

INDEX

3F 100-3	law supporting, importance of 19
Albany 92-3, 97, 101-2	minimum wage legislation,
austerity measures 53, 137	benefiting from 12
budget cuts, and 7	national identities, and 66
fundamental rights and 6-7	network of exchanges, as 22-3
repercussions/effects of 31	opening of domestic markets, and 3
bailout countries, in 8	right to bargain collectively 22-3
social law, and 7	transnational collective agreements
wage cuts 13-18	see transnational collective
	agreements
Barca Report 5, 42-5, 50, 54	voluntary collective bargaining,
Commission's proposals 43-4	evolution of 10
Barroso, Manuel 50–2	wage cuts, and 13-14
	Council of Europe 7
Canada	Social Charter see European Social
freedom of association 126-7	Charter (ESC)
Cedefop 60	trade union autonomy 10
Charter of Fundamental Rights 25,	Court of Justice of the European Union
74–5, 91, 129	(CJEU) 6
collective bargaining 137	austerity measures
collective agreements, transnational see	Florescu 38, 137
transnational collective	margin of appreciation 138
agreements	ESM 36–8
collective bargaining 3	freedom of establishment and
'anticipating change' 57–8	association 91–117, 130–1 3F 100–3
autonomy of 19–20, 32	
competition between strong and	Albany 92-3, 97, 101-2
weak systems 3 decrease in affiliation to trade	Laval 6-7, 91-2, 93-4, 105-11, 127, 131-2, 134-5
unions, effect of 11	Laval, 'snowball effect' after 111–17
employment contract regulation,	Viking 91–2, 93–100, 102, 109–10
influencing 3	127, 131–2, 134–5
excessive centralisation of/	margin of appreciation 138
decentralised bargaining 32–3	OMC procedures and acts excluded
expansion of 22–3	from competence of 57
EWCs, and 66	Pringle 37, 38
judgments of CJEU, and see Court of	workers
Justice of European Union	definition of 62-3
(CJEU)	posted workers 83-4
. , ,	-



INDEX 145

Delors, Jacques 9, 27

Demir and Baykara 118–20, 129

Denmark

Laval, changes in legislation
following 111–12
social dumping 83

Economic and Financial Affairs Council (Ecofin) 31 economic and financial crisis 1, 4, 7 constitutional adjudication in 135-8 effects of 53-4, 65 emergency measures 7 employment, impact on 65 ESM, and 4 gravity of 6 imbalances between Member States resulting 11 sector social dialogue, measures originated by 21 social partners, criticisms of 27-8 stability support, and 4 uncertainty, provoking 8 wage policies, effect on 12 see also austerity measures Economic and Monetary Union (EMU) 39 social dimensions of, reinforcing Economic and Social Committee 54 employment and social law 3 association, right of 9, 13–14, 68 austerity measures, and see under austerity measures collective autonomy 19 collective bargaining see collective bargaining cooperation among national administrations required 2-3, 8economic policies, and 5 market integration/free movement, and 3, 4 protectionist reactions,

national resistance to changing labour legislation 3-4 OMC, and 5 protective measures 3-4 social cohesion see social cohesion social dumping see social dumping social partners see social partners/ European social partners strike, right to see freedom of association; right to strike subservience to rules of market integration 3-4 wages see wages employment policies active labour market policies 61-3 European employment services network re-established 62-3 European solidarity corps 62 exchange of information and adoption of related measures 61-2 implementation of targets, improvement in 61 public employment services, creation of network of 61 'Youth guarantee' programme 62 'composite indicators', need to adopt 55 Europe 2020 see Europe 2020 European structural funds, new planning of 53-4 flexicurity 49, 53-4, 55, 56 growth and employment, strategy hard law, shift to 140 lifelong learning 72 Lisbon Strategy 47-52 monitoring by Commission 57-60 'anticipating change' 57-8, 60 Cedefop, vocational training promoted by 60 European Globalisation Adjustment Fund 59 European Vacancy Monitor 60 industrial restructuring, focus on 57-60

generating 9



146

INDEX

employment policies (cont.) material deprivation, aid to persons suffering from 59 non-binding rules, employment policies resting on 60 Quality Framework 58-9 reskilling laid-off workers 59 security, perception of 55-6 'smart growth' 54 youth employment policies 140 see also Open Method of Coordination (OMC) Enerji Yapi-Yol Sen v. Turkey 120 Enforcement Directive 84-5, 128-9 Estonia ESM, Supreme Court ruling on 35 EURES (European employment services) 62-3, 140 Euro plus pact 32-3 Europe 2020 5, 29, 43, 44, 52-7 aims 52 budgets, and 5 'composite indicators', need to adopt 55 European Globalisation Adjustment Fund, and 59 European Social Fund 54-5 European structural funds, new planning of 53-4 experimental methods, use of 60 'flexicurity' 53-4, 55, 56 governance techniques 52-3 growth and employment, strategy for 53, 72 security, perception of 55-6 'smart growth' 54 targets 61 transnational collective agreements, and 74-5 European Central Bank (ECB) **ESM 34** Italy, collective bargaining on salaries and 33 low wages, concern about 12

European Convention on Human Rights (ECHR) 6 collective bargaining 98-9 EU accession to 25, 26 freedom of association 98-9. right to strike 130 European Council supporting growth and employment 5, 54-5 European Court of Human Rights 6 freedom of association 98-9, 130 Demir and Baykara 118-20, 129 Enerji Yapi-Yol Sen v. Turkey 120 Wilson and Palmer 98-9 right to strike 130 European Financial Stability Facility (EFSF) 33-4, 137 European Fiscal Board 41 European Fund for Strategic Investment 41-2 European Globalisation Adjustment Fund 59 European Investment Bank (EIB) 41-2 European Parliament 7, 26, 30-1, 137 European Pillar of Social Rights 7, 142 - 3European sector agreements see under social partners/European social partners European semester 29–32, 52–3 Alert Mechanism Report 29, 30, 31-2, 53Annual Growth Survey 29, 31-2, 142ETUC's criticisms of 31 European Parliament's critique of 30-1 Joint Employment Report 29, 31-2 Macroeconomic Imbalance Procedure 30, 31-2 National Reforms Programs 29-30 social development, negative impact on 30 social dialogue 31-2, 42

social partners' involvement ignored

by 30

European Committee of Social

Charter (ESC)

Social Charter see European Social

Rights 6-7



INDEX 147

European Social Charter (ESC)		
6–7, 26		
age discrimination 13		
collective complaints 6-7, 26		
Committee of Experts 26		
fair remuneration, right to 13		
Protocol (1966) 6-7		
European Social Fund 42–3, 54–5, 58		
European social partners see social		
partners/European social		
partners		
European Stability Mechanism (ESM) 4, 33–9		
creation of 34-6		
MOUs 35, 36-8		
European Trade Union Confederation (ETUC)		
bargaining procedures 69		
European semester, criticisms of 31		
transnational collective agreements		
see under transnational		
collective agreements		
European Union (EU)		
common market, creation of		
'co-operative federalism' 1		
Europe 2020 see Europe 2020		
Fiscal Compact see Fiscal Compact		
institutional framework 24-45		
ESM see European Stability		
Mechanism (ESM)		
Euro plus pact/wage moderation		
and decentralised		
bargaining 32-3		
European semester see European		
semester		
Fiscal Councils/European Fiscal		
Board 41–2		
treaties, key provisions of 24-8		
reforms		
need for 8		
wage policies see under wages		
scepticism/disaffection among		
European citizens 2, 5		
communication, imprecise system		
of 2, 3		
dismantling domestic systems of		
social protection, fear of 2		

social dumping, and 2 solidarity regimes see solidarity regimes/solidarity European Vacancy Monitor 60 European Works Councils (EWCs) 58 collective bargaining see collective bargaining financial crisis see economic and financial crisis Finland posting of workers 83-4 Fiscal Compact 39–40 budget rules, stronger coordination of 8 promotion of employment, and 8 Fiscal Councils 41-2 European Fiscal Board 41 **Independent Fiscal Councils** Network 41 Florescu 38, 137, 138 freedom of association airways cases 121-4 association, right of 9, 13-14, 68 Laval 6-7, 91-2, 93-4, 105-11, 127, 131-2, 134-5 Laval, 'snowball effect' after 111 - 17Viking 91-2, 93-100, 102, 109-10, 127, 131-2, 134-5 Committee of Experts on 15-16, 126 ECHR 98-9, 118-20 Demir and Baykara 118-20, 129 Enerji Yapi-Yol Sen v. Turkev 120 right to strike 6, 22-3, 77, 82, 88, 127-8, 129-32 CIEU case law limiting 22-3 exclusion of 109-10 ILO, and 124-5 inclusion in body of norms 129 Monti II Regulation 128 transnational mobility of workers 65 freedom of establishment, case law on see Court of Justice of the

European Union (CJEU)



148 INDEX

Germany
collective autonomy, wage policies
and 11
ESM, Constitutional Court ruling on 35
minimum wage legislation/reform
12–13
Global Compact, UN 88–9
global economy
asymmetries in distribution of
resources in global order 1
global governance, strengthened
aspiration towards 1
raising barriers, impact of 1
social dimensions of globalisation,
ILO research on 1
Global Works Councils, as 68
restructuring and 67-8
see also trade unions
Greece
austerity measures, reduction in
wages and 13-14
collective bargaining 137
economic and financial crisis 32,
137
bailout programme 13
Growth Compact 39
industrial action see strikes and
industrial action
IndustriAll Global Union see under
trade unions
International Labour Organisation
(ILO) 7
CEACR, Open Skies case referred to
121–3
Committee of Experts
Freedom of Association, on
15–16, 126
role and composition 6
Conventions 89
core labour standards 68
nature of 1
research on social dimensions of
globalisation 1

right to strike/freedom of association

wage policies 73 International Metalworkers Federation 69 International Monetary Fund 34-5 collective autonomy, wage policies and 11 collective bargaining 3 economic and financial crisis. and 33 freedom of association 126 margin of appreciation 138 wage freezes, rulings on 16-17 Juncker, President 7, 28, 42, 62 'European Pillar of Social Rights' 7, 142 - 3'Juncker Plan' 41 social dialogue 42 Kok Report 49-52 Laval 6-7, 91-2, 93-4, 105-11, 127, 131-2, 134-5 'snowball effect' after 111-17 Lisbon Treaty 10-11, 24, 27 Council meeting in different formations 27-8 economic policies 52 horizontal social clauses, introducing 24-5, 26migration free movement, impact on 4 increase in 8 redistribution of resources, and 8 mobility of workers 22-3 sector agreements, and 21-2 solidarity, and 4 see also posting of workers Monti Report 65, 127-8 industrial action 65 posting of workers 84 Monti II Regulation 91-2, 128 Norway

social dumping 83

124-5, 131

trade union autonomy 10



INDEX 149

Open Method of Coordination (OMC) 47-52, 139-40 CJEU, procedures/acts in OMC excluded from 57 education, importance of 50 experimental method 80 failure/weaknesses of 5, 51 Kok Report 49-52 nature of 47-9 origins 47 reshaping of 50-2 social and employment policies 49 soft law coordination 52-3 statistics, use of 55 weakening of 80 partnership agreements 43-4 code of conduct 44-5 monitoring committees 44 Portugal pay cuts for public sector workers, rulings on 14-16 proportional equality 14 posted workers binding schemes of regulation, need for 86-7 data collection, problems with 85-6 Denmark 83 enforcement 84-7 Enforcement Directive 84-5 Finland 83-4

Recast Directive 67–8 Ruggie Report 88–90, 141

Monti Report 84, 127-8

voluntary agreements 86

social dumping, as 83

Norway 83

Pringle 37-8

Santer, Jacques 48
sector agreements see under social
partners/European social
partners
services, case law on free provision of
see Court of Justice of the
European Union (CJEU)

'snowball effect' after Laval 111-17

sincere cooperation, principle of 2-3 social cohesion 5 Barca Report 5 European integration, social cohesion as objective of 5 social dialogue see under social partners/European social partners social dumping 2, 3, 5 correcting 83 posting workers 83-7 wages, and 19 see also Court of Justice of the European Union (CJEU) social law see employment and social law social partners/European social partners 24 achievements of European social partners/sector social dialogue 19 - 24autonomy/collective autonomy of 10-11, 19, 21, 27 collective autonomy as resource in EU 21 European institutions, allegiance towards 9 European semester, and 30 identities, and 9, 10 legitimation of 9 national resistance to changing labour legislation 3-4 quasi-institutional role of 21, 27 role of 9 weakened role of employers/ workers' organisations 9-10 sector agreements 19-22, 27 air transport 20 central government administrations 20 mobility of workers, and 21-2 professional qualifications, recognition of 21-2 regulating working conditions through 21-2 'representativity', criteria of 20 temporary agency sector 21 social dialogue 19-24, 27, 28



150 INDEX

social partners (cont.)	trade unions 3–4, 6
Commission promoting 74–5	autonomy 10
ESM, MOUs and 38-9	collective bargaining see collective
Europe 2020, and 52-3	bargaining
European semester, compatibility	Council of global unions 66–7
with 31-2	Council of Nordic Trade Unions
financial crisis, strategies to	134
combat effects of 42	decrease in affiliation to 11
return to 42	delay in taking action in times of
states, and 9	crisis 18
'Tripartite Social Summit for Growth	global trade unions 68, 69
and Employment' 27–8	industrial action see strikes and
unconstructive attitudes of 4	industrial action
wage regulation, intervention of	IndustriAll Global Union 66-7
legislator refusing 11	agreements, and 71
social rights and economic freedoms,	International trade union
case law on see Court of Justice	confederation 66-7
of the European Union (CJEU)	protectionist reactions 9, 65
solidarity regimes/solidarity	transnational challenges, and
building new solidarity regimes,	66–7
preconditions to 22–3	see also European Works Councils
European citizens' concern about 2	(EWCs)
financial crisis, impact of 2	transnational collective agreements
mobility, and 4	65–78
solidarity, meaning of 2	bilateral binding agreements 69
Spain	ethics and efficiency, agreements
austerity measures/reduction in	a mix of 72
wages, challenges to 17-18	EWCs, restructuring and 67-8
Stability and Growth Pact 29, 30,	examples of 69–75
39, 52–3	Agreement DB Apparel 70
amended to strengthen surveillance	Alstom agreement 70
mechanisms 53	Daimler-Chrysler 71
strikes and industrial action	'employment and expertise
right to strike 6, 22–3, 77, 82, 88,	plan' 70
127–8, 129–32	fundamental rights, agreements
CJEU case law limiting 22–3	on 70, 71
exclusion of 109-10	GDF Suez 69–70
ILO, and 124–5	Safran agreement on professional
inclusion in body of norms 129	integration for young
Monti II Regulation 128	people 71
transnational mobility of workers 65	Total's agreement on corporate
subsidiarity, principle of 27, 44	social responsibility 71
Sweden	global trade unions 68, 69
collective autonomy, wage policies	importance of 74
and 11	International Metalworkers
Laval, changes in legislation	Federation, transnational
following/'Lex Laval' 112–17	bargaining by 69



> INDEX 151

legitimacy of bargaining at transnational level 74 optional legal framework/ETUC's proposals 75-8 alternative dispute resolution consent of multinational groups 76-7 fundamental rights 77 non-regression clauses 77 'optional' and 'legal' as joint elements of framework 75-6 outcome of 72-3 pluralism of sources in labour relations regulation 78 scope of 73-4 transnational dimension of industrial relations 67 transnational juridification 66, 78 - 90normative powers of transnational bargaining agents, identifying 78 - 82posting of workers 83-7 social dumping 83 solidarity, 'social dumping' and productive chains 82-90 transnational chains of production 87 - 90wage bargaining falling outside 72–3 weaknesses in transnational system of industrial relations 71-2 Treaty establishing the European Stability Mechanism see European Stability Mechanism (ESM) Treaty on European Union (TEU) ECHR, accession of EU to 25, 26 full employment, objective of 24 principle of sincere cooperation 2-3 Treaty on the Functioning of the European Union (TFEU) delegation of powers to social partners 19

European social dialogue 27 horizontal social clauses 24-5, Member States' obligations 2–3 pay, exclusion from competences of 18 social dialogue 74-5 social partners, autonomy of 10 - 11social policy 25-6 'Tripartite Social Summit for Growth and Employment' 27 Viking 91-2, 93-100, 102, 109-10, 127, 131-2, 134-5 wages cuts in wages austerity measures and 13-18 challenges to 13-14 increases in wages, lack of attention in promoting 30, 31 minimum wage legislation 12 monitoring of wages, importance of 18 - 19reforms of economic governance minimum wage legislation 12 wage policies at centre of 11-13 wage standards, clauses on 19 setting wages collective autonomy, and 10-11 cross-country coordination of 11 social dumping, and 19 social inequalities, and 19 wage competition 3 avoiding 11 wage moderation, decentralised bargaining and 32-3 wage policies economic crisis, effect of 12 pay cuts and 11-19 solidarity, enhancing 19

Wilson and Palmer 98-9