



# Employee Participation

*in  
Europe*

HERMAN KNUDSEN

# Employee Participation In Europe Caes St

**Jim Arrowsmith, Valeria Pulignano**



## **Employee Participation In Europe Caes St:**

*European Labour Law and Social Policy Cases and Materials Volume 1 Social Dialogue Industrial Relations and Labour Law* A.C. Neal, 2002-08-01 This is the most comprehensive collection of primary source materials in the labour law and social policy of the European Community ever brought together With documents and decisions reflecting the state of play at 1st June 2002 it includes key legislative instruments in EC labour law and social policy significant associated policy documents produced by the Commission and important relevant decisions of the European Court of Justice Since the first edition of this work in 1999 the pace of social policy change and innovation at the level of the European Community has increased dramatically Indeed developments during the past three years are little short of remarkable with particularly important advances in relation to the promotion of information consultation and participation for workers along with growing concern for several much broader social policy issues Recognition of the changes in emphasis and scale for European social policy and the presence of substantially more material to be included have caused this edition of the work to be divided into two volumes Volume I covers social dialogue industrial relations and labour law while Volume II is concerned with a wide range of material touching dignity at work in the European Community The arrangement of the material in two self contained volumes also reflects a division of convenience Thus those whose main focus is upon the labour law aspects of European social policy may choose to utilise primarily the material contained in the first volume while those who wish to concentrate more particularly upon fundamental social rights equal opportunities anti discrimination and dignity at work might wish to take advantage of the framework presented in the second volume Advocates judges policy makers scholars and students will all appreciate this essential sourcebook in EC labour law and social policy

**Employment Policy in the European Union** Michael Gold, 2017-09-16 Providing a UK perspective on the EU's social dimension this new text opens with a historical overview of EU social and employment policy which is followed by chapters that focus on specific topics covered by the social dimension of the European Union These give the reader a detailed understanding of the nature of EU involvement in each area

*Landmark Cases in EU Law, Volume 2* Paul Craig, Robert Schütze, 2025-07-10 From *Van Gend en Loos* and *Costa v ENEL* to *Cassis de Dijon* and *Consten and Grundig* *Landmark Cases in EU Law* explores the most important and well known EU law cases in two volumes These volumes show how the European Court of Justice has played a fundamental role in the construction of the European Union in the past 70 years Many EU landmark cases have been controversial yet no one can deny that they have been essential in defining the Union legal order as we find it today Volume 2 explores the substantive cases that have shaped the Union's internal market its competition law as well as its internal and external policies Each of the twenty cases within this volume is placed in its historical and doctrinal context and each chapter also presents the history of its reception by the Court and academia

*A Litmus Test Case of Modernity* Leonidas Donskis, 2009 This volume offers the insights of Baltic and Western European scholars into present socioeconomic migration identity gender race media and

historical memory issues in the Baltic States The book attempts to show the intensity and depth of social economic and cultural change in the Baltic region It throws light on why and how three small countries have become a litmus test case of modernity and its sensibilities stretching from authoritarian and totalitarian past to liberal democratic present An historic jump from the Soviet Union to the European Union was accompanied by a dramatic struggle of the Baltic States for their inalienable right to return to the political map of the world The Baltic States allow us a glimpse of the twentieth century history better than anything else This interdisciplinary volume by virtue of different perspectives employed by political scientists gender and race scholars communication and journalism researchers linguists and anthropologists will enable a readership to get the first hand knowledge about an unprecedented social and political change that took place in the Baltic States over the past nineteen years In addition the book allows a point of departure into some historical memory clashes controversies and moral and political debates over the past and its impact on the present **Cross-Border Mergers in**

**Europe: Volume 1** Dirk Van Gerven,2010-03-04 This discussion of the Cross Border Merger Directive and its implementing legislation in each Member State of the European Union and the European Economic Area provides companies and their advisors with useful insight into the legal framework applicable to and the tax treatment of cross border mergers throughout the European Economic Area Analysis of the Community rules laid down in the Cross Border Merger Directive and the Community rules on the tax treatment of cross border mergers is complemented by chapters on the implementing legislation in each Member State prepared in accordance with a common format and contributed by a practitioner from each state Annexes contain the Cross Border Merger Directive Annex I the Parent Subsidiary Directive Annex II and a list of the implementing legislation in each Member State Annex III **Cases and Materials on EU Law** Stephen Weatherill,2016

This classic casebook provides a valuable selection of significant cases and legislation alongside an engaging range of carefully selected extracts all of which are enhanced by insightful author notes in an easy to use and accessible format

Employee Voice and Participation Jeff Hyman,2018-06-13 Employee participation and voice EPV concern power and influence Traditionally EPV has encompassed worker attempts to wrest control from employers through radical societal transformation or to share control through collective regulation by trade unions This book offers a controversial alternative arguing that in recent years participation has shifted direction In Employee Voice and Participation the author contends that participation has moved away from employee attempts to secure autonomy and influence over organisational affairs to one in which management ideas and initiatives have taken centre stage This shift has been bolstered in the UK and USA by economic policies that treat regulation as an obstacle to competitive performance Through an examination of the development of ideas and practice surrounding employee voice and participation this volume tracks the story from the earliest attempts at securing worker control through to the rise of trade unions and today s managerial efforts to contain union influence It also explores the negative consequences of these changes and though the outlook is pessimistic considers

possible approaches to address the growing power imbalance between employers and workers Employee Voice and Participation will be an excellent supplementary text for advanced students of employment relations and Human Resource Management HRM It will also be a valuable read for researchers policy makers trade unions and HRM professionals

**Social Failures of EU Enlargement** Guglielmo Meardi, 2013-06-17 Is the EU enlargement the success EU institutions proclaim Based on fifteen years of fieldwork research across Central and Eastern Europe and on migrants in the UK and Germany this book provides a less glittering answer The EU has betrayed hopes of social cohesion social regulations have been forgotten multinationals use threats of relocations and workers left without institutional channels to voice their concerns have reacted by leaving their countries en masse Yet migration for many increases social vulnerability Drawing on Hirschman's concepts of Exit and Voice the book traces the origins of such failures in the management of EU enlargement as a pure economic and market creating exercise neglecting the inherently political nature of labour relations The reinforcement of market mechanisms without political counterbalances has resulted in an increase in opportunistic exit behaviour by both employers and employees and thereby in a worsening quality of democracy at workplace national and European levels As a result of this process the EU has become more similar to the North American Free Trade Agreement between USA Canada and Mexico where social rights are marginalized and economic integration does not translate into better development

**The European Company** Jonathan Rickford, 2003 Meijers Institute of Legal Studies Faculty of Law Leiden University where in 2002 Professor Jonathan Rickford held the Unilever Chair of European Company Law

**Benchmarking Working Europe 2015** Institut syndical européen pour la recherche, la formation et la santé et sécurité, 2015-04-01 Published every year the report analyses the state of working Europe explaining with the aid of statistics and graphs the main trends in terms of Europe's macro economic situation its labour market development the situation of wages and collective bargaining and worker participation The focus of this year's Benchmarking report is on the lessons learned or not learned from eight years of economic crisis and austerity policy The findings point to policy failures and to the need to redefine alternatives in order to get Europe back on a sustainable growth path The deterioration of the labour market and social situation in the EU along with the appointment of a new Commission last autumn have led to some renewed policy initiatives that seek to restore growth as a means of addressing the situation The most notable of these initiatives is the Annual Growth Survey with its three pillars the Investment Plan fiscal responsibility and structural reforms

*Getting Skills Right Training in Enterprises New Evidence from 100 Case Studies* OECD, 2021-10-29 Enterprises are a key provider of education and training for adults across OECD countries Yet policy makers lack a detailed understanding of how training in enterprises takes place This report opens the black box of training and informal learning in enterprises by providing in depth insights on i what training and learning opportunities enterprises provide ii why they provide training or not and iii how they make decisions about training

**Terra/Wattel - European Tax Law** Peter J. Wattel, Otto Marres, Hein

Vermeulen, 2018-11-20 Peter J Wattel is Advocate General in the Supreme Court of the Netherlands State Councillor extraordinary in the Netherlands Council of State and professor of EU tax law at the Amsterdam Centre for Tax Law ACTL University of Amsterdam Otto Marres is professor at the ACTL and tax lawyer at Meijburg Co Amsterdam Hein Vermeulen is professor at the ACTL and Director of PwC's EU Direct Tax Group The seventh edition of this two volume set brings a comprehensive and systematic survey of European Tax Law up to January 2018 It provides a state of the art clarification and analysis of the implications of the EU Treaties and secondary EU law for national and bilateral tax law From the consequences of the EU free movement rights to the soft law meant to put a halt to harmful tax competition The seventh edition of European Tax Law offers a cutting edge analysis of the field surrounding tax law across Europe It puts forward a thought provoking discussion of the current EU tax rules as well as of the EU Court's case law in tax matters Previous editions were highly regarded as a staple overview of EU tax law among EU tax law practitioners policymakers the judiciary and academics alike With its updated legislation and case law up to January 2018 this new edition maintains its unparalleled depth and clarity as the go to reference book in the field This first volume of European Tax Law extensively covers 1 The consequences of the EU free movement rights the EU State aid prohibition the EU Charter of Fundamental Rights and the general principles of EU law for national tax law tax treaties national tax procedure State liability and relations with third States as they appear from the case law of the Court of Justice of the EU 2 Secondary EU law in force and proposed on direct taxes the Parent Subsidiary Directive the Tax Merger Directive the Interest and Royalties Directive cross border tax dispute settlement instruments the Anti Tax Avoidance Directive and the C C CTB proposal 3 The exchange of information and other administrative assistance in the assessment and recovery of taxes between the EU Member States 4 Soft Law on Harmful Tax Competition 5 Procedural matters and the extent of judicial protection The upcoming second volume of this set will cover harmonization of indirect taxation energy taxation and capital duty as well as administrative cooperation in the field of indirect taxation

**The Transformation of Employment Relations in Europe** Jim Arrowsmith, Valeria

Pulignano, 2013-09-11 Since the 1980s the process of European economic integration within a wider context of globalization has accelerated employment change and placed a new premium on flexible forms of work organization The institutions of employment relations specifically those concerning collective bargaining between employers and trade unions have had to adapt accordingly The Transformation of Employment Relations focuses not just on recent change but charts the strategic choices that have influenced employment relations and examines these key developments in a comparative perspective A historical and cross national analysis of the most important and controversial issues explores the motivation of the actors the implementation of change and its evolution in a diverse European context The book highlights the policies and the role played by different institutional and social actors employers management trade unions professional associations and governments and assesses the extent to which these policies and roles have had significant effects on outcomes This

comparative analysis of the transformation of work and employment regulation within the context of a quarter century timeframe has not been undertaken in any other book But this is no comparative handbook in which changes are largely described on a country by country basis but instead The Transformation of Employment Relations is rather focused thematically As Europe copes with a serious economic crisis understanding of the dynamics of work transformation has never been more important

**European Board-Level Employee Representation** Jeremy Waddington, 2018-06-23 It is often assumed that employee representatives exert power at the company board but it is rarely made explicit how power is exercised and to what effect This book the first to assess national differences between board level employee representatives in their exercise of influence and power examines coordination among board level employee representatives trade unions representatives from other institutions of labour representation within the company management and other board members Drawing on a large scale survey distributed to board level employee representatives eleven expert contributors analyse for seven European countries Denmark France Germany Hungary Norway Slovenia and Sweden how such issues and topics as the following affect the participation of employee representatives at the board capacity of board level employee representatives to exercise power over long term strategic corporate decision making how changed circumstances impinge on the role of employee representatives how coordination of workers interests has been established and maintained if at all how board level employee representatives are selected influence of board level employee representatives on corporate restructuring effect of corporate codes of governance impact of the establishment of groups of companies and protections against dismissal and discrimination of board level employee representatives Each country chapter reviews the legislation that underpins board level employee representation the timeliness and quality of the information provided and the capacity of the representatives to apply information made available with the purpose of establishing whether the legislation tends to constrain or facilitate the exercise of influence and power This book takes a giant step towards answering the question of how board level employee representatives can fulfil their roles in a manner consistent with the intentions of the policymakers who framed the legislation Moreover it approaches the possibility of developing pan European legislation on board level employee representation that would accommodate national variations For these reasons the book will be welcomed by European policymakers concerned with industrial relations or corporate governance as well as by practitioners and academics in a wide swath of European legal and social studies

Białostockie Studia Prawnicze 20/A Elżbieta Kuzelewska, 2017-12-04

**European Labour Law and Social Policy: Cases and Materials** Alan Neal, 1999-09-22 This text is a collection of primary source materials in the labour law and social policy of the European Community in one volume It includes documents and decisions up to May 1st 1999 when the Treaty of Amsterdam came into force along with key legislative instruments in EC labour law and social policy significant associated policy documents produced by the Commission and important decisions of the European Court of Justice

**The Laval and Viking Cases** Roger Blanpain, Andrzej Wiątkowski, 2009-01-01 in this book

nineteen labour law scholars present country reports detailing challenges and consequences of the rulings evident in twelve EU Member States as well as in Norway and Russia Among many others the salient issues covered include the following cross border solidarity among workers collective action as a fundamental freedom the prospects for an EU minimum wage plan the social partners approach to national labour law the harmonisation of social security standards and the scope of enforcement by Member State labour regulatory authorities

**The Changing Face of European Labour Law and Social Policy** Alan C. Neal, 2004-01-01 In the realm of European employment law tension exists between the concepts of economic policy and social policy During recent years a growing tendency to emphasize the economic at the expense of the social can be discerned What this trend gives us in the views of the leading figures in the field of European labour law and social policy whose considered analyses are presented in this volume is a regime of grand declarations about workers rights but with extremely limited enforcement potential i The Changing Face of European Labour Law and Social Policy presents some of the papers given at a series of colloquia sponsored by the Employment Law Research Unit at the University of Warwick in early 2002 In its assessment of the forces at work in European employment law today these commentaries examine significant initiatives and issues including problems arising in the context of the Nice Charter delivering equality at the workplace under the new EU legal framework the crisis facing workers participation in practice the prospects for trans national collective bargaining employment related aspects of human rights under the ECHR and attempts to establish effective protections in relation to the working environment Invaluable appendices include a report as presented by the late Marco Biagi of a high level group on reform of the European labour market the text of the Social Policy Agenda as approved at the Nice Summit of 2000 and the Commission s scoreboard on the implementation of the Social Agenda as of 2002 With its down to earth analysis of the current status of the floor of rights in the European work environment The Changing Face of European Labour Law and Social Policy will be of inestimable value to all practitioners and scholars seeking to improve the quality of life for Europe s working population and the quality of regulation at the disposal of those charged with confronting the new challenges to social policy resulting from the radical transformation of Europe s economy and society

**European Company Law** Nicola de Luca, 2021-04-15 Taking a text cases and materials approach de Luca s successful textbook remains the only offering for students of European company law and has been thoroughly updated in this new edition Chapters have been expanded to cover the latest legislation and directives on cross border mergers the use of digital tools and cross border insolvency while figures and graphs have been introduced to help illustrate complex processes and relationships Clearly differentiated explanatory textboxes from the first edition have been revised and allow students to quickly identify sources such as EU legislation official documents and excerpts from scholarly papers The book explores a diverse range of topics from what European company law is to the structure of the Societas Europaea Statute capital markets and takeover law It continues to be an essential resource for the growing number of graduate courses in European company law European



business law and comparative corporate law      ECMLG 2017 13th European Conference on Management, Leadership and Governance Martin Rich, 2017-12-11 these Proceedings represent the work of contributors to the 13th European Conference on Management Leadership and Governance ECMLG 2017 hosted this year by the Cass Business School City University of London on 11 12 December 2017 The Conference Chair is Dr Martin Rich The conference will be opened with a keynote address by Dr Helen Rothberg from Marist College Poughkeepsie USA with a speech entitled Everything I Know about Leadership I Learned as a Bartender On the second day the keynote will be delivered by Dr Amanda Goodall from City University of London on the topic of Why we need core business experts as leaders ECMLG is a well established platform for individuals to present their research findings display their work in progress and discuss conceptual advances in many different branches of Management Leadership and Governance At the same time it provides an important opportunity for members of the community to come together with peers share knowledge and exchange ideas With an initial submission of 160 abstracts after the double blind peer review process there are 61 academic papers 8 PhD Papers and 2 Work in Progress papers in these Conference Proceedings These papers reflect the truly global nature of research in the area with contributions from Australia Austria Belgium Brazil Canada Czech Republic Finland Germany Hungary Iran Ireland Israel Kazakhstan Kenya Lithuania Malaysia

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