

Subject Index

A

Academic internships

- Australia, 497, 504–507
- definition, 498–500
- EU traineeship categories, 499
- evaluation, 500–502
- Finland, 497, 508–510
- France, 497, 498, 510–512
- international regulation, 502–504
- universities, regulatory role of
 - Australia, 512–513, 517–521
 - Finland, 513, 521–524
 - France, 513, 524–527
- research methodology, 514–517

Accountability, ESMAT, 341–342

AC v. ESM, 337, 338

AC (No. 2) v. ESM, 337, 338

Administrative Tribunal of the European

Stability Mechanism (ESMAT)

- applicable law, 332–335
- description, 329
- ESM Treaty, 330
- jurisdiction and admissibility, 335–336
- membership and formation, 339–341
- powers, 336–339
- registrar, registry, and accountability, 341–342
- Statute and rules of procedure
 - ESMAT MSC, 345
 - vis-à-vis ESM, 342–344

Administrative Tribunal of the

International Labour Organization (ILOAT), 331, 335

AI Liability Directive (AILD), 459, 463

Algorithm, 41, 68

Algorithmic litigation, EU

- algorithmic management, 92–93
 - ‘justice gap’ for workers, 95–96
 - worker issues, 93–94
- anti-discrimination Directives, 109–114
- GDPR, 104–109
- legal framework, 119–122
- platform work, working conditions, 115–119

trade unions

- better awareness and evidence-gathering, 98–99
- collective redress mechanisms, 100–103
- as enforcement actors, 96–98
- lower coordination costs, 99–100
- risk of retaliation, 100
- strategic litigation, 122–130

Algorithmic management at work in EU, 40

- apps, 44–45
- code-based systems, 46
- employment relationship, 45
- integrated strategy
 - collective rights to algorithmic power, 63–68

- data protection law, 48–55
 - equality law, 55–63
 - remarks, 68–70
 - transformative impact, workplace, 40
 - decision making and employer power, 41–43
 - managerial prerogatives and limits, 43–46
 - Algorithmic recruitment systems
 - CFREU, 451–455
 - CJEU case law and direct proxy discrimination, 442–455
 - job applicants' less favourable treatment, 448–450
 - protected grounds, 443–448
 - description, 437–439
 - job applicants, realistic possibilities, 455
 - evidence to shift burden of proof, 463–464
 - potential evidence, 458–462
 - prima facie, 456–458
 - Alphaliner website, 15, 17, 32
 - American Convention on Human Rights (ACHR), 189, 195, 197, 199
 - Annual leave
 - carry-over period
 - assessment and solution, 173–175
 - forfeiture provisions, 172–173
 - restriction of forfeiture, 173
 - employee behaviour, leave period, 175–176
 - issues
 - exercise the right to leave, 164–167
 - obligation of employer, 162–163
 - right to annual leave, 157–158, 160–162
 - purpose of
 - legislation and case law, 157–158
 - occupational medicine and psychology, 158–160
 - without work performed
 - groups of exceptions, 169–172
 - principle of no right, 168–169
 - Anti-discrimination law, 96, 114, 121, 127, 130, 365, 366, 383
 - Anti-union behaviour, 357–359, 367, 370
 - Applicable law, ESMAT, 332–335
 - Apprenticeships, 500, 503
 - Araya v. Nevsun Ltd.*, 418, 420–422
 - Argentina, 184, 194, 262, 271–273, 470, 474, 480, 482–484
 - Artificial intelligence (AI), 41, 42, 44, 54, 64, 68, 460–463, 494
 - Artificial Intelligence Act (AIA), 54, 454, 458, 460, 461, 463, 465
 - Assodelivery, 148, 150, 151, 354, 355, 357, 358
 - Australia
 - academic internships, 497, 502, 504, 516, 529
 - TEQSA, 506–507
 - universities, regulatory role of, 512–513, 517–521
 - vocational placement, 505, 507
 - paid leave, 250, 260, 261, 269
 - Surf Coast Shire Council agreement, 251
 - Automated decision-making, 41–43, 51, 55, 64, 92, 105, 120, 129, 459
- B**
- Birth leave, 286
 - Bolzan José Luis v. Minieri Saint Beat Guillermo Mariano and others s/ Despido*, 491
 - Breach of the Fair Work Act, 518
 - Bullying, 377–379, 399
- C**
- Californian disclosure law
 - accessibility, 415–416
 - CTSCA, 412–416
 - independent and transparent fact-finding investigation, 413–415
 - promptness, 416
 - reparations, 416–417

- California Transparency in Supply Chains Act (CTSCA), 412–416
- Canadian common law duty of care
accessibility, 420–423
foreseeability, 419
independent and transparent fact-finding investigation, 419–420
lead corporations, 417–419
promptness, 423
proximity factor, 419
public policy, 419
reparations, 423–424
- Capricious decision-making, 48
- CFREU. *See* Charter of Fundamental Rights of the European Union (CFREU)
- Cgil federations, 355, 358–359, 364
- Charter of Fundamental Rights (CFR), 160, 332, 345, 346
- Charter of Fundamental Rights of Digital Workers, 352
- Charter of Fundamental Rights of the European Union (CFREU), 57, 156, 231, 232, 440, 451–455
- Cherpion Law, 2011, 511
- Child-related leave
EU model, 277–284
gender equality, 297–301
national systems of, 284–297
- Cingranelli and Richards (CIRI) Human Rights Data Project, 259
- CJEU. *See* Court of Justice of the EU (CJEU)
- Co-Determination Act, 323
- Collective action, 4, 123, 192, 349–355, 360, 362–364, 370, 371
- Collective bargaining, 308–309, 311, 313, 316, 317, 320, 321, 323, 349–355, 360–363, 370
- Collective rights, 63–68, 366, 367, 370, 478
- Common law duty of care, 417–424
- Common ties, workplace, 390–391
- Comparative law
Australia, 250, 260–261, 263, 269
geo-political context, 255–260
global good practice, 260–273
New Zealand, 250–252, 260, 263, 269
paid leave, 256
- Control power, 93
- Corporate governance norms, 404–409
Californian disclosure law, 412–417
Canadian common law duty of care, 417–424
effective remedies, 411–412
forced labour, 405
due diligence regulations, 408
remedies and, 406–408
victims in TPNs, 409–410
French due diligence law, 424–431
- Corporate social responsibility (CSR), 6, 422
- Court of Justice of the EU (CJEU), 59, 315
CFREU Articles 20 and 21, 451–452
child-related leave, 276
direct proxy discrimination, 443–450, 465
inextricable link doctrine, 444
maternity leave and paternity leave, 298
vis-à-vis ESM, 342–344
- Covid-19 pandemic, 42, 145, 152, 184, 232, 234, 236, 272, 304–305, 309, 311, 320, 327, 477, 479, 483, 517
- Criminal law sanctions, 9, 10
- CTSCA. *See* California Transparency in Supply Chains Act (CTSCA)
- Culture of winning, 377
- Czechia, 292, 293, 295
- D**
- Daddy quotas, 281, 286, 291–296
- Das v. Loblaws*, 422–423
- Das v. Weston*, 418
- Data-driven instruments, 44
- Data Protection Authorities (DPAs), 97

- Data protection impact assessment (DPIA), 49–50
- Data protection law, 48–55
- Digital disconnection, 248
- Digital platforms, 132
- Digital presenteeism/tele-presenteeism, 230
- Digital transformation, 38, 494
- Digital transition, 305
- Direct discrimination, 57, 59, 109
- Direct discrimination, algorithmic recruitment, 437–442
- job applicants, realistic possibilities, 455
- evidence, pathways to, 458–462
- evidence to shift burden of proof, 463–464
- prima facie, 456–458
- proxy discrimination, 442–455
- CFREU, 451–455
- CJEU case law and, 443–450
- Directive 92/85, 277
- Directive on Transparent and Predictable Working Conditions, 307
- Direct *vs.* indirect discrimination, 109–110
- Disclosure laws, 409, 412–417, 432, 433
- Display Screen Equipment Directive, 306
- Domestic Violence – Victims Protection Act, 250
- Due diligence
- legislation, France, 404, 424
- accessibility, 428–430
- independent and transparent fact-finding investigation, 427–428
- measures, plan, 425
- promptness, 430
- remedies, 425
- reparations, 430–431
- modern slavery, 22
- Duty of care, 5–8, 29, 31, 60. *See also* Canadian common law duty of care
- Duty of vigilance, 424–431
- E**
- Economic, social, cultural, and environmental rights (ESCER), 196, 197
- Education Services for Overseas Students Act (ESOS Act), 507
- EFSF. *See* European Financial Stability Facility (EFSF)
- El Salvador, Ecuador and Chile, 267–269
- Enforcement crisis, 163
- Enforcement jurisdiction, 12, 13
- Envol Vert et al. v. Casino*, 426
- Equality law, 55–63, 65, 69, 70, 382
- ESM. *See* European Stability Mechanism (ESM)
- ESMAT. *See* Administrative Tribunal of the European Stability Mechanism (ESMAT)
- ESMAT Statute. *See* Statute of the Administrative ESMAT (ESMAT Statute)
- Estonia, 293, 302
- EU gender equality adjusting mechanism, 297–300
- EU National systems of child-related leave, 284–285
- egalitarian approach, 301–302
- gender equality, 277–284
- adjusting mechanism, 297–300
- non-transferable and well-paid periods, 300–301
- maternity and paternity leave, 285–291
- parental leave, 291–296
- Eurobarometer traineeship survey, 2023, 526
- European Convention on Human Rights (ECHR), 331, 332, 345, 346
- European Equality Law Network (EELN), 284
- European Financial Stability Facility (EFSF), 330
- European stability mechanism (ESM) ESMAT

- applicable law, 332–335
 - jurisdiction and admissibility, 335–336
 - membership and formation, 339–341
 - powers, 336–339
 - registrar, registry, and accountability, 341–342
- ESMAT statute and rules of procedure
- CJEU vis-à-vis ESM, 342–344
- ESMAT MSC, 345
- F**
- Fade-out effect, 159
- Fair negotiation and undue influence,
 - German and US law
 - BAG judgment of 7 Feb 2019
 - case categories, 75–76
 - decision, 73–75
 - decisions of 1st and 2nd instance, 73
 - facts, 73
 - BAG judgment of 22 Feb 2022
 - decision, 76–78
 - facts, 76
 - decision, BAG case, 88–89
 - freedom of contract, restriction, 78–79
 - result and legal considerations, 87–88
 - ruling of BAG, 79–81
 - undue influence
 - case law of US courts, 85–87
 - definition, 82–84
 - history, 82
 - system of contract and employment law, 85
- Fair Work Act (FWA), 505, 507, 518, 529
- Fifth Agreement on Employment and Collective Bargaining (V AECB), 238, 245, 248
- Finland, academic internships in, 497
 - Employment Contracts Act, 508
 - employment status, 508–509
 - legal regulation, 508, 510
 - universities, regulatory role of, 513, 521–524
- Five Star Movement (M5S), 147–149, 152
- Foglia v. Novello I*, 334
- Foglia v. Novello II*, 334
- Forced labour
 - Canada, 404
 - corporate governance norms
 - Californian law, 412–417
 - Canadian common law duty of care, 417–424
 - French due diligence law, 424–431
 - effective remedies, 406, 411–412
 - victims in TPNs, 409–410
- 4.0 Revolution, Latin America, 467–470
 - case selection, 470–472
 - employment contracts, 480–488
 - right to work, evolution of, 473–479
 - transformative constitutionalism
 - Ius Constitutionale Commune*, 472–473
 - in labour law, 488–493
- Framework Agreement on Digitalisation (FAD), 64
- France, 107, 136, 168, 235, 258, 313
 - academic internships in, 510–513, 524–527
 - due diligence legislation, 424–431
 - telework
 - monitoring, 317
 - privacy, 324
 - regulation, 309
 - right to disconnect, 321
 - risk prevention, 314
 - working time, 317
- Funzioni centrali*, 320
- G**
- Gender-based violence, 254, 261, 262, 264, 268–270, 272, 274
- Gender equality, 258, 259–260
 - adjusting mechanism, 297–300
 - EU model, child-related leave, 277–284
 - non-transferable and well-paid periods, 300–301

- paternity leave, 280
Venezuela, 267
- General Data Protection Regulation (GDPR), 39, 50, 52, 53, 55, 62, 64, 116, 120–121, 322, 463
algorithmic litigation, 107–108
algorithmic recruitment, 454, 458, 459
Article 22, 459
Articles 13(2)(f) and 14(2)(g), 459
cases, 108–109
Recital 71, 460
redress, type of, 105–107
scope, 104–105
- German Civil Code, 72–75, 77–80, 88
German Federal Labour Court, 163, 167, 172
- Germany, 85, 135, 168, 172, 175, 255, 292, 295, 434, 472. *See also* Fair negotiation and undue influence, German and US law
- Gig/platform economy, 44, 67, 92, 100, 124–129, 133, 350, 361–363, 370, 374–379, 386
- H**
- Health and safety rules, telework, 312–314
- Human resource management (HRM), 38, 39, 48, 64, 69
- Human Rights Code, 396
- I**
- ILOAT. *See* Administrative Tribunal of the International Labour Organization (ILOAT)
- Imbalance of power, 52, 373, 385
- IMF Administrative Tribunal (IMFAT), 335
- Indirect discrimination, 57–58, 60–62, 109, 111–114, 440, 442, 448, 452, 455–457, 461, 466
- Industry 4.0, 247, 468, 479
- Information and communication technologies (ICT), 228, 231, 233, 238, 239, 248, 486
- Information to and Consultation of Employees (ICE) Regulations, 143, 144
- Informatique et Libertés* law, 324
- Inter-American *corpus iuris*, 189, 199
- Inter-American Court of Human Rights (IACtHR), 182, 189–191, 196–200
- Inter-American Development Bank (IDB) Group, 333
- Inter-American System of Human Rights (IASHR), 180
- International Labour Conference 2022, 503
- International Labour Organization (ILO), 156, 160, 171, 172, 175, 189, 195, 197, 200, 304, 335, 489, 500, 503, 529
- International Network on Leave Policies and Research, 284
- International Transport Workers' Federation (ITF), 4
- Interrogating biases, 250–255
geo-political context, 255–260
global good practice, Philippines to Chile, 260–263
method and approach, 263–264
workplace leave, models, 265–273
- Islamic Republic of Iran Shipping Lines (IRISL), 18
- Italy. *See also* Platform work; Strategic litigation
platform workers, 349–355
privacy, remote work, 323–324, 325
right to disconnect, remote work, 320, 321
telework
regulation, 310
working time, 316
- Ius Constitutionale Commune*, 472–473

J

Judges, ESMAT, 339

K

Key performance indicator (KPI), 24

L

Labour law

Australia, 504

characteristics and case evaluations,

Latin America, 492–493

non waivability principle, 326

and transformative constitutionalism,
488–493

Labour law and transformative
constitutionalism

markets in Latin America

informal work and new labour

movements, 183–186

weak institutions and enforcement
gaps, 182–183

TCLA, 186–188

culture, legal, 191–193

legal features, 188–191

transformative labour law, Latin

America

constitutionalization of labour rights,
193–195

‘labour-turn’, IACtHR, 196–201

shared legal culture, 195–196

towards, 201–202

Labour rights, 181, 231, 328, 359, 369,
370

constitutionalization of, 193–195

IACtHR, 197–198, 203

recognition of, 198–199

and TC, Latin America, 467–470

countries and cases selection,
470–472

employment contracts, 480–488

Ius Constitutionale Commune, 468,
472–473

in labour law, 488–493

right to work, 473–479

violations, 1, 2, 5–7

Language bias, 257

Large language model (LLM), 438, 441

Latin America

4.0 Revolution, 467–470

case selection, 470–472

employment contracts, 480–488

Ius Constitutionale Commune,
472–473

right to work, evolution of, 473–479

TC, labour law, 488–493

labour markets, 182–186

and TC, 467–470

countries and cases selection,
470–472

employment contracts, 480–488

Ius Constitutionale Commune, 468,
472–473

in labour law, 488–493

right to work, 473–479

TCLA, 186–188

culture, legal, 191–193

legal features, 188–191

Lavoro agile, 316, 320, 324

Law’s Empire (Dworkin), 394

‘limb b’ workers’/‘*parasubordinati*,’ 140

Linguistic imperialism, 253

Luxembourg, 258, 307

remote work

privacy, 324–325

right to disconnect, 321

telework

monitoring, 314

regulation, 310–311

working time, 317–318

M

Machine learning (ML), 41, 52

Mapping litigation, 355–358

Maritime Labour Convention (MLC), 2

Maternalist approach

EU model, child-related leave, 277–284

- gender equality, 297–301
- maternity and paternity leave, 285–291
- parental leave, 291–296
- Maternity leave
 - duration, 286–287
 - Finland, 286
 - and paternity leave comparison, 287–291
 - right to, 278, 282
 - Sweden, 286
- Membership Selection Committee (MSC), 340, 345, 346
- Mental health, 227–248, 305, 431
- Modern slavery, 8, 197, 414
- Modern slavery in liner shipping
 - compliance practices, 16–19
 - due diligence processes, 22
 - duty of care, corporate reports, 5–8
 - effectiveness and performance indicators, 23–24
 - empirical analysis, 14–16
 - legal effects of
 - company and state, 26
 - company and subcontractors, supply chain, 26–27
 - third parties and company, 27–29
 - limitations, 30
 - maritime labour convention, 3–5
- MSA
 - corporate reporting requirements, 10–12
 - detention and forfeiture, 9–10
 - territorial scope of application, 12–14
- organization's structure, business and supply chains, 21
- policies relating to, 21–22
- risk and their mitigation, 22–23
- scope of, 19–20
- training procedures, 25
- Monitoring teleworkers, 313, 322–323
 - France, 317
 - Luxembourg, 314
 - Sweden, 315
- MSC. *See* Membership Selection Committee (MSC)
- Multinational corporations (MNCs), 425
- Mummy quota, 281, 286, 291–296
- Mutual Information System on Social Protection (MISSOC), 285
- N**
- Non-government organizations (NGOs), 97, 106, 108, 111, 112, 121, 191, 192, 404, 412, 424, 426, 429, 431, 459
- O**
- Occupational health and safety (OHS), 306, 312–314, 320, 325–327
- Open market internships, 499, 500, 511
- Organization for Economic Cooperation and Development (OECD), 258–259
- Overtime, 164–167, 177, 305, 316, 318, 326, 481, 523
- P**
- Parental leave
 - 'adequate' payment/allowance, 292, 294–295
 - Czechia, 293
 - duration, 291–292, 295–296
 - Estonia, 293
 - full period of allowance, 294
 - gender-neutral right, 283
 - non-transferable and well-paid periods, 300–301
 - paid period, 294
 - Romania, 293
 - well-paid quota, 293
- Parliament v. Council (European Development Fund)*, 343
- Parliament v. Council and Commission (Bangladesh Aid)*, 343
- Paternity leave, 276, 278, 280, 282–283
 - gender equality adjusting mechanism, 297–300

- and maternity leave comparison, 284–291
 - right to, 276, 279, 282, 286
 - Pay equity, 359
 - Peru, 262, 267
 - Philippines, 252, 260–263, 266
 - Platform/gig economy, 44, 67, 92, 100, 124–129, 133, 350, 361–363, 370, 374–379, 386
 - Platform work, 304
 - collective action, repertoires of, 349–355
 - litigation efforts, 355–358, 362
 - the UK and Italy
 - comparative political economy, 134–139
 - policy challenges of, 139–140
 - regulating in Italy, 146–152
 - regulating in UK, 141–146
 - Port states, 4
 - Prescriptive jurisdiction, 12, 13
 - Privacy, remote work, 321–325
 - employee monitoring, 321–322
 - France, 324
 - Italy, 323–324, 325
 - Luxembourg, 324–325
 - Regulation 2016/279, GDPR, 322
 - Spain, 322–323, 325
 - Sweden, 323, 325
 - Private autonomy (*Privatautonomie*), 78, 80
 - Process-based law, 45, 49
 - Proxy discrimination, 440, 442–443
 - CFREU, 451–455
 - CJEU case law and, 443–450
 - Psychosocial risks, 306, 313, 320, 326
 - Puerto Rico, 263, 271
- Q**
- Q.E.C. v. Uber Technologies Uruguay S.A.*, 491
 - Quality Framework of Traineeships (QFT), 498, 503, 504, 529
- R**
- Recommendation on Quality Apprenticeships, 503
 - Regulatory role, universities
 - Australia, 512–513, 517–521
 - Finland, 513, 521–524
 - France, 513, 524–527
 - research methodology, 514–517
 - Relaxation, work, 159
 - Remote work, 303–308
 - advantages, 305
 - drawbacks, 305
 - hybrid work, 304
 - regulatory action, European Parliament, 306
 - regulatory approaches to, 308–311
 - telework, 303–304, 312–325
 - Repertoires of collective action
 - Article 2 (1) D.Lgs. 81/2015, 351–353
 - Assodelivery/UGL collective agreement, 354
 - coordinated and continuous contracts, 354, 355
 - self-organized collectives, 351, 353
 - Turin protest, 349–350, 351
 - Riders. *See* Food delivery workers
 - Rights at work. Pay Equity Reform and the Politics of Legal Mobilization* (McCann), 359
 - Right to disconnect, remote work, 229–238
 - Article L.2242-8, 319
 - Article L.3121-64, 319
 - collective bargaining and, 238–247
 - France, 321
 - French regulatory framework, 318–319
 - Italy, 320, 321
 - Luxembourg, 321
 - Spain, 320–321
 - Sweden, 321
 - technical and psychological disconnection, 319

- Right to maternity leave, 278, 282
- Right to paternity leave, 276, 279, 282, 286
- Right to remedy, 411–412
- Right to rest, 157–158
- Right to work, Latin America, 473–479
- Ritter v. ESM*, 333–334
- Romania, 293
- S**
- Safe Harbour Doctrine, 416, 432
- Schrenk case, 396, 397, 399
- Self-Employment Income Support Scheme (SEISS), 145
- Sex Discrimination Act, 1984, 506
- Sexual harassment, 378, 383, 384, 400
- Social audits, 414–415
- Social Institutions and Gender Indicator (SIGI), 259
- Social partners, 138
- Spain
 - paid leave, 270–271
 - remote work
 - privacy, 322–323, 325
 - right to disconnect, 320–321
 - right to digital disconnection, 238–247
 - telework
 - regulation, 309–310
 - working time, 316–317
- Statute of the Administrative ESMAT (ESMAT Statute), 329
- CJEU vis-à-vis ESM, 342–344
- ESMAT MSC, 345
- Strategic litigation, 47
 - broader union agenda, 359–363
 - conditions for, 348
 - development and decision-making
 - relevant frames, incremental design, and centralization, 363–368
 - union lawyer, 368–369
 - extrinsic legacy component, 347–348
 - lawyers' perspective, 358–359
 - mapping litigation, 355–358
 - repertoires of collective action, 349–355
 - trade unions, 122–130
- Sud v. Costco*, 414
- Supreme Court of Canada, 397, 398
- Sweden, 135–136
 - maternity leave, 286
 - remote work, 321, 323, 325
 - taxation, 133
 - telework
 - monitoring, 315
 - regulation, 311
 - working time, 315, 318
- Swedish Authority for Privacy Protection, 323
- T**
- TC. *See* Transformative constitutionalism (TC)
- Telework
 - definition, 304
 - feature of, 304
 - psychosocial risks, 306
 - regulation
 - France, 309
 - health and safety rules, 312–314
 - Italy, 310
 - Luxembourg, 310–311
 - privacy, 321–325
 - right to disconnect, 318–321
 - Spain, 309–310
 - Sweden, 311
 - working time, 315–318
- Tertiary Education Quality and Standards Agency (TEQSA), 506–507
- Tort actions, 2, 5–6
- TPNs. *See* Transnational production networks (TPNs)
- Trade unions, 325, 348–349, 355–363, 365, 367, 369–370
 - better awareness and evidence-gathering, 98–99
 - collective redress mechanisms, 100–103
 - as enforcement actors, 96–98

- lower coordination costs, 99–100
 - risk of retaliation, 100
 - strategic litigation, 122–130
 - Traineeship. *See also* Academic internships
 - categories, 499
 - description, 498–499
 - factors of, 501
 - non-binding QFT, 503
 - QFT, 498, 503, 504, 529
 - Transformative constitutionalism (TC),
 - 467–470. *See also* Labour law and transformative constitutionalism
 - countries and cases selection
 - criteria, 470
 - data analysis, 471–472
 - employment contracts, 480–488
 - Ius Constitutionale Commune*, 468, 472–473
 - in labour law, 488–493
 - right to work, 473–479
 - Transformative labour law, Latin America
 - constitutionalization of labour rights, 193–195
 - ‘labour-turn’ at IACtHR, 196–201
 - shared legal culture, 195–196
 - towards, 201–202
 - Transnational production networks (TPNs), 404–405, 408–410
 - Tribunal of Bologna, 356, 357, 358, 367
 - True community, 394
- U**
- UK labour law, 141
 - UK Modern Slavery Act 2015 (MSA), 2
 - UN Appeals Tribunal, 335
 - Undue influence. *See also* Fair negotiation
 - and undue influence, German and US law
 - contract and employment law, 85
 - definition of, 82–84
 - history of, 82
 - Unfair Dismissals Act 1977, 207–209
 - constructive dismissal
 - defined, 217, 222
 - and grievance procedures, 216–217, 219–222
 - history of, 217–219
 - imperative/reasonableness text, 222–224
 - employer standard
 - into Irish law, 210–212
 - and text of section 6, 212–214
 - Unfair Dismissals (Amendment) Act 1993, 214–216
 - history of, 209–210
 - UNGPs. *See* United Nations Guiding Principles (UNGPs)
 - UN Guiding Principles on Business and Human Rights, 404
 - Union action, strategic litigation, 359–363
 - Union lawyer, 368–370
 - Union Shopper Italia* cases, 357, 367
 - United Nations Development Program (UNDP), 267
 - United Nations Guiding Principles (UNGPs), 407
 - Universal Declaration of Human Rights, 155
 - Universities and quality internships
 - Australia, 512–513, 517–521
 - Finland, 513, 521–524
 - France, 513, 524–527
 - research methodology, 514–517
 - Uruguay, 269–270
- V**
- Varieties of Capitalism (VoC), 134
 - Venezuela, 267
- W**
- WIL. *See* Work integrated learning (WIL)
 - WLB. *See* Work-life balance (WLB)
 - Work 4.0, 468
 - Work Environment Act, 323
 - Worker-Community model, 386–387
 - conceptual development, 387–389

- legal implications of, 395–401
- obligations, responsibilities & duties, 393–395
- and other communities, 392–393
- workers, workplace
 - common ties, 390–391
 - shared space, 389–390
 - social interaction, 391–392
- Worker-to-worker relations, 373, 376
 - employee vulnerability, 374–375
 - importance of, 376–380
 - legal scholarship, 375
 - legal theory, 380–386
 - Worker-Community model, 386–401
- Working time, telework regulation
 - EU *legal acquis*, 315
 - France, 317
 - Italy, 316
 - level of autonomy, 318
 - Luxembourg, 317–318
 - Spain, 316–317
 - Sweden, 315, 318
- Work integrated learning (WIL), 498, 504, 517–519, 520
- Work-life balance (WLB) directive
 - EU model on child-related leave, 277–284
 - gender equality
 - maternity leave and paternity leave, 297–300
 - parental leave, 300–301
 - goal, 276
 - national systems of child-related leave, 284–285
 - maternity and paternity leave, 285–291
 - parental leave, 291–296
- Workplace. *See also* Traineeship; Worker-Community model
 - algorithmic management, 40
 - decision making and employer power, 41–43
 - managerial prerogatives and limits, 43–46
 - bullying, 377–379, 399
 - common ties, 390–391
 - digital revolution, 468
 - leave models, 265
 - comprehensive paid leave and workplace protections, 266–269
 - monitored compensation, 269–270
 - paid leave, public sector employees, 270–273
 - protections, 511, 514, 520, 529
 - rights, 481, 513, 522, 528
 - risks, 496
 - shared space, 389–390
 - social interaction, 391–392
- Workplace Directive, 306
- World Bank Administrative Tribunal (WBAT), 335