

Jens Kirchner  
Pascal R. Kremp  
Michael Magotsch  
Editors

# **Key Aspects of German Employment and Labour Law**



Springer

# Key Aspects Of German Employment And Labour Law

**Stephen J. Silvia**



## **Key Aspects Of German Employment And Labour Law:**

Key Aspects of German Employment and Labour Law Jens Kirchner, Pascal R. Kremp, Michael Magotsch, 2010-06-16 This publication gives an overview of all key aspects of German labour and employment law as well as adjoining fields Legal professionals with expert knowledge and many years of experience explain the legal basis of these aspects of German law point out typical practical problems and suggest solutions to those problems In addition examples are given on how to best manage legal pitfalls to minimize risks This book translates employment and labour law for foreign in house counsels and human resources managers at international companies and provides a clear understanding of the complex legal regulations in Germany All three editors of the book Dr Jens Kirchner Pascal R Kremp and Michael Magotsch are key legal professionals working at the Frankfurt office of DLA Piper one of the largest legal services providers in the world [www.dlapiper.com](http://www.dlapiper.com) with national and multinational clients Their experience includes the management of cross border restructurings outsourcing and transfer of undertaking measures as well as the management of national and multi jurisdictional merger and acquisitions projects including post merger integration processes

**Key Aspects of German Employment and Labour Law** Jens Kirchner, Pascal R. Kremp, Michael Magotsch, 2017-12-28 This book provides practical business orientated and accessible guidance on key aspects of German employment and labour law as well as adjoining fields This second completely revised edition presents the latest changes in German labour and employment law and jurisprudence It covers amongst other newer developments the statutory minimum wage changes in agency work extensive changes in European and German employee data protection law and includes a completely new chapter on compliance issues in the employment context Specialised lawyers with many years of experience explain the legal basis of these aspects of German law highlight typical practical problems and suggest solutions to those problems In addition examples are given on how to best manage legal pitfalls to minimise risks This book translates employment and labour law for foreign in house counsels and human resources managers at international companies and provides a clear understanding of the complex legal regulations in Germany

**Competition Law and Economic Inequality** Jan Broulik, Katalin Cseres, 2022-12-15 The gap between the rich and poor is widening across the globe This book explores whether this major societal challenge of our time can be addressed by the means of competition law The primary goal of today's competition law is to ensure that market power does not lead to an inefficient production of goods and services Nevertheless even such efficiency oriented curbing of market power may arguably contribute to the reduction of differences in how much people own and earn Furthermore many competition law regimes do take into account distributive considerations too The chapters investigate the relationship between competition law and economic inequality from philosophical historical and economic perspectives Their inquiries concern the conceptual foundations of competition law and doctrinal frameworks of individual jurisdictions as well as specific problems and markets As such the book provides a novel and comprehensive overview of whether and how competition law can contribute to more equality in both developed

and developing countries The book is a must read for researchers public officials judges and practitioners within the competition law community It will also appeal to anyone more broadly interested in issues of inequality and economic policy

Severance Payment and Labor Mobility Tatsuo Hatta, Shinya Ouchi, 2018-11-27 This book compares legally allowed dismissal conditions in employment contracts in Taiwan and Japan and then examines the possibility of introducing the Taiwan style severance payment system into Japanese employment contracts A significant difference exists between employment regulations of Japan and Taiwan In Japan dismissal of an employee on the grounds of ability is not easily upheld in a court of law and a set rule for dismissals with severance payment does not exist On the other hand in Taiwan where regulations do not allow dismissal at will an employee can still be dismissed with severance payment as long as due process is followed Written by labor lawyers and labor economists from both Taiwan and Japan this book describes the procedures that must be followed in the dismissal process in the two countries It also shows that this difference in dismissal conditions between the two countries explains the low labor mobility in Japan and high labor mobility in Taiwan and that this difference in labor mobility in turn caused the shift of IT production from Japan to Taiwan in the 1990s The final chapter of the book elucidates the need for introducing the Taiwan style severance payment before carrying out further deregulation in Japan

**The Concept of the Employer** Jeremias Prassl, 2015 The concept of the employer has been surprisingly ignored in employment and corporate law leaving protective norms unable to grapple with modern work arrangements This book scrutinises the received concept of a unitary employer providing a functional reconceptualization as a framework for future arguments and coherent judicial decision making

*Systemic Cycle and Institutional Change* Josip Lučev, 2021-02-23 This book explores endogenous institutional change and the global cyclical and power based drivers that underpin it A metatheoretical framework is presented to highlight the influence of path dependence systemic cycle driven power relations and institutional design on the development of labor institutions The framework is applied to the USA Germany and China to provide a comparative economic perspective *Systemic Cycle and Institutional Change Labor Markets in the USA Germany and China* aims to examine endogenous institutional change through analyzing the systemic cycle and bringing together global and national conceptions of capitalism It is relevant to students and researchers interested in comparative economics political economy and labor economics

*Organizing Matters* Guy Mundlak, 2020-05-29 *Organizing Matters* demonstrates the interplay between two distinct logics of labour s collective action on the one hand workers coming together usually at their place of work entrusting the union to represent their interests and on the other hand social bargaining in which the trade union constructs labour s interests from the top down The book investigates the tensions and potential complementarities between the two logics through the combination of a strong theoretical framework and an extensive qualitative case study of trade union organizing and recruitment in four countries Austria Germany Israel and the Netherlands These countries still utilize social wide bargaining but find it necessary to draw and develop strategies

transposed from Anglo American countries in response to continuously declining membership

**International Internet Law** Joanna Kulesza, 2012-03-15 This book discusses the international legal issues underlying Internet Governance and proposes an international solution to its problems The book encompasses a wide spectrum of current debate surrounding the governance of the internet and focuses on the areas and issues which urgently require attention from the international community in order to sustain the proper functioning of the global network that forms the foundation of our information fuelled society Among the topics discussed are international copyright protection state responsibility for cyber attacks cyberterrorism and international on line privacy protection Taking a comparative approach by examining how different jurisdictions such as the United States the European Union China and Singapore have attempted various solutions to the problem of Internet Governance the author offers a practical solution to the problem and is a proponent of International Internet Law Kulesza suggests that just as in the case of International Environmental Law an Internet Framework Convention could shape the starting point for international cooperation and lead to a clear contractual division of state jurisdictional competences International Internet Law is of particular interest to legal scholars engaged with the current challenges in international law and international relations as well as students of law international relations and political science The issues discussed in the book are also relevant to journalists and other media professionals facing the challenges of analyzing current international developments in cyberspace

**Comparative Law and Society** David Scott Clark, 2012-01-01 Comparative Law and Society part of the Research Handbooks in Comparative Law series is a pioneering volume that comprises 19 original essays written by expert authors from across the world This innovative handbook offers both a history of the field of comparative law and society and a thorough exploration of its methods disciplines and major issues presenting the most comprehensive look into this contemporary field to date In Part I Methods and Disciplines contributors approach critical issues in comparative law and society from a variety of academic fields including sociology criminology anthropology economics political science and psychology This multidisciplinary approach highlights the importance of addressing the variance of perspectives inherent to the field In Part II Core Issues chapters offer an exploration of major legal institutions processes professionals and cultures associated with particular legal subjects Since authors utilize the perspective of at least two different legal systems this book offers a truly thorough and wide ranging focus the general reader as well as students and scholars will find this handbook useful in their continuing explorations into the interaction between law and society Practitioners such as lawyers and judges with an interest in global perspectives of law will also find much to admire in this innovative volume

**Adult Development and Aging** Julie Hicks Patrick, Bert Hayslip, Lisa Hollis-Sawyer, 2025-07-15 Topically organized Adult Development and Aging Growth Longevity and Challenges Second Edition provides students with a comprehensive understanding of the aging process across the lifespan from early adulthood to late adulthood

**Middle Tech** Paula Bialski, 2024-05-21 Why software isn't perfect as seen through the

stories of software developers at a run of the mill tech company Contrary to much of the popular discourse not all technology is seamless and awesome some of it is simply good enough In Middle Tech Paula Bialski offers an ethnographic study of software developers at a non flashy non start up corporate tech company Their stories reveal why software isn't perfect and how developers communicate care and compromise to make software work or at least work until the next update Exploring the culture of good enoughness at a technology firm she calls MiddleTech Bialski shows how doing good enough work is a collectively negotiated resistance to the organizational ideology found in corporate software settings The truth Bialski reminds us is that technology breaks due to human related issues staff cutbacks cause media platforms to crash in car GPS systems cause catastrophic incidents and chatbots can be weird Developers must often labor to patch and repair legacy systems rather than dream up killer apps Bialski presents a less sensationalist more empirical portrait of technology work than the frequently told Silicon Valley narratives of disruption and innovation She finds that software engineers at MiddleTech regard technology as an ephemeral object that only needs to be good enough to function until its next iteration As a result they don't feel much pressure to make it perfect Through the deeply personal stories of people and their practices at MiddleTech Bialski traces the ways that workers create and sustain a complex culture of good enoughness **Key**

**Aspects of German Business Law** Michael Wendler, Bernd Tremml, Bernard John Buecker, 2013-06-05 This book presents a clear and precise overview of the key aspects of German business law It was written by attorneys involved in the daily practice of business law in Germany and is aimed at people who wish to orient themselves quickly in which it impacts business with the German legal system and the manner of establishment operations and liquidations The first section of the book is devoted to an explanation of the major issues to be considered in acquiring or establishing a business in Germany whereas the second section focuses on areas of special consideration In both sections special attention has been paid to highlighting and explaining the differences between the German legal system and that of the United States though the intention is to provide information that will prove valuable to all foreigners particularly business men and women and lawyers advising clients with an interest in doing business in Germany Though it is the object of this book to present readers with a general orientation and the foundation for making informed decisions concerning business transactions in Germany it cannot possibly function as a substitute for case specific professional advice and by no means purports to do so Those readers who wish to follow up on any decisions they may have formed on the basis of the material presented here are well advised to seek the guidance of qualified attorneys and tax advisors before entering into any binding obligations **Law and Justice in a Globalized World** Harkristuti Harkrisnowo, Hikmahanto Juwana, Yu Un Oppusunggu, 2017-11-14 The book consists of a selection of papers presented at the Asia Pacific Research Conference on Social Sciences and Humanities It contains essays on current legal issues in law and justice and their role and transformation in a globalizing world Topics covered include human rights criminal law good governance democracy foreign investment and regional integration The conference

focused on Asia and the Pacific two regions where law has taken an important position in creating and shaping the regional integrations new legal institutions and norms This reconfirms the idea that the legal system is extremely important in the global world This book provides new insights and new horizons on how law and justice took part in globalizing human interaction especially in the Asia Pacific region *Differences in Labour Law between Germany and Canada* Thomas Murrhardt, John Gayle, Ines Alberti, 2024-09-07 This book offers a comparative insight into the labour law systems of Germany and Canada two countries with different legal traditions and approaches It examines how in Germany a highly centralised system with clear legal requirements offers employees extensive rights and protections while Canada has a decentralised more flexible structure of labour law due to its federal structure Particular emphasis is placed on the federal principle in Canada where the provinces and territories set their own labour law standards This decentralisation leads to considerable differences in regulations on minimum wages working hours protection against dismissal and holiday entitlements depending on the region in question The book shows the consequences of this diversity and highlights the advantages such as adaptability to regional needs but also the challenges associated with this legal fragmentation such as the difficulty of enforcing the law and the mobility of workers The detailed comparison shows how strongly employee rights in Germany are protected by statutory regulations and collective co determination while in Canada greater flexibility for employers and a stronger role for individual employment contracts dominate This work is aimed at those affected and anyone wishing to gain a sound understanding of the differences and similarities between these two systems and how these differences influence the dynamics of labour markets the relationship between employers and employees and social security in both countries

*Business Acceleration 2.0* Alexander F. Bergfeld, 2015-08-06 This book is about the strategic building of technology ventures either through self creation or professional guidance in corporate accelerators It outlines the Acceleration 2 0 framework based on latest research concerning business acceleration corporate venturing and startup development The business Acceleration 2 0 framework is explained in three case studies The comparison of the case studies from the ICT industry explains the dynamic development of startups including the needs and wants as well as strengths and weaknesses Overall the book provides a guideline including all important terms and elements to successfully realize a business plan and to build a startup accordingly In essence this book supports the efficient growth of young companies by providing a guideline to follow and supports young companies during the starting funding and building phase of the business THE RIGHT TO PRIVACY THE VIEW OF YOUNG RESEARCHERS Bartłomiej Oręziak, 2024 International Labor and Employment Laws William L. Keller, Timothy J. Darby, 1997 Examines the law affecting employment and labour relations issued by European Union and selected Member Countries North American Free Trade Agreement NAFTA North American Agreement on Labor Cooperation NAALC and its Member Countries and some miscellaneous countries Includes a brief note on the structure and aims of the organization the nature of its legal instruments and if appropriate its supervisory machinery **Holding the**

**Shop Together** Stephen J. Silvia, 2013-11-15 Since the onset of the Great Recession Germany's economy has been praised for its superior performance which has been reminiscent of the economic miracle of the 1950s and 1960s. Such acclaim is surprising because Germany's economic institutions were widely dismissed as faulty just a decade ago. In *Holding the Shop Together* Stephen J. Silvia examines the oscillations of the German economy across the entire postwar period through one of its most important components: the industrial relations system. As Silvia shows in this wide-ranging and deeply informed account, the industrial relations system is strongest where the German economy is strongest and is responsible for many of the distinctive features of postwar German capitalism. It extends into the boardrooms, workplaces, and government to a degree that is unimaginable in most other countries. Trends in German industrial relations moreover influence developments in the broader German economy and frequently industrial relations practice abroad. All these aspects make the German industrial relations regime an ideal focal point for developing a deeper understanding of the German economy as a whole. Silvia begins by presenting the framework of the German industrial relations system: labor laws and the role of the state, and then analyzes its principal actors: trade unions and employers' associations. He finds the framework sound but the actors in crisis because of membership losses. Silvia analyzes the reasons behind the losses and the innovative strategies German labor and management have developed in their efforts to reverse them. He concludes with a comprehensive picture and then considers the future of German industrial relations.

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**Suspensão Laboral -**

**Ausência Temporária da Prestação de Trabalho** Rita Canas da Silva, 2023-06-28 A suspensão laboral surge enquanto termo neutro que procura abarcar os factos que inviabilizam transitoriamente o trabalhador de realizar a actividade contratada com o empregador e aos quais afecta qualifica o suspensivo. A presente análise assinala a natureza transversal do fenómeno suspensivo para a esfera laboral colocando a descoberto a essencialidade que reveste a natureza duradoura e relacional do contrato de trabalho para a cabal compreensão do instituto. Entre nós a suspensão laboral convoca originalmente temáticas várias enquadradas de modo disperso na sistemática do Código Civil: impossibilidade de cumprimento, mora do devedor, mora do credor e exceptio non adimpleti contractus. A obra inclui uma delimitação precisa dos principais conceitos operativos do fenómeno impossibilidade imputação e natureza temporária dando respostas às inúmeras interrogações que a operacionalidade do instituto tem suscitado.

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