TABLE OF CONTENTS

balanced participation of women and men (LO),
12
Balanced participation of women and men (ILO), 12
Balanced participation of women and men (OECD), 13
Bargaining unit, 13
Belief and religion (non-discrimination) (EU), 13
Belief and religion (non-discrimination: inter-
national principles and instruments), 14
Benzene (ILO), 15
Bipartism, 15
Blue Card (EU), 15
Burden of proof in cases of discrimination based
on sex (EU), <i>16</i>
Burden of proof in cases of discrimination based on sex (general definition), 17
Burden of proof under race and employment
non-discriminations (EU), 17
C
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, <i>20</i> Child, <i>21</i>
Childcare (International Principles and Rights)
(ILO; UN), 21
Childcare and reconciliation of work and family life (EU Legislation), 22
Child labour (ILO), 22
Citizens' Rights, 24
Citizenship of the European Union, 24 Closer cooperation in the European Union, 25

Co-decision procedure, 25 Consultation of employees (EU), 51 Co-determination, 25 Consultation of employees in a European Com-Collective bargaining (coverage, scope and pany, *51* Controlling undertaking (EU), 51 level), 26 Collective bargaining (EU), 26 Convention on the Rights of the Child (UNCRC), Collective bargaining (ILO), 29 52 Collective bargaining and employee involve-Cooperation at the level of the undertaking ment, 32 (ILO), 53 Collective bargaining and social dialogue (de-Coordination of collective bargaining, 53 finitions and differences), 33 Coordination of European collective bargaining, 55 Collective dismissals (or redundancies) (EU), 34 Core labour standards, 55 Commission (EU), 35 Corporate citizenship, 55 Commission issues report of implementation of Corporate governance, 55 UN Guiding Principles for Business and Human Corporate governance (framework), 56 Rights, 35 Corporate governance ("good corporate gover-Commissioner for Human Rights, 36 nance"), 56 Committee of Experts on the Application of ILO Corporate governance (OECD principles), 56 Conventions and Recommendations (CEACR), Corporate governance and employee involvement (OECD principles), 57 Committee of the Regions (EU), 36 Corporate social responsibility, 58 Committee on Freedom of Association (CFA), 37 Corporate social responsibility (EU), 59 Communications within undertaking (ILO), 38 Corporation, corporate governance and cor-Communitarisation, 39 porate structure, 60 Community acquis, 39 Council of Europe, 62 Community and intergovernmental methods, 39 Council of the European Union, 63 Community Charter of the Fundamental Social Court of Auditors, 64 Rights of Workers (1989), 40 Court of Justice of the European Union, 64 Community law, 41 Cross-border collective bargaining, 65 Community legal instruments, 41 Community-scale group of undertakings, 41 Community-scale undertaking, 41 Comparable full time worker (EU), 41 Decent Work, 67 Comparable permanent worker (EU), 42 Decent Work Agenda, 67 Comparable worker, 42 Decision-making by agreement (EU), 68 Competition (EU), 42 Declaration of Philadelphia (ILO), 68 Competitiveness (EU), 42 Declaration on Fundamental Principles and Comprehensive Economic and Trade Agreement Rights at Work (ILO), 69 (CETA) and Strategic Partnership Agreement Declaration on Social Justice for a Fair Global-(SPA), 43 ization (ILO), 70 Compulsory arbitration (ILO), 43 Delegate/shop steward/Union representative, 71 Conciliation and mediation (ILO), 44 Dependent care, 71 Conference Committee on the Application of Derived rights, 71 Standards of ILO, 46 Derogation (information and consultation) (EU), Consolidated Maritime Labour Convention (ILO), 46 Desegregation of the labour market, 71 Consolidation of European legislation, formal/official, 48 Dignity at work, 72 Consultation, communications and grievances Direct and indirect participation, 72 (ILO), 49 Direct participation program, 72 Consultation (EU), 49 Directives (EU), 73 Consultation in the EU enterprise (relevant

level), 50

Consultation in the EU enterprise (timing), 50

Disability and work (ILO), 74

(2010-2020), 74

Disability Strategy of the European Union

Discrimination (definition; direct and indirect Equality between men and women and burden discrimination), 75 of proof, 115 Discrimination (employment and occupation) Equality between men and women (EU). (EU), *77* Strategies and programmes, 115 Discrimination (EU), 78 Equality between men and women. Equal pay (EU Treaty and legislation), 115 Discrimination (ILO; UN), 79 Equality between men and women. Occupa-Discrimination (gender) (EU), 81 Discrimination (racial or ethnic origin) (EU), 82 tional social security schemes, 116 Equality between men and women: self-em-Dismissal, 83 Disputes/dispute settlement (ILO), 83 ployed activity, 116 Domestic work and domestic workers, 85 Equality for men and women: Gender Programme, 116 Equality in the world of work (ILO Principles and instruments), 116 East Asian Economic Group (EAEG), 87 Equality of opportunity and treatment (Inter-Economic and Monetary Union (EMU), 87 national Labour Standards), 116 Economic policy (EU), 88 Equality of treatment (social security) (ILO), 117 Economic, social and territorial cohesion, 90 EURES (European Employment Services), 118 Education (the right to), 90 Eurogroup, 118 Education policy (EU), 93 Europe 2020 Strategy (EU), 119 European Agency for Health and Safety at Employee involvement, 94 Work, 119 Employee representation (EU), 94 European Central Bank (ECB), 120 Employee representation (ILO), 95 Employee representation plans, 95 European Centre for the Development of Vocational Training (CEDEFOP), 121 Employer's obligation to inform employees of the conditions applicable to the employment European Centre of Enterprises with Public Participation and of Enterprises of General contract or relationship (EU), 95 Economic Interest (CEEP), 121 Employers' organization, 96 Employers' Organizations (ILO), 97 European collective agreements, 122 European Commission, 124 Employment and social policy: general prin-European Company: European Company Statuciples and recent developments (EU), 97 Employment policy (ILO), 99 te, 125 European Constitution, 126 Employment promotion and protection against European Convention on Human Rights (ECHR), unemployment (ILO), 102 127 Employment relationship (ILO), 104 Employment services (ILO), 105 European Convention. Convention on the future of Europe, 131 Enhanced cooperation procedure (EU), 107 European Cooperative Society, 132 Enlargement and social policy in the European European Council, 132 Union, 109 European Court of Auditors, 134 Equal economic independence (EU), 109 European Court of Human Rights, 135 Equal gender rights, 110 European Court of Justice, 135 Equal pay for men and women, 110 European Economic and Social Committee Equal remuneration (ILO), 111 (EESC), 135 Equal treatment (EU), 112 Equal treatment of men and women in access European Employment Strategy (EES), 136 to and the supply of goods and services European Foundation for the Improvement of Living and Working Conditions, 137 (EU), 112 Equal treatment of men and women in em-European Free Trade Association, 138 ployment (EU), 113 European legislation, 138 Equal treatment of part-time workers and fix-European Parliament, 138 European Semester, 139 ed-term workers, 114 European Social Charter, 140 Equal treatment on grounds of racial and eth-

nic origin, 115

European Social Fund (ESF), 140

Group of undertakings (EU Legislation), 173 European Social Model, 142 European Trade Union Confederation (ETUC), 144 Guarantee institutions (employer's insolvency), European Union, 146 173 European Union Agency for Fundamental Rights (EU/FRA), 146 European Union citizenship, 147 Harassment, Sexual harassment, 175 European Union law, 147 Health and safety at work (EU), 175 European Union's development policy, 148 Health and safety at work. European action European Works Council, 149 programmes, 176 Health and safety at work (ILO), 177 Hierarchy of European Union norms, 177 F HIV/AIDS (ILO), 178 Financial Participation (definition), 151 Holidays with pay (ILO), 179 Financial Participation (EU), 151 Home work (ILO), 179 Fixed-Term Work (EU Legislation), 152 Horizontal subsidiarity (EU), 180 Forced Labour (EU Legislation), 154 Hours of work needs, aims and norms (ILO), Forced Labour. Abolition of (European Princi-180 ples and Legislation), 154 Human resources development (ILO), 181 Forced Labour. Abolition of (ILO Legislation), Human rights (EU), 182 155 Human rights (ILO), 182 Forced Labour. Abolition of (UN Principles and Human rights (UN), 183 actions), 156 Framework agreement (EU), 156 Freedom of association and the recognition of the right to collective bargaining (ILO), 157 Illegal work (ILO), 185 Freedom of association (European Convention ILO Constitution, 185 for the Protection of Human Rights and ILO's Supervisory System, 185 Industrial action, 186 Fundamental Freedoms), 158 Industrial dispute, 186 Freedom of association and the right to organise Industrial relations, 186 (EU), 159 Informal economy/informal work, 189 Free movement of persons, asylum and immi-Information and consultation (collective regration (EU), 160 dundancies) (EU), 190 Free movement of workers (EU), 160 Information and consultation of employees Fundamental Conventions (ILO), 163 (framework directive) (EU), 190 Fundamental rights (EU), 163 Information and consultation. Transfer of undertaking (EU), 191 Information of employees in a European Company, 191 Gender, 165 Insolvency of the employer. Employee prote-Gender equality (EU), 165 ction in the event of (EU), 192 Gender equality (ILO), 168 Insolvency of the employer (ILO), 193 Gender equality law (EU), 169 International Court of Justice, 193 Gender mainstreaming (EU), 170 International division of labour, 194 Gender segregation in labour market (defini-International Framework Agreements, 194 tions), 170 International Labour Conference, 195 General Agreement on Tariffs and Trade (GATT), International Labour Office (ILO), 196 171 International Labour Organization (ILO), 196 Global Employment Agenda (ILO), 171 International Labour Standards (ILS), 198 Globalization, 172 International Organisation of Employers (IOE), Go-slow, 173 200

International Training Centre of the Interna-

tional Labour Organization (ITCILO), 200

Governance (Priority) Conventions, 173

Grievance, 173

Involvement of employees in a European Com-Paris Declaration on Aid Effectiveness, 231 pany, 201 Part-time work (EU), 231 Part-time work (ILO), 232 Participation (workers' participation), 232 J Pay equity and discrimination, 248 Joint consultation committees (Theory and mo-Pay equity and discrimination (EU Legislation dels), 202 and strategies), 248 Joint labour management committees, 202 Pay gap (gender), 250 Joint project groups, 202 Positive action (EU), 250 Posted workers (EU), 252 L Pregnant workers (EU), 254 Labour administration (ILO), 204 Pregnant workers (ILO), 256 Labour inspection (ILO), 204 Labour standards (EU), 206 Laval case, 207 Legal instruments of the European Union, 208 Quotas (gender quotas in company boards: Legislative procedures (EU), 208 EU), 257 Light work, 210 Quotas (gender quotas in political and eco-Lisbon Strategy (EU), 211 nomic decision-making structures), 259 М Maritime Labour Convention (ILO), 212 R Migrant work and migrant workers (ILO), 212 Ratification of conventions (ILO), 260 Millennium Development Goals and 2030 Agen-Reconciliation between professional and family da for Sustainable Development (UN), 214 life (EU), 260 Minimum age legislation (ILO), 215 Restructuring (EU), 261 Minimum wage, 217 Rome Declaration of the 27 Member States (EU), 263 N The "Rüffert case" (EU), 264 Night work (ILO Legislation), 219 Night work. Protecting women and promoting equality in the labour (ILO), 219 S Night work prohibiton of women workers (EU The "Services Directive" (EU), 266 relevant case law), 221 Sex discrimination (EU), 267 Sex discrimination (ILO), 269 Sexual harassment (EU), 269 Occupational Safety and Health (OSH) (ILO), Sexual harassment (ILO), 270 Simplification of legislation (EU), 271 Occupational Safety and Health (OSH). Stra-Social clause (EU), 272 tegic Framework 2014-2020 (EU), 224 Social dialogue (EU), 272 OECD Guidelines for Multinational Enterprises, Social dialogue (ILO), 275 224 Social dimension of European integration, 277 Organisation for Economic Co-operation and Social dumping, 279 Development (OECD), 225 Special negotiating body (EU), 279 Organise (right to), 226 Strike (The right to) (EU), 280 Organise (right to) (ILO), 226 Strike (The right to) (ILO), 281 OSH Framework Directive (EU), 227 Structural and Investment Funds (EU), 284 Subsidiarity (principle of) (EU), 284 Subsidiarity ("vertical") (EU), 285

Parental leave (EU Legislation), 229

Supervisory mechanisms (ILO), 285

Т

Teleworking (EU), 286
Temporary Agency Work (EU Legislation), 287
Termination of employment (ILO Legislation), 289
Trade unions, 293
Trade union rights (EU), 294
Transnational enterprise (EU), 295
Transnational Company Agreement (EU), 295
Tripartite constituents (ILO), 296
Tripartite Declaration of Principles concerning Multinational Enterprises (ILO), 296

U

UN Convention on the Rights of Persons with Disabilities, 298
Undeclared work (EU-ILO), 298
Unemployment (ILO), 299
UN Global Compact, 299

V

Victimisation in the workplace, 301 Victimisation in the workplace (EU), 301 The "Viking case", 301

Voluntary arbitration, 302

W

Wage discrimination, 303
Wage (minimum wages) (EU), 303
Wage (minimum wage) (ILO), 303
Workers' Organizations, 304
Workers' participation, 304
World Trade Organization (WTO), 304
Working conditions (EU), 306
Working time (EU), 307
Working time (ILO), 308

Y

Youth policy (EU), 312 Young people at work (EU), 313 Young people at work (ILO), 313

Z

Zero-hour contract, 315

References, 317