

International Association of Labour Law Journals
Minutes of Annual Meeting
Philadelphia, July 3, 2012

ATTENDEES:

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| Gian Guido Balandi | <i>Lavoro e Diritto</i> (Italy) |
| Kevin Banks | <i>Canadian Labour & Employment Law Journal</i> (Canada) |
| Guy Davidov | <i>Labor Society & Law</i> (Israel) |
| Matthew Finkin | <i>Comparative Labor Law & Policy Journal</i> (United States) |
| Frank Hendrickx | <i>European Labour Law Journal</i> (Belgium) |
| Alan Neal | <i>The International Journal of Comparative Labour Law & Industrial Relations</i> (Italy & The Netherlands) |
| Joellen Riley | <i>Australian Journal of Labour Law</i> |
| Mia Rönömar | <i>The International Journal of Comparative Labour Law & Industrial Relations</i> (Italy & The Netherlands) |
| Olga Rymkevich | <i>The International Journal of Comparative Labour Law & Industrial Relations</i> (Italy & The Netherlands) |
| Jeffrey Sack | <i>Canadian Labour & Employment Law Journal</i> (Canada) |
| Manfred Weiss | <i>The International Journal of Comparative Labour Law & Industrial Relations</i> (Italy & The Netherlands) |
| Steven Willborn | <i>Comparative Labor Law & Policy Journal</i> (United States) |

PROCEEDINGS:

I. *Communications of the President*

Prof. Willborn welcomed and thanked those present for their attendance and participation in the academic program and the business meeting. He congratulated and thanked Prof. Finkin for organizing the academic program on public sector unions, which was held on July 2. He also thanked him for the group dinner on July 2. Finally, he extended the group's appreciation to Janice Bellace, the President of the International Labour and Employment Relations Association, which assisted greatly with the arrangements for the academic program and business meeting.

Prof. Willborn indicated that his interests and efforts for the IALLJ are reflected in the other business on this meeting's agenda. He encouraged members to contact him with other ideas and suggestions.

II. *Approval of Minutes*

The last business meeting of the IALLJ was held on September 19, 2011, in Seville, Spain. The minutes of that meeting were distributed to the group. The group approved the minutes as distributed.

III. *Marco Biagi Award*

Prof. Willborn extended his appreciation to Prof. Balandi who has been the guiding force for the Biagi Award to date and who handled the bulk of the non-judging administrative duties for the 2012 Award. The judges for the 2012 award were Jesús Cruz Villalon, Sandrine Laviolette, and Steven Willborn. The President extended his appreciation to the other judges.

Fifteen papers were submitted for the 2012 Biagi Award. The winner of the 2012 Marco Biagi Award was Diego Marcelo Ledesma Iturbide (Buenos Aires University) for his paper, *Una propuesta para la reformulación de la conceptualización tradicional de la relación de trabajo a partir del relevamiento de su especificidad jurídica*. This paper is a sophisticated and insightful discussion of legal conceptions of the employment relationship. It explores emerging problems with current conceptions as employment relationships become more complex in the global environment and suggests a new approach to the issue.

Another paper was selected by the judges for special commendation: *Towards an Effective Definition of Forced Labor* by Apoorva Sharma (National Law University, Delhi). This paper describes new and emerging forms of forced labor; analyzes their treatment under international and domestic (India) definitions of forced labor; and proposes a new definition.

The President indicated that he will distribute the [Call for Papers for the 2013 Marco Biagi Award](#) shortly after the meeting. The group decided that the deadline for submission should be March 31, 2013, given that the annual business meeting of the group will be earlier than normal next year. The President proposed that the same judges serve for another year, which was approved by the group.

IV. *Admission of New Member*

The President reported that an application for membership had been received from the European Labour Law Journal (ELLJ). The editor-in-chief of the ELLJ is Prof. Frank Hendrickx, who was present at the meeting. The application had been reviewed by the ad hoc membership committee of Profs. Finkin, Neal, and Weiss. That committee unanimously recommended admission to membership. Without dissent, the group approved admission of the ELLJ as a new member.

V. *Plans for Next Meeting*

The President reported that he had received a proposal from Profs. Isabelle Daugareilh, Sandrine Laviolette, and François Petit to host [the next meeting of the IALLJ in Bordeaux at the Université Montesquieu Bordeaux IV](#), France on June 5-7, 2013. The proposal was approved with enthusiasm by the group.

VI. *Business Items*

A. *Website Developments*

Mr. Sack reported on the creation of a new website on international labour law, to which he and Prof. Willborn are devoting their energies. The website, which is being developed by Lancaster House, a Canadian labour law publisher, is intended to be of service to the community of those interested in international labor law. Mr. Sack presented a prototype of the website, currently called I.CALL (International Conversations about Labour Law). The website will include conversations about important topics in international labour law, information about news and events, country and regional profiles of labor laws, documents, treaties, statutes and constitutions, and other information. Members of the group were invited to make suggestions for improvement to Mr. Sack or Prof. Willborn.

B. *Rankings of Law Reviews*

The group discussed the topic of rankings of law reviews, including a proposed statement from the group (attached). The general consensus was that the statement reflected the views of the group in urging extreme caution in the use of rankings, but that further work on a statement would be appropriate. The group authorized the President to assemble a working group to review and revise the statement for the group's consideration. [The President has assembled a group consisting of Gian Guido Balandi, Kevin Banks, Joellen Riley, Mia Rönnmar, and himself to pursue this task.]

VII. *Adjournment*

The meeting adjourned.

Respectfully submitted by,

Steven L. Willborn

[Proposed] Statement on Law Journal Rankings:

The International Association of Labour Law Journals urges extreme caution in the development and use of systems for ranking law journals.

First, for a number of reasons, any ranking system will be flawed and imprecise. Every step in the development of such a system is fraught with problems. *Determining* the appropriate variables upon which to base the ranking is difficult and controversial; *measuring* the variables for comparison will be subject to error and manipulation (especially if the stakes are high); *weighting* the variables to arrive at an overall ranking is likely to be both highly important to the overall ranking and highly subject to manipulation. Each of these steps will inevitably be subject to the biases and prejudices of the persons constructing and implementing the ranking system. This is problematic even when those persons are as neutral and disinterested as humanly possible. Of course, the persons constructing such rankings are often deeply interested in the outcome of the rankings.

Second, even if it were possible to develop a reasonable ranking system for a particular purpose (which we doubt), the ranking will have unforeseen and unpredictable consequences. If the rankings are important, journals will engage in gaming strategies to maximize their position, allocate resources differently, and be more wary of creative approaches to scholarship and publishing. The rankings will also transform relationships within and between journals and influence journal relationships with publishers, authors, and others. None of these consequences will lead to better scholarship; all will distract attention and resources from the main mission of high-quality law journals.

For these reasons and others, the International Association of Labour Law Journals urges extreme caution in the use of journal ranking systems.

Who We Are:

The International Association of Labour Law Journals is a joint project of twenty-four leading labor law journals from around the world. More information on the Association and its member journals can be found here:

<http://www.labourlawjournals.com>