



International Society for Labour and Social Security Law
Soci t  internationale de droit du travail et de la s curit  sociale
Sociedad Internacional de Derecho del Trabajo y de la Seguridad Social

Bulletin No. 149

January 2019

Happy New Year!

Dear colleagues and friends,

It is a pleasure to share with you the latest news on the activities of the International Society.

Message from the President

The World Congress that took place in Turin this past September was a great success, with the highest number of registered participants ever, and the largest number of papers presented. I had the honour to be elected President of our International Society at the Turin congress, and the spirit of inquiry and commitment I witnessed in Turin most definitely inspires me to work with you to further the engagement of members in the activities of the ISLSSL.

In the few months since the Turin congress, I have seen many important activities, of various substantive content and format, initiated. Many of these are discussed in this bulletin. For the next three years, as we move towards the world congress in Peru in 2021, our Society's research efforts will focus on seven research themes announced in this bulletin. These will permit our members flexibility in exploring specific issues within the broad parameters of these themes.

Many national associations have already responded to our invitation to suggest scholars who might be willing to participate in the research group for each theme. We aim to have a good number of participants, from different countries and disciplines, in each research group, which will be coordinated by scholars with expertise in area of the research group's theme. We will circulate shortly the list of members and coordinators of the groups.

Once you see the list of coordinators, I urge you to contact the coordinator of a research group that interests you. Please do not think you need an invitation to join a research group – these groups are open to wide participation. Our goal is that these groups promote a systematic exchange of views and research materials on important issues of labour laws and industrial relations. We are confident

that easy and fast communication among research group members will be possible with new online technologies and with our new website.

I am especially grateful to the organizers of upcoming meetings, such as Young Scholars' and Regional Congresses, who have agreed to incorporate these research themes into their programs, and to review the results of the research groups at the various stages of their work. This will certainly contribute to the success of our future seminars and regional congresses, and will build momentum for the final reports of the research groups at the next world congress which will be held in Lima, Peru in on September 2021.

It is your energy, commitment and willingness to devote time that will lead to the academic success of the many activities indicated in our programs. I thank you all for your contributions to the Society. It is an honour to work with you. Finally, let me thank Giuseppe Casale, the Secretary-General of our Society, for his commitment, efficiency and good spirit in coordinating and supporting all of us in the ISLSSL.

President
Prof. Janice Bellace

Election of the new Secretary General, Treasurer, Auditor and six Vice-Presidents for the period 2018-21

On the occasion of the XXII ISLSSL World Congress (4-7 September 2018), the Executive Committee of the ISLSSL met in Turin. The following new appointments were made:

1. Dr Giuseppe Casale was unanimously re-elected for a third term Secretary-General for the period 2018-21.
2. Prof. Dr Rolando Murgas Torrazza was unanimously elected as the Treasurer for the period 2018-21.
3. Prof. Stein Evju was unanimously re-elected for a 4th mandate as Auditor of the ISLSSL for the period 2018-21.
4. Six Vice-Presidents were appointed for the period 2018-21:
 - Asia and the Pacific: Prof. Takashi Araki (Japan);
 - North America, Panama and Dominican Republic: Prof. Tomas Natividad Sanchez (Mexico);
 - Central and Eastern Europe: Prof. Jan Pichrt (Czech Republic);
 - Western Europe: Prof. Alberto Pizzoferrato (Italy);
 - South America: Prof. Juan Raso Delgue (Uruguay);
 - Africa: Prof. Stefan van Eck (South Africa).

The XXII ISLSSL World Congress took place on the Campus of the International Training Centre of the ILO in Turin (Italy) on 4-7 September 2018. More than 600 participants in representation of 60 nationalities attended the Congress. Once again, we would very much like to congratulate the members of the Organising Committee of the XXII World Congress for the excellent work done. More information on the event can be found at the following URL <http://www.islssl torino2018.org/>. The Organising Committee of the XXII World Congress informed us about the publication of the Congress papers. The eBook is now available on Giappichelli website at the following link <https://www.giappichelli.it/transformations-of-work-challenges-for-the-national-systems-of-labour-law-and-social-security>.

A new volume edited by G. Casale and T. Treu will soon be published by Wolters Kluwer. This volume regroups the general reports presented at the ISLSSL XXII World Congress. Please visit the Kluwer website at <https://irus.wolterskluwer.com/store/?marketSegments=1>

8th Graduate Seminar on International and Comparative Law “Isla de Margarita 2019”

A new edition of the Graduate Seminar on International and Comparative Law usually held at Isla Margarita (Venezuela) will be organised. We will inform you about the agenda in the coming months.

3rd Seminar on Comparative Labour Policy (Tokyo, Japan)

The 3rd International JILPT Labour Policy Seminar will take place in Tokyo on 4-5 March 2019. The theme is “The Future of Women and Work—Policy Responses to Women’s Employment”. Please see Annex I for more information about this event.

6th Seminar on International and Comparative Labour Law (Venice, Italy)

The 6th International Seminar on International and Comparative Labour Law will be organised in Venice on 27-31 May 2019. Under the direction of Prof. Adalberto Perulli, the Seminar will deal with the theme “The Future of Work: Labour Law and Labour Market Regulation in the Digital Era”. The seminar programme can be found in Annex II. As for the previous five editions, the participation of young legal scholars under the age of 40 is encouraged. The ISLSSL with the assistance of the Seminar’s Scientific Committee will grant six fellowships of 1,000 Euro each. Please see Annex II for more information on registration, fellowships and call for papers.

Upcoming ISLSSL Congresses

- a. XI American Regional Congress of Labour and Social Security Law (Cordoba, Argentina 2019)*

The XI American Regional Congress of Labour and Social Security Law will take place in Cordoba (Argentina) on 4-6 September 2019. The main theme of the Congress will be “New forms of work and the challenge for social and labour protection”. The Agenda of the XI American Regional Congress is available at <http://www.cramecordoba2019.com.ar/programa/>

b. African Regional Congress (Zimbabwe, 2020)

The II African Regional Congress will take place on 27-28 March 2020 in Zimbabwe on the following theme: “Decent Work in Modern and Developing Countries: Contemporary Legal and Social Challenges”. The programme will be made available in the coming months.

c. XIII European Regional Congress of Labour and Social Security Law (Lisbon, Portugal 2020)

The XIII European Regional Congress will be organised by the Labour Law Association of Portugal (APoDit) on 2-4 September 2020 in Lisbon. The main theme of the Congress will be “Work and Employment in the Digital Era: Legal Challenges”. The full programme of the Congress will be made available as early as possible.

d. XXIII World Congress of Labour and Social Security Law (Lima, Peru 2021)

The XXIII ISLSSL World Congress will be organised by the Peruvian Association of Labour and Social Security on 7-10 September 2021 in Lima, Peru. The agenda will be shared as early as possible.

International Research Groups

In September 2015, President Tiziano Treu proposed a new initiative, which the Executive Committee endorsed; namely, the establishment of seven international research (or study) groups as a means for promoting collaborative research focused on a specific topic. The idea was that these research groups would work over the period of two years, and would report at the next world congress.

Professor Treu’s initiative was a great success. The reports of the research groups were presented at the plenary sessions of the ISLSSL XXII World Congress in Turin and engendered significant interest in engagement. In addition, many individuals presented papers connected to these seven themes throughout the Congress. This proved a more dynamic approach than the traditional

approach of having topics selected, and rapporteurs appointed who would prepare national reports on the topic and then present a summary and analysis at the world congress. Today, with so much information available online, there is no longer a need for national reports. In contrast, the formation of international research groups provides the opportunity for many of our members to contribute to ongoing dialogue and debate on a given topic, and it permits the theme coordinators to draw on this to produce a report that identifies issues, trends and policy options. The web and new online platforms for group work will help us in organizing our work and in exchanging information and papers.

Encouraged by the success of this research group approach, our President, Janice Bellace, has proposed that we follow it once again in the period leading to the 2021 ISLSSL XXIII World Congress in Lima. Shortly we will inform you of who will be the coordinators of each group. At this point, we list the themes:

1. Transformation of Work: Challenges to Labour Law
2. Migrant Workers
3. Non-Standard and Informal Workers
4. Global Trade and Labour
5. Equality at Work
6. The State and New Forms of Collective Voice
7. New forms of social security

Most importantly, we emphasize that these groups are not “closed” – one does not need to wait for an invitation to join a group. When we send the list of the coordinators, we will inform you on how you can join a group if you see a topic that interests you and on which you are working.

We invite all the national associations of the International Society to contribute to the work of these research groups. Specifically, we ask the national associations to suggest one or two names from among your members who would be prepared to act as coordinators of one or more of the groups. Please send us your suggestions by **20th February 2019**. We will take good note of them and revert to you with a list of group coordinators and participants.

Young Legal Scholars Section

During the Young Legal Scholars Session at the World Congress in Torino, the nomination of Juan Pablo Mugnolo as general coordinator of the Young Legal Scholars Session was decided. In the same meeting, it was approved to organise the First World Meeting of Young Legal Scholars in Mexico City in 2020. Stefano Bellomo was recognized by everyone for the excellent work done during his tenure as general coordinator of the Young Legal Scholars Section.

Initiatives 2018-2019

Activities carried out in the second half of 2018

a. Gdansk ELLYS Meeting 2018

From 4th to 6th of July 2018, the yearly ELLYS (European Labour Law Young Scholars) meeting took place in Gdansk. The meeting addressed the topic “*New forms of work. Changes to our concepts of employment and social security*”. Many scholars participated (18) and some young scholars presented a paper (10), from the subsequent Countries: Portugal, Italy, Czech Republic, Romania, Poland, Slovenia, Slovakia, Austria and Netherlands.

At the end of the Conference the ELLYS committee decided to: 1) collect the works presented during the conference in a single volume; 2) appoint Jakub Tomšej, Ph.D., from Czech Republic, as a secretary; 3) organize the 2019 ELLYS Conference in Rome and the 2020 ELLYS Conference in Lisbon.

b. World Congress Turin 2018

On 4 September 2018, the Young Legal Scholars Session was held in Turin, during the first day of the XXII ISLSSL World Congress. The session took place in the form of a seminar, chaired by Stefano Bellomo, David Carvalho Martins and Juan Pablo Mugnolo. Scholars from Mexico, Brazil, Italy, Argentina, Taiwan, Chile, Greece, Uruguay, Netherlands, Poland and Japan presented papers (total of 16). The reports presented in the session were dedicated to the different issues linked to the transformations of labour and social security law. Many other scholars attended the meeting and some of them intervened during the session. The seminar provided an opportunity to promote a new collaboration between the European and the Latin American sections. The participants were invited to submit their papers for a joint publication. At this meeting, Juan Pablo Mugnolo was appointed as General Coordinator of the Young Legal Scholars’ Section for a period of 2 years. The Young Scholars decided to organise a World Meeting in Mexico in 2020. The Young Scholars unanimously recognized the essential work carried out by Stefano Bellomo in the coordination of the Young Legal Scholars Section.

c. Recently published volumes

The Young Scholars Section has issued the following volumes:

- *New industrial relations in the era of globalization: a multilevel analysis*

Edited by Adalberto Perulli and Stefano Bellomo, (Wolters Kluwer-CEDAM, 2018)

The book collects contributions which have been presented by young scholars during the 5th edition of the ISLSSL Seminar on International and Comparative Labour Law, organized at the Ca’ Foscari University of Venice (7-11 May 2018). The summary of the Seminar’s proceedings has been published in Bulletin No. 148.

The volume, with an introduction by Adalberto Perulli and conclusions by Stefano Bellomo, is divided into three chapters. The first chapter is titled “State and Industrial Relations Systems: The National Perspective. The cases of Brazil, Italy, Russia, Sweden and Turkey”. It contains 8 papers. The second chapter consists of four contributions dealing with “State and Industrial Relations Systems: The European Perspective”. The third chapter is dedicated to “State and Industrial Relation Systems: The Global Perspective” which contains four papers. The publication in a single volume of researches characterized by different perspectives (national, European and global) permitted an all-around analysis of industrial relations and highlighted the different role played by the State with respect to the evolution of multifaceted juridical phenomena.

- ***ELLYS 2018 and Turin Congress Papers Book***

The papers presented during the Gdansk and Turin Young Scholars meetings will be collected in a single volume. The committee is chaired by Stefano Bellomo (Italy), Maciej Laga (Poland), Jakub Tomsej (Czech Republic), Juan Pablo Mugnolo (Argentina) and David Carvalho Martins (Portugal). All the participants to the meetings were invited to join this initiative. Twenty-four young scholars confirmed their participation. The book is scheduled to be issued in the second half of 2019.

Next activities

European Subsection “ELLYS”

a) ELLYS Meeting, Rome 2019

The next ELLYS meeting will take place in Rome on 3-5 July 2019. It is promoted by the Sapienza University of Rome and organized under the direction of Prof. Stefano Bellomo. The 2019 Meeting is part of a project on “Modern forms of work – A European Comparative Study”. Each European National Association will reply to a questionnaire for the preparation of national reports as a guide for the national reports. The discussion of the first draft will take place during the 2019 Meeting and the final presentation of the findings in Lisbon on the occasion of the XIII ISLSSL European Regional Congress in 2020. The organizers will disseminate the questionnaire to the National Associations and will launch a Call for Papers.

b) 6th International Seminar on International and Comparative Labour Law

The 6th edition of the Seminar will take place in Venice on 27th- 31 May 2019 and will be dedicated to the issue of “The Future of Work. Labour Law and Industrial Relations in the Digital Era”. Within the Seminar’s program, the Young Scholars’ Session is scheduled in the morning of 31 May. For more details, see the Call for Papers in Annex II.

Latin American Subsection

After the successful experiences of the Latin American Meetings of the Young Legal Scholars held in Santiago de Chile in 2017 and Montevideo (Uruguay) in 2018, the Latin American Sub Section

will meet in Recife (Brazil) on 2-3 May 2019. The theme of next Latin-American Meeting of Young Legal Scholars will be “Outsourcing and its consequences for labour law, labour procedural law and social security, from a human rights perspective”. More information is available at www.jovenesjuristas.net.

Please note that the Latin American Young Scholars Subsection will meet during the XI ISLSSL American Regional Congress in Cordoba (Argentina), 4-6 September 2019. Information and special rate for young scholars can be found at www.cramecordoba2019.com.ar.

African Labour Law Society Congress (Cape Town, South Africa)

The African Labour Law Society (ALLS), with its just under 200 members, hosted its 2nd congress in Cape Town, South Africa, on the 6 of September 2018. The conference was a huge success and was held the day before the South African Society for Labour Law’s (SASLAW’s) 21st Annual Congress. The ALLS confirmed its Constitution during the AGM and 19 African country representatives were elected during the proceedings. The Management Committee decided that the 3rd ALLS Conference will be held in March 2020 in either Zimbabwe, Mozambique or Botswana. To join the ALLS and for more information, please visit www.africanlabourlawsociety.org

ISLSSL website

We want to inform you that the migration of the ISLSSL website to our new server is completed. The site is still being updated and some content could not work properly. Now, the update is 70% complete. Please allow a few more weeks to have the final and updated version in the three languages. We want to thank in particular Marina Asti and Mario Fasani of the ITCILO and TSD for the work done. Please let us know whether you find any error or omission in the content of the website of our Society by writing to islssl@outlook.com

Giuseppe Casale
Secretary-General

Janice Bellace
President

IN MEMORIAM: JEAN-MAURICE VERDIER



Jean-Maurice Verdier

(23 Juin 1928 – 2 Décembre 2018)

Chers collègues,

Prof. Jean-Maurice Verdier, Président d'Honneur de la Société Internationale de Droit du Travail et de la Sécurité Sociale est mort à Paris, dimanche 2 décembre. Il était âgé de 90 ans.

L'homme était d'une grande courtoisie. Il était aussi passionné. Il suffisait de l'observer dans ses rencontres quotidiennes. Ce qui frappait d'abord, c'était l'attention qu'il portait à ses interlocuteurs. Il écoutait, interrogeait d'une voix dont le tabac n'avait pas altéré la douceur, puis prodiguait un conseil, annonçait une aide...

Généreux, il l'était dans ses choix professionnels, dans ses enseignements, dans ses écrits, dans sa vie de citoyen. Car sa vie aura été vouée, sans calcul, aux autres.

Après l'agrégation, obtenue en 1955, il se fit détacher comme professeur à l'université de Tunis où, non content de partager sa grande culture juridique, il fit siens les préoccupations et les espoirs de la jeune république tunisienne.

Revenu à Lille, heureux d'apporter ensuite son concours à l'Algérie nouvelle, puis nommé en 1969 professeur à Paris, il demanda à être affecté à l'antenne de Nanterre. A la future université de ce nom, il donna sans compter pendant près de trente ans. Il en fut même le président dans des temps d'orage. Il y implanta le droit du travail, en dessina les programmes, enrichit les enseignements des liens qu'il avait tissés avec les économistes, sociologues et historiens du travail, conçut et anima le premier centre de recherche auquel l'entreprise et les relations professionnelles servirent de points

d'ancrage. Si nombreux sont ceux qui y travaillèrent en sa bienveillante compagnie, ils savent lui devoir ce qu'il y a de mieux en eux.

A Genève, auprès du Bureau International du Travail, il fut pendant plus de trente ans un expert écouté, ferme dans sa défense des droits fondamentaux des travailleurs, et fidèle à lui-même, courtois dans sa manière d'être ferme.

Sa générosité ne se manifestait pas seulement dans les enceintes des universités, les réseaux de recherche, et les organisations internationales. Aux syndicats, en particulier à une grande confédération, il apporta l'appui de sa science. Avec les plus vulnérables, à la parole desquels il était si attaché, il dialogua sans relâche.

Ses écrits, qu'il faut lire et relire, consacrés surtout au droit syndical et aux droits de l'homme disent bien ce qu'il était. Derrière l'élégance de l'écriture et la rigueur de l'analyse, vibrait un homme d'engagement pour la reconnaissance de l'égale dignité de ses semblables, pour la justice sociale.

Antoine Lyon-Caen

ANNEX I

3rd JILPT Tokyo Comparative Labour Policy Seminar 2019

1. Organizer

The Japan Institute for Labour Policy and Training (JILPT) is pleased to announce that the 3rd JILPT Tokyo Comparative Labour Policy Seminar will be held in Tokyo for two days from 4th to 5th March, 2019.

2. Date

Monday 4th – Tuesday 5th March 2019

3. Venue

3rd Floor Conference Hall

The Japan Institute for Labour Policy and Training (JILPT)

4-8-23 Kami-Shakujii, Nerima-ku, Tokyo, Japan

Tel +81-(0)3-5903-6111

http://www.jil.go.jp/english/organization/chart_map.html

4. Theme

“The Future of Women and Work—Policy Responses to Women’s Employment”

5. Theme Background and Aims

This year will mark 40 years since the United Nations General Assembly adopted the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in 1979. Over the last 40 years, how have policies on equal employment opportunities for men and women been implemented in various countries? In reality, to what degree have we built a society where women can thrive in the workplace? What are the future issues and challenges? This seminar has been planned in order to share a better mutual understanding of these matters among participating countries.

Although the Japanese government passed the Equal Employment Opportunity Law (the EEO Law) in 1985 with the aim of ratifying the UN’s CEDAW, it is hard to say that gender equality in Japan has been successfully achieved in the past 30-odd years. After the implementation of the EEO Law, the female labour force participation rate by age group has continued to form an M-shaped curve. The valley between the two peaks of the curve indicates that many women stop working at the time of marriage, childbirth, and child-rearing. In many cases, women quit work after giving birth to their first child, and even today it cannot be said that many of them come back to work and continue to work after maternity leave. In the majority of cases, these women who underwent career interruption at childbirth or child-rearing are more likely to re-enter the labour market as non-regular workers such as part-time employees. For that reason, even though the female employment rate in Japan is not very low compared with many other countries, it cannot be said that their treatment in general is good, and the percentage of women in senior positions remains low.

To improve these circumstances, the Act on Promotion of Women's Participation and Advancement in the Workplace came into effect in 2015. The valley of the M-shaped curve is being eliminated little by little, and the number of women who return to work after maternity leave to continue their career development has increased. Moreover, the number of women in management positions has been slowly increasing. The background to this includes the robust economy, and the labor shortage due to the decline in the working-age population. Nevertheless, the perception that women's empowerment in the workplace can produce positive effects on economic growth or higher corporate competitiveness has been gradually becoming widespread in the context of diversity management. With the globalization of corporate activities, the scope of women's activities is likely to spread to the international community.

At this seminar, although it can be assumed that issues in the female labor force may vary from country to country, what kinds of policies would be effective to move toward the realization of a future international community where women can thrive in the workplace? We hope to have in-depth discussions about the future of women and work after reviewing an overview of the current situation of female employment in each country to get a picture of the most recent status of policy responses.

6. Seminar Program

4th March

[Session 1: Opening]

- Welcome and Opening Remarks (Prof. Yoshio HIGUCHI, President, JILPT)
- Special Lecture (Prof. Janice BELLACE, President of International Society for Labour and Social Security Law)
- Special Lecture (Prof. Mary BRINTON, Harvard University)

[Session 2: Country Reports, part 1]

- Country Reports (Young researchers from Asian countries)
- Comments, Discussions and Q&A

[Session 3: Country Reports, part 2]

- Country Reports (Young researchers from Asian countries)
- Comments, Discussions and Q&A

5th March

[Session 4: Country Reports, part 3]

- Country Reports (Young researchers from Asian countries)
- Comments, Discussions and Q&A

[Session 5: Concluding Panel]

- Concluding Discussion

7. Working Language

English (with simultaneous interpretation to Japanese)

8. Participants

About nine young researchers from Asian countries, a couple of distinguished scholars and about 20 researchers, experts, etc. from Japan.

9. Country Report and Presentation

Researchers who will participate in the seminar are requested to write a research paper on one of the sub-themes outlined below and make an oral presentation (for about 20 minutes). Please note, however, that researchers who specialize in the field of law are requested to choose D from the four sub-themes and write a paper on legal policies regarding the female labour force.

In addition, for a better understanding of the background of their research, speakers are asked to provide a briefing on women's employment dynamics in their country (such as employment rates, educational status, industries, job categories, gender pay gaps, etc.) with specific data in the introduction part of the paper.

A) Female labour participation

What is the current situation of the gender gap in employment opportunities in each country? Are there still gender gaps in employment rates and working patterns (such as full-time or part-time, etc.)? Have employment opportunities been secured that would enable women to be economically independent? What kind of support is given by the government to promote better employment opportunities for women? In addition, what types of women in particular would need such support?

B) Balancing work and family

What kinds of issues would arise in facilitating women's career development while balancing work and family responsibilities such as child-rearing, caring for elderly family members, etc.? In terms of efforts to promote work-life balance including parental leave, what kinds of initiatives have been taken by the government or companies? What is the current situation of the work-life balance for men in relation to paternal involvement in child care or male caregivers, etc.?

C) Expansion of the fields where women can work

What are predominantly female industries (such as manufacturing, services, retail trade, etc.) and occupations (such as professional, technical, clerical, etc.)? What is the extent of gender differences in these female-dominated industries and occupations? What is the proportion of women in managerial posts? What are the major factors contributing to gender pay gaps? In terms of efforts to eliminate occupational segregation and reorganize job categories, what kinds of issues would arise, and what kinds of initiatives have been taken by government or companies to tackle these issues?

D) Legal policies on the female labour force

Regarding legal policies to promote gender equality in employment, female labour participation and work-life balance, what kinds of laws exist? How do systems or mechanisms such as consultation bodies, administrative guidance, or the judiciary work to ensure the enforcement of these laws and to settle disputes between labour and management?

10. Submission Guidelines

Deadline: By Friday, 1st February, 2019

Length of paper: Max. 4,000 words

Format: Microsoft Word document file, A4 size format

Copyright: The copyright of all papers submitted to the seminar shall belong to the Japan Institute for Labour Policy and Training. In cases of citations or reproductions of previously published materials, please obtain approval from the publisher, etc.

11. Expenses

Airfares and accommodation expenses shall be borne by JILPT.

Please note that your flights and accommodation will be arranged by JILPT.

IMPORTANT: All flights will be arranged by JILPT through bidding process. Please **DO NOT arrange or purchase air tickets by yourself**. We only bear the expenses of airfare arranged by JILPT. Thank you for your understanding.

12. For further information, please contact:

Mr. Hideyuki Ohshima, Deputy Director (email: hi.ohshima244@jil.go.jp)

Ms. Eriko Kubo (email: er.kubo284@jil.go.jp)

Ms. Yoshiko Suzuki (email: ys-suzuki@jil.go.jp)

International Research Exchange Section

The Japan Institute for Labour Policy and Training (JILPT)

Theme: "The Future of Women and Work - Policy Responses to Women's Employment"

March 4 (Mon)		<i><Opening ceremony & keynote speeches></i>
	09:30-09:40	Welcome & opening remarks (Prof. Yoshio HIGUCHI, President, JILPT)
	09:40-09:50	Information about the seminar structure (Mr. AMASE, Director, International Affairs Dept., JILPT)
	09:50-10:20	Keynote speech by Prof. Janice BELLACE, President, ISLSSL
	10:20-10:50	Keynote speech by Prof. Mary BRINTON, Harvard University
	10:50-11:10	<i>Coffee Break</i>
		<Theme session 1: "Female labour participation" and "Expansion of the fields where women can work">
		(Chair:)
	11:10-11:30	Country report 1:
	11:30-11:40	Discussant's comments and Q&A
	11:40-12:00	Country report 2:
	12:00-12:10	Discussant's comments and Q&A
	12:10-13:30	Lunch
	13:30-13:50	Country report 3:
	13:50-14:00	Discussant's comments and Q&A
	14:00-14:20	Country report 4:
	14:20-14:30	Discussant's comments and Q&A
14:30-14:40	Chair's comments	
	<Theme session 2: "Balancing work and family">	
	(Chair:)	
14:40-15:00	Country report 5:	
15:00-15:10	Discussant's comments and Q&A	
15:10-15:30	<i>Coffee Break</i>	

	<p>15:30-15:50</p> <p>15:50-16:00</p> <p>16:00-16:20</p> <p>16:20-16:30</p> <p>16:30-16:50</p> <p>16:50-17:00</p> <p>17:00-17:10</p> <p>18:30-20:30</p>	<p>Country report 6:</p> <p>Discussant's comments and Q&A</p> <p>Country report 7:</p> <p>Discussant's comments and Q&A</p> <p>Country report 8:</p> <p>Discussant's comments and Q&A</p> <p>Chair's comments</p> <p>Welcome dinner hosted by President of the JILPT, Prof. Yoshio HIGUCHI</p>
<p>March 5 (Tue)</p>	<p>09:30-09:50</p> <p>09:50-10:00</p> <p>10:00-10:20</p> <p>10:20-10:30</p> <p>10:30-10:50</p> <p>10:50-11:00</p> <p>11:00-11:10</p> <p>11:10-11:30</p> <p>11:30-12:30</p> <p>12:30</p>	<p><Theme session 3: "Legal policies on the female labor force"> (Chair:)</p> <p>Country report 9:</p> <p>Discussant's comments and Q&A</p> <p>Country report 10:</p> <p>Discussant's comments and Q&A</p> <p>Country report 11:</p> <p>Discussant's comments and Q&A</p> <p>Chair's comments</p> <p><i>Coffee Break</i></p> <p><Concluding session></p> <p>Concluding panel discussion</p> <p>Moderator: President HIGUCHI</p> <p>Panelists: Prof. BELLACE, Prof. BRINTON</p> <p>Closure</p>

ANNEX II



Università
Ca' Foscari
Venezia

Department of Economics
Center for Legal Studies
Professional Master in Labour
Law



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

6th International Seminar on International and Comparative Labour Law

The Future of Work.

Labour Law and Labour Market Regulation in the Digital Era

27 May 2019 – 31 May 2019
Ca' Foscari University of Venice

May 26, Sunday

Participants' arrival and welcome drink
Establishment of working groups

May 27, Monday

Morning, 9:30 – 13:00

Opening remarks
Introduction to the Seminar

Round table discussion on ILO Centenary: the Major Findings of the Global Commission Report on the Future of Work

Discussion with the Members of the *Global Commission on the Future of Work*

Lunch

Afternoon, 14:30 – 18:30:

Working groups and discussion

May 28, Tuesday

Morning, 9:30 – 13:00

The Platform Work: Employees or Independent contractors? A new challenge to the figures of labour law: qualification problems, new protections, individual and collective rights

Lunch

Afternoon, 14:30 – 18:30

Working groups and discussion

May 29, Wednesday

Morning, 9:30 – 13:00

Digitization and business 4.0. Changes in the organization of work and forms of subordination. New opportunities for the worker or new flexibility for the enterprise?

Lunch

Afternoon, 14:30 – 18:30

Working groups and discussion

May 30, Thursday

Morning, 9:30 – 13:00

Industrial relations in the era of digitization: disintermediation and new forms of workers' representation

Lunch

Afternoon, 14:30 – 18:30

Working groups and discussion

May 31, Friday

Morning, 9:30 – 13:00

Young Scholars' Section
Papers presentation

Lunch

Afternoon, 14:30 – 18:30

Young Scholars' Section
Papers presentation

Please note that English is the working language of the Seminar

Registration period: February 1st – April 1st, 2019.

Registration Fee: 1000 Euros + IVA (Vat) (22%) = 1220 Euros. The fee includes accommodation, in a University Residence (in May 26th, out June 1st), in a single room with private bathroom, breakfast, meals and administration. (ISLSSL and Ca' Foscari Scholarships are available).

Deadline for payment: April 10, 2019

Scientific Director: A. Perulli

International Scientific Committee: E. Ales, T. Araki, J. Bellace, S. Bellomo, G. Casale, A. Goldin, A. Lyon-Caen, J. Raso, S. Sciarra, J-M. Servais, T. Treu, F. Valdes Dal-Re, M. Weiss.

For any information, please write an email to issslseminar@gmail.com



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

6th International Seminar on International and Comparative Labour Law

ISLSSL YOUNG LEGAL SCHOLARS' SECTION

CALL FOR PAPER

TO THE NATIONAL ASSOCIATIONS OF THE INTERNATIONAL SOCIETY FOR LABOUR AND SOCIAL SECURITY LAW

9 January 2019

Dear colleagues,

As announced **in the ISLSSL Bulletin No. 149**, the 6th International Seminar on International and Comparative Labour Law will take place in Venice, at Cà Foscari University on **27-31 May 2019**.

The 2019 edition of the Seminar will be dedicated to the issue of “*The Future of Work. Labour Law and Industrial Relations in the Digital Era*”.

All Seminar’s participants are invited to take an active part in the discussion from an interdisciplinary perspective.

In particular, on Friday, 31st May a session will be dedicated to the presentation and discussion of the papers presented by the Young Legal Scholars of the ISLSSL.

This call for paper is open also to all Young Scholars who would like to take part in the International Seminar.

Of course, the interested scholars can also submit additional perspectives of analysis, but always linked to the general theme of the Seminar.

Researchers and Young Scholars from countries around the world are invited to submit original papers with new and innovative results on scientific, technical and practical experience.

As is customary for the ISLSSL, papers should be quantitative and rigorous. A (non-exclusive) list of potential conference topics is:

1. **The platform work.** The first question concerns the nature of these working relationships, their identification, the perimeter in which they move, questioning the classic labor law paradigm based on the exchange between a subordinate work and retribution, in the context of a working community and within a circumscribed and identifiable undertaking. The development of the collaborative economy, but even more the digitalisation of production, contribute to the emergence of new forms of activity, on the border between subordination and autonomy. Are these new forms of subordinate work? or new types of self-employment? Or are these hybrid forms of work referable to the "third categories" that exist in some legal systems? The solutions offered by the jurisprudence are very heterogeneous, and it is difficult to establish ex ante the legal nature of these relationships, given also the heterogeneity of the models of organization of production and work through platforms. For its part, the legislator does not seem ready to provide ad hoc protections dedicated to these workers, as for example the French legislator. Often deprived of the protection of subordinate employment, these "operators" of the digital market do not enjoy the advantages of true independence on the market, ending up adding the disadvantages of both statuses. What are the possible solutions?
2. **The 4.0 company and the work.** The second theme concerns the impact of digitization on the forms of organization of the company, allowing working methods free from the rigid respect of the "place" and "time" of work as regulated by the classical model of the Fordist enterprise. Smart working, "agile work", forms of work subtracted from the hierarchy and the exercise of unilateral powers open new perspectives for a more "democratic" subordination (as in the case of "agile work" in Italy, which refers to the individual pact between worker and employer the discipline of how to exercise entrepreneurial powers of management and control)? Or, on the contrary, pose new challenges to the regulation and protection of workers, exposed to new forms of exploitation and control, hence the need to think about new rights (such as disconnection)? Firm 4.0 therefore requires an analysis aimed at verifying, in concrete terms, the new set of interests mediated by the employment contract. In particular, a) the interest in defining the forms of exercise of employers' powers in view of the better reconciliation of life and work times and therefore as a function of an unprecedented co-responsibility of the subordinate worker in defining the procedures for exercising the powers of the employer; b) the interest in the contractual definition of the ways in which the entrepreneurial prerogatives are implemented when the worker realizes the "disintermediate" performance from the standard work environment, in a different form from the normal "insertion" in the business organization.
3. **The impact of digitization on collective labour relations.** The consequences of digitization on industrial relations is potentially devastating. The breakdown of the working community, the disintermediation made possible by forms of organization of the work of the company 4.0, and even more the "loneliness" of the worker of the platforms, often deprived of collective rights because qualified as non-subordinate, open a very gloomy scenario for industrial

relations in the digital enterprise era. Yet new forms of collective representation of the interests of these workers are emerging. These are new forms of collectivism, which exploit technological means, social media, and new forms of union aggregation of atypical and autonomous workers. Do these new structures of collective representation of interests follow in the footsteps of the old worker trade unionism? or are new logics emerging, outside the traditional trade union channels? what are the most significant experiences in this sector? how are traditional trade unions moving towards the diffusion of digital work?

Selected papers will be presented and discussed in thematic sessions, circulated during the meeting, and posted on the meeting website. The publication of a book containing the selected papers, published by Kluwer, is also planned.

INFO FOR YOUNG SCHOLARS FOR SUBMISSION OF THE ABSTRACT

Full papers or long abstracts (minimum 1000 words) in pdf format should be **submitted online** no later than **April 1st, 2019**. Please note that paper selection has become increasingly competitive in recent years. Submissions that fully describe a complete analysis are generally more likely to be accepted than long abstracts. In particular, when submitting a long abstract, please ensure that the study and results are sufficiently described to allow comparison with full paper submissions. Each person can present only one selected paper, although multiple submissions and co-authorship are allowed. The papers and the abstract have to be sent to the following addresses: stefanobellomo@mmba.it, adaper@unive.it and issslseminar@gmail.com

The abstract's paper will be examined by the Seminar's organizers and if accepted the full paper (no more than 30.000 characters, including spaces, footnotes and appendix) has to be presented at the Session of May 31st 2019.

PARTICIPATION IN THE WHOLE SEMINAR OR ONLY IN THE SESSION of May 31st.

The Young Scholars have the option to choose to attend the whole Seminar (and in this case they could ask to their National Association to submit their candidature for a scholarship), please refer to the complete program and conditions of participation at the web address <http://isssl.org/4th-seminar-on-international-and-comparative-labour-law-final-program/> ; or to attend only the Session of Friday, 31st of May where the paper should be presented.

Please note that all Scholarship winners must write a paper for the Young Scholars' Session of the Seminar. The Seminar organizers will provide for the Young Scholars who will participate only in the session of 31 May, accommodation in Colleges or residences that are connected to the Cà Foscari University for the nights of 30 and 31 May. Information about accommodation will be soon provided to the participants.

For any further information, please contact Prof. Stefano Bellomo (stefanobellomo@mmba.it), Prof. Adalberto Perulli (adaper@unive.it) or write an email to islsslseminar@gmail.com.