



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

Dear Colleagues and Friends,

We would like to renew our best wishes for a 2025 full of achievements and success.

The traditional International Seminar on International and Comparative Labour Law Seminar, organized by the Ca' Foscari

University and by the International Society on Labour and Social Security Law, will take place from May 21 to May 24, 2025, in Venice. Its central theme will be "HUMAN RIGHTS AND BUSINESS: BRIDGING RESPONSIBILITY AND SUSTAINABILITY." In mid-January, the organizers will send out the official call for papers with more details, but the program, which already conveys the theme and its structure, is attached.

The *Labor* journal has already defined the schedule and theme for each of its upcoming editions:

2nd Edition - submission deadline: May 31, 2025. Theme: Impact of climate change on employment relations | El impacto del cambio climático en las relaciones laborales | L'impact du changement climatique sur les relations de travail

3rd Edition - submission deadline: November 30, 2025. Theme: Impact of artificial intelligence and other devices on labor relations | La influencia de la inteligencia artificial y otras tecnologías en las relaciones laborales | L'influence de l'intelligence artificielle et d'autres technologies sur les relations de travail

4th Edition - submission deadline: May 31, 2026. Theme: Transnational collective labor conflicts (applicable

legislation, jurisdiction for judgment, enforcement, and sentences) | Los conflictos laborales colectivos transnacionales (incluida la legislación aplicable, jurisdicción, ejecución y fallos) | Les conflits collectifs transnationaux dans le domaine du travail (y comprenant la législation applicable, la juridiction, l'exécution et les décisions)

5th Edition - submission deadline: November 30, 2026. Theme: Precarious work and Social Security | El trabajo precario y la seguridad social | Le travail précaire et la sécurité sociale

6th Edition - submission deadline: May 31, 2026. Theme: Artificial intelligence and social security: potentiality and risks | La inteligencia artificial y la seguridad social: oportunidades y riesgos | L'intelligence artificielle et la sécurité sociale: opportunités et risques

Articles related to the first theme, "El impacto del cambio climático en las relaciones laborales," can already be submitted

<https://revistas.usc.gal/index.php/labor/about/submissions>

Articles for the other themes will only be accepted in the five months leading up to their respective deadlines. Although the journals are open and anyone can submit articles, we particularly encourage members of the national societies who have been assigned to each group to submit texts on the theme for which they were nominated.

We continue to intensify our efforts to promote our activities and those of all national societies on **our social media platforms**. The coordination of this activity will be managed by María Dolores Ortíz, appointed by the Asociación Argentina del Derecho del Trabajo y de la Seguridad Social, and Silvio Bologna, nominated by the Associazione Italiana

di Diritto del Lavoro e della Sicurezza Sociale. In selecting their names, we considered the need for gender parity, rotation between countries, and representation from all continents. We are still seeking representatives from Africa, Asia, and Oceania to support them. We would be deeply grateful to anyone who can recommend candidates from these regions.

María Dolores Ortíz is a lawyer and public notary from the University of La Plata. She is a Teaching Assistant at the University of Buenos Aires and Deputy Head of the Labour Secretariat of the Supreme Court of Justice of the Province of Buenos Aires, with 17 years of experience in Labour Law. She is a Master's candidate in Labor Law at the University of Buenos Aires and a member of the Argentine Delegation of the Young Scholars Section of the International Labour Law Society and of the Argentine Association of Labour Law and Social Security. She is also a volunteer with the NGO "Cultura de Trabajo" and has authored legal articles and spoken at national and international conferences.

Silvio Bologna holds a Doctor Europaeus Ph.D. in Law from the International Doctoral School in Law and Economics "Tullio Ascarelli" (Palermo and Zaragoza branches). He is currently an Associate Professor of Labour Law and Industrial Relations at the University of Palermo. He is a member of the Italian Association of Labour and Social Security Law (AIdLASS), the Spanish Association for Social Security Law (AESSS), the European Association for Health Law (EAHL), and the Italian Association for Industrial Relations (AISRI).

To ensure that these platforms become increasingly effective and achieve the desired engagement, we kindly request that you share the following social media addresses widely among your members and, whenever possible, through your broader network of contacts:

- LinkedIn: www.linkedin.com/in/islssl
- Website: <https://islssl.org>
- YouTube Channel: <https://youtube.com/@islssl>

- X: <https://x.com/islssl>

- Facebook:

<https://www.facebook.com/profile.php?id=100077902866626>

- Instagram: https://www.instagram.com/islssl_sidtss/

We reiterate that these channels are at your disposal for the promotion of events, publications, awards, and other significant opportunities from all national societies.

Whenever you wish, you can send the information directly to the coordinators at the following email addresses: mdortiz@scba.gov.ar; mdortiz@derecho.uba.ar; mariadoloresortiz3@gmail.com; and silvio.bologna@unipa.it.

The process of forming **research groups** continues to progress rapidly. We will receive proposals continuously until March 31, 2025. In April, we will announce the names of the group members and their coordinators. Since our last circular letter, we have received recommendations from the Association française de Droit du travail et de la Sécurité sociale, Société Belge de Droit du Travail et de la Sécurité Sociale, Costa Rican Association of Labour and Social Security Law and Associação Portuguesa de Direito do Trabalho.

We have also received nominations from representatives of Brazil, Argentina, and France for the Scientific Council and the Editorial Board of the Labor Journal. We are awaiting input from the other national societies to conclude the reformulation process.

The process of **renewing the website** has not yet been completed. We invite everyone who can, to visit the website and send us suggestions for improvements at the following

emails: secretarygeneral@islssl.org and
president@islssl.org.

We also invite you to visit the **website of the American Regional Congress**, which will be held in Montevideo in September 2025: <https://congresomontevideo2025.org/>. The website is available in Spanish, English, and Portuguese.

In addition to the guidelines for submitting free papers, the website already features the preliminary agenda, thematic axes, and pricing table.

Finally, we renew our request for you to continue sending us **information about the events you organize and publications from your members.**

We send you our warmest greetings.

Jean Michel Servais

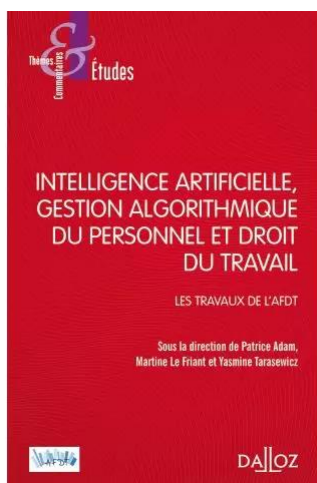
President

Jorge C. Boucinhas Filho

Secretary General

News about publications:

We also want to take this opportunity to announce the following recently published works:



Intelligence artificielle, gestion algorithmique du personnel et droit du travail. Written by Patrice Adam; Martine Le Friant; Yasmine Tarasewicz.

<https://www.boutique-dalloz.fr/intelligence-artificielle-gestion-du-personnel-et-droit-du-travail-p.html>



La Construcción Jurídica de los Derechos Humanos Laborales em Latinoamérica. Coordinated by Miguel F. Canessa Montejo.

<https://palestraeditores.com/producto/la-construccion-juridica-de-los-derechos-humanos-laborales-en-latinoamerica/?srsltid=AfmBOorKfgcj2cRDfxEZmvxK5fsPE5-mgvJPqZhSWdgruyPsdC12jAj>



Acesso à Justiça na Contemporaneidade: aspectos substanciais e processuais. Escritos em homenagem à Alexandre Agra Belmonte. Coordinated by Christiana D'Arc Damasceno Oliveira.

<https://editorial.tirant.com/br/ebook/aceso-a-justica-na-contemporaneidade-escritos-em-homenagem-a-alexandre-agra-belmonte---colecão-tmt-vol-4-christiana-darc-damasceno-oliveira-9786559089567>



Direito do Trabalho em Perspectiva: Uma viagem pelo Direito do Trabalho. Progresso ou retrocesso? Coordinated by Lorena de Mello Rezende Colnago.

<https://ltreditora.com.br/products/6443-direito-do-trabalho-em-perspectiva>

We are delighted to inform you that the first edition of the Journal of the Department of Labor Law and Social Security of the Faculty of Law at the University of Buenos Aires has been published. The editorial board includes the former global coordinator of the Young Lawyers, Juan Pablo Mugnolo, and the honorary president, Adrián Goldín, both members of the Argentine Association of Labor Law and Social Security.



Here are the details to access it:
<https://www.derecho.uba.ar/publicaciones/revista-dtss/autoridades.php>

Juan Pablo Mugnolo and the other professors invite everyone to participate in this initiative by submitting articles, comments, or suggestions of their own authorship. Articles can be submitted through the website.

News about events:

Ca' Foscari Venice University

ISLSSL

Global Campus on Human Rights

AIDLASS

11th ISLSSL Seminar on International and Comparative Labour Law

Aula Baratto, Ca' Foscari, Dorsoduro 3246 - 21-24 May 2025

HUMAN RIGHTS AND BUSINESS: BRIDGING RESPONSIBILITY AND SUSTAINABILITY

The Seminar aims to analyze, through a predominantly legal perspective, the issue of business regulation in the global scenario and the resulting challenges and opportunities on the side of human rights, labor and environmental protection.

The demand for ethical conduct in the exercise of business emerges in a pressing manner from civil society and public opinion, rather than from political demands to set limits on the creation of profits. Looking on the legal systems of developing countries, this need, not so pressing, is progressively being imposed by the international conscience through allegations of wrongdoing perpetrated to the detriment of communities in the countries by the plants of multinationals that relocate their production there. Such conduct, which does not always translate into specific non-compliance with the regulations in force, have been configured, in the first place as a danger to the company's reputation in the absence of sanctions. However, the regulatory gaps found in these legal systems or the fragmentary regulations in force in these jurisdictions have favored the freeing of the latter from the legal constraints imposed of the domestic legal system, favoring the phenomenon of so-called shopping of human rights.

As economic activities expand across national borders, businesses are required to comply with a broad international regulatory framework, including treaties, conventions and regulations that govern the behavior of companies in their global operations. At the same time, however, widespread irresponsibility has highlighted the limits of the regulatory framework, hence the need to reflect on the introduction of new tools for holding economic actors accountable. The European Union has played a frontrunner role on the issue, influencing the evolution of the debate far beyond European borders.

This is why, within the diversity and the complexities characterizing the regulatory dimension of enterprises in the global market (and in particular Global Value Chain), the Seminar aims at ordering systematically the recent measures implemented at the international, European and national level, pursuing the objective of eliminating, or at least mitigating, the impact of these processes on workers relationships, in order to develop afterwards a functional analysis towards the development of laws and policies on these topics. Concisely, all these events depend from the fact that the spatial articulation of GVCs and the international division of labour which they favour and strengthen, leave in the hands of the aforementioned companies a sort of "passepartout" to access the territories where the cheapest productive centers are situated, taking advantage of the respective labour markets. The 'nationality' of the legal system must necessarily confront with the fluid spatial dimension of the company: this harshly challenges the constructive paradigms of regulation, upset by the upheavals that are mostly linked to the pervasiveness of the global market and its de-spatialized dynamics. If, on the one hand, global business has evolved in the search for spaces and organizational models that are more performing, independently from their impact on social, environmental and labour systems, on the other hand, the protection of social rights is still basically hinged in its State dimension, as an almost exclusive competence of nation States. The analysis lies necessarily inside the multilevel frameworks where multiple actors operate: international institutions, national governments, companies, NGOS, civil society and consumers. Investigating the measures adopted at nation level in order to fight against the violation of human rights committed by companies abroad, we can observe an extremely

heterogeneous regulatory network. Alongside the traditional "command and control" model, a complex and equally varied soft system of incentive and promotional measures (tariff preferences, export credits, social certifications, public procurement) has long been developed with the aim to promote behaviors that respect human rights. If at the beginning the States intervened at the level of promoting corporate social responsibility measures, through incentives and various forms of concessions for the companies that adopt such measures, especially in operations outside national borders, the most recent developments give us a more juridically robust and advanced framework, characterized on the one hand by the implementation of transparency and reporting obligations in supply chains and, on the other hand, by the definition of new areas of responsibility of the economic actor inside the supply chain.

Both regulatory paths embrace a logic centered on the extension of the system of protection beyond national borders: in a word, on the extraterritorial scope of the rules. The French law on the *devoir de vigilance* of 27 March 2017 represents the first discipline adopted by a European state with the aim of attributing to companies a "transnational" responsibility for conduct held outside national borders. But we have many other examples as in Germany and Norway just to mention the last European countries which introduced similar provisions. The Seminar will create a sort of framework of all these measures to analyze pro and contra and to evaluate their efficacy and effectiveness.

In a nutshell, the purpose of the seminar is twofold: on the one hand, a definition of the new paths of corporate accountability/liability (we will go more in detail on these concepts and their interconnections) that move within the accountability/ transparency axis; on the other hand, outlining the problematic profiles to trace a possible roadmap resolving them.

The seminar includes three days of thematic sessions and a fourth day dedicated to the presentation of papers by young scholars who will be selected by the scientific committee.

1. In the first thematic session, the Seminar intends to focus attention on value frameworks and rights in action, both in the international and in the European and national

contexts, with the aim of defining the perimeter within which corporate empowerment must develop while respecting the values and rights that come into play. The arrangement of sources defines the objective scope of the instruments introduced with the aim of ensuring and promoting sustainable corporate governance. Reporting and due diligence, in particular, are to be understood as the arms of sustainability but, at the same time, only by defining in detail the sources of protection that must be respected can the aforementioned processes be made effective and functional.

There are certainly some open questions on which the seminar intends to dwell. One of the central knots concerns the associability of workers' rights in the sphere of human rights and whether this assumption, on which both the CS3D and CSRD Directives are based, can be understood as an advancement for workers.

2. In the second thematic session, the focus shifts to the topic of liability or, to be more precise, liability regimes, some of which can also be translated into obligations of conduct, that affect businesses today in both national and supranational contexts. In particular, the issues of civil and criminal liability of companies for violations of rights, legal implications related to environmental sustainability and working conditions, and sanctions for companies that fail to comply with these regulations will be discussed. The seminar will provide an overview of the legal tools available to ensure compliance with corporate obligations, with a focus on transparency and accountability/liability. It will also explore the implications of transnational lawsuits, class actions and soft law instruments even if these tools have some limitations in terms of effectiveness and efficacy.

The CS3D and the CSRD represent a fundamental step for the introduction of mandatory duties on corporations. It therefore needs to be properly evaluated in the light of the developments already occurred at domestic level, such as the adoption by several States of national legislations on corporate human rights due diligence, reporting and accountability, as well as at the international level, with the ongoing negotiations at the UN of a Legally binding instrument to regulate, in international human rights law, the activities of transnational corporations and other business enterprises. Cumulatively assessed these

initiatives illustrate a global trend towards the introduction of a mandatory human rights and environmental due diligence duty on corporations, the contents, specificities, strengths and weaknesses of which are worthy of analysis from the different legal perspectives.

Access to remedies for victims of human rights violations in the field of global value chains proves to be extremely complex, as shown by the (often unsatisfactory) case-law. On the one hand, the possibility for the victims to take actions claiming the infringement of their human rights collides with significant procedural barriers and clear disparities of means compared to those available to corporate actors responsible for such violations; on the other hand, collective remedies or class actions - which would be the most appropriate mechanism to ensure access to justice to a plurality of potential claimants - have not been established in all legal systems, or where they are, they are subject to legal regimes that may considerably differ. More generally, domestic regimes determine a fragmented scenario, also as concerns the criteria for attribution of jurisdiction and enforcement of foreign decisions. In this section we will study the potentials and limits of the solutions proposed so far, and to analyze new options. The starting assumption of the research is that the complexity of the dynamics described cannot be dealt with by the setting up of a predefined and strict regulatory framework, but rather they require both the 'hybridization' of the different instruments and the contamination among the different legal fields.

To sum up, the main critical point concerns the identification of the liability and the possibilities for the victims to access to the Courts. The Seminar will focus on this critical issue trying to understand if victims from third countries will have more opportunities (than at present) to sue before European forums (jurisdiction to adjudicate) to obtain adequate remedies for violations and damages suffered outside the territory of the Union thanks to CS3D and CSRD.

3. The third session explores the topic adopted a comparative perspective with the aim of understanding reactions and actions put in place outside Europe on the issue of corporate accountability in the global marketplace. The seminar explores the different regulations and legal approaches adopted in various global legal systems regarding corporate

liability for violations of human rights, working conditions and environmental impacts. With a focus on major countries and regions outside Europe, the seminar analyzes the differences and similarities between the approaches taken by the United States, Asia, Latin America and Africa, highlighting how each system addresses corporate responsibility in a global context. The goal is to provide a comparative view of different liability strategies, highlighting the legal challenges and opportunities arising from the integration of global regulations and increasing international stakeholder pressure. In a nutshell, it is intended to reason about the points of affinity and possible tensions between the European/Western-centric perspective and those established outside Europe, with the aim of stimulating a reflection aimed at highlighting the safeguards that are actually practicable and, on the contrary, the statements that are unlikely, in practice, to counter widespread corporate irresponsibility.

Programme

Wednesday 21 May

Theme 1: Values and rights in action

9:00 - 9:30 | Registration and welcome

9:30 - 10:00 | Opening of the seminar and Institutional greetings

10:00 - 13:00 **Lectures**

13:30 - 14:30 | Lunch

14:45 - 18:00 Group work

Thursday 22 May

Theme 2: Corporate social and environmental responsibility within and beyond labour law

9:30 - 13:00 **Lectures**

13:30 - 14:30 | lunch

14:45 - 18:00 Group work

Friday 23 May

Theme 3: The comparative, supranational and international perspective: rights, responsibilities, effective remedies

9:30 - 13:00 **Lectures**

13:30 - 14:30 | lunch

14:45 - 18:00 Group work

Saturday 24 May

9:30 - 13:00 **Young Scholars' Section ISLSSL Papers presentation**

13:30 - 14:30 | lunch

14.45 - 16:30 **Young Scholars' Section ISLSSL Papers presentation**

17:00 **Final discussion and closure of the Seminar**

XIII American Regional Congress on Labor Law and Social Security

Date: September 10-13, 2025

Venue: Radisson Montevideo Victoria Plaza Hotel-Uruguay

Welcome!

Welcome to the XIII American Regional Congress on Labor Law and Social Security: "Labor Law, Social Security and Social Protection: Responses and Instruments to the Challenges of Technological Transformation, New Forms of Business Organization and the Protection of Workers"!

From the Uruguayan Association of Labor and Social Security Law we are pleased to invite you to participate in this activity, whose organization was entrusted to us

by the International Society of Labor Law and Social Security, which will be held in the city of Montevideo, between September 10 and 13, 2025, bringing together labor lawyers from all over the American continent.

We are convinced that the enrichment of the activity depends largely on the contributions and exchanges made by each of the academics, professionals, students and other people interested in the subject who accompany us, so we urge you to browse this page where you will find information about the contents of the Congress, ways to participate in it, registration mechanisms, fees and useful information on the subject.

We look forward to seeing you!

Organized by:



<https://congresomontevideo2025.org/>

News from the national societies

A new administration, distinctly led by women, began its work at the Colombian Labor Lawyers Association on January 1, 2025. We extend our best wishes for great success to Governor Saida Quintero and her entire team, whose photos are included at the end of this circular letter. Dr. Saida wrote to inform us of her intention to strengthen the relationship between the Colombian Labor Lawyers Association and the International Society of Labor and Social Security Law, as well as to establish partnerships with national associations in various countries and territories, an initiative that fills us with enthusiasm.

The Venezuelan Society deeply regrets the passing of Jorge Rosell, a distinguished figure in the field of alternative law, and one of the foremost and most prominent advocates of the accusatory system. He was also the author of the seminal work on labor criminal law. We extend our heartfelt condolences to his family and friends during this difficult time.

We are also pleased to announce the Journal of the Department of Labour and Social Security Law of the University of Buenos Aires. In the corresponding section of this circular letter, we are sharing the link for those who wish to access it. We congratulate its organizers and invite all scholars of Labour Law to contribute to this important initiative by submitting their studies and research.

The Young Scholars of Córdoba share the link to their blog, where they regularly publish their newsletters, viewpoints, and podcasts:
https://linktr.ee/jovenesjuristascba?utm_source=lt_share_link#440773747.



COLEGIO DE ABOGADOS
DEL TRABAJO
C O L O M B I A



SAIDA QUINTERO

Gobernadora Colegio Abogados del Trabajo
2025



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CATALINA ROMERO



DINA LÓPEZ



MARÍA VICTORIA ROMERO



JUAN FERNANDO
ESCADÓN



CARLOS VARGAS



ANA MARÍA RUBIANO



ROCIO LAGOS



GLORIA AVILA
MÉNDEZ

Consejo Directivo
Colegio Abogados del Trabajo 2025