

International and European Business Law
by Schulze / Lehmann

International and European Labour Law

Article-by-Article Commentary

Ales / Bell / Deinert / Robin-Olivier



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edited by

Edoardo Ales
Mark Bell
Olaf Deinert
Sophie Robin-Olivier

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Preface

As time goes by ... it was in summer 2014 when the publisher discussed with us the idea of an international commentary on European labour law. This follows a tradition in continental systems, especially in Germany, where commentators all over the country analyse statutes, even those of minor importance. Therefore, the German publishing house Nomos took the initiative to commence this project, given that there are still relatively few commentaries on these important norms at international level.

We discussed the concept and we were quickly convinced that a commentary from a European perspective could provide additional value for any legal practitioner, as well as for legal scholars. The commentary should provide information in order to grant a specific European view, taking into account current legal debates with an EU law context. After a short period of discussion, we concluded that this book should not only provide observations on the EU legal framework. Instead, we wanted to include also international and regional labour law: specifically, the International Labour Organisation and the Council of Europe. This reflects our conviction that it is not sufficient to consider only EU legal instruments, notwithstanding their important status in many of our jurisdictions. By adopting a wider perspective, we can find both old and new tools that enrich our interpretation of domestic labour law. Moreover, looking beyond the EU provides us with external benchmarks against which to evaluate the sufficiency of current EU labour law.

This was a considerable challenge, given that there exists a large number of legal instruments and we had to engage many authors from different countries (which also means from different legal backgrounds). Understandably, it took some time to coordinate the work of all colleagues, but one year later the whole team was assembled. Over the next two years, the authors, editors, and publishers worked together closely in order to produce one of the largest existing commentaries on labour law.

Today, the reader holds a book in his or her hands that we hope will be helpful both for using the law in practice and for the academic study of law.

As editors, we are very grateful to the authors for their generous collaboration and patience. We are exceptionally thankful to the publishers for their willingness to undertake such an ambitious project and to persevere with this endeavour over several years. In particular, we owe a major debt of gratitude to Matthias Knopik and his colleagues for their constantly excellent support.

We have endeavoured to produce a high-quality manuscript, but we are conscious that given the large scale of this project, combined with the multitude of contributors, there is always scope for improvement. With a view to the enhancement of future editions of this text, the authors and editors welcome any feedback, which can be sent to olaf.deinert@jura.uni-goettingen.de.

Cassino, Dublin, Göttingen and Paris, June 2018

Edoardo Ales

Mark Bell

Olaf Deinert

Sophie Robin-Olivier

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Authors

Edoardo Ales is Full Professor of labour law at the University of Cassino and Southern Lazio (Italy). He also teaches at LUISS – G. Carli Rome (Italy) and at the Vienna University of Economics and Business (Austria). He is member of the Scientific Committee and National Expert for Italy of the European Centre of Expertise for Labour Law (former ELLN). He is also National Expert for Italy in MoveS and member of the EWL. He is author of several books and essays in peer reviewed journals.

Anna Alaimo is Full Professor in labour law, lawyer, member of the University of Catania Comitato Unico di Garanzia, member of the University of Catania Certification Committee. She is member of several journal editorial boards and founding member of the Centre for the Study of European Labour Law “Massimo D’Antona”. Since 2013 she has been registered in the Register of Experts Responsible for Evaluating of the National Agency for the Evaluation of Universities and Research Institutes. Her main interests are worker’s participation, financial participation, workers’ representation in the workplace, wages, flexible employment contracts. She is coordinator and member of several research projects supported by M.I.U.R. and by European Commission.

Ségolène Barbou des Places is Professor of public and European law at the Sorbonne Law School (Paris 1 University). Previously she was Professor at Amiens University and Lecturer at Nancy University. She also was Jean Monnet fellow and then Marie Curie fellow at the European University Institute of Florence. She has been visiting Professor at Oxford University, University College London and La Sapienza University in Rome. She has extensively published on Free Movement of Persons law, EU citizenship, and the Area of Freedom, Security and Justice.

Frank Bayreuther, Prof. Dr iur., studied law in Augsburg and New York. After obtaining his doctorate in 1999, the University of Erlangen awarded him his post-doctorate degree (Habilitation) in 2003. Between 2003 and 2004, Professor Bayreuther served as a judge at the Stuttgart and Ulm Labor Courts. In 2005 and 2006 he was a Professor at the University of Darmstadt (chair of German and European private law and labour law). Between 2006 and 2010 he held the chair of private law and labour law at the Freie Universität Berlin, including a visiting scholarship at Boston College (Mass., USA) in 2009. Prof. Bayreuther currently is Professor for private law and labour law at the University of Passau (since 2010).

Mark Bell is Regius Professor of laws and a Fellow of Trinity College Dublin. Prior to 2015, he was a Professor at the School of Law, University of Leicester, where he was also Head of the School of Law (2011-2014). He is a member of the Board of Directors of the Irish Centre for European Law, the Employment Law Association of Ireland, and the Berkeley Comparative Equality and Anti-Discrimination Study Group. He has worked on a variety of research projects for the European Commission and the International Labour Organisation.

Authors

Martina Benecke is Professor for civil law, labour law and commercial law. She studied laws at the University of Göttingen, Germany (doctoral thesis on labour law in public services). Since 2012, she holds the chair for civil law, mercantile law and labour law at the University of Augsburg, Germany. She is the author of several commentaries, compendia and articles concerning labour law. Her research focus is the labour law of the European Union.

Sara Benedi Lahuerta, Dr iur, is a Lecturer in employment law at the University of Southampton Law School, where she also belongs to the Steering Group of the Work Futures Research Centre. Her research focuses on discrimination and employment law (at EU and comparative levels). She was a member of the British Academy-funded project entitled 'Future Directions in EU Labour Law' and she is the co-principal investigator of the project 'Rethinking EU Equality Law: Towards a more Coherent and Sustainable Regime', funded by the ESRC and the Society of Legal Scholars, amongst other partners. She is a Spanish qualified lawyer and holds an LL.M. in EU Law from the College of Europe (2008), where she also worked as an academic assistant.

Myriam Benlolo Carabot is Professor of public law at the University of Paris Nanterre (member of the Centre d'Etudes Juridiques Européennes et Comparées). She has written extensively on European citizenship, free movement of persons and social rights in the European Union and has recently published on Brexit, the "territory" of the European Union, freedom of workers and social citizenship of the EU.

Ellen Birkhahn, M.A., is a practicing lawyer with a focus on civil law cases as well as a licensed translator (German/English, English/German). She studied law at Humboldt University Berlin and, in 2015, graduated from the Master's Program in Mediation at European University Viadrina. She now practices as a mediator in the field of employment and business conflicts. Since March 2016, Mrs. Birkhahn is also working as research and teaching assistant and on her Ph.D. thesis.

Silvia Borelli is a labour law Associate Professor of University of Ferrara. She is a member of the Editorial Committee of *Lavoro e Diritto*. She participates in RACSE (Réseau académique sur la charte sociale européenne et les droits sociaux). Silvia Borelli has taken part in several national and European research projects on gender equality, antidiscrimination law, quality of employment, networks of enterprises, and transnational labour law. For her book on *Principi di non discriminazione e frammentazione del lavoro*, she received an Award for the best monograph published by a young researcher in 2007 from the Accademia dei Lincei.

Vania Brino is Associate Professor in labour law at Ca' Foscari University of Venice and Director of the International Master Program "Global economics and Social Affairs" at Ca' Foscari University of Venice.

Andreas Bücker, Dr iur. is Professor for civil law, labour law and European law at the University of Applied Sciences Wismar. Fields of research and professional activities are digitization of work, health and safety regulation, European Labour law (in particular freedom of association). He has extensive experience in the European Research Framework Programmes.

Laura Calafà is Full Professor of labour law, Faculty of Law, Verona University. She teaches Labour law, European Labour law, Antidiscrimination law. She has a long-term interest in equal opportunities between men and women with particular regard to work-life balance. Her research work was recently focused on racial discrimination and migration law. In 2017-2019 she is supervisor of the LivingStone Research Project. The national project aims at supporting the implementation and development of innovative strategies for the health and safety protection of immigrant workers employed in the agri-zootechnical sector.

Eugenia Caracciolo di Torella, Dottore in Giurisprudenza (Bologna), LL.M. (Durham); Ph.D. (Durham) is an Associate Professor at the Leicester Law School. Her main research interest is the impact of the principle of gender equality on various aspects of law and policy at domestic, EU and international level. She is particularly interested in the reconciliation of work and family life, an area where she has published extensively.

Maria Teresa Carinci, J.D. (Bologna), Ph.D. (Bologna) is full Professor in labour law and industrial relations at the University of Milan. She is a member of the Directive Committee of the LL.M. in journalism and coordinator of the labour law section at the University of Milan. She is member of the Italian Association of Labour and Social Security Law. Maria Teresa Carinci's ORCID Code is 000-0001-9240-9011.

Ryszard Cholewinski, LL.D., LL.M., LL.B., is the Senior Migration Specialist in the International Labour Organization (ILO)'s Regional Office for Arab States in Beirut. Previously, he was the Migration Policy Specialist in the Labour Migration Branch (MIGRANT) in the Conditions of Work and Equality Department at ILO headquarters in Geneva. His responsibilities include work on policy, research, training and technical co-operation activities, in collaboration with other units in ILO Headquarters, field offices and ILO's tripartite constituents, with a view to advancing ILO's rights-based approach to labour migration while recognizing labour market needs.

A.C.L. Davies is Professor of law and public policy in the Faculty of Law at the University of Oxford. Professor Davies is the author of five books and numerous articles and other contributions in the fields of public law and labour/employment law. Her interests in the labour law field are wide-ranging, encompassing international, European and domestic law.

Valerio De Stefano is the BOF-ZAP Professor of labour law at KU Leuven, Belgium, where he does research on non-standard employment, work in the "platform" (gig) economy, technology and fundamental labour rights. He obtained his Ph.D. (2007-2011) at Bocconi University, Milan, where, after his doctorate, he received a postdoctoral fellowship for four years (2011-2014). He was a distinguished speaker at the University of Saint-Louis (2018), a post-doctoral member at Clare Hall College at the University of Cambridge (2013), and a visiting academic at the University College of London (2012). From 2014 to 2017, he worked as an officer of the International Labour Office (ILO) in Geneva.

Alexandre Defossez, Dr iur. holds a LL.M. in European IP and Competition Law and a Ph.D. in European social law, focusing on the issue of social dumping within the EU (2013). He is currently working for the Belgian Employment Office (ONeM) and is also Maître de conférence at the University of Liège.

Authors

Maurizio Del Conte, Dr iur., is Professor of labour law at Bocconi University. He holds a doctoral degree in Labour law and European and Comparative Industrial Relations at the University of Pavia. By Presidential Decree, he has been appointed President of the National Agency for Active Labour Policies (ANPAL). He has been a member of the Policy Unit at the Presidency of the Council of Ministers, Legal Adviser to the President of the Council of Ministers from 2014 to 2016, member of the Scientific Committee for the guidance of methods and procedures for monitoring the reform of the labour market at the Ministry of Labour and Social Policies, member of the Experts' Consultation formed by the President of the Finance Commission of the Chamber of Deputies. He is Formerly Director of the Research Unit of Law and Economics Studies at the "Centro di Ricerca P. Baffi" and was Visiting Professor at the University of Richmond, School of Law (USA) and at Kobe University (Japan).

Massimiliano Delfino, Ph.D., is an Associate Professor at the University of Naples Federico II, where he has taught EU labour law for many years. He is currently teaching labour law. He is the author of two books, one on part-time work and the other on the minimum wage, and of many contributions on different topics of labour and trade union law, which he has often dealt with from an EU perspective. He has been participating in many national and international research projects, conferences and seminars.

Olaf Deinert, Prof. Dr iur., studied laws at Bremen University from 1989 to 1994, Ph.D. thesis at Rostock University from 1994 to 1998, second examination after legal clerkship in Berlin in 2000. From 2000 to 2004, Olaf Deinert was scientific staff member at Rostock University. In 2004, he took up a junior Professorship at Bremen University for civil law and labour law and was awarded his Habilitation in 2006 (University of Rostock). Since 2008, he is Professor for civil law, labour and social law at Göttingen University and honorary judge at the Federal Labour Court.

Elaine Dewhurst, Dr iur. is a Senior Lecturer in employment law at the University of Manchester. She has previously worked at the Max Planck Institute, at Dublin City University and at the Law Society of Ireland. She has published widely in the area of employment law and migrant labour rights.

Siska Dubbert is a lawyer specialised in labour law and admitted to the German bar. She has been working as a legal officer in the International Labour Standards Department of the International Labour Organisation since 2009, mainly in the areas of labour administration, labour inspection and occupational safety and health.

Franz Christian Ebert, LL.M., is a research fellow at the Max Planck Institute for Comparative Public Law and International Law in Heidelberg. Previously, Franz worked as a research officer at the International Labour Organization's research branch in Geneva and was a visiting professional at the Inter-American Court of Human Rights in Costa Rica. He has conducted consultancy work for and advised several international organizations, governments, and civil society actors.

Elias Felten, Mag. Dr iur, Bakk phil is full Professor for labour law and social security law. He studied law, ancient history and literature at the Universities of Salzburg (Austria), Bologna (Italy) and Ghent (Belgium). From 2007-2015, he was a Research Assistant and Assistant Professor for labour law and social security law at the University of Salzburg; 2009, a Research Assistant at the Austrian Supreme Court; 2015, Associate Professor for labour law and social security at the University of Salzburg. Since 2017, he is full Professor at the Johannes Kepler University Linz and Head of Unit; he is a national expert for Austria within the European network of independent experts called “FreSsco” (Free Movement of Workers and Social Security Coordination).

David Fennelly, Dr iur., is assistant Professor at the School of Law, Trinity College Dublin. He is also a practising barrister in the Law Library, Dublin. He is the author of *International Law in the Irish Legal System* (2014). His research interests are primarily in the field of public law in its European and international dimensions, with particular interest in human rights, equality, data protection and foreign affairs.

Alexia Gardin, Ph.D., is a Professor of law at the University of Lorraine and a member of the Institut François GénY. Her main area of expertise is European/domestic labour law (including gender equality and equal opportunity, health and safety at work, fundamental rights, reconciliation between work and family life). She is a speaker at international conferences, e.g. at the European Academy of Law in Trier and is responsible for a CJEU and ECHR case-law chronicle in the French *Revue de Jurisprudence Sociale*.

Naj Ghosheh is a Legal Officer at the International Labour Organisation specialising in labour law and socio-legal issues. He has published academic articles, books, and policy papers on working conditions, working time, and wage protection issues among others. He holds a Ph.D. from the University of Cambridge and his law degree from the University of Oxford.

Ulla Gläßer is Professor for mediation, conflict management and process design and Academic Director of the Institute for Conflict Management (IKM) and the Master's Program of mediation and conflict management at the European University Frankfurt (Oder). She has published extensively on the legal framework, applications and methodology of mediation and other dispute resolution procedures. She is an internationally renowned mediation trainer and practicing business mediator.

Henner Gött is a research fellow and Ph.D. candidate at the Institute for International and European Law, University of Göttingen. He holds degrees in law from the Universities of Münster and Cambridge and completed his legal clerkship with positions at the German Federal Foreign Office, the German Federal Constitutional Court and two international law firms. His research focuses on international law, especially international economic law, international labour law and international institutional law, as well as on European and German constitutional law.

Authors

Elena Gramano, Dr iur., is a post-doctoral research Fellow at Goethe University of Frankfurt, Institute for Labour and Civil Law, where she works as an assistant editor for the scientific project “Restatement of Labour Law in Europe”. As external docent, she lectured several courses on Employment Law and Industrial Relations at Bocconi University in Milan, also in cooperation with Richmond University (USA), and at Ca’ Foscari University in Venice. She obtained a master degree in Law in 2011 (Bocconi University) and received her doctoral degree in labour law in 2016. For her Doctoral Thesis, she has been awarded the prize for “Best Ph.D. thesis – 2017 Edition” by the National Legal Research Centre “Centro Studi Domenico Napoletano”, and the prize for “Best Ph.D. thesis – 2017 Edition” (Massimo D’Antona) by the Italian Ministry of Labour and Social Policies and Fondazione Massimo D’Antona.

Martine Humblet is a Legal Specialist on working conditions at the International Labour Office. She previously worked for the International Labour Standards Department of the ILO and closely followed the preparatory work that led to the adoption of the Maritime Labour Convention, 2006. She is a graduated lawyer from the University of Liège and holds a Master’s Degree in international relations from the Graduate Institute of International Studies in Geneva.

Fabienne Jault-Seseke, is Professor of law at the University of Versailles Saint-Quentin, France, where she is the Head of the Department of Private Law. Her teachings and research focus on private international law. She is member of the GEDIP (Groupe européen de droit international privé).

Teun Jaspers was Professor of labour law and social policy of Utrecht University (1986-2008). Since 2008 he is Professor Emeritus of Dutch and European labour law of Utrecht University. Since 2015 he is Senior Research Fellow of labour law of the University of Amsterdam (Hugo Sinzheimer Institute). He has been Dean of the Faculty of Law of Utrecht University and Head of the Department of International and European Law of Utrecht University. He has been member of the European Committee of Social Rights of the Council of Europe (1990-1996). He has worked on several research projects for the Council of Europe, the European Commission, the International Labour Organisation, Dutch research institutions and the ETUI. He is member of the European Working Group on labour law.

Sudabeh Kamanabrou, Dr iur., is a Professor of civil law, labour law, business law and legal methodology at the Faculty of Law of Bielefeld University, Germany. She is co-director of the Institute for Labour and Social Protection at Bielefeld University. Her main interests in the field of labour law are European labour law, collective labour law and comparative labour law.

Jeff Kenner, Professor, is Chair of European law at the University of Nottingham and a Vice President of the European Inter-University Centre for Human Rights and Democratisation in Venice. His main expertise is in the field of European Union employment law and human rights. He is on the editorial board of the *European Human Rights Law Review*. From 2013 to 2017 he was project leader for the University of Nottingham Human Rights Law Centre’s team on FRAME (Fostering Human Rights Among European Policies), a collaborative research project involving 19 research centres from around the world funded by the EU’s Seventh Framework Programme (FP7). He has been a Visiting Professor at Columbia University, New York City, and the University of Oxford.

Erika Kovács, Dr iur., is Assistant Professor at the Vienna University of Economics and Business (WU) in Austria. She read law in Hungary and worked for the IAAEU in Trier, Germany, where she completed her doctoral thesis. Prior to joining the WU in 2012, she worked for the University of Pécs, Hungary. She researches in the field of European and Austrian labour law and social security law.

Claire La Hovary holds a Ph.D. in international law from the Graduate Institute of International Studies, Geneva, Switzerland. She specialises in international labour law and is a Research Fellow at the University of Glasgow, UK. She has worked as a legal officer with the International Labour Organisation.

Antonio Lo Faro, Ph.D. European University Institute – Florence, is Professor of labour law at the University of Catania and Adjunct Professor of European labour law at the Libera Università Internazionale degli Studi Sociali – LUISS of Rome. Alongside his research activities in European and comparative labour law, he has been part of several experts' groups dealing with EU social law issues in the field of company transnational agreements, posting of workers, out of court settlement mechanisms in transnational labour disputes, free movement of workers and social security coordination. He is member of the Scientific committee and Editorial board of several journals.

Sylvaine Laulom is Professor of labour law at University Lumière Lyon 2 and head of the Institute of Labour Studies of Lyon. She is head of the research group 'Changing world of work and organizations in time of crisis' of the Center for Critical Legal Research (CERCRID) at the University of Lyon. Her main fields of research are labour law, European social law and comparative labour law. Sylvaine Laulom has published several books and articles and was involved in several researches in particular on Transnational collective agreements, European works councils, corporate social responsibility, right to strike, discrimination etc.

Anna Lawson is a Professor of law at the University of Leeds (UK) where she is also the Director of the Centre for Disability Studies. She is a longstanding board member of the EU's Academic Network of Experts on Disability and the British Equality and Human Rights Commission's Disability Advisory Committee. She is also a member of visiting faculty for the Critical Disability Studies programme at York University (Canada), an honorary bencher at Middle Temple (London) and the winner of the Equal Rights Trust's 2016 Bob Hepple Award in recognition of her contribution to disability equality.

Vito Sandro Leccese, Dr iur. is full Professor of labour law (Department of Law) at the University 'Aldo Moro', Bari. He is President of the Masters on Management of Human Resources and Industrial Relations, President of Ph.D. Course in 'Legal Principles and Institutions between Global Markets and Fundamental Rights', President of the 'Istituto Pugliese di ricerche economiche e sociali' and member of editorial boards and scientific committees of many labour law journals. His studies cover various fields of labour law and industrial relations.

Authors

Jean-Philippe Lhernould, Dr iur. is Professor of law at the University of Poitiers, France. He is a regular speaker at the Academy of European Law (ERA, Trier) and works as an external expert for the European Commission (DG EMPL). He is a consultant for NGOs, law firms and international groups on topics such as foreigners' rights, labour/social security law, cross-border mobility. He is a board member of French and European social law journals and has been vice-president of the University of Poitiers, in charge of human resources.

Pascale Lorber is a lecturer in the University of Leicester Law School and a member of its Centre for European Law and Integration. She is interested in collective voice at work and the law of industrial relations, in particular industrial democracy. She has published journal articles, reports and books in this field in relation to UK, European and International Labour Law. Pascale has previously worked with the International Labour Organisation and acted as an expert for the European Trade Union Institute. She has been on the editorial board of several international Journals. She represents the UK in the European Working Group of Labour Law, a research and teaching European network.

Karin Lukas is a senior researcher and head of department at the Ludwig Boltzmann Institute of Human Rights in Vienna, Austria. Since 2011, she is Vice-President of the European Committee of Social Rights of the Council of Europe and has been a consultant for various organisations, such as the UN Development Programme and the Austrian Ministry for Foreign Affairs. She has done research as well as project-related activities in the field of human rights, in particular women's rights, development cooperation and business since 2001. She holds an LL.M., an E.M.A. and a Ph.D. in Law (University of Vienna). She currently works on trade regimes and human rights, non-judicial grievance mechanisms in the business context, and economic, social and cultural rights in Europe.

Franz Marhold, o. Univ.-Prof. Dr iur., is Head of the Department of Business, Employment and Social Security Law and Professor for Austrian and European Labour Law and Social Security Law at the Vienna University of Economics and Business (WU) and a practicing lawyer in the same field of expertise. Before joining WU in 2012, he was Professor for labour law and social security law at the Karl-Franzens-University Graz and full Professor for civil law and related fields at the University of Konstanz. Since 2004, he is a visiting Professor at the University of Trieste. In research, he currently focuses on legal work and social inclusion in horizon 2020 as well as challenges for European social dialogue in a time of crisis and business law and social security.

Annick Masselot, Dr iur., is Professor of law at the School of Law of University of Canterbury (New Zealand). Her research focuses on gender equality and equal treatment, social and employment law, reconciliation between work and family life, pregnancy and maternity rights in a comparative context. She is co-editor of the *Journal of Common Market Studies*.

Emmanuelle Mazuyer is Senior Researcher at the French National Center for Scientific Research (CNRS). She is a member of the executive board of the Center for critical legal studies (CERCRID) at the University of Lyon. She has a Ph.D. in legal sciences from Florence's European University Institute. She joined the CNRS as researcher in 2004 and became a senior researcher in 2013. She teaches European labour law and manages a seminar on CSR. She held the premium of excellence of the CNRS (2011-2015) and she holds the premium of doctoral supervision of the CNRS (2016-2019). She was ordered Knight in the Order of the Academic Palms (2016).

Bridgette McLellan is a post-graduate student at the University of Canterbury (New Zealand) where she is studying towards a Master of Laws (LL.M.). She is currently working on a Report for the European Commission alongside Eugenia Caracciolo di Torella on Gender Equality and the Collaborative Economy.

Valérie Michel is Professor at the Centre d'études et de recherches internationales et communautaires (CERIC) at University of Marseille.

Marie-Ange Moreau is Professor émérite at University Lyon 2, France. She is member of the Centre de recherche interuniversitaire sur la mondialisation et le travail (CRIMT), Montréal, and member of the Chercheure Associée au Comptrasec (Bordeaux).

Elise Muir is Professor of EU Law and Head of the Institute for European Law of the KU Leuven. She is regularly invited as a Guest Professor at the College of Europe. She is the author and editor of several publications on EU equality law.

Jule Mulder, Dr iur., is Lecturer in Law at the University of Bristol Law School and Co Editor-in-Chief of the German Law Journal. Before that she was a Lecturer of European Law at the University of Leicester and completed her Ph.D. at the University of Leeds with recognition for research excellence. Her research falls within the area of European, International and Comparative equality law. She has published in the field of European, International and Comparative gender equality law as well as comparative methodology.

Giovanni Orlandini is full Professor for Labour Law. He graduated cum laude in law at the University of Florence in 1993; his thesis won the “Ludovico Barassi” prize of the Italian Association of Labour Law and Social Security. He holds a Ph.D. in Legal Sciences from the European University Institute in Florence. In 2002, he was awarded the title of associate Professor and since 2005 takes the courses of labour law, social security law and European social law at the University of the Siena. In his research work he has been particularly concerned with the European Union's labour law. For his studies on collective rights and transnational workers' posting, he has participated as a national expert in several research projects funded by the European Commission and has collaborated with the European Trade Union Confederation in Brussels.

Marta Otto, Dr iur., is Assistant Professor for social security law and social policy at the Faculty of Law and Administration at the University of Lodz, Poland.

Massimo Pallini is full Professor of labour Law at the Department of Social and Political Sciences of the University of Milan. He is a member of the Governmental Commission for the assessment of the effects of the Jobs Act reform (approved in 2015) on Italian labour markets and a member of the Legal Affairs Committee of CGIL, one of the most representative Italian trade unions. He has a longstanding experience in researching labour law issues at national level and in a comparative perspective, with special attention to the influence of EU regulation on employment systems and patterns.

Etienne Pataut is Professor of private law in the Sorbonne Law School (University Paris 1). He is a specialist in private international law and European Law and takes particular interest in the human and social aspects of globalisation. He has extensively written on nationality law, conflict of laws issues in international labour law and on freedom of movement of workers and citizens. His most recent research focuses on the question of social security and social welfare in a globalized context.

Authors

Adalberto Perulli is full Professor of labour law at the Ca' Foscari University of Venice and Visiting Professor at the University of Paris Ouest Nanterre La Défense since 2000. He is the Director of a First Level Master in labour law at the Ca' Foscari University of Venice. He did research and studies for the European Commission and for the International Labour Organization. Professor Perulli has been rapporteur to the XVIII World Congress of Labour Law; he is Master EMA Director at EIUC (European Inter-University Centre for Human Rights and Democratisation) and also a member of the scientific and editorial boards of several Italian and foreign labour law reviews.

Marco Peruzzi is Researcher of labour law at the University of Verona, Italy. His fields of research include anti-discrimination law, gender pay equality, employment law, smart working, health and safety at work, European social dialogue and transnational collective bargaining.

Vincenzo Pietrogiovanni is Assistant Professor/Senior Lecturer in labour law at the Business Law Department at the School of Economics and Management, Lund University (Sweden), and Adjunct Professor in comparative labour law at the School of Economics, Management and Statistics – Forlì, University of Bologna “Alma Mater Studiorum”. After his Ph.D., he conducted an international postdoc on the relationship between youth unemployment and labour regulation at Lund University. His areas of research regard international, comparative and European labour law, collective bargaining and collective agreements, global industrial relations and the impact of automation and digitization on labour law.

Orsola Razzolini is Associate Professor of labour law at the University of Genova, Law Department. Formerly, she was Associate Professor of European and International labour law at the University of Luxembourg.

Antonio Riefoli, Ph.D., is Assistant Professor at the University of Cassino and Southern Lazio. He is author of several publications in the field of labour law. He also works, since 2009, as a lawyer predominantly dealing with issues concerning employment rights.

Sophie Robin-Olivier is a Professor of law at La Sorbonne School of Law, and a Member of IREDIES (Sorbonne Research Institute for International and European Law). She is the Director of the Master program in English and American business law and the Dual Degree program (JD–Master) with Columbia and Cornell law schools. Her teaching and research interests concern European Union Law, especially internal market regulation and social policy. Her work also focuses on anti-discrimination law, the impact of free trade on social justice, and comparative law.

Adam Sagan, Dr iur., M.Jur (Oxon) is Assistant Lecturer at the Institute for German and European Labour and Social Law, University of Cologne.

Paola Saracini, Ph.D., is Associate Professor of labour law at the University of Sannio (Benevento), where she has taught, for many years, labour law and social security law. She holds the teaching of labour and social security law. For her book on ‘Fixed-term work and Job stability’, she received the Massimo D’Antona prize in 2015. She has taken part in various research projects, conferences and seminars.

Mélanie Schmitt is Senior Lecturer of private law with specialisation in European labour law at the University of Strasbourg (Unistra), where she completed a Ph.D. thesis on social partners' collective autonomy in the EU legal order. She is Deputy Director of the Joint Research Center (CNRS/Unistra) 7354 DRES (Law, religion, company and society). Qualified as a Professor since 2017, she has previously worked as an expert for the European Commission and published several books, articles and commentaries in European and International labour law.

Achim Seifert, Dr iur., is Professor of private law, German and European labour law and comparative law at the Friedrich-Schiller-University in Jena (since 2011). He previously taught European and International labour law at the University of Luxembourg. His fields of research are European and International labour law as well as comparative labour law.

Iacopo Senatori, Ph.D. (University of Bologna) is Senior Researcher of labour law and industrial relations at the Marco Biagi Foundation of the University of Modena and Reggio Emilia. He is member of the Italian Society of Labour Law and Social Security and of the International Labour and Employment Association. Iacopo Senatori is Correspondent on behalf of the Marco Biagi Foundation and in the advisory board of the Labour Law Research Network.

Carla Spinelli, Dr iur., is Associate Professor of labour law (Department of Law) at the University Aldo Moro of Bari. She holds a Ph.D. in European Union and Comparative Labour Law. She is a member of the Editorial Board of the review *Diritti, lavori, mercati* and a member of the Referee and Scientific Committee of the review *Rivista giuridica del lavoro*. She was Visiting Professor at Lyon 2 University (2011), Erasmus Teaching Staff at the University of Granada (2015-2016) and Past Vice General Secretary of the Italian Association of Labour Law and Social Security. Her studies cover various fields of labour law and industrial relations.

Helen Stalford is Professor of law at the University of Liverpool. She is Founding Director of the European Children's Rights Unit. She was UK lead on the European Commission-funded project, Training and Advice to Legal Experts on Children's Rights (TALE). She has extensively published in children's rights.

Laura Tebano is Associate Professor in labour law since the Academic Year 2017/2018 at Federico II University of Naples. Her field of research is labour law, employment law and state aid, as well as the relationship between labour law and privacy law.

Tzehainesh Teklè is International Labour Standards, Rights at Work and Gender Equality Senior Programme Officer at the International Training Center of the ILO (ITCILO) in Turin, Italy. Prior to joining the ITCILO, she held different positions at the ILO Headquarters in Geneva and worked for one year in the ILO Office in Dakar, Senegal. She holds a Ph.D. in law from the European University Institute (EUI). She has been Visiting Scholar at New York University Law School and Visiting Fellow at the Stellenbosch Institute for Advanced Studies, the EUI Department of Law and the Robert Schuman Center for Advanced Studies. She has been an invited lecturer in various universities and has published in the fields of international and comparative labour law, human rights and anti-discrimination law, and constitutional law.

Authors

Hélène Tissandier is Associate Professor in private law at Université Paris-Dauphine, PSL-University, France and Director of the Master of European and International Business Law. She is the author of several articles and commentaries concerning labour law. Her research focuses mainly on European labour law and links between business and labour law, in particular insolvency.

Anne Trebilcock (B.A. Wellesley, J.D. University of California, Berkeley) is former Director of Legal Services and Legal Adviser of the International Labour Organization, where she worked on labour law and public international law issues. As a member of the Michigan State Bar, she serves as a neutral in dispute resolution mechanisms in several organizations and is a judge on the Asian Development Bank Administrative Tribunal. She is associated with the Labour Law Institute at Georg-August University, Göttingen, and has lectured at universities in Canada, France, Germany and the United States.

Daniel Ulber, Dr iur., is Professor of Law and holds the chair for civil law, company law and labour law at the Martin Luther University Halle-Wittenberg. Previously he was Lecturer at the University of Cologne and at the Heinrich Heine University Düsseldorf. He has been a research assistant at the German Constitutional Court (BVerfG) as well as the Institute for German and European Labour and Social Law at the University of Cologne. In 2016, he was awarded the Hans Kelsen Prize for junior researchers by the University of Cologne. His research and publishing focus lies in collective bargaining law, European labour law and constitutional law.

Samantha Velluti (LL.B., LL.M, Ph.D) is Reader in law at Sussex Law School, UK. She has researched extensively in EU law and European governance issues with a particular focus on the relationship between new governance, law and constitutionalism.

Lisa Waddington, LL.M., is Professor at the Faculty of Law of Maastricht University, where she holds the European Disability Forum Chair in European Disability Law. She has written widely on European equality law and is a member of the European Network of Legal Experts in Gender Equality and Non-Discrimination.

Felix Welti, Dr iur., is Professor of social and health care law, disability and rehabilitation law at the University of Kassel (Germany). Previously he was Professor at the University of Applied Sciences Neubrandenburg (Germany). He is honorary judge at the Federal Social Court (Bundessozialgericht) and at the Constitutional Court of Schleswig-Holstein. He is editor of an online journal for the rehabilitation and participation law for persons with disabilities.

Anne Christin Wietfeld, Dr iur., is Assistant Professor at the Institute for Labour and Social Protection at the Faculty of Law of Bielefeld University, Germany. Her main interests in the field of labour law are European labour law and collective labour law.

Abbreviations

ADL	Argomenti di diritto del lavoro
ADUE	Annuaire de Droit de l'Union Européenne
AG	Advocate General
AJCL	The American Journal of Comparative Law
AJIL	American Journal of International Law
AuR	Arbeit und Recht
BAG	Bundesarbeitsgericht
BAGE	Entscheidungen des Bundesarbeitsgerichts (public gazette)
BGBL	Bundesgesetzblatt (public gazette)
BVerfG	Bundesverfassungsgericht
CAFTA-DR	Dominican Republic–Central America Free Trade Agreement
CBMD	Cross-Border Mergers Directive (Dir. 2005/56/EC)
CEACR	Committee of Experts on the Application of Conventions and Recommendations (ILO)
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CEDEFOP	European Centre for the Development of Vocational Training
CESP	European Council of Police Trade Unions
CETA	EU-Canada Comprehensive Economic and Trade Agreement
CFREU	Charter of Fundamental Rights of the European Union
CGSP	Centrale générale des services publics
CGSLB	Centrale Générale des Syndicats Libéraux de Belgique
CLLJ	Comparative Labor Law Journal
CLLPJ	Comparative Labor Law & Policy Journal
CLP	Current Legal Problems
CLES	Centre for Law, Economics and Society
CMLR	Common Market Law Review
CJEU	Court of Justice of the European Union
CoE	Council of Europe
Colum.J.Eur.L.	Columbia Journal of European Law
Colum.J.Transnatl	Columbia Journal of Transnational Law
CRD	“Citizens’ Rights Directive” (i.e. Directive 2004/38/EC)
CSC	Confédération des Syndicats Chrétiens de Belgique
CSR	Country-Specific Recommendation
CYELS	Cambridge Yearbook of European Legal Studies
Dir. merc. lav.	Diritto del mercato del lavoro
Dir. com. sc. int.	Diritto comunitario e degli scambi internazionali
DL	Il Diritto del lavoro
DLM	Diritti Lavori Mercati
DDL	Disegni di legge
DEP	Directive on the Execution of the Posting Workers Directive (Directive 2014/67/EU on the enforcement of Directive 96/71/EC concerning the posting of workers in the framework of the provision of services and amending Regulation (EU) No 1024/2012 on administrative cooperation through the Internal Market Information System)
DPCE	Diritto pubblico comparato ed europeo
DRdA	Das Recht der Arbeit

Abbreviations

DRI	Diritto delle Relazioni Industriali
Dr. soc.	Droit social
EAS	Europäisches Arbeits- und Sozialrecht (loose leaf)
EaSI	Employment and Social Inclusion
EAT	Employment Appeal Tribunal
EBLR	European Business Law Review
ECL	European Company Law
ECRI	European Commission against Racism and Intolerance
ECSA	European Community Ship Owners' Association
ECSC	European Coal and Steel Community
ECTHR	European Court of Human Rights
EED	Employment Equality Directive
EGF	European Globalisation Adjustment Fund
EHRLR	European Human Rights Law Review
EJIL	European Journal of International Law
EJIR	European Journal of Industrial Relations
EJSL	European Journal of Social Law
ELJ	European Law Journal
ELLJ	European Labour Law Journal
ELRev.	European Law Review
EMCO	Employment Committee
ENAR	European Network Against Racism
EnzEuR	Enzyklopädie Europarecht, ed. by Armin Hatje and Peter-Christian Müller-Graff (Nomos, Baden-Baden 2013–2016)
EP	European Parliament
EPL	European Public Law
EPSR	European Pillar of Social Rights
ERLR	European Review of Labour and Research
ERPL	European Review of Private Law
ESF	European Social Fund
ESI Funds	European Structural and Investment Funds
EStAL	European State Aid Law Quarterly
ETUC	European Trade Union Confederation
ETUI	European Trade Union Institute
EuGRZ	Europäische Grundrechte-Zeitschrift
EUPO	Publications Office of the European Union, Luxembourg
EuR	Europarecht
Eur. J. Soc. Sec.	European Journal of Social Security
EURES	European Employment Services
EuZA	Europäische Zeitschrift für Arbeitsrecht
EWC	European Works Council
FA	Fachanwalt Arbeitsrecht
FGTB	Fédération Générale du Travail de Belgique
fn	Footnote
Fordham Int'l L.J.	Fordham International Law Journal
FRA	European Agency for Fundamental Rights
GDLRI	Giuridificazione e deregolazione nel diritto del lavoro italiano
GLJ	German Law Journal
HSC	Horizontal Social Clause
IAS	Impact Assessment System

ICCPR	International Covenant on Civil and Political Rights
ICERD	International Convention on the Elimination of All Forms of Racial Discrimination
ICESCR	International Covenant on Economic, Social and Cultural Rights
ICJ	International Comparative Jurisprudence
ICRMW	International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families
ICTY	International Criminal Tribunal for Yugoslavia
IJCLLR	International Journal of Comparative Labour Law and Industrial Relations
IJLC	International Journal of Law in Context
ILC	International Law Commission
ILJ	Industrial Law Journal
ILO	International Labour Organization
ILR	International Labour Review
ILRL	Industrial Relations Law Reports
IRJ	Industrial Relations Journal
JAR	Jurisprudentie Arbeidsrecht
JCER	Journal of Contemporary European Research
JCMS	Journal of Common Market Studies
JDE	Journal de Droit Européen
JDI	Journal Droit International
JER	Joint Employment Report
JOH	Journal of Occupational Health
JSWFL	Journal of Social Welfare and Family Law
KritV	Kritische Vierteljahresschrift für Gesetzgebung und Rechtswissenschaft
LD	Lavoro e Diritti
LGDJ	Librairie générale de droit et de jurisprudence
LPICIT	The Law & Practice of International Courts and Tribunals
MARPOL	International Convention for the Prevention of Pollution from Ships
MJECL	Maastricht Journal of European and Comparative Law
MLC	Maritime Labour Convention
MLR	Modern Law Review
mn.	Margin Number
ModLRev	Modern Law Review
MPG	Migration Policy Group
MS	Member States
MSC	Mines Safety Commission
MüHdbAR	Münchener Handbuch zum Arbeitsrecht (3 rd ed., C.H.Beck, Munich 2009)
NICE	Nomenclature of industries in the European Communities
NK-GA	Winfried Boecken, Franz Josef Düwell, Martin Diller, Hans Hanau (eds), <i>Gesamtes Arbeitsrecht</i> (Nomos, Baden-Baden 2016) (Commentary)
NPSHC	National Preventative Safety and Health Culture
NVwZ	Neue Zeitschrift für Verwaltungsrecht
NZA	Neue Zeitschrift für Arbeitsrecht
NZA-RR	NZA-Rechtsprechungsreport Arbeitsrecht

Abbreviations

NZS	Neue Zeitschrift für Sozialrecht
OHS	Occupational Health and Safety
OIAC	Osservatorio dell'Associazione italiana costituzionalisti
OJEC	Official Journal of the European Communities
OMC	Open Method of Coordination
OUP	Oxford University Press
PACS	Pacte civil de solidarité (registered partnership)
PPS	Preventive and Protective Services
Prot.	Protocoll
PSCO	Port State Control Officer
PUF	Presses Universitaires de France
PWD	Posting of Workers Directive (Directive 96/71/EC concerning the posting of workers in the framework of the provision of services)
QMV	Qualified Majority Voting
RabelsZ	Rabels Zeitschrift für ausländisches und internationales Privatrecht
RCDIP	Revue critique de droit international privé
RdA	Recht der Arbeit
RDC/TBH	Revue de Droit Commercial Belge / Tijdschrift voor Belgisch Handelsrecht
RDI	Rivista di diritto internazionale
RDT	Revue de Droit du Travail
RED	Race Equality Directive (Directive 2000/43/EC)
RGL	Rivista giuridica del lavoro e della previdenza sociale
RIDL	Rivista italiana di diritto del lavoro
RIDPC	Rivista italiana di diritto pubblico comunitario
RJS	Revue de Jurisprudence Sociale
RMCUE	Revue du Marché Commun et de l'Union Européenne
RMUE	Revue du Marché Unique Européen
RTDE	Revue Trimestrielle des Droit Européen
SCE	Statute for a European Cooperative Society
SCER	Council Regulation (EC) No 1435/2003 of 22 July 2003 on the Statute for a European Cooperative Society
SE	Societas Europea
SEA	Single European Act
SED	Statute for a European Company Directive (Council Directive 2001/86/EC supplementing the Statute for a European company with regard to the involvement of employees)
SIP	Social Investment Package
SNB	Special Negotiating Body
SOLAS	International Convention for the Safety of Life at Sea
SPC	Social Protection Committee
STC	Special Tripartite Committee
STCW	International Convention on Standards of Training, Certification and Watchkeeping
TEC	Treaty establishing the European Community
TRA	Tijdschrift Recht en Arbeid
VTDL	Variazioni sui Temi di diritto del lavoro
WP CSDLE	Centre for the Study of European Labour Law – Working Papers
YEL	Yearbook of European Law

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ZESAR	Zeitschrift für europäisches Sozial- und Arbeitsrecht
ZfA	Zeitschrift für Arbeitsrecht
ZIAS	Zeitschrift für ausländisches und internationales Arbeits- und Sozialrecht
ZKM	Zeitschrift für Konfliktmanagement

