

Editorial

The issue opens with a paper by Tomas Berglund and Bengt Furåker examining flexicurity in labour markets in four Nordic countries, i.e., Denmark, Finland, Norway, and Sweden. The authors focus on mobility and the transition between various states of employment, exploring the extent to which differences in mobility patterns can be accounted for by reference to national institutions and policies. They also test the hypothesis of interconnection between flexicurity and mutually supportive institutions, considering the institutional profiles of the four countries in relation to certain types of mobility.

Paul Blyton deals with a specific aspect of flexicurity, i.e., working time in relation to labour force participation and national policies in different countries. He reflects on the role of the main actors involved in working time regulation, particularly employers, employees, trade unions, and the state, and stresses the role of management in shaping the nature of working time culture within organizations. In particular, the author draws attention to the increase in variable and unpredictable working hours and their implications for different groups of employees, arguing that some are more favoured than others and that disproportionate regulation may not only undermine a fragile work-life balance, but also exacerbate existing differences in the workplace, with those in the lowest employment grades having limited access to measures promoting work-life balance.

Rebecca Zahn focuses on responses to European Union (EU) enlargement and the challenge of the arrival of immigrant workers following the ending of transnational arrangements. The paper examines the responses of unions in the Trades Union Congress in the UK and the *Deutscher Gewerkschaftsbund* in Germany, in particular, UNISON and Ver.di. In this connection, the important issue of cross-border union cooperation is tackled. The author points out that Europeanization provides significant opportunities and closer inter-union cooperation is needed.

Sonia McKay explores the role of trade unions in the EU 27 in the implementation of Council Directive 2000/78/EC establishing a general framework for equal treatment in accessing employment and Council Directive 2000/43/EC implementing the principle of equal treatment between persons irrespective of racial or ethnic origin, through the study of trade union initiatives in EU countries aimed at combating five strands of

discrimination. The author concludes that Europe-wide legal regulation might be insufficient in itself to encourage trade unions to take up inequality issues.

Shelley Wallach reflects on the complex issue of employee privacy in the workplace, comparing European and American legal approaches, with reference to hard and soft law regulations, and provides insights into recent cases in Israel. She notes that sophisticated technologies have provided countless opportunities for surveillance without employees necessarily being aware of it. To underline the tireless nature of electronic surveillance, the author coins the term 'the Medusa Stare' after the creature in ancient Greek mythology that turns all those who look at it to stone. Crucial concerns in this connection are the legal boundaries of such surveillance and a balance between employer and employee expectations regarding their legitimate interests.

Finally, Ana Virgínia Moreira Gomes and Patrícia Tuma Martins Bertolin investigate domestic work regulation in Brazil in the context of international regulation and International Labour Organization (ILO) standards. The authors note that in spite of some progress in legal regulation, most of these workers, many of them Afro-Brazilian women, remain unprotected. They argue that this group historically suffered multiple discrimination and the situation still persists. The authors provide a critical analysis of the legal provisions intended to harmonize the rights of domestic workers with those of other workers, arguing that legal regulation is not sufficient in itself, and proposing some more innovative solutions for the regulation of domestic work at national level, an issue often overlooked by labour law scholars.

William BROMWICH

Olga RYMKEVICH