and to put forward proposals for safeguarding social cohesion within undertakings and European society.

Dear Reader This is a book about mobile virtual work. It aims at clarifying the basic

concepts and showing present practices and future challenges. The roots of the book are in the collaboration of few European practitioners and - searchers, who met each other under the umbrella of the Swedish SALTSA programme (see next page) in January 2002 in Stockholm. The group was first called 'ICT, Mobility and Work Organisation' but redefined itself quickly as 'Mobile Virtual Cooperative Work' group. The change of the name reflects the development of reasoning in the group. We could not find much material on mobile work, certainly not systematic studies, - though a growing interest in mobile technologies and services could be found. Practices of telework and virtual organizations were better known, but we were convinced that the combination with mobile work was so- thing different and new. Our main target became to understand what it was all about. The next step was an expert meeting in October 2004 at Rånäs Castle again in Sweden. A wider group of experts was invited to present their views on mobile virtual work and ideas about book chapters from different perspectives of working life. Some of the expertise could be found through the network of the AMI@Work family created by the New Working En- ronments unit of the European Commission's Information Society Dir- torate-General. Also close collaboration was developed with the related MOSAIC program.

Labour Law and Industrial Relations in

Germany

Trends and Advances in Information Systems
and Technologies