

# Table of Contents

Foreword .....	5
Authors' Guidelines .....	9
<b>The Position and Function of Executive Staff Members in Belgian Labour Law.....</b>	<b>23</b>
<b>A. Introduction .....</b>	<b>23</b>
<b>B. Historical and Sociological Background .....</b>	<b>24</b>
I. The Background of Individual Employment Relations .....	24
1. Regulating the Employment Relationship: The Civil Code and Beyond .....	24
2. Regulating the Employment Relationship: White-Collar and Blue- Collar Workers .....	25
3. The Recognition of Cadres .....	26
II. The Background of Collective Labour Relations .....	28
III. Sociological Background .....	28
<b>C. Terminology .....</b>	<b>31</b>
I. Employed and Self-Employed Workers .....	31
II. Distinguishing the Employer from the Employee .....	33
III. The White-Collar / Blue-Collar Distinction .....	35
IV. The Position of Cadres .....	36
V. Leading Personnel .....	37
<b>D. Individual Labour Law .....</b>	<b>38</b>
I. The Hiring Process .....	38
1. In General .....	38
2. Legal Sources .....	38
3. The Pre-Employment Stage .....	39
a. Duty to Provide Information .....	40
b. The Employer's Right to Investigate and the Applicant's Duty to Disclose .....	40
c. Right to Privacy and Confidentiality .....	40
d. The Principle of Relevance .....	41
II. Determination and Payment of Wages .....	42
III. Working Time .....	43
1. In General .....	43
2. Leading Personnel and Those in a Position of Trust .....	43
IV. Liability .....	44
V. Termination of the Employment Contract .....	44
1. In General .....	44
2. Right and Power to Terminate .....	45
3. Termination with Notice .....	45

a. Formalities .....	45
b. Notice Periods .....	46
aa) Blue-Collar Workers .....	46
bb) White-Collar Workers .....	47
4. Payment in Lieu of Notice .....	48
5. Reasons for Dismissal .....	49
VI. Restraints on Competition .....	49
<b>E. Collective Labour Law .....</b>	<b>49</b>
I. Introduction .....	49
II. Unionisation .....	51
III. Collective Bargaining .....	52
1. The Legal Environment of Bargaining .....	52
2. Personnel Bargaining Scope .....	53
IV. Cadre Unionism .....	54
1. Recognition of Cadre Unionism .....	54
2. Trade Union Affiliation of Cadres .....	55
V. Industrial Action .....	56
<b>F. Conclusion .....</b>	<b>58</b>
 <b>The Position and Function of Executive Staff Members in Brazilian Labour Law .....</b>	 <b>59</b>
<b>A. Introduction .....</b>	<b>60</b>
<b>B. Historical Background .....</b>	<b>60</b>
<b>C. Terminology .....</b>	<b>62</b>
<b>D. Individual Labour Law .....</b>	<b>67</b>
I. The Hiring Process .....	68
II. Determination and Payment of Wages .....	69
III. Working Time .....	74
IV. Liability .....	75
V. Termination of the Employment Contract .....	76
VI. Restraints on Competition .....	77
<b>E. Collective Labour Law .....</b>	<b>79</b>
I. Collective Bargaining .....	79
II. Industrial Action .....	81
III. Institutionalized Systems of Worker Participation .....	82
<b>F. Social Protection .....</b>	<b>82</b>
I. Pension Schemes .....	82
II. Healthcare .....	83
III. Sick Pay .....	84
IV. Unemployment Insurance .....	84
<b>G. Labour Disputes .....</b>	<b>85</b>

<b>H. Annex</b> .....	85
I. Model Employment Contract .....	85
II. Model Collective Agreement .....	89
 <b>The Position and Function of Executive Staff Members in</b>	
<b>British Labour Law</b> .....	92
<b>A. Introduction</b> .....	94
<b>B. The Definition of Senior Management in Modern British Labour Law</b> .....	100
<b>C. Individual Labour Law</b> .....	102
I. The Hiring Process .....	103
II. Determination and Payment of Wages .....	104
III. Working Time .....	106
IV. Liability .....	107
V. Termination of the Employment Contract .....	108
VI. Restraints on Competition .....	113
<b>D. Collective Labour Law</b> .....	115
I. Collective Bargaining .....	115
II. Industrial Action .....	117
III. Institutionalized Systems of Worker Participation .....	118
<b>E. Social Protection</b> .....	119
I. Pension Schemes .....	120
II. Healthcare .....	122
III. Sick Pay .....	122
IV. Jobseeker's allowance .....	123
<b>F. Labour Disputes</b> .....	123
<b>G. Conclusion</b> .....	124
 <b>The Position and Function of Executive Staff Members in</b>	
<b>French Labour Law</b> .....	126
<b>A. Introduction</b> .....	127
<b>B. Terminology</b> .....	130
I. Definition of Executive Staff in the Labour Code .....	130
II. Definition of Executive Staff in Collective Agreements .....	132
III. Definition of Executive Staff by Case Law .....	133
IV. The Role of Individual Employment Contracts .....	134
<b>C. The Application of Labour Law to Top Executives</b> .....	134
<b>D. Individual Labour Law</b> .....	135
I. The Hiring Process .....	136
II. Probationary Period .....	136

III. Provisions of the Employment Contract (Mobility, Definition of Tasks, Organisation of Work, Objectives) .....	136
IV. Fundamental Rights .....	137
V. Determination and Payment of Wages .....	138
VI. Working Time .....	139
VII. Liability .....	141
VIII. Termination of the Employment Contract .....	141
1. Termination by the Employee .....	141
2. Termination by the Employer .....	142
IX. Restraints on Competition .....	143
<b>E. Collective Labour Law .....</b>	<b>143</b>
I. Collective Bargaining .....	144
II. Industrial Action .....	145
III. Institutionalised Systems of Worker Participation .....	145
<b>F. Social Protection .....</b>	<b>146</b>
<b>G. Labour Disputes .....</b>	<b>147</b>
 <b>The Position and Function of Executive Staff Members in German Labour Law .....</b>	 <b>148</b>
<b>A. Historical and sociological background .....</b>	<b>149</b>
<b>B. Terminology .....</b>	<b>151</b>
I. Executive Staff Members as Employees .....	151
II. The Definition of Sect. 5, Par. 3 and 4 Works Constitution Act .....	153
III. Other Definitions .....	155
<b>C. Individual Labour Law .....</b>	<b>155</b>
I. The Hiring Process .....	155
1. Job Placement .....	156
2. Selection Process within Companies .....	156
II. Determination and Payment of Wages .....	157
1. Basic Salary .....	157
2. Performance-related and Profit-related Pay .....	157
III. Working Time .....	158
IV. Liability .....	159
1. Limited Liability for Executive Staff Members? .....	160
2. D & O Liability Insurance .....	161
V. Termination of the Employment Contract .....	161
1. Statutory Dismissal Protection .....	161
a. The Dismissal Protection Act .....	161
aa) Social Justification .....	161
bb) Termination of the Employment Contract by Court Decision ..	162
b. Dismissal Protection for Specific Groups .....	163
2. Fixed-term Contracts .....	163

3. Termination Agreements .....	165
VI. Restraints on Competition .....	165
<b>D. Collective Labour Law .....</b>	<b>167</b>
I. Collective Bargaining .....	167
1. Unions of Executive Staff Members .....	167
2. Collective Agreements for Executive Staff Members .....	168
II. Industrial Action .....	169
III. Institutionalised Systems of Worker Participation .....	169
1. Exemption from the Works Constitution .....	170
2. Specific Representation Bodies for Executive Staff Members .....	171
3. Integration of Executive Staff Members in the Representative Systems at Company Level .....	173
a. Co-determination in the Coal, Iron and Steel Industry and One- third Co-determination .....	173
b. The Act on Co-determination 1976 .....	174
c. The Act on Worker Participation in the European Company .....	175
<b>E. Social Protection .....</b>	<b>175</b>
I. Pension Schemes .....	175
1. Social Security Pensions .....	176
2. Occupational Pension Schemes .....	176
II. Healthcare .....	176
III. Sick Pay .....	177
1. The Employer's Duty to Provide Sick Pay .....	177
2. Sick Pay by the Social Security .....	177
3. Sick Pay Provided by Private Health Insurance or by Employment Contract .....	178
IV. Unemployment Insurance .....	178
<b>F. Labour Disputes .....</b>	<b>179</b>
I. The Role of the Labour Courts .....	179
II. Arbitration Courts .....	181
 <b>The Position and Function of Executive Staff Members in Italian Labour Law .....</b>	 <b>182</b>
<b>A. Introduction .....</b>	<b>182</b>
<b>B. Historical and Sociological Background .....</b>	<b>183</b>
I. Historical Background .....	184
II. Sociological Background .....	190
III. Future Developments .....	193
<b>C. Terminology .....</b>	<b>195</b>
I. Executive Staff: A Concept between Middle and Top-Level Management .....	195

II. The Notions of Top Management and Middle Management in Collective Bargaining .....	199
III. The Italian Case in the International and Comparative Framework .....	202
<b>D. Individual Labour Law .....</b>	<b>203</b>
I. The Hiring Process .....	203
II. Determination and Payment of Wages .....	207
III. Working Time .....	209
IV. Liability .....	211
V. Termination of the Employment Contract .....	213
VI. Restraints on Competition .....	215
<b>E. Collective Labour Law .....</b>	<b>216</b>
I. Collective Bargaining .....	216
II. Industrial Action .....	220
III. Institutionalised Systems of Worker Participation .....	221
<b>F. Social Protection .....</b>	<b>221</b>
I. Pension Schemes .....	221
II. Healthcare .....	222
III. Sick Pay .....	223
IV. Unemployment Insurance .....	224
<b>G. Labour Disputes .....</b>	<b>224</b>
 <b>The Position and Function of Executive Staff Members in Japanese Labor Law.....</b>	 <b>228</b>
<b>A. Introduction .....</b>	<b>229</b>
<b>B. Historical and Sociological Background .....</b>	<b>230</b>
I. The Origins of Industrialization in Japan and the Suppression of Early Labor Unions .....	230
II. Development of the Internal Labor Market and the Notion of Unity between Management and Labor .....	230
III. Union Movement after the First World War and Employers' Resistance – Experience of “Factory Committees” .....	232
IV. The Second World War and the Collapse of the Labor Movement .....	233
V. Organization of Labor Unions after the Second World War and Enactment of the Constitution and the Labor Union Act .....	233
VI. Summary of Historical Background .....	235
VII. Social Background and the Higher Education System .....	235
<b>C. Terminology .....</b>	<b>236</b>
I. Managerial Positions and Managerial Employees in Japanese Companies .....	236
II. Definition of “Employee” and Executive Staff .....	238
III. “Managerial or Supervisory Employees” in Article 41 of the LSA .....	240

1. Statutory Definition .....	240
2. Criteria for Deciding “Managerial or Supervisory Employees” .....	240
3. Court Decisions .....	241
4. Discrepancy between Law and Practice .....	243
IV. Executive Staff in the Labor Union Act: Employees in Supervisory Positions .....	244
V. Summary .....	245
<b>D. Individual labor law</b> .....	246
I. The Hiring Process .....	246
II. Determination and Payment of Wages .....	247
III. Working Time .....	248
IV. Liability .....	248
V. Termination of Employment Contracts .....	249
VI. Restraints on Competition .....	250
<b>E. Collective Labor Law</b> .....	251
I. Collective Bargaining .....	251
1. Introduction – Reality of Unionization of Managerial Employees .....	251
2. Status of Executive Staff in Collective Labor Law .....	253
II. Industrial Action .....	254
III. Worker Participation .....	255
1. “Single-channel System” .....	255
2. “Majority Representation System” and “Labor-Management Committees” in the LSA and Other Statutes .....	255
<b>F. Social Protection</b> .....	256
I. Pension Schemes .....	257
II. Healthcare .....	257
III. Sick Pay .....	257
IV. Unemployment Insurance .....	257
<b>G. Labor Disputes</b> .....	258
I. Court System .....	258
II. Labor Relations Commissions .....	258
III. Conciliation by Local Administrative Bodies .....	258
IV. Labor Tribunal System .....	259
<b>H. Conclusion</b> .....	259
<b>I. Appendix: Notes on Collective Bargaining Agreements, Work Rules and     Working Conditions of Managerial Employees</b> .....	260
<b>The Position and Function of Executive Staff Members in Spanish Labour Law</b> .....	261
<b>A. Historical background</b> .....	261
<b>B. Terminology</b> .....	263

<b>C. Individual Labour Law</b> .....	268
I. The Hiring Process .....	269
II. Determination and Payment of Wages .....	270
1. Wages .....	270
a. Phase 1: Granting the Option .....	271
b. Phase 2: Setting Up and Exercise of the Option .....	271
c. Phase 3: The Sale of Shares .....	272
2. Protection of Wages .....	272
III. Working Time .....	274
IV. Liability .....	274
1. Criminal Liability .....	275
2. Liability for Breach of the Employment Contract .....	275
3. Civil Liability .....	277
V. Termination of the Employment Contract .....	277
1. Termination by the Employee .....	278
2. Termination by the Employer .....	280
a. Termination in the Case of Pre-Existing Ordinary Employment ...	280
b. Specific Information on the Controversy Concerning Compensation Resulting from Termination .....	281
VI. Restraints on Competition .....	283
1. Exclusivity Clauses .....	283
2. Permanency Clauses .....	283
3. Non-Compete Agreements .....	284
<b>D. Collective Labour Law</b> .....	284
I. Collective Bargaining and the Institutionalised System of Worker Participation .....	284
II. Industrial Action .....	286
<b>E. Social Protection</b> .....	286
I. Pension Schemes .....	287
II. Healthcare .....	287
III. Sick Pay .....	288
IV. Unemployment insurance .....	288
<b>F. Labour Disputes</b> .....	289
<b>G. Conclusion</b> .....	289
<b>H. Model Employment Contract</b> .....	290
 <b>A Study in Ideal Anti-Types: Executive Status and Labor Market Regulation in Comparative Perspective</b> .....	294
<b>A. Introduction</b> .....	294
<b>B. Managerial Employees: Sociological and Historical Background</b> .....	298



<b>C. Terminology .....</b>	<b>303</b>
I. Supervisory Employees .....	303
II. Managerial Employees .....	304
III. Professional Employees and the Managerial Exception .....	307
IV. Summary .....	309
<b>D. Individual Labor Law .....</b>	<b>310</b>
<b>E. Collective Labor Law .....</b>	<b>312</b>
<b>F. Social Protection .....</b>	<b>312</b>
<b>G. Conclusion .....</b>	<b>314</b>