

Table of Contents

Preface	V
Selected Abbreviations	XIII
§ 1. Basics	1
I. What is European Labour Law?	1
1. Concept	1
2. History	2
3. Distinguishing International Labour Law	3
II. Development of European Labour Law	4
1. The beginnings	4
2. The consolidation	5
3. The present	6
4. The future?	8
III. To recap: The terms used in European Law	9
IV. To recap: Interpretation of European Law	13
V. What can the EU regulate in the field of labour law?	14
VI. Means of reviewing conformity with European Law	16
VII. Role of the social partners	16
§ 2. Freedom of movement for workers	21
I. Outline	21
1. Objective	21
2. Guarantees	22
3. Justification	22
4. Direct effect	22
5. Beneficiaries	23
6. Relationship between secondary and primary law	23
II. Scope of free movement for workers	23
1. Workers	23
2. The exception of Art. 45(4) TFEU	25
3. Family members of migrant workers	26
4. Cross-border situation	26
5. Transitional provisions for nationals of the acceding states	27
6. Freedom of movement for nationals of other states	27
III. Right to participate in the labour market (Art. 45(3) TFEU)	27
1. Guarantees	27
2. Public Policy Exception	28
IV. Prohibition of discrimination (Art. 45(2) TFEU)	29
1. The basic idea and purpose of the prohibition of discrimination	29
2. Types of discrimination	29
3. Addressees of the prohibition of discrimination	30
a) Member States	30
b) Associations	30
c) Individual private persons	32
4. Justification possibilities	34
a) Discrimination by the state	34
b) Discrimination by private persons	35

Table of Contents

V. Prohibition of restrictions	36
1. Basics	36
2. Addressees of the prohibition of restrictions	39
a) Member States	39
b) Associations	39
c) Private individuals	40
3. Justification possibilities	40
VI. Recognition of training and other qualifications	41
VII. Social law coordination and its effects on labour law (Art. 48 TFEU)	42
 § 3. Protection against discrimination	45
I. Introduction	45
II. Development	47
III. The implementation of Directives 2000/78/EC, 2000/43/EC and 2002/73/EC	48
IV. The different forms of unlawful discrimination	50
1. In general – the term “discrimination”	50
2. Direct discrimination	51
3. Indirect discrimination	52
a) Structure	52
b) Definition	52
4. Harassment	53
5. Instruction to discriminate as discrimination	53
V. The beginnings: sex discrimination	54
1. Development	54
2. Current problems of sex discrimination	55
VI. The Anti-Discrimination Directives 2000/43/EC and 2000/78/EC	58
1. Directive 2000/43/EC – Race and ethnicity	58
2. Directive 2000/78/EC – disability	60
a) Who is disabled?	60
b) When is a disabled person being discriminated against?	62
3. Directive 2000/78/EC: Religion and belief	64
a) What is religion?	64
b) When is it a case of discrimination on grounds of religion?	64
4. Sexual identity	65
5. Age	67
a) Justification of discrimination based on age	67
b) Particular issues: Remuneration levels	68
c) Particular issues: Age limit in hiring	70
d) Particular issues: dismissal and age; mandatory retirement	70
VII. Common problems in the directives	71
1. The forms of discrimination – Harassment	71
a) Harassment as discrimination	72
b) Why hostile environment?	72
2. Special equality protection as unjustified discrimination	73
3. Discrimination by discrimination protection – Affirmative action under Art. 5 of Directive 2000/43/EC and Art. 7 of Directive 2000/78/EC	74
VIII. Parallel development: US-American Law	76
 § 4. Precarious Employment	79
I. Category	79
II. Part-time employment	81
1. The Part-time Work Directive 97/81/EC	82
a) Discrimination	82
b) Scope <i>ratione personae</i>	83
c) Territorial scope	83
d) Comparative framework	84
e) Specifying equal treatment – <i>pro-rata-temporis</i> -principle and complete equality	85

Table of Contents

f) More favourable treatment	86
g) Justification	87
h) Legal consequences	87
2. Extension and reduction of working time	88
3. Obligations to provide information	88
4. Promotional measures	89
5. Dismissal protection	89
III. Fixed-term work	89
1. Genesis and content	89
2. Regulatory content	91
a) Measures to prevent the use of successive fixed-term contracts	91
b) Discrimination prohibition	95
c) Duties to inform; access to training possibilities	96
IV. Temporary agency work	97
1. Origins and starting point in European law	97
2. Substantive regulations in the Temporary Agency Work Directive 2008/104/EC ..	98
a) Scope of application	98
b) Equal treatment principle – Prohibition of discrimination	99
c) Access to employment	101
d) Employee representation	102
e) Consequences of non-compliance	103
§ 5. Transfer of undertakings	105
I. Objectives and development	105
1. Objectives	105
2. Development	105
II. Existence of a transfer of undertaking	106
1. The terms “undertaking” and “business”	107
2. Retaining its identity	108
a) Type of undertaking or business	110
b) Transfer of tangible assets	110
c) Transfer of intangible assets	112
d) Taking over the workforce	112
e) Transfer of customer base	115
f) Degree of similarity between the activities	115
g) The period for which those activities were suspended	116
3. Transfer to the new employer	116
4. Legal transfer or merger	116
5. Transfer of undertakings in insolvency	117
III. Legal consequences of a transfer of undertaking	118
1. The individual employment relationship	119
a) Succession to the rights and obligations	119
b) Prohibition of dismissal	120
c) The employee’s right to object and to be informed	120
2. Collective agreements/Worker representation	122
a) Continuance in force of the collective agreements	122
b) Preservation of the legal status and function of the employee’s representation	124
c) Information and Consultation of the Workers’ Representation	126
3. Further liability of the transferor	127
4. Particularities in insolvency proceedings	128
§ 6. Protection against collective redundancies	131
I. Collective redundancies as an issue of employment law	131
II. Definitions employed by the ECJ	132
1. The term “establishment”	132
2. The term “redundancy”	134
3. Penalties in the event of non-compliance	135

Table of Contents

§ 7. Working Time	137
I. General	137
II. Scope of application	138
III. Working time	141
IV. Organization of working time	142
1. Maximum weekly working hours	142
2. Rest periods	143
3. Breaks	143
4. Annual leave	143
V. Night and shift work	145
VI. Derogations	147
VII. Proposal for amendment	148
VIII. Comparative Law	148
§ 8. Proof of employment terms	149
I. Development of Directive 91/533/EEC	149
II. Scope of Application (Art. 1 of the Employee Information Directive)	150
III. Contents	151
1. Essential aspects of the employment relationship (Art. 2 of the Employee Information Directive)	151
2. Means of information for the employer (Art. 3 Employee Information Directive)	153
3. Legal effects of the written documents	153
4. Other instructions for implementation	154
IV. Implementation into national law	154
§ 9. Posting of Workers	157
I. Introduction	157
1. Description of the posting situation	157
2. Guarantees by virtue of the fundamental freedoms, particularly Art. 56 TFEU	157
3. Consequences for immigration and social law	159
II. Country-of-origin principle and place-of-work principle	160
1. Explanation	160
2. The law according to the general conflict of laws	160
3. Advantages and disadvantages	160
III. Posted Workers Directive (PWD)	161
1. Short outline of its origins	161
2. Approach: place-of-work principle regarding the “hard core” of work conditions	161
3. PWD’s compatibility with primary law	161
4. Posting workers and the Services Directive	163
IV. Rules that apply to all forms of posting	163
1. The term “worker”	163
2. Situations covered by the PWD	163
3. Minimum work conditions by law, regulation or administrative provision	164
4. Minimum work conditions in collective agreements	164
5. Exceptions	165
6. Redress	166
§ 10. Employee Representation and Unions	167
I. Collective Labour Law in the EU	167
II. European law governing collective agreements and labour disputes?	168
1. The Union’s competences for regulating the law of collective bargaining and labour disputes	170
2. The guarantee in Art. 28 CFREU	171
3. Political attempts	172
III. European Works Councils	173
1. Scope	174
2. Content	174
3. Competencies of the EWC	174

Table of Contents

4. Purview of the right to information	174
5. Comparative Law	176
IV. Co-Determination in the Societas Europaea	176
1. The development prior to the finished directive	176
2. The SE's basic structure of codetermination against the backdrop of divergent national laws of codetermination	178
3. Objectives of employee participation in the SE	179
V. The instrument of the "negotiation solution"	182
1. Origin and forerunner	182
2. Scope	182
a) Waiver of notification and consultation rights	182
b) Extension of participation rights	183
3. Legal nature of the agreement	184
VI. Information and Consultation Directive 2002/14/EC	184
1. Generally	184
2. Genesis	185
3. Aims of the Directive	185
4. Framework Directive with minimum requirements	186
5. Scope of application	186
a) The terms "undertaking" and "establishment"	187
b) The term "employee" and threshold calculations	187
6. The participants in information and consultation	188
7. Participation rights	189
8. Negotiation solutions	189
9. Enforceability and sanctions	190
10. Protection of certain special interest undertakings	191
VII. Excursus: Codetermination policies in the various European states	191
§ 11. International Labour Law	193
I. Internationalisation of the labour market	193
II. Applicable law in cross-border employment relationships	193
1. Basic types of employment contracts	193
2. Determining the applicable law	194
a) The basic pattern	194
b) Choice of law under Art. 3 Rome I Regulation	194
c) Objective connecting factor under Art. 8(2) Rome I Regulation	196
d) Art. 8(1) Rome I Regulation – Comparing favourability	197
e) Change of applicable law	198
f) Art. 9 Rome I Regulation – Overriding mandatory provisions	198
g) Art. 12(2) Rome I Regulation – Having regard to the law of the country in which performance takes place	199
III. Forum	200
IV. Unions and collective agreements	201
§ 12. How to Find the Law	205
I. European law	205
II. Comparative law	206
1. British law	206
2. French law	206
3. Dutch law	207
4. Spanish law	207
5. Italian Law	208
Index	209