TABLE OF CONTENTS

Acknowledgements, XI Foreword, XIII Introduction, XV

Α

Abolition of forced labour, 1 Acquis communautaire (EU), 1 Adjudication, 2 Adolescent, 2 Advisory Committee on Equal Opportunities for Women and Men (EU), 2 Advisory Committee on Safety, Hygiene and Health Protection at Work (EU), 2 Age (minimum age) (EU), 3 Age (minimum age) (ILO), 4 Age (non-discrimination on grounds of age) (EU), 4 Age (non-discrimination on grounds of age) (ILO), 5 Agreement, 5 Arbitration (ILO), 5 Arbitration procedures (ILO), 6 Asbestos (ILO), 6 Assisting spouses (EU), 7 Atypical work/employment (EU), 7 Atypical work/employment (ILO), 8 Autonomous groups, 8 R

- Balanced participation of women and men (Council of Europe), 9
- Balanced participation of women and men (EU), 10
- Balanced participation of women and men (ILO), 11
- Balanced participation of women and men (OECD), 11

Bargaining unit, 12 Belief and religion (non-discrimination) (EU), 12 Belief and religion (non-discrimination: international principles and instruments), 13 Benzene (ILO), 14 Bipartism, 15 Blue Card (EU), 15 Burden of proof in cases of discrimination based on sex (EU), 16 Burden of proof in cases of discrimination based on sex (general definition), 17 Burden of proof under race and employment non-discriminations (EU), 18

С

CEDEFOP, 19 CEEP, 19 Central management (EU), 19 Central management of the enterprise (EU), 19 Charter of Economic Rights and Duties of States (UN), 19 Charter of Fundamental Rights of the European Union, 20 Child (general definition), 21 Childcare (International Principles and Rights) (ILO; UN), 22 Child labour (ILO), 23 Citizenship of the European Union, 25 Closer cooperation in the European Union, 26 Co-decision procedure, 26 Co-determination, 26 Collective bargaining (coverage, scope and level) (general definition), 27 Collective bargaining (EU), 28 Collective bargaining (ILO), 31 Collective bargaining and employee involvement

(general definition), 34

- Collective bargaining and social dialogue (definitions and differences), 34 Collective dismissals (or redundancies) (EU), 36 Commission issues report of implementation of UN Guiding Principles for Business and Human Rights, 38 Commissioner for Human Rights, 38 Committee of Experts on the Application of ILO Conventions and Recommendations (CEACR), 39 Committee on Freedom of Association (CFA), 39 Communications within undertaking (ILO), 39 Communitarisation, 40 Community and intergovernmental methods, 41 Community Charter of the Fundamental Social Rights of Workers (1989), 41 Community law (EU), 42 Community legal instruments, 42 Community-scale group of undertakings, 42 Community-scale undertaking, 43 Comparable worker (general definition), 43 Comparable full time worker (EU), 43 Comparable permanent worker (EU), 43 Competition (EU), 44 Competitiveness (EU), 44 Comprehensive Economic and Trade Agreement (CETA) and Strategic Partnership Agreement (SPA), 44 Compulsory arbitration (ILO), 45 Conciliation and mediation (ILO), 46 Conference Committee on the Application of Standards of ILO, 48 Consolidated Maritime Labour Convention (ILO), 48 Consolidation of European legislation, formal/official, 50 Consultation, communications and grievances (ILO), 51 Consultation (EU), 51 Consultation in the EU enterprise (relevant level), 52 Consultation in the EU enterprise (timing), 52 Consultation of employees (EU), 53 Consultation of employees in a European Company, 53 Controlling undertaking (EU), 53 Convention on the Rights of the Child (UNCRC), 54 Cooperation at the level of the undertaking (ILO), 54
- Coordination of collective bargaining, 55

- Coordination of European collective bargaining (general definition), 57
- Core labour standards, 58
- Corporate citizenship, 58
- Corporate governance (general definition), 58
- Corporate governance ("good corporate governance"), 59
- Corporate governance (OECD principles), 59
- Corporate governance and employee involvement (OECD principles), 60
- Corporate social responsibility (general definition), 61
- Corporate social responsibility (EU), 62
- Corporation, corporate governance and corporate structure (general definition), 63
- Council of Europe, 65
- Court of Justice of the European Union, 66
- Cross-border collective bargaining, 67
- Cross-border conversions, mergers and divisions (EU), $68\,$

D

- Data protections and digital governance (EU), 70
- Decent Work, 71
- Decent Work Agenda, 71
- Decision-making by agreement (EU), 72
- Declaration of Philadelphia (ILO), 73
- Declaration on Fundamental Principles and Rights at Work (ILO), 73
- Declaration on Social Justice for a Fair Globalization (ILO), 74
- Delegate/shop steward/Union representative, 75 Dependent care, 75
- Derived rights, 75
- Derogation (information and consultation) (EU), 75
- Desegregation of the labour market, 76
- Digitalisation. Framework agreement on digitalisation (EU), 76
- Dignity at work, 77
- Direct and indirect participation, 77
- Direct participation program, 78
- Directives (EU), 78
- Disability and work (ILO), 79
- Disability Strategy of the European Union (2010-2020), 80
- Discrimination (definition; direct and indirect discrimination), 81
- Discrimination (employment and occupation) (EU), 83

- Discrimination (EU), 84 Discrimination (ILO; UN), 84 Discrimination (gender) (EU), 87 Discrimination (racial or ethnic origin) (EU), 88 Dismissal, 89 Disputes/dispute settlement (ILO), 89 Domestic work and domestic workers, 91
- Doorn Group, 91

Е

- Economic, social and territorial cohesion, 92
- Education (the right to), 92
- Education policy (EU), 95
- Education Policy (EU). The Digital Education Action Plan (2021-2027), 96
- Employee involvement, 97
- Employee representation (EU), 97
- Employee representation (ILO), 98
- Employee representation plans, 98
- Employer's obligation to inform employees of the conditions applicable to the employment contract or relationship (EU) Transparent and Predictable Working Conditions in the European Union, 99
- Employers' organization, 100
- Employers' Organizations (EU), 100
- Employers' Organizations (ILO), 101
- Employment and social policy. The legal framework (EU), 101
- Employment policy (ILO), 102
- Employment promotion and protection against unemployment (ILO), *105*
- Employment relationship (ILO), 107
- Employment services (ILO), 108
- Enlargement, fundamental values and social policy in the EU, *109*
- Equal economic independence (EU), 110
- Equal pay for men and women, 110
- Equal remuneration (ILO), 111
- Equal treatment (EU), 112
- Equal treatment of men and women in access to and the supply of goods and services (EU), 112
- Equal treatment of men and women in employment (EU), 113
- Equal treatment of part-time workers and fixed-term workers, 114
- Equality between men and women (EU). Strategies and programmes, *115*
- Equality between men and women. Equal pay (EU), 115

- Equality between men and women. Occupational social security schemes, 115
- Equality between men and women: self-employed activity, 115
- Equality between women and men (Council of Europe), 115
- Equality for men and women: Gender Programme, 116
- Equality in the world of work (ILO Principles and instruments), *116*
- Equality of opportunity and treatment (International Labour Standards), *117*
- Equality of treatment (social security) (ILO), 117
- EU Agency for Fundamental Rights (EU/FRA), 118
- EURES (European Employment Services), 119
- Europe 2020 Strategy (EU), 120
- European Agency for Health and Safety at Work (EU-OSHA), 121
- European Centre for the Development of Vocational Training (CEDEFOP), 122
- European collective agreements, 122
- European Commission's Strategic Framework on Health and Safety at Work 2021-2027, 126
- European Company: European Company Statute, 126
- European Consensus on Development, 126
- European Constitution, 126
- European Convention on Human Rights (ECHR), 127
- European Convention. Convention on the future of Europe, 130
- European Cooperative Society, 130
- European Court of Human Rights, 130
- European Court of Justice, 131
- European Economic and Social Committee (EESC), 131
- European Employment Strategy (EES), 132
- European Foundation for the Improvement of Living and Working Conditions, 133
- European Pillar of Social Rights, 134
- European Semester (EU), 134
- European Social Charter, 136
- European Social Fund (ESF), 137
- European Social Model, 139
- European Trade Union Confederation (ETUC), 141
- European Union citizenship, 143
- European Union law, 143
- European Union's development policy, 144
- European Works Council, 145
- EU youth strategy 2019-2027, 147

F

Financial Participation (definition), 148

- Financial Participation (EU), 148
- Fixed-Term Work (EU Legislation), 149
- Forced Labour (EU Legislation), 151
- Forced Labour. Abolition of (European Principles and Legislation), 152
- Forced Labour. Abolition of (ILO Legislation), 154
- Forced Labour. Abolition of (UN Principles and actions), 154
- Freedom of association and the recognition of the right to collective bargaining (ILO), 155
- Freedom of association (European Convention for the Protection of Human Rights and Fundamental Freedoms), *156*
- Freedom of association and the right to organise (EU), 158
- Free movement of persons, asylum and immigration (EU), 159
- Free movement of workers (EU), 161
- Fundamental Conventions (ILO), 163
- Fundamental rights (EU), 164

G

- Gender, 166
- Gender equality (EU), 166
- Gender equality (ILO), 169
- Gender equality and industrial relations (EU), 170
- Gender equality law (EU), 171
- Gender Equality Strategy, 173
- Gender mainstreaming (EU), 173
- Gender segregation in labour market (definitions), 173
- General Agreement on Tariffs and Trade (GATT), 174
- Global Employment Agenda (ILO), 174
- Governance (Priority) Conventions, 175

Grievance, 175

- Group of undertakings (EU Legislation), 175
- Guarantee institutions (employer's insolvency), 175

Н

Harassment. Sexual harassment, 177 Health and safety at work (EU), 177 Health and safety at work (ILO), 178 Hierarchy of European Union norms, 179 HIV/AIDS (ILO), 179 Holidays with pay (ILO), 180 Home work (ILO), Horizontal subsidiarity (EU), Hours of work needs, aims and norms (ILO), Human resources development (ILO), Human rights (EU), Human rights (ILO), Human rights (UN),

I

- Illegal work (ILO), 188
- ILO Constitution, 188
- ILO's Supervisory System, 188
- Industrial action, 189
- Industrial dispute, 189
- Industrial relations, 189
- Informal economy/informal work, 192
- Information, consultation and participation (EU), 192
- Information and consultation (collective redundancies) (EU), 195
- Information and consultation of employees (framework directive) (EU), 195
- Information and consultation. Transfer of undertaking (EU), 196
- Insolvency of the employer. Employee protection in the event of (EU), *197*
- Insolvency of the employer (ILO), 198
- International Court of Justice, 198
- International Framework Agreements, 199
- International Labour Conference, 200
- International Labour Office (ILO), 201
- International Labour Organization (ILO), 201
- International Labour Standards (ILS), 203
- International Organization of Employers (IOE), 205
- International Training Centre of the International Labour Organization (ITCILO), 206
- Involvement of employees in a European Company, 206
- Involvement of employees in a European Cooperative Society, 207

J

- Joint consultation committees (Theory and models), 209
- Joint labour management committees, 209 Joint project groups, 209

L,

LGBTIQ Equality Strategy 2020-2025 (EU), 211 Labour administration (ILO), 212 Labour inspection (ILO), 212 Labour standards (EU), 215 Laval case, 215 Legal instruments of the European Union, 216 Light work, 218 Lisbon Strategy (EU), 218

Μ

Maritime Labour Convention (ILO), Maternity and paternity rights (EU), Migrant work and migrant workers (ILO), Millennium Development Goals and 2030 Agenda for Sustainable Development (UN), Minumum age legislation (EU), Minimum age legislation (ILO), Minimum wage,

Ν

- Next Generation EU, 227
- Night work (ILO Legislation), 227
- Night work. Protecting women and promoting equality in the labour (ILO), 228
- Night work prohibiton of women workers (EU relevant case law), 229

0

Occupational Safety and Health (OSH) (ILO), 231

- Occupational Safety and Health (OSH). OSH Framework Directive (EU), 234
- Occupational Safety and Health (OSH). Strategic Framework 2021-2027 (EU), 235
- OECD Guidelines for Multinational Enterprises, 237

Organise (right to), 238

Organise (right to) (ILO), 238

Ρ

Parental leave (EU Legislation), 240 Paris Declaration on Aid Effectiveness, 241 Part-time work (EU), 241 Part-time work (ILO), 242 Participation (workers' participation), 243 Participation (workers' participation) (ILO), 246 Participation (workers' participation) (EU), 252 Pay equity and discrimination, 258 Pay equity and discrimination (EU Legislation and strategies), 259 Pay gap (gender) (EU), 259 Platform worker rights, 259 Positive action and equality strategies (EU), 262 Positive action (EU relevant case law), 263 Posted workers (EU), 264 Pregnant workers (EU), 267 Pregnant workers (ILO), 269 Proportionality test for new regulation of professions (EU), 270

Q

Quotas (gender quotas in company boards) (EU), 272

Quotas (gender quotas in political and economic decision-making structures), 274

R

- Ratification of conventions (ILO), 275
- Reconciliation of family and professional life (EU), 275
- Recovery Plan (European Economic Recovery Plan), 276

Restructuring (Employee's rights in the event of) (EU), 276

The "Rüffert case" (EU), 278

S

- The "Services Directive" (EU), 280
- SGI (Services of General Interest) Europe, 281
- Sex discrimination (EU), 282
- Sex discrimination (ILO), 282
- Sex discrimination and Sexual Orientation: The jurisprudence of EU Court of Justice, 283
- Sexual harassment (EU), 284
- Sexual harassment (ILO), 286
- Single Market Emergency Instrument (SMEI) (EU), 287

Social clause (EU), 288

Social dialogue (EU), 288

Social dialogue (ILO), 292

- Social dumping, 294
- Social rights evolution at EU normative level, 295
- Special negotiating body (EU), 297
- Strike (The right to) (EU), 297
- Strike (The right to) (ILO), 299
- Structural and Investment Funds (EU), 302
- Subsidiarity (principle of) (EU), 302
- Supervisory mechanisms (ILO), 304

Support to mitigate Unemployment Risks in an Emergency (SURE) (EU), 304

Т

Teleworking (EU), 305
Temporary Agency Work (EU Legislation), 306
Termination of employment (ILO Legislation), 308
Trade union rights and principles of freedom of association (EU), 311
Transnational Company Agreement (EU), 312
Transparent and Predictable Working Conditions (EU), 312
Tripartite constituents (ILO), 312
Tripartite Declaration of Principles concerning Multinational Enterprises (ILO), 312

U

UN Convention on the Rights of Persons with Disabilities, Undeclared work (EU-ILO), Unemployment (ILO), UN Global Compact,

V

Victimisation in the workplace, 317 Victimisation in the workplace (EU), 317 The "Viking case", 317 Violence and harassment in the workplace, 318 Voluntary arbitration, 320

W

Wage discrimination, 321 Wage (minimum wages) (EU), 321 Wage (minimum wage) (ILO), 322 Whistleblowers protection (EU), 323 Worker (concept of) (EU), 325 Workers' Organizations, 327 Workers' participation, 327 Workld Trade Organization (WTO), 327 Working time (EU), 329 Working time (ILO), 331 Work-life balance (EU), 334

Υ

Youth policy (EU), 336 Young people at work (EU), 336 Young people at work (ILO), 338

Ζ

Zero-hour contract, 340

References, 343