

## *Editorial*

In a completely new outfit the Journal starts the new year with two theoretical articles.

Andrew Mitchell from the University of Melbourne discusses theories of firm and state in the context of industrial democracy.

Michiyo Morozumi of the Meiji Gakuin University, Tokyo, discusses the normative patterns of the Japanese long-term employment systems in a comparative study.

The new outfit is not the only thing which is new about the Journal. From this issue onwards the Journal will contain a case law section in which either developments in international case law or landmark cases from national or international courts are discussed.

The series is started by Vivien Shrubsole and this Journal's editor, both from the University of Exeter. Inspired by the ECJ's judgment in the Marshall case in which the *Kalanke* judgment was clarified, the authors discuss the concept of positive discrimination in Community law, after the EC Court of Justice's Marshall judgment. The Marshall case report can be found immediately after the contribution.

The documents section contains two important new developments in Community law, *i.e.*, the adoption of the Burden of Proof (Sex Discrimination) Directive and the Part-Time Work Directive.

L.B.