

POSSESSION CEREMONY OF THE ACADEMICIAN
CHRISTIANA D'ARC DAMASCENO OLIVEIRA ANDRADE SANDIM
BRAZILIAN ACADEMY OF LABOR LAW
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**THE CHANGING WORLD OF WORK AND
RE-ARMAMENT OF SOCIAL JUSTICE THROUGH LABOUR LAW**

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It is a great honour and privilege to participate in the 27th Colloquium of the Brazilian Labour Law Academy. And much more so to witness the admission and recognition of a remarkable academician and jurist, Professor Judge Christiana D'Arc Damasceno Oliveira Andrade Sandim!

This induction of Professor Judge Christiana D'arc is a timely affirmation of one of Brazil's stars, and indeed our field of labour law internationally, whose commitment to Social Justice and balanced endeavours is patently clear.

The best of Christiana D'Arc's work is still to come, I sincerely believe the Sky is the limit, so to speak.

However, Professor Judge Christiana D'Arc's work so far has distinguished itself and is worthy celebrating at this time when the World of Work is at a critical a cross roads engendered by unprecedented changes.

More than ever before, the world needs the intervention of labour law as part of the 're-armament' of values of balance, equity and social justice. It needs us as jurists and scholars to continue and recapture some of the lost high ground, which in some many ways defined progress which was embarked upon by remarkable agents, humanitarian pioneers of socially equitable enterprise and protection of labour rights, primarily the ILO a Century ago. Since then, the World of Work has and continues to change with more challenges to contend with, such as growing inequality, poverty and unemployment which continue to undermine the pillars of just endeavours in the World of Work.

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I have been privileged to live in South Africa for about the last thirty years now, it is a country that has some similarities with Brazil and faces similar challenges and hopes. Just like Brazil, South Africa is a 'World in One Country', with a diverse population and cultural traditions, not to mention diverse climate zones and levels of development among the population. One of its major challenges is inequality manifested through poverty, worsened by high unemployment in an economy that is stagnant with little growth.

South Africa is of course a much smaller country but it shares with Brazil not only high inequality but also similar aspirations that are reflected in the quest for solutions through cooperation, for example through membership of BRICS.

The onset of the COVID pandemic has further underlined the similarities between the two countries and need for cooperation in finding common solutions. The two countries are similarly devastated by the pandemic has made progress difficult to realise. In facing up to these challenges, there is no doubt that the two countries are well placed to learn from each other, not only to devise common and similar solutions, but to share lessons engendered by challenges of inequality and poverty. They need to share opportunities that flow from their diversity, to strive to uphold universal values of common humanity in economic and sociopolitical areas of global interaction.

One of the areas of possible cooperation is in the pursuit of enterprise and social justice through the common platform of the ILO, that of Social Dialogue. More than ever before, the World of Work needs Social Dialogue to address and deal with the challenges of not only inequality but also the deficit in skills and productivity through which decent jobs could be created.

I am privileged in my modest role as Chairperson of the ILO's Committee on Freedom of Association (CFA) to be at the centre of the quest for Social Dialogue through the implementation of collective bargaining and freedom of association rights. It is an endeavor that seeks to balance the real interests of both employers and workers as critical partners to governments, in the pursuit of enterprise and productivity that are the engines of Social Justice. It is a challenge that although is common cause, is not an easy one to realise, but not insurmountable.

There is no doubt at all that labour law through the work of teachers and jurists like Professor Judge Christiana D'Arc have a crucial role to play, not only by continuing with their work but also in the search for the renewal of the approaches to deal with continuing changes in the World of Work.

It has been said by some jurists that law is but a 'secondary force' in labour relations and therefore by implication secondary in the quest for Social Justice. However, its role is so critical that without the enabling framework which it creates and as a catalyst for implementation, the search for solutions would be adversely affected if not doomed to fail.

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The role of committed jurists in the search for balance and enabling frame work such as that of Professor Judge Christiana's D'Arc needs to be celebrated.

I therefore feel greatly privileged to participate in this ceremony of well-deserved affirmation and recognition, I salute you Professor Judge Christiana D'Arc Damasceno Oliveira Andrade Sandim!

Switzerland / South Africa / Brazil, August 6th, 2021.

Evance Kalula