Editorial

This issue opens with a paper by Maude Choko on the dialogue between Canada and the ILO on freedom of association, following the *Fraser* ruling, examining recent and widely discussed rulings of the Supreme Court of Canada in the area of freedom of association and collective bargaining, in light of international labour law and ILO Conventions. Choko's analysis traces the dialogue between Canada and the ILO (including the role played by the recommendations of ILO supervisory bodies), and provides an interesting and important frame of reference for freedom of association developments in other parts of the world – not least in Europe following the *Laval* Quartet.

This is followed by a set of three papers, which in multi-faceted ways analyse important, but diverse, European labour law and industrial relations developments in the context of the economic and financial crisis.

First, Ania Zbyszewska's paper, on regulating working time in a perspective of flexibility, gender and long hours in Poland, contains a detailed and interesting analysis of the Polish Anti-Crisis Act 2009 and its provisions on working time, aimed at increasing flexibilization and economic efficiency. Her analysis starts from specific characteristics of the Polish working time regime, and incorporates fruitful and thought-provoking perspectives relating to gender, social reproduction and work-family reconciliation.

Second, the paper by the present author and Ann Numhauser-Henning, on Swedish employment protection in the context of flexicurity policies and the economic crisis, provides a critical analysis of developments in Swedish employment protection (relating to redundancy) in light of the EU flexicurity discourse. A review of recent controversial case law reveals that employers have ample scope to reorganize and plan the process leading up to transfers, redundancy and dismissals – thereby, from the individual employee's perspective, practically setting aside seniority rules and the last-in-first-out principle, resulting in weakened protection against arbitrary dismissal.

Third, Iacopo Senatori's paper on the impact of multinationals on national industrial relations systems in times of crisis focuses on the case of FIAT and analyses recent and much-debated developments in the Italian labour law and industrial relations system spurred by the euro crisis, the EU institutions, austerity measures and the strategy of Italy's leading multinational. These changes are

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aimed at labour law deregulation and a shift towards company-level collective bargaining. The paper discusses important recent developments in legislation and collective bargaining, highlighting the shift in the balance of power between the social partners.

The issue closes with Dagmar Schiek's paper on the enforcement of (EU) non-discrimination law, in which she considers the extent to which mutual learning may take place between British and Italian law. The author conducts a thorough comparative analysis of rules for enforcing non-discrimination law in the British, Italian and EU context, and advances comparative labour law theory, through the useful concept of mutual learning. She argues that 'diversity of national legal orders within the EU is not necessarily detrimental, as it offers opportunities for mutual learning across legal systems'.

Finally, this issue contains a list of abbreviations, a subject index and an article index.

Mia Rönnmar