

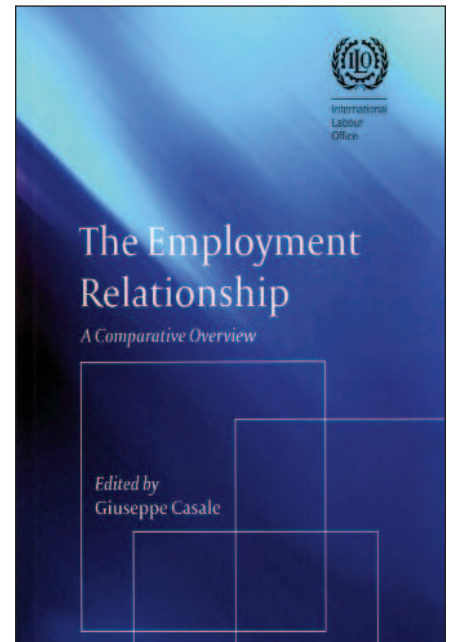


# International Labour Office Neue Publikationen

## The employment relationship A Comparative Overview Giuseppe Casale (Ed.)

This book examines the many ways labour legislation applies to the realm of the employment relationship, covering a wide range of related issues. Along with the essential terms, notions, definitions and laws, the volume gives an overview of the historical background and current practice in various regions of the world. It also documents and analyses the legislative approaches countries are developing in response to new forms of work. Specific chapters examine Europe, Latin America and the Caribbean, Africa, Asia, and Canada, Mexico and the United States.

A central feature of the traditional employment relationship, one that can be found in different countries and legal traditions, is the hierarchical power of employers over employees. This hierarchical power combines three related elements: (i) the power to assign tasks and to give orders and directives to employees (directional power); (ii) the power to monitor both the performance of such tasks and compliance with orders and directives (power of control); and (iii) the power to sanction both improper or negligent performance of the assigned tasks and given orders and directives (disciplinary power). The presence of hierarchical power in a working relationship, established either by statute or case law, has been the element that distinguishes employment from self-employment, and accordingly is the access key to the wide range of regulations set up to protect employees in the different jurisdictions. Globalization is of course a key factor as well. This is why discussion over the future of the employment relationship and its legal framework rapidly gaining momentum at both national and international levels, and why the ILO is at the forefront of these debates.



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