

INDEX

VOLUME I

PRESENTATION	43
PROLOGUE	45
Foreword by ASNALA and FORELAB	49
CHAPTER 1. THE CHARTER OF FUNDAMENTAL RIGHTS OF THE EUROPEAN UNION, APPLICATION AND EFFECTIVENESS	51
Miguel Rodríguez-Piñero and Bravo-Ferrer	
I. The legal value of the Charter	51
II. The applicability of the Charter to States	53
III. The problematic points of connection	56
IV. The Charter and State Constitutions	60
V. The “inter partes” effectiveness of the Charter	67
Bibliography	81
CHAPTER 2. THE LEGAL STATUS OF THIRD-COUNTRY NATIO- NALS	83
Magdalena Nogueira Guastavino	
I. EU immigration law	83
II. Directive 2003/109/EC on the status of non -EU nationals who are long-term residents	85
1. Personal, territorial and temporal scope	86
2. The status of long-term resident in the first Member State	88
2.1 Requirements	88
2.1.1 Continuous and legal residence	88

	Páginas
2.1.2 Sufficient stable and regular resources, as well as health insurance as mandatory requirements	89
2.1.3 Not to constitute a threat to public policy, public security or public health	91
2.2 Acquisition of long-term resident status	91
2.3 The scope of long-term resident status: equal treatment and protection against expulsion	93
2.4 The withdrawal or loss of the status	96
3. The residence permit and the legal status of the long-term resident in a second State	98
III. The new Directive on a single application procedure for a single permit (Directive EU 2024/1233, of 24 April 2024)	102
1. The need to simplify the procedure for applying for a single permit to reside and work in a Member State	102
2. Purpose of the Directive and scope	105
3. Single application procedure and issuance of the single permit	107
4. Rights conferred, the right to equal treatment (arts. 11-14)	110
CHAPTER 3. THE CONCEPT OF EMPLOYEE	115
Carolina Martínez Moreno	
I. Towards a common and expansive concept of EMPLOYEE	115
II. The concept of “EMPLOYEE” in the EU	117
1. The performance of a “real and effective” activity as a employee	118
2. Participation in an “economic activity” and the notion of employer	121
3. The irrelevance of any inactivity	123
4. The exclusion of marginal activities	125
5. The particular case of family work	126
III. Employed persons, self-employed persons and service providers	128
IV. The uniqueness of cases involving directors and administrators of commercial companies	129
1. Has the ECJ gone beyond the sphere of the employment contract?	132
2. Is there a different conception of the subordination note under the ECJ’s case law?	133

CHAPTER 4. WORK CONDITIONS AND GENDER-BASED WAGE DISCRIMINATION	135
Susana Rodríguez Escanciano	
I. The marginalization of women in the workplace as a starting point ...	135
II. The evolution of EU policies. The transition to gender equality as a fundamental right	136
III. Directive 2006/54/EC. Objective scope	140
IV. Undervaluation of women's wages	143
1. The worrying statistical reality	143
2. Key legislative milestones. Directive 2023/970 as the latest development	144
3. Work of equal value	147
4. Worrying exogenous factors. The commitment to transparency ...	150
CHAPTER 5. MATERNITY PROTECTION	153
Maria Amparo Ballester Pastor	
I. Regulatory map of maternity protection in the European Union	153
1. Directive 92/85/EEC of October 19: maternity protection linked to risk prevention	154
2. Directive 2006/54/EEC of 5 July 2006: maternity protection linked to protection against discrimination on grounds of sex	157
3. Other directives that configure anti-discrimination protection due to pregnancy and maternity	159
II. Prevention of risks for women during pregnancy, childbirth, and breastfeeding	160
III. Maternity leave	163
IV. Protection against dismissal without cause	166
V. The right to maintain the rights inherent to the employment contract	170
CHAPTER 6. EQUALITY AND NON-DISCRIMINATION ON GROUNDS OF SEXUAL ORIENTATION, GENDER IDENTITY AND GENDER EXPRESSION IN EUROPEAN UNION LAW	173
Gemma Fabregat Monfort	
I. Introduction	173
II. European Union Legislative Framework: Original and Secondary Law	174
1. Original Law	174
2. Secondary legislation	175

	Páginas
III. A special regulatory reference: Directive 2000/78/EC	179
IV. Conceptual clarifications in the labour sphere	181
1. Discrimination on the grounds of “sex”, “gender” and “sexual orientation”	181
2. Collectives covered by “Sexual Orientation”	183
3. “Sexual or Gender Identity”, “Gender Expression”, “Transsexuality”: New Legal Categories of Protection?	183
V. Jurisprudence of the ECJ on LGBTI labour protection. Sexual orientation as a singular cause of protection	185
1. The Maruko case (C-267/06): recognition of the widow’s pension for same-sex partners	186
2. The Römer case (C-147/08): equalisation of pension benefits ...	187
3. The Hay case (C-267/12): employment benefits and marital status ..	188
4. The Asociația ACCEPT (C-81/12) and Rete Lenford (C-507/18) cases: protection against homophobia in access to employment ...	188
5. The Case Relating to Trans Identity (C-356/21): protection of self-employed persons	189
VI. Conclusion	191
CHAPTER 7. COUNCIL DIRECTIVE 2000/43/EC OF 29 JUNE 2000 IMPLEMENTING THE PRINCIPLE OF EQUAL TREATMENT BETWEEN PERSONS IRRESPECTIVE OF RACIAL OR ETHNIC ORIGIN	193
María Emilia Casas Baamonde	
I. Council Directive 2000/43/EC of 29 June 2000 Implementing the Principle of Equal Treatment Between Persons Irrespective of Racial or Ethnic Origin	193
II. The Legal Basis of Directive 2000/43 and Its Relationship with the Charter of Fundamental Rights of the European Union (CFREU)	196
1. The Right to Non-Discrimination on the Grounds of Race or Ethnicity as a General Principle of European Union Law and Its Implementation by Directive 2000/43; Effectiveness of the Directive on the Implementation of the General Principle of Non-Discrimination in Relations Between Individuals	196
2. The CFREU and Directive 2000/43: The Right to Non-Discrimination as a Fundamental Right of European Union Law	199
3. Directive 2000/43 and the ECHR	202
III. The Purpose of Directive 2000/43	204

	Páginas
1. Object and Purpose	204
2. The Concepts of Racial Origin and Ethnic Origin	204
3. The Exclusion of Nationality; and Status of Third-Country Nationals Who Are Long-Term Residents	206
IV. Prohibited Discrimination on the Grounds of Racial or Ethnic Origin of the Victim and Other Persons, and Its Forms. Exceptions	209
1. The Subjective Scope of Application Extends to All Persons Against Discrimination Based on Racial or Ethnic Origin	209
2. Direct Discrimination: Its Causes; Without Identifiable Victim; Multiple Discrimination of Women; Parodies	210
2.1 Direct Discrimination	210
2.2 The Causes of Discrimination: The Racial or Ethnic Origin of the Victim, Discrimination by Association	211
2.3 Direct Discrimination Without an Identifiable Victim	212
2.4 Multiple Discrimination Based on Gender, Age, and Ethnic Origin	213
2.5 Parodies and Discriminatory Messages	214
3. Indirect Discrimination; Its Strict Objective Justification	215
4. Harassment	217
5. Exceptions: Genuine and Determining Occupational Requirements	218
V. The Material Scope of Directive 2000/43/EC: Non-Exhaustive List of Subjects and Non-Restrictive Application	219
VI. Positive Action	225
VII. Defending Rights: The Fundamental Right to Effective Judicial Protection Without an Identified Victim	226
VIII. Distribution of the Burden of Proof	228
IX. Regime of Responsibilities, Compensation, and Sanctions	230
X. Bodies for the Promotion of Equal Treatment	232
XI. The Immediate Future	232
CHAPTER 8. PROHIBITION OF DISCRIMINATION ON GROUNDS OF RELIGION OR BELIEF	235
Román Gil Alburquerque	
I. Applicable law	235
II. Definitions of religion or belief in EU law	239
III. Protection of freedom of religion and belief. Positive and negative aspects	240

	Páginas
IV. Prohibition of discrimination on grounds of religion in the employment relationship. Judicial doctrine	245
1. Prohibition of direct or indirect discrimination on grounds of religion or belief in the field of employment	247
2. Remedies and enforceability. Reasonable accommodation	262
V. The relationship between the protection of human rights and Directive 2000/78/EC	263
Bibliography	264
CHAPTER 9. PROHIBITION OF DISCRIMINATION ON THE BASIS OF DISABILITY	267
Bernardo García Rodríguez	
I. The social reality of disability in the European Union	267
II. Notion of disability	268
1. Legal concept of disability	268
1.1 United Nations Convention on the Rights of Persons with Disabilities	268
1.2 Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation; and the case law of the European Court of Justice	269
2. Illness and disability	271
3. Supervening incapacity, permanent incapacity and disability	272
4. People especially sensitive to occupational hazards and disability ...	273
III. Employment and occupation protection measures in the face of disability discrimination	274
1. General principle of prohibition of discrimination on grounds of disability	274
2. The exception due to professional requirements	276
3. Reasonable accommodation for persons with disabilities	277
IV. A final note on the European disability (2021-2030)	279
CHAPTER 10. AGE DISCRIMINATION	281
Carlos Hugo Preciado Domènech	
I. Introduction	281
II. Age discrimination in the Primary and Secondary Law	282

	Páginas
1. Regulatory framework	282
1.1 Primary Law	282
1.2 Secondary Law	283
2. Anti-discrimination law rules and age	283
III. The regulation of age discrimination in the employment and occupation context	284
1. Scope of application	284
2. Direct effectiveness and in relations between individuals.	286
3. Concept of age discrimination	288
4. Professional, essential and determining requirement	289
5. Specific limitations on the prohibition of age discrimination	290
6. Maximum age of access	294
7. Mandatory retirement	295
8. Measures to promote employment	299
9. Employment policies	300
IV. Characteristics of the prohibition of discrimination in EU law, in particular with regard to age	308
CHAPTER 11. POSITIVE ACTION MEASURES	313
Jesús Cruz Villalón	
I. Notion and normative basis	313
II. Positive action in the Treaties: the Charter of Fundamental Rights of the European Union	316
III. Compatibility with the prohibition of discrimination	320
IV. Specific positive action measures in Union Law	333
1. Gender positive action	334
2. Positive action on disability	336
CHAPTER 12. FREEDOM OF MOVEMENT OF WORKERS, FREEDOM TO PROVIDE SERVICES AND FREEDOM OF ESTABLISHMENT	341
Eduardo Rojo Torrecilla	
I. Introduction	342
II. Study of the case law of the ECJ	343
1. The concept of worker exercising the right to freedom of movement	344
2. The exclusion of free movement for employment in the public administration	344

	Páginas
3. The extension of the scope of application of Art. 45 TFEU	345
4. Free movement and its (non-) application in elections to workers' representative bodies	347
5. Infringement of freedom of movement due to the exclusive use of one language in employment contracts	348
6. The maintenance of the worker's status after the termination of the employment contract	350
7. The importance of differentiating between a scholarship and an employment contract	350
8. Protection of the rights of job seekers	351
9. Freedom of movement in the health field and the value of the professional title obtained in another Member State	352
10. Compensation for isolation during COVID-19. Unjustified difference in treatment	353
11. Admission to teaching lists only for those who have acquired experience in public centers of the State	354
12. Social assistance benefits for the mother of a national of a Member State who has exercised that right	356
13. Cross-border workers. Equal treatment in the receipt of family allowance	359
14. Restrictions on the free movement of professional footballers and free competition between companies	362
CHAPTER 13. COORDINATION OF NATIONAL SOCIAL SECURITY SYSTEMS (REGULATIONS EC/883/2004 AND EC/987/2009)	367
Dolores Carrascosa Bermejo	
I. Introduction	368
1. Coordination: basic premises	369
2. Coordination Regulations relationship with the bilateral social security conventions concluded between Member States	374
II. Scope of application of the coordination Regulations	374
1. Territorial scope of application	374
2. Temporal scope of application	376
3. Material scope of application	376
3.1 Coordinated national legislations	376
3.2 Special Non-Contributory Benefits (SNCB)	378
3.3 Explicit exclusions	381
4. Personal scope of application	382
III. Coordination Regulations basic principles	384

	Páginas
1. Determination of applicable national legislation	384
1.1 The <i>lex loci laboris</i> and its exceptions	388
1.2 The binding nature of the PD A1	392
1.3 National legislation applicable to posted workers	396
1.4 National legislation applicable to intra-EU telework	399
2. Equal treatment and non-discrimination on the grounds of nationality	402
3. Assimilation of benefits, income, facts or events	404
4. Aggregation of periods and <i>pro rata temporis</i>	407
5. Non-accumulation of benefits and/or income	408
6. Exportability of benefits	411
7. Administrative collaboration	412
Basic bibliography in English	413
CHAPTER 14. SUBSTANTIVE PROTECTION OF TEMPORARILY POSTED WORKERS IN THE FRAMEWORK OF TRANSNATIONAL PROVISION OF SERVICES	417
Javier Gárate Castro	
I. Regulatory rules	418
II. A reference to the position of the undertaking or entity recipient of the provision of services	425
III. Obligations to be borne by the undertaking of the posted worker: the guarantee relating to the application of certain terms and conditions of employment in accordance with the host state legislation	426
1. General	426
2. Terms and conditions of employment which applicability is guaranteed	429
2.1 The “maximum work periods” and “minimum rest periods”, as well as the “minimum paid annual holidays” [Art. 3(1)(a) and (b) Directive 96/71/EC]	429
2.2 The “remuneration” [Art. 3(1)(c) Directive 96/71/EC]	430
2.3 “The conditions of hiring-out of workers, in particular the supply of workers by temporary employment undertakings” [Art. 3(1)(d) Directive 96/71/EC]	432
2.4 The “health, safety and hygiene at work” [Art. 3(1)(e) Directive 96/71/EC]	434
2.5 The “protective measures with regard to the terms and conditions of employment of pregnant women or women who have recently given birth, of children and of young people” [Art. 3(1)(f) Directive 96/71/EC]	434

	Páginas
2.6 “Equality of treatment between men and women and other provisions on equality” [Art. 3(1)(g) Directive 96/71/EC] ...	435
2.7 “The conditions of workers’ ‘accommodation’ and the ‘allowances or reimbursement of expenditure to cover travel, board and lodging expenses’” [Art. 3(1)(h) e (i), respectively, Directive 96/71/EC]	435
3. Three reinforced protections, two mandatory and one optional	440
3.1 Terms and conditions of employment guaranteed to workers subject of long duration postings	440
3.2 Terms and conditions of employment guaranteed to posted workers due to their assignment at a user undertaking: general	443
3.3 Terms and conditions of employment guaranteed to posted workers due to their assignment at a user undertaking: workers subject to transnational temporary postings plural or in chain, successive to their assignment at user undertaking on the State of establishment	445
3.4 The extension of protection to other terms and conditions of employment established by national provisions of public policy	445
4. Does Directive 96/71/EC protect respect for privacy, due consideration for dignity and the rights to strike and to trade union freedom?	448
5. Reductions, some of them mandatory, in the terms and conditions of work and employment covered by protection	452
6. Regulatory sources of the terms and conditions of employment ...	454
CHAPTER 15. INTERNATIONAL ASSIGNMENTS FROM THIRD COUNTRIES TO THE EUROPEAN UNION	459
Juan Bonilla Blasco	
I. Application of European Union Directives to Third-country Nationals	460
1. Free Movement of Workers	460
2. Health and Safety at Work	460
3. Working Conditions in General	461
4. Working Conditions for Specific Sectors	462
5. Participation of Employees	463
6. Discrimination	463
II. Working conditions in cases of International Assignments of Third-country Nationals	464

1. Temporary Assignment (within the framework of a transnational provision of services) of a Third-country National to a Member State of the European Union	465
2. Temporary Assignment (within the framework of a transnational provision of services) of a Third-country National to several Member States of the European Union	466
3. Local Hiring of a Third-country National in a single Member State ..	467
4. Local Hiring of a Third-country National with subsequent assignment to another Member State	467
5. Hiring of Highly Qualified Professionals	468
III. Social Security	468
IV. Immigration	470
V. International Jurisdiction and Governing Law	473
CHAPTER 16. FREEDOM OF ESTABLISHMENT AND FREEDOM TO PROVIDE SERVICES AND SOCIAL RIGHTS	475
Salvador del Rey Guanter and Antonio José Valverde Asencio	
I. The conception of freedom of establishment and freedom to provide services and their relationship with social rights	476
II. The evolving doctrine of the european court on the relationship between social rights and basic economic freedoms	484
III. The understanding of collective bargaining or collective conflict measures as a restriction on the freedom of establishment or the freedom to provide services. The doctrine of the viking and laval judgments	489
IV. Minimum working conditions, freedom of movement and application of social clauses. From the rüffert case to the regio post case	493
V. The aget iraklis case: prior administrative authorization in the case of collective dismissal as a case of (justified) restriction of freedom of establishment	500
VI. Assumptions for the application of directive 96/71: application to the transport sector and determination of the minimum wage (or remuneration) in the event of posting of workers	504
VII. The specific case of stevedoring and dock work: the stjue 11 december 2014 (case european commission v. Kingdom of spain) and the stjue 11 february 2021 (case katoen terminals nv).	509
VIII. Judgments of 8 december 2020, hungary and poland v. European parliament: reinforcing the guarantee of posted workers' rights	512
IX. Requirement of a residence permit for third country workers who provide services in a company of a member country and carry out their activity in another member country: the ecj judgment of 20 june 2024 (case c-540/22, sn and others and staatssecretaris van justitie en veiligheid)	515

	Páginas
<hr/>	
CHAPTER 17. THE PROTECTION OF THE PERSONS PERFORMING PLATFORM WORK (DIRECTIVE 2024/2831 ON IMPROVING WORKING CONDITIONS IN PLATFORM WORK)	519
Lidia Gil Otero	
I. Introduction: The commitment of the European Union to platform work	520
II. Material and personal scope of application	522
1. Platform workers and persons performing platform work	523
2. Digital labour platform	525
3. Intermediaries	526
III. Measures for the determination of employment status	528
1. Primacy of facts	528
2. The legal presumption of employment: control and direction	528
3. The rebuttal of the presumption	533
IV. Protecting persons performing platform work from algorithmic management	533
1. Limitations and preventive measures in automated systems	534
2. Algorithmic information rights	536
3. Accountability and human review of automated systems	538
V. Safety and health of platform workers	540
VI. Information and consultation and collective rights in platform work: representatives of employees and self-employed workers ...	541
VII. Transparency obligation of digital labour platforms vis-à-vis national authorities	543
VIII. Procedural implications of the rights conferred by the Platform Work Directive	544
IX. Conclusions: a balance between protection and innovation	545
CHAPTER 18. FIXED-TERM CONTRACTS (COUNCIL DIRECTIVE 1999/70/EC OF JUNE 28, 1999)	547
Joaquín Pérez Rey and Emma Rodríguez Rodríguez	
I. Background of the Regulation of Fixed-Term Work in Europe ..	547
II. The Main Guidelines of the EU Agreement on Fixed-Term Work ...	549
III. The scope of Application of the Agreement	554
1. Broadness of the Definition of Fixed-Term Workers	554
2. Specific National Features of Temporary Employment	556
3. Materially Temporary Relationships	558
4. Exclusions from the Agreement's Scope	560

IV. The principle of non-discrimination between temporary and permanent employees	560
1. Direct Effect of the Principle of Non-Discrimination.	560
2. Dynamics of the Principle of Non-Discrimination: The Comparison Test and Objective Justifications for Differential Treatment ...	561
3. Working Conditions Governed by the Principle of Non-Discrimination	563
4. Application of the Principle of Non-Discrimination to the Termination of Fixed-Term Contracts: The Erratic Reasoning of the ECJ	566
V. Prevention of Abuse Due to Successive Use of Fixed-Term Contracts	568
1. The European Framework for Successive Fixed-Term Contracts, the Necessary State Complement, and the Lack of Direct Effect ...	568
2. Difficulties in Public Employment	572
2.1 Indefinite but Non-Permanent: Effectiveness, Equivalence, and Deterrent Capacity of the Alternative Measure?	572
2.2 Interim Civil Servants and Statutory Staff: The Emergence of the Indefinite Interim?	573
2.3 Others, Especially Research and University Staff	575
Appendix Jurisprudence	576
CHAPTER 19. PART-TIME WORK (COUNCIL DIRECTIVE 97/81/EC OF 15 DECEMBER 1997)	579
José Fernando Lousada Arochena	
I. The long road to the European Framework Agreement on part-time work (Council Directive 97/81/EC)	580
II. General clauses (Clauses 1, 2 and 3)	582
1. Purpose (Clause 1)	582
2. Scope (Clause 2)	584
2.1 General scope (Clause 2 (1))	584
2.2 Opting-out clause (Clause 2 (2))	586
3. Definitions (Clause 3)	587
III. The principle of non-discrimination (Clause 4)	589
1. Non-discrimination general principle (Clause 4 (1))	589
1.1 Benefits of professional regimes	589

	Páginas
1.2 Seniority premiums	591
1.3 Conversion from fixed-term employment contract into a permanent one	591
1.4 Conditions of payment of overtime worked	592
2. Different treatment for objective reasons (Clause 4 (1 in fine)) ...	592
3. Pro rata temporis (Clause 4 (2))	594
3.1 Remuneration calculation	594
3.2 Seniority premium calculation	595
3.3 Benefits of professional regimes calculation	596
3.4 Vacation calculation, or better could say its remuneration? ...	597
4. Arrangements for the application (Clause 4 (3))	601
5. Opting-out specific clause (Clause 4 (4))	601
IV. Principle of voluntariness (Clause 5)	601
1. Review obstacles (Clause 5 (1))	601
2. Retaliation (Clause 5 (2))	603
3. Mobility (Clause 5 (3))	605
V. Technical clauses (Clause 6)	605
CHAPTER 20. TEMPORARY EMPLOYMENT AGENCIES (DIRECTIVE 2008/104/EC OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL OF 19 NOVEMBER 2008)	607
Carolina San Martín Mazzucconi	
I. Regulatory framework	607
II. Analysis of Directive 2008/104/EC	609
1. Preliminary remarks	609
2. Keys to regulation	609
3. Scope of the Community rule	611
4. Equal treatment yes, but how far?	613
4.1 The general rule	613
4.2 Exceptions	615
5. Elimination of superfluous restrictions	618
6. Calculation of assigned workers for the purpose of collective representation	620
7. Other issues	620
III. Reference to Directive 91/383/EEC on health and safety at work ...	622
IV. Conclusions	623

	Páginas
CHAPTER 21. PUBLIC EMPLOYMENT	625
Laurentino J. Dueñas Herrero	
I. Freedom of movement for workers and public employment	625
II. The public administration and its employees	628
III. Public employment excluded from free movement	633
IV. The point time of the requirement of non-discrimination on grounds of nationality in the civil service	640
V. The regulatory implementation of Article 45(4) TFEU in Spanish law ..	642
Bibliography	644
CHAPTER 22. THE FRAMEWORK DIRECTIVE 89/391/EEC AS THE BACKBONE OF EU SOCIAL LAW ON OCCUPATIONAL RISK PREVENTION	645
José Luis Monereo Pérez and Maria Nieves Moreno Vida	
I. The legal-political centrality of the Framework Directive 89/391/EEC: The European preventive model.	646
1. Harmonizing regulations aimed at seeking homogeneity in national laws	646
2. Characteristic features of the <i>European social model of occupational risk prevention</i> since the Framework Directive.	647
II. Subjective scope of application of Directive 89/391/EEC	651
1. The subjects of occupational safety and health: subjects subject to occupational safety and health regulations.	651
2. The concept of worker for the purposes of occupational safety and health standards.	653
2.1 Breadth of the concept of worker. The incomplete rule of generality or universality.	653
2.1.1 Civil Service	654
2.1.2 Self-employed workers	655
2.1.3 Workers in the service of the family household	657
2.2 Specially protected groups or specific groups	657
3. The concept of employer	659
3.1 The “group of companies” as the center of imputation of the safety and health rules.	660
3.2 Adaptation to the size of the company: the «small» company. ..	660
3.3 Decentralization of production: coordination of preventive activities	662

	Páginas
III. The rights and obligations and basic institutions of the preventive model	663
1. The employer's duty of safety: scope and delimitation of its content.	663
2. Own prevention services and external prevention services: internalization versus externalization of the preventive organization.	666
3. Preventive obligations incumbent upon employees	668
Index of Jurisprudence	668
CHAPTER 23. SPECIFIC DIRECTIVES ON OCCUPATIONAL SAFETY AND HEALTH	671
Faustino Cavas Martínez	
I. The Connection of specific directives with the framework directive on Occupational Safety and Health	671
II. Structure and Content of Specific Directives	674
III. The Specific Directives on health and safety at work in the doctrine of the Court of Justice of the European Union	682
1. Sanctions for delays in the transposition of Specific Directives ...	682
2. Wrong adaptation of the Amended Directive 89/655/EC	683
3. Directive 92/57/EC: Protection of safety and health on temporary or mobile construction Sites	684
4. Directive 2003/10/EC: scope of the obligation to protect employees from noise	685
5. Directives 90/394/EEC and 89/655/EEC: obligation to assess risks from exposure to carcinogens and deadline for the adaptation of work equipment	686
6. Directive 90/270/EEC: Work with display screen equipment	688
7. Directive 89/686/EEC, of December 21, for the approximation of the laws of the Member States relating to personal protective equipment	690
CHAPTER 24. RECONCILIATION OF WORK AND FAMILY LIFE	693
Jaime Cabeza Pereiro	
I. Framework: from parental leave to a diversity of measures to reconcile work and family life	693
II. Scope of application	697
III. The paternity leave	698
IV. The basic content of parental leave	699
V. The carers' leave	702
VI. Time off from work on grounds of force majeure	702
VII. Flexible working arrangements	703

	Páginas
VIII. Protection of acquired rights or rights in process of acquisition ..	704
IX. Protection against dismissal or against other unfavourable treatments	707
X. Return from paternity, parental and carers' leave	710
XI. Reconciliation of family and work and sex discrimination	711
XII. Reconciliation rights and diversity of familiar structures	714
CHAPTER 25. WORKING HOURS, REST, EFFECTIVE WORK	717
María Luisa Segoviano Astaburuaga	
I. Directive 2003/88/EC of the European Parliament and of the Council of 4 November 2003 concerning certain aspects of the organisation of working time	717
1. Object	717
2. Scope of application	718
II. Working time and rest period	719
1. Concept	719
2. Concept of Community law	720
3. Assumptions considered working time	722
4. Registration of working time	726
III. Minimum rest periods	728
1. Daily rest	729
2. Weekly rest and maximum working hours	730
2.1 Weekly rest	730
2.2 Weekly working time	731
2.3 Reference period	731
2.4 Exceptions	732
2.5 Individual non-application of the maximum weekly working time: opt-out clause	732
IV. Pace of work	733
V. Night work, shift work, mobile employees, off-shore work and employees on board seagoing vessels	733
VI. More favourable provisions	734
CHAPTER 26. MINIMUM WAGES	735
Prof. Dr. Daniel Pérez del Prado	
I. Reasons for a directive on minimum wages	735
II. The controversial legal base	739
III. Objectives and measures	743

	Páginas
1. Promotion of collective bargaining on wage-setting	744
2. Measures for guaranteeing adequate minimum wages.	748
3. Measures for the effectiveness of minimum wage protection	755
IV. Conclusions: the added value of Directive on minimum wage	759
CHAPTER 27. PAID ANNUAL LEAVE	761
Juan Martínez Moya	
I. Recognition within a complex regulatory system	762
1. Regulatory framework	762
2. Quantitatively and qualitatively relevant jurisprudence	764
II. General configuration of the right to paid annual leave in the doctrine of the ECJ	765
1. As a principle of social law of the European Union	765
2. A right of plural content	766
3. The relevance of the teleological element	766
4. A right within the scope of the Directive free from exceptions and non-restrictive interpretation	767
4.1 Breadth of the subjective scope of application	767
4.2 Exceptions	768
5. A right of minimum duration of four weeks	770
III. Exercise of the right to paid annual leave	771
1. Accrual of the right	771
1.1 General rule	771
1.2 Conflict situations	772
2. Enjoyment	777
2.1 Guarantee of effective enjoyment	777
2.2 The right to financial compensation as an exception	777
2.2.1 Requirements	777
2.2.2 Casuistry	778
2.2.3 Amount of financial compensation	780
2.3 Matters within the competence of the member states.	780
2.4 Concurrence and interaction of the enjoyment of paid annual leave with other situations protected and other types of leave	781

	Páginas
2.4.1 The relevance of the purpose of paid annual leave ...	781
2.4.2 Interaction of entitlement to leave, sick leave, maternity leave and other parental leave	782
2.4.3 Special paid leave and paid annual leave interaction	786
2.5 Loss of the right to enjoyment	787
2.5.1 General rule	787
2.5.2 Problems regarding the period of exercise of the right to leave and the cumulative nature of periods of enjoyment	787
IV. Remuneration	795
CHAPTER 28. EMPLOYMENT ASPECTS OF THE TRANSFER OF UNDERTAKINGS (COUNCIL DIRECTIVE 2001/23/EC OF 12 MARCH 2001)	801
María Lourdes Arastey Sahún and Crístian Oró Martínez	
I. The legal framework on the employment effects of the transfer of undertakings in European Union law	802
II. The scope of the directive	803
1. The notion of “employer”	803
2. The notion of “economic entity” for the purposes of a transfer ..	804
3. The notion of “transfer”	807
3.1 Legal act that gives rise to the transfer	808
3.2 Retention of identity	811
3.3 The sectors in which the activity is essentially based on manpower	813
4. Workers covered by the directive	815
5. The specificity of transfers in the event of insolvency proceedings	816
III. The purpose of the Directive	817
1. Safeguarding of “employees” rights	817
1.1 Mandatory law	818
1.2 Maintenance of workers’ length of service	819
1.3 The possibility of providing for joint and several liability of the transferor and the transferee	820
1.4 Supplementary social protection	820
1.5 The continuation of a collective agreement and its limits ...	821

	Páginas
1.6 Differences between members of staff after the transfer ...	822
1.7 The limits on substantial changes in working conditions ...	823
2. Protection against dismissal	824
IV. The intervention of representatives of the employees	825
1. The notion of ‘representatives of the employees’	825
2. The preservation of the term of office of representatives of the employees	825
3. Guarantees for information and consultation of employees	826
CHAPTER 29. COLLECTIVE REDUNDANCIES (COUNCIL DIRECTIVE 98/59/EC OF 20 JULY 1998)	827
Ignacio García-Perrote Escartín	
I. Precedents for Directive 98/59: Council Directive 75/129/EEC of 17 February 1975 and its amendment by Council Directive 92/56/EEC of 24 June 1992.	828
II. The right to protection in the event of unjustified dismissal and the freedom to conduct a business in the EU Charter of Fundamental Rights: the ECJ “AGET Iraklis” judgement and the administrative authorisation of collective redundancies	831
III. Purpose of Directive 98/59/EC	837
IV. Concept of collective redundancies (“definitions and scope of application”; art.1)	838
1. Dismissals by an employer	838
2. “Reasons - one or more - not related” to the individual workers: not «causal» but «procedural» Directive (information and consultation rights)	839
2.1 Reasons not related to the individual workers, nor economical, technical, organisational or productive.	839
2.2 The death and retirement of the employer who is a natural person: the ECJ “Rodríguez Mayor” and “Plamaro” rulings.	841
3. Reference time period and threshold for redundancies	842
4. Establishment and not undertaking: the ECJ «Rabal Cañas» judgement	842
4.1 The Directive uses the concept of a establishment rather than an undertaking.	842
4.2 The ECJ judgement in “Rabal Cañas”	843
5. Terminations treated as redundancies	844

5.1	Terminations for reasons that are not related to the individual workers, provided that the “redundancies” are “at least 5”	844
5.2	Terminations of fixed-term contracts that take place on the date of termination are not to be taken into account. Workers with such contracts are “usually” employed at the respective establishment	845
5.3	The ECJ judgement in “Pujante Rivera” and the ECJ ruling in “Ciupa” and “Socha”	846
6.	Concept of worker and the impossibility of excluding from the calculation, even temporarily, a certain category of workers	847
7.	The Directive does not apply to workers in public administrations, the case of seafarers and the closure of military bases.	848
V.	Information and consultation (art.2)	848
1.	Consultation in “good time” with workers’ representatives, when the employer “intends” to carry out collective redundancies, with a view to reaching an “agreement”.	848
2.	Object or purpose of consultations and the use of “experts”.	849
3.	The employer’s information obligations “during” the course of the consultations and in “good time” to enable the employees’ representatives to make “constructive proposals”.	850
4.	Communication to the public authority	850
5.	The group of companies	851
VI.	The role of the public authority and the effects of collective redundancies	851
1.	Notification to the public authority and to the workers’ representatives and their possible observations (art.3)	851
1.1	Notification to the public authority	851
1.2	The notification of the workers’ representatives and any possible considerations by them.	852
2.	Effects of collective redundancies, the search for solutions by the public authority, the power to extend the effective date and the possible non-application of the above in certain cases (art.4)	852
2.1	The effects of collective redundancies	852
2.2	The search for solutions by the public authority	853
2.3	The power of extension by the public authority.	853
2.4	Collective redundancies resulting from the cessation of the establishment’s activity following a judicial decision	853

VII. Greater favourability open to states and collective bargaining (art.5)	854
VIII. Administrative and/or judicial procedures available to workers' representatives or workers' representatives (art.6)	854
IX. State aid authorised by the European Commission allows compensation for collective redundancies higher than the legal minimum: the ECJ "Iglesias Gutiérrez" judgment	855
X. Pregnant worker and dismissal: the ECJ judgement in "Porras Guisado"	856
CHAPTER 30. INSOLVENCY OF THE EMPLOYER	859
Joaquín García Murcia and Iván Antonio Rodríguez Cardo	
I. Key features of the EU system for protecting wage credits	860
1. Coordination of Member States' insolvency procedures	860
2. Social context and economic background of EU rules	862
3. Specific protection of wage credits in the event of employer insolvency	863
4. The role of the ECJ in shaping and applying wage protection rules in the event of employer insolvency	864
5. Configuration options for wage guarantee institutions	865
6. Rules on prevention of abuses	866
II. Personal scope of the guarantee	866
1. General rules	866
2. Workers with managerial responsibilities and/or shareholders ...	867
3. Protection of third-country workers	868
III. Material scope of the guarantee	868
1. Claims protected: outstanding wages and unpaid social security contributions	868
2. Outstanding wages	869
3. Social Security benefits and contributions	872
IV. Insolvency as the causal event	874
1. Main features	874
2. The link between the state of insolvency and outstanding wages	876
3. Additional requirements imposed by Member States	876
V. The relevant guarantee institution in transnational situations	877
Annex I: REFERENCES	879

CHAPTER 31. EUROPEAN SOCIAL DIALOGUE AND INFORMATION AND CONSULTATION RIGHTS (DIRECTIVE 2002/14/EC OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL OF 11 MARCH 2002)	881
Ana Alós Ramos	
I. Introduction	881
1. European Union Law	882
2. Regulatory Purpose	884
3. Scope of Application	884
4. Definitions of Concepts	888
II. Defined Rights	890
1. Content	890
2. Procedure	893
3. Confidential Information	894
III. Guarantees	896
1. Transposition	896
2. Compliance	898
3. Protection of Employees' Representatives	898
4. Relationship between Directive and other National and EU Provisions	900
Bibliography	901
CHAPTER 32. THE EU FRAMEWORK FOR EMPLOYEE REPRESENTATION: EWCS AND SES	903
Raquel Flórez Escobar and Sergio Ponce Rodríguez	
I. Introduction	903
II. the european works council	904
1. Introduction	904
2. EWC or alternative procedure	905
3. Scope: Community-scale undertakings and Community-scale groups	905
4. Procedure for setting up the EWC	906
4.1 Responsibility for commencing the process and providing information	906
4.2 Commencement of negotiations	908
4.3 Special negotiating body	908
4.4 The agreement	909
4.5 The subsidiary requirements	910

	Páginas
5. The EWC	911
5.1 Composition of the EWC	911
5.2 EWC competences	911
5.3 Protection of employees' representatives	913
5.4 Confidentiality	913
6. Collective bargaining within the EWC	914
7. Consequences of Brexit on EWCs	915
8. Final considerations	916
III. Employee involvement in european entities (SE and SCE)	916
1. The regulation and its lengthy drafting process	916
1.1 Regulatory framework	916
1.2 The genesis of the framework	917
2. The fundamental pillars	918
2.1 The “before and after” principle	918
2.2 Pre-eminence of collective bargaining	919
3. Involvement of employees in SEs as a prerequisite for the establishment of an SE	919
4. Negotiation procedure	921
4.1 Initiation of the procedure	921
4.2 Constitution of the negotiating committee	921
4.3 Operating regime	922
4.4 Functions of the special negotiating body	923
4.5 Duration of negotiations	924
4.6 Content of the agreement	925
4.7 Reference or subsidiary provisions	925
4.7.1 Scope of application of these provisions	925
4.7.2 Special reference to the subsidiary provisions on participation	926
IV. Cross-border transactions	927
CHAPTER 33. SOCIAL DIALOGUE AND COLLECTIVE BARGAINING IN THE EUROPEAN UNION LEGAL ORDER	929
Manuel Antonio García-Muñoz Alhambra	
I. Introduction	929
1. The concept of social dialogue in the European Union	929

	Páginas
2. Collective bargaining in the European Union	931
3. The relationship between social dialogue and collective bargaining in the European Union	933
II. The historical construction of the European social dialogue	934
1. Beginnings and Val Duchesse	934
2. Incorporation into the Treaties and first experiences	935
3. Turn to autonomy, paralysis and crisis.	937
4. The Eurozone crisis and its legacies	938
III. The legal framework for social dialogue and collective bargaining in EU law	940
1. Articles 154 and 155 TFEU	940
2. Implementation of the agreements (1): the binding agreements (Council decision)	942
3. Implementation of the agreements (2): the “autonomous” agreements and the role of the national social partners	945
IV. The impact of European social dialogue and collective bargaining at national level	948
1. The results of European social dialogue at cross-industry and sectoral level	948
2. Reception of European agreements at national level	949
V. Conclusions	950
Case law	953
CHAPTER 34. COLLECTIVE BARGAINING RIGHTS AND FREE COMPETITION	955
José María Goerlich Peset	
I. Competition rules: general aspects	955
II. The immunity of collective bargaining agreements and its scope: the Albany saga	956
1. The Albany case	956
2. The limits of interpretation	958
III. Collective bargaining and self-employed workers	961
1. The doctrine of the Court of Justice	961
2. The Guidelines on the application of Union competition law to collective agreements concerning the terms and conditions of employment of self-employed persons without employees	962

	Páginas
CHAPTER 35. RIGHT TO STRIKE AND COLLECTIVE ACTION	967
Antonio Baylos Grau	
I. The regulation of the right to strike in European Union law	967
1. The right to strike in European Charters of Rights	968
2. Substantial exclusions from the scope of EU competence: the right to strike	969
II. The right to strike and transnational actions in the European context	970
1. Freedom of movement and the right to strike	972
2. Freedom of establishment and freedom to provide services. The Viking and Laval doctrine	974
3. Some consequences of the Viking and Laval doctrine	979
4. A failed attempt at regulation: the Monti II regulatory proposal ...	984
CHAPTER 36. PENSION OBLIGATIONS	987
Iván López García de La Riva	
I. Introduction	987
1. The heterogeneity of supplementary pension systems	988
2. The complementary nature of the second pillar of social protection	989
II. Supplementary pension rights and freedom of movement of workers	990
1. Limits on the establishment of waiting and vesting periods, or age requirements, for the acquisition of supplementary pension rights ...	991
2. Cross-border affiliation	994
3. Preservation and portability of vested rights of workers who leave the company and change their State of residence	995
4. Information on their supplementary pension rights to participants and beneficiaries exercising the right of free movement	997
5. Cross-border payments of supplementary pensions	998
6. Diversity of tax treatment of pension contributions and supplementary pension benefits and its relevance in cross-border pension situations	998
III. Supplementary pension systems and gender discrimination	1001
1. Introduction	1001
2. The applicability of the principle of equal pay for men and women to occupational pension schemes	1002
3. Scope of the prohibition of discrimination	1005

CHAPTER 37. PROTECTION OF EMPLOYEE PERSONAL DATA. ARTIFICIAL INTELLIGENCE	1011
Jesús R. Mercader Uguina and Mario Barros García	
I. The protection of employee personal data	1012
1. Regulatory framework for data protection	1012
2. Broad concept of personal data and data processing in the GDPR: Pankki	1013
3. Particularities of the processing of employment data: Hauptper- sonalrat der Lehrerinnen	1014
4. Principles relating to the processing of personal data	1019
5. Conditions for lawfulness of data processing: employment field ...	1021
5.1 Conditions	1021
5.2 Weakness of consent	1021
5.3 Employment contract	1022
5.4 Compliance with a legal obligation	1022
5.5 Legitimate interest	1023
5.6 The performance of a task carried out in the public in- terest or in the exercise of official authority vested in the controller	1023
5.7 Processing of special categories of personal data	1023
6. Guarantees for data subjects: right of access and Österreichische Datenschutzbehörde and Dun & Bradstreet Austria GmbH	1024
7. Automated data processing: Schufa	1026
8. DPO: Leistritz AG and X-FAB Dresden GmbH	1027
II. Employment and personal data protection	1029
1. Pre-recruitment stages: Peter Nowak	1029
2. Enforcement of the employment contract: Rechnungshof and Worten	1029
3. New digital technologies	1030
3.1 Electronic surveillance	1030
3.2 Video surveillance systems	1031
3.3 Geolocation-based controls	1031
3.4 Biometric data	1031
3.5 Facial recognition	1032
4. Off-site monitoring	1032
5. Occupational health data: <i>Lindqvist</i>	1033
5.1 Liability	1033

	Páginas
5.1.1 Civil liability in ECJ case law	1033
5.1.2 Administrative liability	1034
III. Artificial Intelligence and employment relationships	1035
1. Artificial intelligence: concept and principles	1035
2. Risk-based approach	1036
3. Guarantees associated with high risk levels	1037
4. Liability rules and associated penalties	1038
5. Entry into force	1038
CHAPTER 38. DIRECTIVE (EU) 2019/1937 AND THE PROTECTION OF WHISTLE-BLOWERS	1039
Carmen Sáez Lara	
I. The European whistleblower system of Directive (EU) 2019/1937 ...	1039
1. The objective of a European whistleblowing system	1040
2. Material scope	1041
3. Personal scope of application	1042
II. Whistleblowing channels and rules of articulation	1043
1. The internal reporting channel: the preferred channel for complaints	1044
2. Internal complaints channel: an obligation on the company	1045
3. Whistleblowing is not an obligation for employees	1046
4. The management of the internal whistleblowing system	1046
III. Whistleblower protection statute	1047
1. The requirement of truthfulness of information	1048
2. The standard of protection of a public discloser	1049
3. The anonymous whistleblower: admission and protection	1052
4. System of safeguards and exemption from whistleblower liability	1052
4.1 Objective scope of the exemption from liability	1053
4.2 Exemption from liability for whistleblowing and business secrets	1054
CHAPTER 39. PREDICTABILITY OF WORKING CONDITIONS. DIRECTIVE 2019/1152	1055
Belén García Romero	
I. Background and rationale for the new directive 2019/1152	1056
II. Purpose, subject and scope	1057
1. Purpose	1057

	Páginas
2. Scope	1058
3. Definitions	1060
4. Provision of information	1061
III. Information about the employment relationship	1061
1. Minimum information common to any type of employment relationship	1061
2. Specific information if the work pattern is entirely or mostly predictable	1062
3. Specific information if the work pattern is wholly or mostly unpredictable	1063
4. The possibility to replace certain information by a reference to its regulation.	1063
5. Time and media	1063
6. Additional information for workers in certain cases	1064
6.1 In the event of a change in the employment relationship ...	1064
6.2 For workers posted to another Member State or to a third country	1065
IV. Minimum requirements related to working conditions	1066
1. Maximum duration of any probationary period	1066
2. Parallel employment	1067
3. Minimum predictability of work	1067
4. Complementary measures for on-demand contracts	1068
5. Transition to another form of employment	1068
6. Mandatory training	1068
7. Collective agreements	1069
V. The protection of the rights recognised in the directive	1069
1. Legal presumptions and early settlement mechanism	1070
2. Right to redress	1071
3. Protection against adverse treatment or consequences and burden of proof	1071
4. Penalties	1072
VI. Final provisions	1072
Annex	1073
CHAPTER 40. EU PRIVATE INTERNATIONAL LAW AND THE EMPLOYMENT CONTRACT	1075
Francisco Javier Gómez Abelleira	
I. Introduction	1075

	Páginas
II. The private international law regulations and the employment relationship	1076
III. Scope of Rome I	1079
IV. The concept of “applicable law”; in particular, the inclusion of collective bargaining agreements within the concept.	1082
V. The determination of the law applicable to the employment relationship	1083
1. A problem prior to the application of the conflict rule: the classification of the contract	1083
2. Autonomous choice of law	1084
3. Limits to the freedom of choice: overriding mandatory provisions and mandatory domestic provisions	1087
4. The law applicable in the absence of choice (“objective law”)	1090
4.1 Habitual place of work	1091
4.2 The place of business through which the employee was engaged	1096
4.3 The escape clause: the closer connection	1097
CHAPTER 41. JURISDICTION, RECOGNITION AND ENFORCEMENT OF JUDGMENTS	1099
Adriano Gómez García-Bernal	
I. International jurisdiction in the European Union	1100
1. Introduction	1100
2. The EU Regulation 1215/2012 (Brussels I Regulation, recast). Background, effectiveness and scope of application	1101
2.1 Background to Regulation 1215/2012	1101
2.2 The effectiveness of the regulation	1102
2.3 Scope of Regulation 1215/2012.	1102
2.3.1 Temporal scope of Regulation 1215/2012. Its relationship with previous legal instruments	1102
2.3.2 Territorial scope	1103
2.3.3 Material scope	1104
II. Jurisdiction in European Union law under Regulation EU/1215/2012. Competence for a	1106
1. Introduction	1106
2. Fora applicable to the plaintiff employee	1107
2.1 General Forum: the defendant’s domicile	1107
2.2 Special fora	1107

2.2.1	The concept of the “habitual / usual place of work” or the «last place» where the work was carried out (Regulation 1215/2012 Article 21(1)(b)(i))	1108
2.2.2	The “place where the business which engaged the employee is or was situated” (Regulation 1215/2012 Article 21(1)(b)(ii)), as well as «branches, agencies or establishments» (Regulation 1215/2012 Articles 20(2) and 7(5), in relation to 20(1))	1110
2.3	Analysis of specific scenarios	1112
2.3.1	Several defendants located in different jurisdictions ..	1112
2.3.2	Diplomatic Missions and Consulates	1113
2.3.3	Services rendered in a scenario of inter-companies cooperation	1114
2.3.4	Collective actions	1115
2.3.5	Posting of workers in the framework of the provision of services	1115
3.	Fora applicable to the plaintiff employer	1116
4.	Prorogation of jurisdiction	1116
4.1	Agreements conferring jurisdiction	1116
4.2	Tacit prorogation	1117
III.	Recognition and enforcement of judgments in the European Union	1118
1.	The applicable legal frame for recognition and enforcement of judgments in the EU	1118
2.	Decisions subject to recognition and enforcement	1119
3.	Recognition under Regulation 1215/2012	1120
3.1	Automatic recognition	1120
3.2	Application for recognition	1121
3.3	Incidental recognition	1122
3.4	Grounds for refusal of recognition	1122
3.4.1	Recognition manifestly contrary to public policy (ordre public) in the Member State addressed	1122
3.4.2	Judgment in default of appearance	1123
3.4.3	The judgment is irreconcilable with a judgment given between the same parties in the Member State addressed	1124

	Páginas
3.4.4 The judgment is irreconcilable with an earlier judgment given in another Member State or in a third State involving the same cause of action and between the same parties, provided that the earlier judgment fulfils the conditions necessary for its recognition in the Member State addressed	1125
4. Enforcement under Regulation 1215/2012	1126
4.1 Application for enforcement	1126
4.2 Refusal of enforcement	1127
4.3 The grounds for refusal of enforcement (reference to the grounds for refusal of recognition)	1128
VOLUME II	
CHRONOLOGICAL ANNEX OF CITED CASES	43
Antonio V. Sempere Navarro	