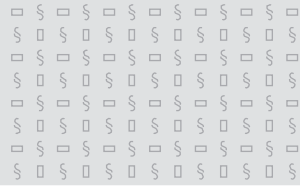




MASARYK UNIVERSITY
FACULTY OF LAW

Notion and system of European Labour Law

Zápatí prezentace



European Organisations

1. Council of Europe - an international organisation established in 1949 for the purpose of protection of human rights

- European Convention on Protection of Human Rights and Fundamental Freedoms (1950)
- European Social Charter (1961) list of social rights, in 1996 revised

2. European Union (European Community)

27 member states

based on the principle of supranationalism



History of Integration

- **European Coal and Steel Community** - Treaty of Paris signed in 1951, six countries (Belgium, Luxemburg, Netherlands, France, Italy and Germany)
- **European Economic Community**
Treaty Establishing European Economic Community signed in Rome (1957)
- **European Atomic Energy Community T**
Treaty Establishing European Atomic Energy Comunity signed in Rome (1957)



Revisions of Treaties

- **Single European Act 1986** first significant revision of the Treaty Establishing the European Community
- **Treaty Establishing the European Union 1992** (Treaty of Maastricht)
- **Treaty of Amsterdam - 1997**
- **Treaty of Nice - 2002**
- **Treaty of Lisbon - 2007**



Member States of EU

- 1973 - Great Britain, Ireland and Denmark
- 1981 - Greece
- 1986 - Spain and Portugal
- 1995 - Austria, Finland and Sweden
- 2004 Czech Republic, Slovakia, Poland, Hungary, Cyprus, Malta, Estonia, Latvia, Lithuania, Slovenia
- 2007 Bulgaria, Romania



Labour Law in EU

Labour law - a body of rules regulating:

- relations between employers and employees arising from performance of dependant work
- relations connected with performance of dependant work
- relations between collective of employees and employer or collective of employees and collective of employers

In EU only selected problems of labour law are regulated



Labour Law in EU

Establishing treaties - Social policy

1. Labour law - individual labour law
- collective labour law
2. Social security law - coordination of national systems of social security of Member States, covers namely persons enjoying the right to free movement of persons



System of Individual labour law in EU

- Free movement of workers, prohibition of discrimination based on nationality in employment and occupation
- Equal treatment and combat of discrimination in employment and occupation based on other prohibited grounds
- Health and safety of work
- Protection of young people at work, protection of childcare
- Working time and rest periods
- Social protection of employees in the case of:
 - collective dismissal
 - insolvency of employer
 - transference of undertakings
- Labour relations
 - temporary work
 - fixed-term work
 - part-time work



System of collective Labour Law in EU

- Right of employees to information
- Right of employees to consultation
- Right of employees to participation
- European social dialogue
- Agreements of European social partners