



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

# **Bulletin No. 151**

**January 2020**

**Happy New Year!**

Dear colleagues,

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

## **Message from the President**

Normally the year following a world congress is a “slow” period for our Society. But the period since the 2018 World Congress in Turin has been very busy as can be seen from the number of initiatives and activities that have been recorded in this and in the previous Bulletins. What is impressive is the number of our members engaged in the work of their national associations and of the International Society.

I am also encouraged when I see how many people work together to organize a conference or seminar. In this regard, I want to salute all those who organized the Regional Congress of the Americas in Córdoba, Argentina. Among the many sessions, there were several which focused on differences between the somewhat similar laws of several countries. The discussion was most rigorous and fruitful, and demonstrated the value of face-to-face exchange of views at our Society’s meetings. While in Córdoba, I also had the opportunity to speak with the organizers of the next European Regional Congress, which will take place later this year in Lisbon, and the organizers of the next world congress in Lima, Peru in September 2021.

Also in Córdoba, we heard of the exciting developments of the Young Legal Scholars’ group. Since the concept was initiated at the Cape Town Congress, the Young Legal Scholars has grown and developed into a robust section of the Society. Some meetings take place in one country, some in a region. Most recently, a world meeting bringing together all young legal

scholars from the various regions of the world has been planned for 21-22 May 2020 in Mexico City.

This past November, I met with those who are beginning work on the 2023 European Regional Congress in Ghent, Belgium. I was heartened by their enthusiasm and the progress made. I also want to commend the South African Society, SASLAW, for organizing the second African Regional Congress in Gaborone in March. The International Society depends on national associations to volunteer to organize congresses, for which we are grateful. We encourage any association that might have some interest to contact us to explore what it entails.

I very much want to emphasize the importance of the work of the seven international research groups established in Cape Town. As announced in the previous Bulletin in June, seven research themes for the 2021 World Congress in Peru have been selected. In the past months, national associations have identified scholars as potential coordinators of these seven study groups. If you have an interest in contributing to the work of these groups, please contact the group's coordinators. The results of this comparative research will be presented at the next World Congress in Lima to be held on 7-10 September 2021.

Another recent innovation is the establishment of an ISLSSL Facebook page. I am well aware the many of our members do not use Facebook and I understand why this is so. However, I also know that many, especially our younger members, do use Facebook. It is a free and very easy way to inform others about events, seminars, and conferences that may interest them. In addition, a member can post a notice about his/her recent publications. The Facebook page is designed to complement the official website of the ISLSSL (which covers ISLSSL information only). The Facebook group is meant to be somewhat informal. (However, it is not a blog, nor does it provide a mechanism for persons to have "threaded" conversations on a topic.). I am the "administrator" of this Facebook page. It is a "closed" group which means that a person who wants to join the group (and thus be able to see the posts of others) must ask to join the group and then this request must be approved. For those who would like to join the group, go to Facebook, and search for ISLSSL Int'l Society for Labour and Social Security Law network, or go to <https://www.facebook.com/groups/2245459342388625>

Dear friends and colleagues let me conclude with best wishes for the New Year and for your work. I thank you again for the contribution that you constantly provide to the Society, which is the basis for the success of our national and international activities.

*President*  
*Prof. Janice Bellace*

## **XI ISLSSL American Regional Congress of Labour and Social Security Law (Córdoba, Argentina)**

The XI ISLSSL American Regional Congress of Labour and Social Security Law took place from 4 to 6 September 2019 on the campus of the National University of Córdoba, Argentina. More than 400 participants in representation of 19 nationalities attended the Congress. The event was organized by the Argentinian Association for Labour Law and Social Security and the Argentinian Association for Labour Law and Social Security of Córdoba.

The XXI Jornadas Rioplatenses de Derecho del Trabajo y la Seguridad Social organized by the respective associations of Uruguay and Argentina for labour and social security law were held within the Congress. The main topics of the event were: Reinvention of labour law in the framework of the global economy; Gender wage equality and its relation to productivity; Prevention and compensation of occupational diseases and accidents; and Labour reforms in the Americas.

The Congress started with the ISLSSL Informal Executive Committee Meeting (see Annex D) in the hall of the Honorable Consejo Superior of the National University of Córdoba. The executive meeting of the American Subsection of Young Legal Scholars took also place. Immediately after, the inaugural session was held in the presence of the Minister of Labour of the Province of Córdoba, Omar Sereno, a representative of the Superior Court of Justice, Luis Rubio, the vice-rector of the National University of Córdoba, Ramón Pedro Yanzi Ferreira and the officers of ISLSSL, AADTSS, AUDTSS, the Organizing Committee.

The scientific activities started with a keynote speech on “Labour rights in transnational production chains” given by Prof. Lance Compa (Cornell University, New York).

Subsequently, plenary sessions were held on the following themes: “Economically dependent and atypical self-employed workers: their protection”; “Sustainability and social security systems’ coverage”; “Wages and productivity”; “Labour reforms in America”; “Collective agreements, ultra-activity and the *erga omnes* effects”. In addition, the following parallel workshops were organised: “Work and the technological revolution”; “Reality and perspectives of trade union structures in globalisation”; “Points of connection and inflection”. The latter organised by the Young Legal Scholar Section.

Many other presentations were divided into nine sessions, with a high and lively participation. The Young Legal Scholars organised a plenary session on “Work under the mediation (or dependence?) of the virtual platforms. Impact of information technologies”.

The programme also included a round table on “The ILO Centenary: labour rights as human rights”.

On the social side, there was an opening cocktail in the historical “Hall of the Lost Steps” of the Córdoba Courthouse, a social dinner in the (deconsecrated) Chapel “The Good Shepherd” and a closing activity with the “Peña a la Cordobesa” at the Córdoba Lawn Tennis Club.

The closing ceremony was conducted by the ISLSSL Honorary Presidents Arturo Bronstein, Adrian Goldin and Jean Michel Servais, by the President Janice Bellace, the Secretary General Giuseppe Casale as well as the Argentinian and Uruguayan colleagues. More information about the Congress is available at <http://www.cramecordoba2019.com.ar/inicio/> and from that website is possible to download the papers presented at the Congress and the certificate of attendance. Once again, we would very much like to congratulate the members of the Organising Committee of the XI American Regional Congress for the excellent work done.

### **Seminars**

#### **10<sup>th</sup> Seminar on International and Comparative Law “Isla de Margarita” (Santo Domingo, Dominican Republic, 21-26 October 2019)**

A new edition of the Seminar on International and Comparative Law usually held at Isla Margarita (Venezuela) was organised in Santo Domingo (Dominican Republic) on 21-26 October 2019. As in the past, the Society awarded six fellowships to facilitate the participation of young legal scholars coming from Latin-American countries. The main theme of the Seminar was “Fundamental Rights at work and labour relations in the digital era”. Many academics and researchers took part in it with lively discussions among young scholars and fellows.

### **Next Seminars**

#### **4<sup>th</sup> JILPT Tokyo Seminar on Comparative Labour Policy (Tokyo, Japan, 11-12 March 2020)**

The 4<sup>th</sup> JILPT (The Japan Institute for Labour Policy and Training) Tokyo Seminar on Comparative Labour Policy will take place in Tokyo on 11-12 March 2020. The seminar’s theme is “The Changing World of Work in Digital Age—New Forms of Work and the Role of Labour Policy”. Please see Annex II.

#### **7<sup>th</sup> Seminar on International and Comparative Labour Law (Venice, Italy, 8-12 June 2020)**

The 7<sup>th</sup> International Seminar on International and Comparative Labour Law will be organised at the Ca’ Foscari University in Venice on 8-12 June 2020. Under the direction of Professor Adalberto Perulli, the Seminar will deal with the theme: “Beyond subordination. Labour law and employment protection: challenges and perspectives”. The seminar programme, designed at the highest academic level, will be soon available. As in the previous six editions of this seminar, the participation of young legal scholars is encouraged. The ISLSSL with the assistance of the Seminar’s Scientific Committee will grant six fellowships of 1,000 Euro each.

According to the terms and conditions of the grant application process, preference will continue to be given to those legal scholars aged under 35.

### **Next ISLSSL Congresses**

*a. II African Regional Congress (Gaborone, Botswana, 27-28 March 2020)*

The II ISLSSL African Regional Congress will take place on 27-28 March 2020 in Gaborone, Botswana on the following theme: “Decent Work in Modern and Developing Countries: Contemporary Legal and Social Challenges”. Please visit

<https://www.africanlabourlawsociety.org/index.php/conferences> for more information.

*b. XIII European Regional Congress of Labour and Social Security Law (Lisbon, Portugal, 2-4 September 2020)*

The XIII ISLSSL 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 is “Work and Employment in the Digital Era: Legal Challenges”. More information on the event can be found at <https://lisbon2020congress.com/?lang=en>

*c. XXIII World Congress of Labour and Social Security Law (Lima, Peru, 7-10 September 2021)*

The XXIII ISLSSL World Congress will be organized by the Peruvian Society for Labour and Social Security Law on 7-10 September 2021 in Lima. Please find herewith a draft agenda of the Congress. More information will be available at <https://islssl.org/world-congress/>

**DRAFT AGENDA**  
**XXIII ISLSSL World Congress**  
**Lima, 7-10 September 2021**

**Challenges to labour law and social security systems**

Monday, 6 September

16:00:00 - 19:00 **SPDTSS Session (Ecuentro Trinacional Chile- Uruguay - Perú)**

Tuesday, 7 September

09:00 - 13:00 **SPDTSS Session (Ecuentro Trinacional Chile- Uruguay - Perú):**

11:00 Doctoral Student Consortium

14:00 Young Scholars' Section Meeting

14:30 - 17:00 Executive Committee Meeting

17:30 Opening Ceremony

19:30 Welcome Cocktail

Wednesday, 8 September

**Plenary Session - Transformation of Work: Challenges to Labour**

09:00 **Law**

10:30 Coffee Break

11:00 **Plenary Session - Migrant Workers**

12:30 Lunch

14:30 Simultaneous Sessions TBD

International Association of Labour Law Journals (IALLJ)

17:00 Private Business Meeting

Thursday, 9 September

09:00 **Plenary Session - New forms of social security**

10:30 Coffee Break

11:00 **Plenary Session – Global Trade and Work**

12:30 Lunch

14:30 **Plenary Session - Non-Standard and Informal Workers**

16:00 Simultaneous Sessions TBD

20:30 Social Dinner

Friday, 10 September

09:00 **Plenary Session - Equality at Work**

10:30 Coffee Break

11:00 **Plenary Session - The State and New Forms of Collective Voice**

12:30 Lunch

14:30 Simultaneous Sessions TBD

16:30 General Assembly of the ISLSSL

17:30 Closing remarks

## Seven 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 XXII ISLSSL 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 XXIII ISLSSL World Congress in Lima in 2021. The themes and coordinators for each group are the following ones:

- 1. Transformation of Work: Challenges to Labour Law:** Alberto Pizzoferrato (Italy) [pizzoferrato@studiopizzoferrato.it](mailto:pizzoferrato@studiopizzoferrato.it) and Sergio Torres Teixeira (Brazil) [sergiotteixeira@nol.com.br](mailto:sergiotteixeira@nol.com.br)
- 2. Migrant Workers:** Petra Herzfeld-Olsson (Sweden) [petra.herzfeld-olsson@juridicum.su.se](mailto:petra.herzfeld-olsson@juridicum.su.se) and Helga Spadina (Croatia) [helga.spadina@gmail.com](mailto:helga.spadina@gmail.com)
- 3. Non-Standard and Informal Workers:** Pamihidzai Bamu (Zimbabwe) [pamhidzai.bamu@gmail.com](mailto:pamhidzai.bamu@gmail.com) and Roberto Fragale (Brazil) [roberto.fragale@gmail.com](mailto:roberto.fragale@gmail.com)
- 4. Global Trade and Work:** Wilfredo Sanguinetti Raymond (Peru) [wsr@usal.es](mailto:wsr@usal.es) and Marley Weiss (USA) [mweiss@law.umaryland.edu](mailto:mweiss@law.umaryland.edu)
- 5. Equality at Work:** Monika Schlachter-Vollmer (Germany) [monika.schlachter@uni-trier.de](mailto:monika.schlachter@uni-trier.de) and Maria Luisa Molero Maranon (Spain) [luisa.molero@urjc.es](mailto:luisa.molero@urjc.es)
- 6. The State and New Forms of Collective Voice:** Tomas H. Natividad Sanchez (Mexico) [tomas@natividad-abogados.com.mx](mailto:tomas@natividad-abogados.com.mx) and Bernd Waas (Germany) [waas@jur.uni-frankfurt.de](mailto:waas@jur.uni-frankfurt.de)

7. **New forms of social security:** Kurt Paerli (Switzerland) [kurt.paerli@unibas.ch](mailto:kurt.paerli@unibas.ch) and Masaiko Iwamura (Japan) [iwamura@j.u-tokyo.ac.jp](mailto:iwamura@j.u-tokyo.ac.jp)

Most importantly, we emphasize that these groups are not “closed” – one does not need to wait for an invitation to join a group. Just get in touch with the coordinators and be an active member of the research group. We are all looking forward to proactive groups of research. We remain at your disposal for additional information. Please write your message to [islssl@outlook.com](mailto:islssl@outlook.com)

### **Young Legal Scholars Section**

#### **First Young Legal Scholars World Congress, 21-22 May 2020, Mexico City**

On May 21- 22, 2020 in Mexico City, at the UNAM University, the first Young Scholars World Congress will take place. The topic of the Congress is “The future of work. A challenge to labour law in the face of globalization and digital transformation”. The Congress agenda includes plenary sessions with simultaneous interpretation English - Spanish and workshops in both languages.

Please note that the **deadlines** for the submission of abstracts and for the reception of papers have been postponed as follows:

**ABSTRACTS SUBMISSION DEADLINE: 1 MARCH 2020.**

**PAPERS SUBMISSION DEADLINE: 1 APRIL 2020.**

Both the programme and the call for papers is available at <https://islssl.org/i-world-congress-of-the-young-scholars-section/>.

For more information visit the event website at: <https://jovenesjuristas-mexico.com> or use the following contacts: [juanmugnolo@derecho.uba.ar](mailto:juanmugnolo@derecho.uba.ar); [jovenessmdtss@gmail.com](mailto:jovenessmdtss@gmail.com).

### **Appointment of the new Coordinator of the Latin-American Young Legal Scholars Section**

Since 2019, the coordination of the Latin-American Section of Young Legal Scholars is in charge of Ignacio Zubillaga, from Uruguay, who has been unanimously elected by his colleagues to replace Prof. Juan Pablo Mugnolo, currently coordinator of the World Section of Young Legal Scholars of the ISLSSL.

### **IV American Meeting of Young Legal Scholars (Buenos Aires, Argentina)**

On the occasion of the National Delegates Session in Recife, last year, it was decided that the next American Meeting of Young Legal Scholars will take place in Buenos Aires in 2021.

Although this means discontinuing the annual meetings, it was considered convenient to postpone it for one year in order to dedicate the greatest participation efforts to the World Congress of the Young Legal Scholars to be held in Mexico City on 21-22 May, 2020.

**ELLYS Meeting (2 September 2020, Lisbon, Portugal)**

As planned during the last ELLYS (European Labour Law Young Scholars) meeting in Rome, the next meeting will take place in Lisbon, at the beginning of the XIII ISLSSL European Regional Congress. This year, the meeting will allow the participants to share their perspectives about their current research topic. During this meeting, future activities will also be discussed. At the XIII ISLSSL European Regional Congress there will be the general assembly during which the research on “Modern Forms of Work” will be presented.

**ISLSSL website**

We want to inform you that the ISLSSL has a new website. The navigation is now easier on all electronic devices, whether they are PCs, tablets or smartphones. 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 [islszl@outlook.com](mailto:islszl@outlook.com)

Giuseppe Casale  
Secretary-General

Janice Bellace  
President



## ANNEX I

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

### **Informal Executive Committee Meeting**

**4 September 2019 Córdoba (Argentina)**

On 4 September 2019 from 9:00 to 11:00, an informal Executive Committee meeting took place. In presence of President Janice Bellace, Secretary General Giuseppe Casale and Treasurer Rolando Murgas, Honorary Presidents A. Bronstein, A. Goldin, J.M. Servais and members of Latin American and European associations were present to the meeting. The meeting discussed and took note of the following: information by the Argentinian organisers on the XI Regional Congress of the Americas; a brief presentation by Secretary General on the forthcoming II African Regional Congress to be held in Gaborone (Botswana) on 26-27 March; a presentation made by President of the Portuguese Association, prof. Maria Do Rosario Palma-Ramalho on the XIII European Regional Congress to be held in Lisbon on 2-4 September 2020; information provided by president of the Peruvian Society Guillermo Boza on the XXIII World Congress to be held in Lima on 7-10 September 2021; presentation by the President on the seven group of research for the next World Congress; a presentation by the representatives of the Young Scholars Section on the current activities and the forthcoming events, including the forthcoming Congress to be held in Mexico City on 21-22 May 2020; the re-admission of the Thailand association as full member and the expression of interest by the National Society of Paraguay to become member of the Society. The latter will be formalised during the EC meeting to be held in Lisbon on 2 September 2020. Finally, it was recalled to the members to be punctual with the payment of their annual dues.

## ANNEX II

### The 4th JILPT Tokyo Comparative Labour Policy Seminar 2020

#### 1. Organizer

The Japan Institute for Labour Policy and Training (JILPT)

<https://www.jil.go.jp/english/organization/aboutus.html>

#### 2. Date

Wednesday 11th–Thursday 12th March, 2020

#### 3. Venue

3F 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

[https://www.jil.go.jp/english/organization/chart\\_map.html](https://www.jil.go.jp/english/organization/chart_map.html)

#### 4. Theme

“The Changing World of Work in Digital Age—New Forms of Work and the Role of Labour Policy”

#### 5. Purpose of the Seminar

As labour problems become more universal with the advance of globalization in recent years, there is a growing need for international comparative research in the planning and formulation of labour policy. With this in mind, JILPT started to hold the “JILPT Tokyo Comparative Labour Policy Seminar” from March 2017 annually to provide an opportunity for researchers from major countries and regions, particularly Asia, to come together and engage in a comparative examination of their shared challenges. Through these seminars, we aim to build a network among researchers, research institutions, and people in the labour field.

#### 6. Background and objectives

The digital technological innovations (digitalization) known as the fourth industrial revolution are rapidly spreading throughout the world, giving rise to a host of new business models such as internet

platforms and the sharing economy. The proactive utilization of Artificial Intelligence (AI) and other new technologies (IoT, big data, robotics, etc.) is expected to improve labour productivity and establish a foundation for economic growth. However, the use of these technologies may replace and thereby destroy jobs. There are also new challenges to address such as how to handle skill improvement and career changes required of individual workers due to transformation of work tasks.

In terms of work styles, there are now increasing opportunities to engage in freelancing and employment-like work styles without formal employment contracts through crowdsourcing via internet platforms. Those in employment-like work styles workers and freelancers fall somewhere between being self-employed and being employees, and as a result, they are not generally granted worker status or protected by labour laws. In some cases, such workers may have no choice but to accept contracts against their will due to gaps in bargaining power and quality or quantity of information. It is now becoming important issues to determine how to protect these individuals whose work style resembles that of the employed.

Next year's JILPT Tokyo Comparative Labour Policy Seminar will cover the topics of digitalization focusing on the impact on employment and labour as well as the role of labour law policy. We will compare the current state and challenges in each country, and discuss the future direction of labour policy.

### **【Points of Discussion】**

#### (1) Digitalization and its Impact on Employment and Labour

- Changes in industrial and employment structures associated with digitalization
- Changes in and response to occupational and job category changes stemming from the use and application of new technologies
- Promotion of personal self-development and personnel training by the company
- Assistance for workers' skill improvement and career changes
- Future issues with work styles unrestricted by time, space, and form of employment

#### (2) Labour Law Policy for Digitalization

- Types of people engaged in new forms of work
- Building work environments for those engaged in new forms of work  
(Clarification of contract rules, adjustment of remuneration, compensation of damages for breach of contract, occupational safety and health, working hours, collective bargaining, setting up a consultation service desk for disputes, etc.)
- Better social protections for those engaged in new forms of work  
(Compensation for industrial accidents, social insurance, livelihood security, balancing between work and childbirth / child rearing / nursing care, job matching support, etc.)

## **7. Seminar Program (*tentative*)**

### ***11th March***

[Opening Ceremony & Keynote Lectures]

- Welcome and Opening Remarks (Prof. Yoshio Higuchi, President, JILPT)
- Keynote Lecture (Dr. Stijn Broecke, Senior Economist, Directorate for Employment, Labour and Social Affairs, OECD)
- Keynote Lecture (Prof. Takashi Araki, Professor, the Graduate Schools for Law and Politics, the University of Tokyo)

[Session 1: Digitalization and its Impact on Employment and Labour]

- 6 Country Reports (Promising researchers from Asia-Pacific region countries)
  - Comments and Discussions
- [Welcome Dinner]

### ***12th March***

[Keynote Lecture]

- Keynote Lecture (Prof. Giuseppe Casale, Secretary-General of International Society for Labour and Social Security Law)

[ Session 2: Labour Law Policy for Digitalization]

- 5 Country Reports (Promising researchers from Asia-Pacific region countries)
- Comments and Discussions

[Session 3: Concluding Panel]

Moderator: Prof. Hideyuki MORITO, Professor, Keio University Law School

Panellists: Prof. CASALE, Prof. KANKI and Dr. BROECKE

### **8. Working Language**

English (with simultaneous interpretation to Japanese)

### **9. For further information, please contact:**

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

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

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

International Research Exchange Section

The Japan Institute for Labour Policy and Training (JILPT)