



International Society for Labour
and Social Security Law
Société internationale de droit du travail
et de la sécurité sociale
Sociedad Internacional de Derecho del
Trabajo y de la Seguridad Social

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ISLSSL BULLETIN N^o 101

September 2003

Dear colleagues

ANNOUNCEMENTS BY THE SECRETARY GENERAL

New English name of our Society

Following the adoption of our new by-laws, the new name, in English, of our Society has been changed, to become the International Society for Labour and Social Security Law. The new English name is aligned on the French and Spanish names, which have not been modified.

New by-laws

The General Assembly has approved our new by-laws. They are appended to the present Bulletin.

President / Président
Clyde SUMMERS
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Philadelphia, PA 19104
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Secretary-General / Secrétaire général
Arturo BRONSTEIN
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Treasurer / Trésorière
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(Netherlands/Pays Bas)
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Website of our Society

In consultation with our Executive Committee I have removed our webpage from the public Website of the ILO. I am now exploring different alternatives, and hope that our webpage will shortly be online again, perhaps in the website of a University or in that of one of our Members.

A warm welcome to our new members

I warmly welcome our new National Members, whose admission has been agreed upon by our Executive Committee in Montevideo. These are the Belarussian Association for Labour Law and Social Security, the Belgian Society for Labour and Social Security Law, and the Lithuanian Association of Labour Law and Social Security. I also welcome the ILO Section of our Society, which has been accepted by the Executive Committee in the capacity of Institutional Member.

New officers of the ISLSSL

Our General Assembly has confirmed the following nominations, which were made last year by the Executive Committee, as Officers of our Society:

President: Professor Clyde Summers (United States of America)
Secretary General : Mr. Arturo Bronstein (Argentina/ILO)
Treasurer: Professor Irene Ascher-Vonk (Netherlands)

Following the adoption of our new by-laws, from now on the Officers of our Society will be elected by the Executive Committee.

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News from the ISLLSS

1. XVII WORLD CONGRESS OF LABOUR LAW AND SOCIAL SECURITY, Montevideo, Uruguay, 2-5 September 2003.

Let me begin this Bulletin by warmly thanking and congratulating Professors Pla Rodríguez and Ameglio as well as all our Uruguayan colleagues and support-staff who have organized a wonderful Congress in Montevideo.

855 participants from 45 countries have registered their participation (390 from Uruguay and 465 from other countries; list of participants available at the Congress website: <http://www.congresomontevideo2003.com/inscriptos/index.htm>). The Congress held six plenary sittings and two Round Tables, all of which benefitted from interpretation in English, French, German and Spanish.

The scientific aspects of the Congress have been of great value. The six reports on the three agenda items are available on CD Rom, in English, French and Spanish, together with more than one hundred national reports, in their respective original languages. I have kept a copy of the electronic archives of all the reports, which are available upon request.

Our Honorary President Jean-Michel Servais, on behalf of the ILO Director General Juan Somavía, was our keynote speaker in the opening session. The title of his lecture, on Globalization and Workers' Rights, to a very large extent provided for a conceptual framework within which the Congress addressed all the other items which had been included in its agenda, namely:

1. The agents of collective bargaining. Reporters: Professors Grandi (Italy) and Suwa (Japan)
2. Labour Law and the Fundamental Rights of the Person. Reporters: Professors Valdés dal Ré (Spain) and Siqueira Netto (Brazil)
3. Social Protection of the Unemployed. Reporters: Professors Pasco (Peru) and Pougoué (Cameroon)
4. Round Table: Labour Law and new forms of corporate organization. Moderator: Francisco Walker Errazuriz (Chile)
5. Round Table: The Future of Labour Law. Moderator: Professor Irene Asscher-Vonk (the Netherlands).

Some thirteen young colleagues benefitted this year from grants from the fellowships' fund of the ISLSSL. They came from the following countries: Argentina (grant shared by three applicants), Belarus, Brazil, Israel, Lithuania, Panama, Peru (shared by two applicants), the Philippines, South Africa and Venezuela.

I sincerely thank all the general and national reporters, moderators, panellists, chairpersons of the different sittings, and last but not least, all the participants, whose keen interest and participation has been the greatest asset for the success of the Congress.

2. Meeting of the Executive Committee, 2 September 2003

Our Executive Committee meeting of 2 September 2003 was attended by 36 colleagues, from the following Members: Argentina, Australia, Belarus, Belgium, Bolivia, Canada, Chile, Czech Republic, Ecuador, France, Germany, Greece, Hungary, ILO, Italy, Japan, Korea, Lithuania, Luxembourg, Mexico, New Zealand, Norway, Panama, Paraguay, Peru, Slovenia, South Africa, United States of America, Uruguay and Venezuela. It was also attended by our Honorary Presidents Américo Pla Rodríguez, Jean-Michel Servais and Jean-Maurice Verdier.

The Executive Committee examined the following agenda:

1. Report on Activities, by the President.
2. Financial questions: Reports by the Treasurer and the Auditors.
3. Admission of new members
4. Statutory appointments:
5. Reform of ISLLS by-laws.
6. Congresses of the ISLLSS:
7. Report on the consultation on organizational and scientific questions relating to ISLLSS congresses (task group Servais) (first discussion).
8. Other questions.

Below is a summary of the decisions taken by the Executive Committee:

Financial questions: See below.

Admission of new members: The Executive Committee accepted the applications submitted by the associations of Belarus, Belgium and Lithuania, to become National Members of our Society, and that made by the ILO Section, to be accepted as Institutional Member.

Statutory appointments: The Executive Committee elected the following Vice-Presidents:

For North America: Professor Néstor de Buen (Mexico)

For Central America and South America: Professor Oscar Hernández Alvarez (Venezuela)

For Asia and the Pacific: Professor Gordon Andersson (New Zealand)

For Western Europe: Professor Franco Carinci (Italy)

For Central and Eastern Europe: Professor Polonka Koncar (Slovenia)

It also elected Professors Baron Bernd von Maydell (Germany) and Ronnie Eklund (Sweden) as auditors.

Appointment of Honorary President: Professor Clyde Summers recalled that it is an established practice that all former Presidents and Secretary Generals of the Society be appointed as Honorary Presidents upon leaving office. The Executive Committee accordingly appointed Professor Blanpain as Honorary President of the Society.

Reform of ISLLSS by-laws: The Executive Committee accepted two new amendments, submitted respectively by the Argentinean Association for Labour Law and Social Security with respect to article 3.3 (admission of institutional members) and by Attorney Schuster (individual member, Luxemburg) concerning article 7.3 (invitation to individual members to attend Executive Committee meetings). While it did not adopt a third amendment, submitted by our Swedish chapter it accepted a rewording of article 11, according to which the President,

the Secretary General and the Treasurer would not vote in case a vote were to be taken by the Executive Committee, pursuant to the submission of the report by the Auditors on the financial position of the Society.

Congresses of the ISLSSL: See below.

Report on the consultation on organizational and scientific questions relating to ISLSSL congresses (task group Servais): The Executive Committee held a first discussion on this issue. A second discussion will be held at its next meeting, in Bologna, 2005.

Other questions: The Secretary General informed on the steps he was taking with a view to having our webpage online again.

3. General Assembly of the ISLSSL

The General Assembly of the ISLSSL met on 5 September 2003, immediately after the closure of the World Congress, under the chairmanship of President Blanpain. It took the following decisions:

Discharge from liability: In accordance with article 11 of our by-laws, the General Assembly granted discharge from liability for their administration to the President, the Secretary-General and the Treasurer, upon the report submitted by the auditors.

Election of Officers: The General Assembly elected Professor Summers, Mr. Bronstein and Professor Asscher-Vonk, respectively as President, Secretary General and Treasurer of our Society for the term 2003-2006.

New by-laws: The General Assembly approved the new by-laws of our Society, after a vote (40 for, against 4, abstention 1).

4. Forthcoming congresses of the ISLSSL:

The Executive Committee has approved the following timetable and agenda of our forthcoming congresses:

VI th American Regional Congress, Mexico, 2004

The Congress will be held from 15 to 18 September 2004, in Mexico City. The working languages will be Spanish and English, with simultaneous interpretation.

The agenda, as already approved by the Executive Committee in Stockholm, September 2002, is as follows:

1. Special labour relations.
2. Internationalization of labour and employment relations within the framework of the Free Trade Agreement for the Americas.
3. Social accountability of multinational enterprises: voluntary codes of labour practices and their private monitoring.
4. Social Security Law: public service or privatization?
5. Round Table: The right to strike.

It is now envisaged to add a second Round Table, on *Evolution and Recent Trends of the Labour Law in Europe, North America and Latin America*.

The programme of this Congress still calls for finalization, including the selection of the reporters and panellists. To this end I am now in talks with Professor de Buen (Chairman of the Organizing Committee), our President Clyde Summers, our US and Canadian chapters, and our Vice-president for South America and Central America. I hope that I will shortly be able to come back to you with the final programme.

VIII Asian Congress: Taipei, 2005

The Congress will take place from 25 to 28 April 2005. The working languages will be English and Chinese, with interpretation.

The Agenda of the Congress will include the following themes:

- Theme 1 The participation of Women in the Labour Market -- Toward the Goal of Gender Equality in Employment in the 21st Century.
 - Theme 2 The Impetus for Economic Restructuring and the Protection of Workers' Rights.
 - Theme 3 The Asian Experiences on the Old-Age Security or Pension System.
- Round Table: The Impact of Globalization on Work Patterns and Labour Relations

The Organizing Committee is planning to invite a Reporter from Taiwan for Theme I, a Reporter from Australia for Theme II and a Reporter from the Philippines for Theme III.

VIII th European Regional Congress, Bologna, 2005

The Congress will take place from 21 to 23 September 2005. The Executive Committee will meet on 20 September, from 9 am to 1 pm, with an afternoon sitting if necessary. Poster sessions will also take place on 20 September, upon request.

Professor Carinci, Chairman of the Organizing Committee, has announced that this Congress will benefit from interpretation into and from English, French, Spanish, German and Italian.

The Executive Committee has approved the following modified agenda of this Congress:

- Theme 1: Family Allowances.
 - Theme 2: Processes of social law making and implementation within the European Union.
 - Theme 3. Transfer of Undertakings: a Delicate Compromise among Individual Protection, Labour Market and Economic Development.
- Round Table: The New Boundaries of Employee Information and Consultation.
- Round Table: Challenges in Labour Law and Collective Bargaining in Central European Countries, which arise out of their integration into the European Union.

The name of the reporters, moderators and panellists will be announced in due time.

XVIII th World Congress, Paris 2006

The Executive Committee has agreed that this Congress will take place from Tuesday 5, to Friday 8 September 2006, with the following agenda:

- Theme 1: Trade liberalization and labour law and social security.
Theme 2: Labour law (in its individual and collective aspects) and productive decentralization.
Theme 3: Occupational risks: social protection and the employer's liability.
Round Table: What future for statutory regulation in the field of labour law?

The Secretary General, in consultation with the Organizing Committee, will in due time come before the Executive Committee with a proposal concerning the names of the reporters and panellists.

5. Other Congresses

II nd African Regional Congress

Our South African chapter is considering the possibility of addressing an invitation for our Second African Regional Congress taking place in Cape Town or Johannesburg in 2006 or 2007.

VII th American Regional Congress, 2007

The Argentinean Association for Labour Law and Social Security has issued an invitation to hold this Congress, either in Buenos Aires or in Mar del Plata.

IX th European Regional Congress, 2008

I have just received an invitation from our German Chapter, to host this Congress in Freiburg, Germany.

XIX th World Congress, 2009

The Australian Labour Law Association has issued an invitation for the 2009 World Congress to be held in Australia (Sydney or Melbourne). Given the principle of congress rotation informally adopted by the Society it is hoped that this invitation will be taken up by the Executive Committee when it meets in Bologna in 2005. The last World Congress held in the Asian-Pacific region was in Seoul in 1994.

6. Letter from the Treasurer

The Executive Committee has expressed concern over the very large amount of unpaid dues of our Members. As ISLSSL income is essentially made up from dues paid by its members, there is a risk of paralysis occurring some time in a near future if such a trend continues. This is why, at its meeting in Montevideo the Executive Committee examined a number of options to encourage our members to pay their dues on time. After having considered different proposals it was finally decided that the name of our Members who do not pay their dues will be published in each December issue of the Bulletin.

Please, be reminded that the amount of the contribution to our Society is u\$ 7 for each year per individual member of a National Member or an Institutional Member. Individual Members also pay u\$ 7 per year.

Contributions are due, for the full year, on 1 st January. Their payment shall be made to the Treasurer, preferably by bank transfer to:

ABN/AMRO
Postbus 97701
2509 GC Den Haag, the Netherlands
Account No. 58.60.47.409
ISLLSS Treasurer Prof. Asscher-Vonk

Each Member paying his/her contribution shall notify our Treasurer, Professor Asscher-Vonk, and provide her with the following information:

- (a) The name of the member;
- (b) The year for which the contribution is paid;
- (c) The number of individuals for whom the contribution is paid.

Members who have difficulties in paying may submit their problem to the Treasurer, who may propose a solution, subject to the approval of the Executive Committee. Under art. 14.2 of our by-laws the Executive Committee has *the power to decide upon such reductions of the ordinary contributions which may be justified because of the situation in each case.*

7. News from our Members

Belarus

Below are the contact addresses of our colleagues of the Belarussian chapter of our Society:

Dr. Victor Krivoy
President
Belarussian Association for Labour Law
15, zavulak Uralski
MINSK, 2206
BELARUS
Tel/fax: (375 17) 235 6135
e-mail: mistim@tut.by

c.c.

Mr Yaruslau Krivoy
e-mail: yar@akavita.by

Belgium

The Belgian Society for Labour and Social Security Law will be represented at our Executive Committee by its Chairperson, Professor Willy van Eeckhoutte. His contact address is as follows:

Prof. dr. W. van EECKHOUTTE,
President
Belgisch Genootschap voor Arbeids- en Socialezekerheidsrecht,
Association belge du droit du travail et de la sécurité sociale
Belgian Society for Labour and Social Security Law

Driekoningenstraat 3, B 9051
Gent, Belgium)
tel.: +32(0)9.220.8200
e-mail: willy.vaneeckhoutte@venvlaw.be

Germany

The Institute for Labour Law and Industrial Relations in the European Community (IAAEG) has moved. Below is the new address of Professor Birk:

Dr. jur. Dres. h.c. Rolf Birk
Director
Institut for labour law and industrial
relations in the European community
University of Trier
54286 Trier
Germany
tel. + 49 651 201 4750
Secretariat: + 49 651 201 4751
Fax: + 49 651 201 4752
e-mail: Birk@iaaeg.de

ILO Section

The ILO Section of the ISLSSL has been accepted at Montevideo in the capacity of Institutional Member (art. 3.3 of our by-laws). It will be represented at the Executive by the following colleagues:

Mr. Jean-Claude Javillier
Chairperson, ILO Section
BIT – 1211 Genève 22
Suisse/Switzerland
e-mail: javillier@ilo.org

Alternate:

Mr. Giuseppe Casale
Vice-chairperson, ILO Section
BIT – 1211 Genève 22
Suisse/Switzerland
e-mail: casale@ilo.org

Alternate:

Ms. Corinne Vargha
Secretary-Treasurer, ILO Section
BIT – 1211 Genève 22
Suisse/Switzerland
e-mail: vargha@ilo.org

Italy

Updated address of Professor Carinci:

Prof. Franco CARINCI
Ordinario di Diritto del lavoro nell'Università di Bologna
Direttore dell'Istituto di applicazione forense "E. Rendenti"
Via Santa Margherita, 2
40123 BOLOGNA
tel. +39 051234883 - +39 0512269193
fax +39 051234834

E-mail: redazione@labourlaw.it
segreteria.carinci@felsinalavoro.it

Lithuania

Professor Nekrosius (alternate, Professor Davulis) will represent our Lithuanian national member before the Executive Committee of our Society:

Prof. Dr. Ipolitaitis Nekrosius
President
Lithuanian Society for Labour Law and Social Security
Salėtekio al. 9, TF I Rumai,
LT-2054
Vilnius
Tel. 3702 2366171
Fax : 3792-2366163
e-mail : tf@tf.vu.lt

c.c.

Professor Tomas Davulis
e-mail : tomas.davulis@tf.vu.lt

Poland

New e-mail address of Professor Ludwig Florek: l.florek@uw.edu.pl

Russian Federation

Professor Semion Ivanov has resigned as Chairperson of the Russian Association of Labour Law and Social Security, of which he has been elected Honorary President. The new chairperson of our Russian chapter is Professor Kantémir Goussov, from the Academy of Moscow. I would like to welcome Professor Goussov. Also, I wish to put on record my deepest thanks for all the collaboration our Society has received from Professor Ivanov during the years he has acted as Chairperson of our Russian chapter, and I congratulate him for his designation as Honorary President.

Contacts of Professor Goussov are as follows:

Prof. Kantémir GOUSSOV
Russian Society for Labour Law and Social Security
9 Sadovaya-Kudrinskaya
MOSCOU 123286
fax: (7 095) 254-98-68.
Tel.(7 095) 244-84-62, 244-84-41
e-mail: msal@aha.ru

8. Other meetings

University of Western Ontario : International Labour Law Conference on Globalization and the Future of Labour Law , London, Ontario, 18 October 2003

The University of Western Ontario Faculty of Law and Heenan Blaikie LLP will host a Conference on International Labour Law at the University of Western Ontario Faculty of Law in London, Ontario (Canada) on Saturday, October 18, 2003. The Conference will focus on international labour law and globalization. At the Conference, prominent members of international organizations, representatives of government, employers

and workers, senior members of the judiciary, chairs of labour relations boards, and pre-eminent academics from the Americas and Europe will gather to present their views on the future directions of international labour law. The Conference will address recent development and emerging challenges in national and international labour law, which would be discussed by 4 panels, dealing respectively with US and Canada, the Americas, Europe and the ILO. For more information and to receive the conference programme and registration details, please contact **John Craig** by telephone (+001) (416 360.3527) or e-mail (jcraig@heenan.ca). The webpage of this meeting is: http://www.law.uwo.ca/mainSite/conferences/labour/labour_law/program.html

11 th Meeting of European Labour Court Judges, Florence

Justice de Matteis, Magistrate at the Social Chamber of the Cassation Court, has addressed an invitation for this meeting to take place in Florence, on 24 October 2003.

The agenda will include the following points:

- European equality law in labour court proceedings
- New initiatives to make Labour Court hearings more efficient: use of alternative dispute methods, collective (class) action

The reports for this meeting will in due time be put online, on the website of the ILO.

The proceedings of the VIII th (Jerusalem, 2000), IX th (Geneva, 2001) and X th (Stockholm, 2002) meetings of judges can be consulted online, at the following web address: <http://www.ilo.org/public/english/dialogue/ifpdial/II/lc.htm>

* * * *

Kind regards

Arturo Bronstein
Secretary General

ANNEX

BY-LAWS OF THE INTERNATIONAL SOCIETY FOR LABOUR AND SOCIAL SECURITY LAW

(By-laws approved by the General Assembly of the ISLSSL in Montevideo, Uruguay, 5 September 2003)

Preamble

The International Society for Labour and Social Security Law (Société Internationale de Droit du Travail et de la Sécurité Sociale) was constituted in Brussels in June 1958. It is the result of the merger of the International Society for Social Law (São Paulo Congress, 1954, and Brussels Congress, 1958) and the International Congresses of Labour Law (Trieste, 1951, and Geneva, 1957).

Name and Objects

Article 1

1. The International Society for Labour and Social Security Law, in the following articles called the Society, is established as an association for the purposes of studying labour and social security law at the national as well as international level, and promoting the exchange of ideas and information from a comparative perspective, and encouraging the closest possible collaboration among academics, lawyers, and other experts within the fields of labour and social security law.
2. The activities of the Society include the promotion of the study of labour and social security law amongst young academics and lawyers, and support for international comparative schools, seminars and other meetings in those fields.
3. The aims of the Society are of a purely scientific character, independent of all considerations of a political, philosophical or religious nature.

Location

Article 2

The seat of the Society is in Geneva. It may be transferred to another place by decision of the Executive Committee.

Members

Article 3

The Society membership shall consist of:

1. National associations or other entities which have elected to affiliate themselves as members of the Society and whose affiliation is accepted by the Executive Committee. This category of membership shall be referred to as the Society's National Members. There shall be no more than one National Member per country. In the event that more than one organization seeks recognition as the National Member for a country, the Executive Committee shall determine which shall be recognized as the National Member based on dedication to the Society's goals and the capacity to participate meaningfully in its activities. All other national associations may be recognized and participate as Institutional Members of the Society.
2. Individuals elected by the Executive Committee. This category of membership shall be referred to as the Society's Individual Members.
3. Scientific societies, national associations (other than National Members), and research institutes which are elected by the Executive Committee. This category of membership shall be referred to as the Society's Institutional Members. In order to get such a recognition, the Executive Committee will

require from the (relevant) National Member that it submits a report on the applicant's accomplishments, to confirm the above-referred dedication to the Society's goals, and the support and collaboration that it provides to the National Member.

Article 4

1. In each country where there is a national association of persons who, because of their scholarly work or professional activities, are interested in furthering the aims of the Society, that association shall be encouraged to become a National Member of the Society.
2. Individual Members are elected primarily among persons from countries where there is no National Member of the Society, and among the officials of international organizations dealing with labour and social security law.

Organs

Article 5

The organs of the Society are:

1. the General Assembly;
2. the Executive Committee, and
3. the Officers (the President, the President-Elect, the Secretary-General and the Treasurer).

General Assembly

Article 6

1. Individual members of National Members of the Society, Individual Members of the Society and representatives appointed by Institutional Members of the Society constitute the General Assembly. Each member shall have one vote. However, the maximum number of votes from the National Member of one country shall not exceed the average number of individuals for whom contributions have been paid during the past three years immediately preceding the General Assembly, and in total be not more than 30. In the event that the maximum number is exceeded for a National Member, the votes for that group shall be reduced to the above-mentioned maximum of votes for a national group. Before the casting of votes takes place, the Treasurer shall report to the Assembly on the financial contributions and suggest for decision the maximum number of votes of each National Member. In addition, Individual Members and Institutional Members each have one vote.
2. The General Assembly shall meet on the occasion of each World Congress.
3. With the exception of Article 15, the voting shall be by simple majority.
4. The General Assembly shall approve increases in dues, changes in these statutes, and any issues over which the Executive Committee is deadlocked. It shall also elect Honorary Presidents on the proposal of the Executive Committee.

Executive Committee

Article 7

1. The Executive Committee is composed of the President, the President-Elect, the Honorary Presidents, the Secretary-General, the Treasurer, and of one representative of each National Member. National Members may also select alternate representatives who may vote in the absence of the representative.
2. The Executive Committee may invite Institutional Members to participate at its meetings, with the right to speak but not to vote. To this purpose the Executive Committee shall determine which

Institutional Member shall be invited, on the basis of its dedication to the Society's goals, its number of individual members and its capacity to participate meaningfully in the Society's activities.

3. The Executive Committee, under proposal by the Officers after consultation with the Vice-presidents, can also designate individual members who can participate at its meetings. Only one individual member per country shall have the right to vote. The Executive Committee shall also determine when an individual member will no longer participate at it, especially because of inactivity or when a national association has been accepted as a national member of the Society in respect to that individual member's home country.
4. In order to maintain the international character of the Society, the Executive Committee shall appoint, from among the National Member representatives, Vice-Presidents, to a maximum of six to act as advisers of the Officers.
5. In order to ensure diversity of advisory perspectives provided to the Officers and to the deliberations of the Executive Committee, the Executive Committee may appoint up to 2 additional Vice Presidents from among the National, Institutional or Individual Members.

Article 8

1. The Executive Committee shall hold two regular meetings in the period between two World Congresses. One of these meetings shall be held immediately before each World Congress. Normally, the second meeting shall be held in the year prior to each World Congress, and immediately before a Regional Congress, unless otherwise decided by the President after consultation with the Officers, Honorary Presidents and Vice-Presidents. The date and venue of these meetings shall be announced by the Secretary-General not less than six months before they are to be held.
2. After consultation with the Officers and Vice-Presidents, the President may convene additional meetings of the Executive Committee. He or she may also invite the Executive Committee to take decisions by correspondence when such is justified for reasons of urgency.
3. The Executive Committee has the power to decide any matter which in these Articles is not reserved to the General Assembly or to specific officers.
4. Each member of the Executive Committee has one vote, and the voting shall be by simple majority of those who take part in the decision.
5. Honorary Presidents have the right to vote. Vice-Presidents have the right to vote when they represent a National Member.
6. The Executive Committee may elect additional voting members in order to establish channels of communication with countries which otherwise would not be represented on the Executive Committee but which have a sufficient number of active Individual or Institutional Members.

Article 9

1. Not less than eighteen months prior to a World Congress the Secretary-General shall issue a call for nominations for the President-Elect of the Society. Any nomination for the President-Elect shall be made in writing, and shall reach the Secretary-General not less than three months prior to the meeting of the Executive Committee that is normally held in the year before a World Congress. The President-Elect shall be appointed at that meeting of the Executive Committee, and shall assume the office of President at the closing ceremony of the World Congress.
2. The Vice-Presidents, the Secretary-General and the Treasurer shall be appointed by the Executive Committee at its meeting that normally takes place immediately before each World Congress. In order to appoint the Secretary-General and the Treasurer, the Secretary-General shall issue a call for nominations not less than six months prior to this meeting, and the nominations shall reach him or her not less than three months prior to that meeting.

3. All appointments made by the Executive Committee shall be for a time not exceeding the period between the close of a World Congress and the close of the next World Congress. The Secretary-General and Treasurer only may be reelected for new periods.
4. In case of vacancy in the Presidency, if a President-Elect has already been appointed, he or she shall immediately succeed to that office. If the President-Elect has not yet been appointed the Secretary-General, after consultation with the Vice-Presidents will ask one of the Vice-Presidents to take up the office of President until a new President is appointed.
5. In case of vacancy of the Secretary-General or the Treasurer, the President, after consultation with the Vice-Presidents, shall provisionally appoint an Acting Secretary-General or an Acting Treasurer until the Executive Committee can meet and take a decision on these appointments.
6. The President and the Secretary-General are jointly responsible for the management of the Society and they shall, whenever practicable, consult with the President-Elect, the Honorary Presidents and the Vice-Presidents. The President and the Secretary-General have joint power of signature for the Society. For payments to cover the current administration of the Society, each of them has the power of signature.

Article 10

1. The Treasurer shall be responsible for the collection of the contributions from National Members, Institutional Members, and Individual Members, for the administration of the assets of the Society, and for presenting a financial report at each meeting of the Executive Committee.
2. The Treasurer is authorized to make payments to cover the current administration and expenses of the Society, and for that purpose has the power of signature for the Society.

Article 11

The Executive Committee shall grant discharge from liability for their administration to the President, the Secretary-General and the Treasurer upon a report of two or more auditors appointed by the Executive Committee. If a vote is taken pursuant to this provision the President, the Secretary General and the Treasurer will not vote.

Activities

Article 12

The Society shall meet in a World Congress every three years or at such longer or shorter intervals as the Executive Committee may find convenient.

Article 13

1. The President and the Secretary-General shall organize various activities for the promotion of the aims of the Society such as organizing conferences of experts for the exchange of ideas on specific subjects and encouraging and facilitating the creation of study groups.
2. National Members will be encouraged to arrange regional congresses and to invite members from other countries to attend national meetings.
3. The Society and its organs will do the utmost to promote the establishment of national associations of labour and social security law in countries where there is none and to assist them in their development and their participation in the activities of the Society.

Financial Contributions

Article 14

1. The resources of the Society are its assets, dues from its members, gifts, legacies and grants.

2. The Executive Committee shall determine the amount which each member shall pay annually by way of contribution to the Society. The Executive Committee shall have the power to decide upon such reductions of the ordinary contributions which may be justified because of the situation in each case. Payments of contributions shall be made to the Treasurer.
3. The decisions of the Executive Committee to increase dues shall be submitted to the General Assembly for approval.

Amendments of the Statutes

Article 15

The Statutes of the Society may be amended at any General Assembly by a vote of two thirds of members present and entitled to vote.

Article 16

Proposals for changes in these statutes must be adopted first by the Executive Committee.

Coming into Force and Interim Arrangements

Article 17

1. These Statutes will come into force immediately.
2. Those who were members of the Society at the time of the adoption of these revised Statutes continue in their capacity as members of the Society until such time as the Executive Committee designates a change of status.