Green Paper
Modernising labour law to meet the challenges of the 21st century
COM(2006)708final

The Swedish Municipal Workers’ Union, one of the social partners within
the local and regional government sector, have discussed the Green Paper
on Labour Law, as the Commission has called for. We welcome the debate
on how labour law at national and European level can support the Lisbon
Strategy for growth with more and better jobs. However, successful econom-
ies are influenced by many other factors than labour law such as economic
history and development, investment, access to natural resources, age pro-
file of the population, and the challenges of competition from other coun-
tries in a globalised world etc. We would like to point out that the Green
Paper only deals with a small part of labour law.

As the Commission writes in the Green Paper, the focus is mainly on the
personal scope of labour law rather than an issue of collective labour law.
We see this as a general weakness in the overall analysis. We would like to
point out the role that social partners play through collective agreements,
joint initiatives and guidance, which can also have the effect of establishing
individual rights and enabling flexibility and transition. We do not see
labour law, devised in the right way, as an obstacle for labour market
mobility, increased employment and productivity.

We consider that the right balance of flexibility for employers and security
for employees is needed if we are to succeed in forming a social Europe that
creates more and better jobs. We see collective agreements and labour law
as positive instruments that can provide security for employees and flexi-
bility for employers.

Social partners can work together to develop legislation, guidance and to
conclude collective agreements that cover large parts of the labour market
and that can be adapted from sector to sector in line with the needs of the
employers and the employees.
As conclusion of this, the Swedish Municipal Workers’ Union strongly support the replies by the Swedish Trade Union Confederation – LO Sweden, dated 12 March 2007, and the joint reply by the European Federation of Public Service Unions, EPSU, and the Council of Municipalities and Regions Employers’ Platform, CEMR-EP, copies of both are attached.

Swedish Municipal Workers’ Union - Kommunal

[Signature]

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