

## RESUME CURRICULUM SUMMARY

### **ISABEL VIEIRA BORGES**

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Professor, Lawyer, HR



Isabel Vieira Borges is a Portuguese PhD Associate Professor at the University of Lisbon (FLUL), where she has been teaching since 1992, and works in the Human Resources Management Department at Group CTT for more than 6 years.

She is a lawyer since 1998, having practiced for several years within two prominent law firms; she has completed a certified course in HR and Leadership Management at the Catholic University Business & Economics School; and she is a professional certified teacher in legal e-learning at the Lisbon Open University.

She is a founding member of the Portuguese Association of Labour Law (APODIT); the Private Law Research Centre and Labour Law Institute of the FLUL (CIDP), and a member of the Community for Labour and Occupational Research and Study, CIELO, the International Association on Workplace Bullying & Harassment, IAWBH, the Portuguese Society for Occupational Safety and Hygiene, SPSHO, and the Ibero-American Institute of Legal Studies, IBEROJUR.

She is also a consultant, advising employees, companies and trade unions of workers and employers; a lecturer at national and international congresses, and regular certified courses; and has intensive professional experience on all areas related to employment and labour law and human resources.

Her areas of expertise include labour and employment law; international law; European law; public service and social security law; NTIC law and data protection law; occupational health and safety and equality and non-discrimination law; human resources management law; business and management law; conflict resolution law; insurance law; constitutional and fundamental rights law; procedural labour law.

She has published several publications on Labour law and complementary legislation; Reconciliation of work, private and family life, family responsibilities and care services; The right and duty to take time off work; Future of work, NTIC and GPS in the workplace, platforms, GDPR; Violence and harassment, psychosocial risks, digital age, pandemic; Harassment, sexual harassment and moral harassment at work; Absence from work and the right to paid annual leave; Collective bargaining and the *erga omnes* effect of the collective agreement; Just cause for dismissal in the banking sector; Breach of trust as a just cause for dismissal; Drug addiction and personal rights; The functional polyvalence of workers; Legal types of contract, qualification of the employment contract and legal presumption; Lawyer's employment contract.

She has had the Scientific and Executive Coordination of the Business Law Postgraduate Course, Deloitte, CIDP, FLUL (since 2018), and of the National Hugo Sinzheimer Moot Court Competition, (in European and International Labour Law) and coach of the Portuguese team, in FLUL (since 2021), will have the Executive Coordination of the New Employment Relations: Untying the knots, International Seminar of the Western European Associations of the ISLSSL, International Society for Labour and Social Security Law, FLUL (April 2024), has had the Scientific and Executive Coordination of hosting, in Lisbon, the Hugo Sinzheimer Moot Court Competition (in European and International Labour Law), as been the coach of the Portuguese team (since 2022); has been one of the Scientific and Executive Coordinator of the International Seminar “Improve the working conditions in platform work” (2022); and was member of the LISBON 2020 Committee, XIII European Congress of the International Society of Labour Law and Social Security, “Working in the Digital Age: What Law?”, APODIT, Lisbon (2019/2021).

She is a speaker at the Annual National Congress on Labour Law, Lisbon (since 1998) and lecturer at the Postgraduate Course on Business Law, Deloitte, CIDP, FLUL (since 2014); at courses on Labour Law and Social Security Law, Business Law, Data Protection Law, CIDP, FLUL (since 2000); Courses in Insurance Law, AIDA-Portugal, Portuguese Section of the International Association of Insurance Law; in the Training Plan of the Centre for Judicial Studies (CEJ, in Labour and Labour Procedure Law, and peer review articles submitted to the Lisbon Law Review (FLUL) the Labour Questions Review, and Electronic Review of Law (University of Porto).

At the FLUL, she is a member of the Scientific Council (since 2017); of the Fiscal Council of the IDT, Institute of Labour Law of the FLUL (since 2001); was member of the School Council (2015-2017), and of the Directive Council (2004-2006), as the responsible for the managing facilities, environment, and maintenance, and the coordination of the secretariat and human resources, and as a representative of the assistants; professor at the Centre of Faro, Algarve (1995-2000), and at the Faculty of Law of Guinea Bissau (1993-1995), where she was also coordinator and manager of the library, the secretariat, and the human resources; member of the Directive Council, the Scientific Council, and the Study Center; teacher training for auditors of justice, members of the government, lawyers, and magistrates; legal adviser to the Ministry of Justice Studies Office; coordinator of the relations with the governmental and non-governmental international organizations in Bissau (AMIC, UNICEF and RADDABARNEN); and responsible for the organisation and production of the Bulletin of the Faculty of Law of Bissau.

She is fluent in written and oral English; has good written and oral comprehension of French, Spanish and Italian and written and oral comprehension of Norwegian and German.

She has lectured at the Labour Law Group at the Faculty of Law of the University of Oslo, Norway, in 2023 on “What's New in European Union Labour Law (I): the Minimum Wage Directive (2022)”.

Her recent conferences and lectures include:

#### 2023

1. “Annual Paid Leave, Absences and Holidays” - Lecture at the *Labour Law Postgraduate Course*, IDT/CIDP, FLUL (7 December)
2. “Function management: mobility” - Lecture at the *Business Law Postgraduate Course*, Deloitte, CIDP, FLUL (13 December).
3. “Function management: professional category” - Lecture at the *Business Law Postgraduate Course*, Deloitte, CIDP, FLUL (13 December).
4. “Psychosocial risks and stress at work in the EU Law: a well-being at work approach of OSH” – Abstract in English, evaluated by peer review, presented at the *XIII ADAPT International Conference, Towards a workless society? An Interdisciplinary Reflection on the Changing Concept of Work and its Rules in Contemporary Economies*, ADAPT's International School of Higher Education in Labour and Industrial Relations, Bergamo (Italy), and published on the event's website (30 November-2 December).

5. "About absences from work: absences due to pregnancy bereavement and self-declaration of illness" - Conference at the *XXV National Congress of Labor Law*, Lisbon (November).
  6. "Work risk assessment" - Lecture at the *Business Law Postgraduate Course*, Deloitte, CIDP, FLUL.
  7. "Employer's duties about OHSW, Work Accidents and Training" - Lecture at the *Business Law Postgraduate Course*, Deloitte, CIDP, FLUL.
  8. "R2D or Back to the Future, An International, European Union and Comparative Labour Law Perspective on the Right to Disconnect from Work" - Erasmus Intensive Course, FLUL, Erasmus and International Relations Office (23-27 October)
  9. "Presumption of acceptance of collective redundancy"- Conference at the *Colloquium Collective Redundancies: new and old problems*, APODIT, FLUL (October).
  10. "What's New in European Union Labor Law (I): the Minimum Wage Directive (2022)" - Conference in English, at the *Labour Law Group* at the Faculty of Law of the University of Oslo, Norway, with PowerPoint published on the event's website (5 September).
  11. "The Human Labour Rights under the Proposal for a Directive on corporate sustainability due diligence" - Conference in English, with an abstract evaluated by peer review, presented at the *III International Congress on The New Challenges of Human Rights (III CINDHU) – Human rights in the Ibero-American agenda*, and published on the event's website (18 July).
  12. "Emojis at work: a legal-labour approach to the use of digital emotions in professional communications" - Conference in English, with an abstract evaluated by peer review, presented at the *VI Congreso Internacional sobre Derecho, Gobernanza e Innovación (IV CIDIGIN)*, Universidad Rey Juan Carlos, Madrid, and published on the event's website (13 July).
  13. "The challenges of digital legal education or how to learn law better" – Conference in English, evaluated by peer review, presented at the *II Congreso Internacional Educación 4.0: Cuestiones actuales sobre la docencia universitaria*, Universidad Politécnica de Cartagena, Facultad de Ciencias de la Empresa, Cartagena, and published on the event's website (6 June).
  14. "The Pay Transparency Directive (EU) 2023/970 of 10-05: impact for employers" – conference in English, evaluated by peer review, presented at the *Knowledge Based Sustainable Development, 9th International Scientific Conference, ERAZ 2023*, Prague, and published on the event's website (1 June).
  15. "2023 Amendments to the Labor Code: Impact on companies' internal procedures" - Seminar and Workshop at the *Portuguese Chamber of Commerce and Industry* (23 May).
  16. "Introduction to Portuguese Legal Practice: Women, Leadership & the Law" – Conference in English to American Lawyers, CLE Abroad, Lisboa (4 May).
  17. "Disciplinary process for dismissal" - Lecture at the *Business Law Postgraduate Course*, Deloitte, CIDP, FLUL (3 May).
  18. "Reconciliation between work, private and family life, family responsibilities and care services" – Conference at the *Decent Work Agenda: Labor Law Reform*, CIDP, APODIT, Lisbon (14 April).
  19. "Disconnection from work" – Conference the *Digital Transition and Labor Law: What Challenges?* ISCTE, Lisbon (29 March).
  20. "Annual Paid Leave: practical aspects" - Lecture at the *Business Law Postgraduate Course*, Deloitte, CIDP, FLUL (8 February).
  21. "Absences at Work: practical aspects" - Lecture at the *Business Law Postgraduate Course*, Deloitte, CIDP, FLUL (8 February).
  22. "Function management: mobility" - Lecture at the *Business Law Postgraduate Course*, Deloitte, CIDP, FLUL (25 January).
  23. "Function management: professional category" - Lecture at the *Business Law Postgraduate Course*, Deloitte, CIDP, FLUL (25 January).
- 2022**
24. "Increase in the Period of Absences due to the Death of a Child; Justified Absences for Women in the Menstrual Period and during the Menopause" - Conference at the *XXIV National Congress of Labor Law*, Lisbon (November 2022).
  25. "A comparative perspective of labor law in Portugal and Brazil" - Inaugural lecture of the Postgraduate Course in Labor and Social Security Law at the Central Faculty of Recife (FACEN), Brazil (November 2022)
  26. "New powers and new risks of algorithmic management and digital monitoring"- Conference at the *International Seminar "Improve the working conditions in platform work"*, FLUL (June 2022).
  27. "The right to Disconnection" - Conference in English at *The Legal Challenges of the Fourth Industrial Revolution*, CIDP, FLUL (May 2022).
  28. "The legal powers of the employers" – Lecture at the *Labour and Social Security Law Postgraduate Course*, IDT/CIDP, FLUL.
  29. "Annual Paid Leave, Absences and Holidays" - Lecture at the *Labour and Social Security Law Postgraduate Course*, IDT/CIDP, FLUL.
  30. "Employer's duties about OHSW, Work Accidents and Training" - Lecture at the *Business Law Postgraduate Course*, Deloitte, CIDP, FLUL.
  31. "Function management: mobility" - Lecture at the *Business Law Postgraduate Course*, Deloitte, CIDP, FLUL.
  32. "Function management: professional category" - Lecture at the *Business Law Postgraduate Course*, Deloitte, CIDP, FLUL.
  33. "Annual Paid Leave: practical aspects during the pandemic" - Lecture at the *Business Law Postgraduate Course*, Deloitte, CIDP, FLUL.
  34. "Absences at Work: practical aspects during the pandemic" - Lecture at the *Business Law Postgraduate Course*, Deloitte, CIDP, FLUL.
  35. "Disciplinary process for dismissal" - Lecture at the *Business Law Postgraduate Course*, Deloitte, CIDP, FLUL.
- 2021**
36. "Absences at work during pandemic" - Conference at the *XXIV National Congress of Labor Law*, Lisbon.
  37. "Violence & Harassment: the psychosocial risks of Digital Era and during Pandemic" - Conference in English, with previous abstract evaluated by peer review, and paper published on the event's website, at the *LISBON 2020, XIII European Congress of the International Society of Labor Law and Social Security, "Working in the Digital Age: What Law?"*, APODIT, Lisbon.
  38. "Free legal aid: The Portuguese experience" – Conference in English at the Webinar on *Free Legal Aid, Portugal x Norway*, Pro Bono, Ajuda Legal, JussBuss, Iceland, Liechtenstein and Norway Grants, Lisbon/Oslo.

39. "ILO Convention 190 and work-related Violence and Harassment during Pandemic" - Conference in English, with previous abstract evaluated by peer review, and paper published, at the *12th International Conference on Workplace Bullying and Harassment*, Dubai, UAE.
  40. "Sport and Homophobia: Law and Prejudice" – Conference at the *II Sports Law Course*, Students Union, FLUL.
  41. "The new legislation about Teleworking" - Conference at the Webinar *Teleworking: The new normality?*, Lawyers Bar Association.
  42. "The content of the local public employment legal relationship (in particular, working time and non-working time)" – Lecture at the *Local Public Employment Short Course (online)*, Regional and Local Law Studies Association (AEDREL).
  43. Judge at the *Hugo Sinzheimer Moot Court Competition* (in European and International Labour Law), FLUL.
  44. "Protection of personal data in the workplace: information, individual processes and HR records" - Lecture at the *Data Protection and Business Postgraduate Course*, CIDP, University of Lisbon School of Law.
  45. "Special rules about absences during the pandemic" - Lecture at the *Labour and Social Security Law Postgraduate Course*, IDT/CIDP, FLUL.
  46. "The legal powers of the employers" - Lecture at the *Labour and Social Security Law Postgraduate Course*, IDT/CIDP, FLUL.
  47. "Annual Paid Leave, Absences and Holidays" - Lecture at the *Labour and Social Security Law Postgraduate Course*, IDT/CIDP, FLUL.
  48. "Employer's duties about OHSW, Work Accidents and Training" - Lecture at the *Business Law Postgraduate Course*, Deloitte, CIDP, FLUL.
  49. "Function management: mobility" - Lecture at the *Business Law Postgraduate Course*, Deloitte, CIDP, FLUL.
  50. "Function management: professional category" - Lecture at the *Business Law Postgraduate Course*, Deloitte, CIDP, FLUL.
  51. "Annual Paid Leave: practical aspects during the pandemic" - Lecture at the *Business Law Postgraduate Course*, Deloitte, CIDP, FLUL.
  52. "Absences at Work: practical aspects during the pandemic" - Lecture at the *Business Law Postgraduate Course*, Deloitte, CIDP, FLUL.
  53. "Disciplinary process for dismissal" - Lecture at the *Business Law Postgraduate Course*, Deloitte, CIDP, FLUL.
- 2020**
54. "Absences from work in the corona reality"- Conference at the Webinar *Covid-19 and Labor: the next day*, APODIT/AJJ.
  55. "Annual Paid Leave and Covid19" - Conference at the Webinar *Covid-19 and Labor*, APODIT/AJJ.
  56. "Violence and Harassment in the World of Sport and Football" – Conference at the *II Sports Law Days*, AAFDL, FLUL.
  57. "The Hidden Faces of Slavery in the Workplace" – Conference at the Congress *From slavery to decent work in the 150 years of the abolition of slavery in Portugal (1869) and in the 100 years of the creation of the ILO (1919)*, ILO, FLUL.
  58. "Protection of personal data in the workplace" - Lecture in the *Data Protection and Business Postgraduate Course*, CIDP, FLUL.
  59. "The legal powers of the employers" – Lecture at the *Labour and Social Security Law Postgraduate Course*, IDT/CIDP, FLUL.
  60. "Annual Paid Leave, Absences and Holidays" - Lecture at the *Labour and Social Security Law Postgraduate Course*, IDT/CIDP, FLUL.
  61. "Employer's duties about OHSW, Work Accidents and Training" - Lecture at the *Business Law Postgraduate Course*, Deloitte, CIDP, FLUL.
  62. "Annual Paid Leave: practical aspects during the pandemic" - Lecture at the *Business Law Postgraduate Course*, Deloitte, CIDP, FLUL.
  63. "Absences at Work: practical aspects during the pandemic" - Lecture at the *Business Law Postgraduate Course*, Deloitte, CIDP, FLUL.
  64. "Workplace and geographic mobility" - Lecture at the *Business Law Postgraduate Course*, Deloitte, CIDP, FLUL.
  65. "Disciplinary process for dismissal" - Lecture at the *Business Law Postgraduate Course*, Deloitte, CIDP, FLUL.
- 2019**
66. "Cyber Harassment and ILO" - Conference at the *XXIII National Congress of Labor Law*, Lisbon.
  67. "Harassment and the Labour Code: recent modifications" – Conference at the *Labour Workdays: the reform of Labour Code*, CIDP, FLUL.
  68. "Cyber violence and cyber harassment at work: I.L.O. perspective" - Conference in English, with abstract evaluated by peer review, and paper published, at the *II International Labor Congress 2030, Work Innovation, Are You Ready? The Future Digital. And it's On!*, Porto.
  69. "Threats in the Digital World of Work" – Conference at the *International Conferences about Future of Work*, NELB, FLUL.
  70. "Absences from work due to the death of a pet" – Conference at the Seminar *Mourning for the death of a companion animal. Multispecies family and new numbers*, Lisbon Animal Office, CIUL, Lisbon City Hall.
  71. "The reconciliation of professional, personal and family life. The enforcement of parental rights in companies. Recent European legislative developments and the Portuguese case" - Conference at the *Labor Law Conferences*, Lisbon Regional Council of the Lawyers Bar Association, New University of Lisbon Faculty of Law.
  72. "GDPR: Prevention and Fight against Harassment at Work" - Conference at the Seminar *The General Data Protection Regulation and Labor Relations - One Year Later*, APODIT/AJJ, New University of Lisbon Faculty of Law.
  73. "Violence and harassment at work: a new international instrument of the ILO?" - Conference at the *IV Iberian Encuentro de Derecho del Trabajo, The Incidence of ILO Conventions in the Portuguese and Spanish Legal System*, SSLSSL, APODIT, Oviedo University.
  74. "Global Positioning System (GPS) and work context; National Data Protection Commission, GDPR and Evidence rules in disciplinary proceedings"- Lecture at the Study Center for Magistrates (CEJ), *Continuing Training Plan on Labor Law and Labor Procedure Themes*, Lisbon.
  75. "Harassment at Work" – Lecture at the *Postgraduate Course in Labor Law*, Court of Appeal of Porto and University of Porto.
  76. "Personal accident insurance" - Lecture at the *Course in Work Accident Insurance Law*, AIDA, Faculty of Law, New University of Lisbon.

77. "The legal powers of the employers" – Lecture at the *Labour and Social Security Law Postgraduate Course*, IDT/CIDP, FLUL.
  78. "Annual Paid Leave, Absences and Holidays" - Lecture at the *Labour and Social Security Law Postgraduate Course*, CIDP, FLUL.
  79. "Employer's duties on OHSW, Work Accidents and Training" - Lecture at the *Business Law Postgraduate Course*, Deloitte, CIDP, FLUL.
  80. "Annual Paid Leave: practical aspects during the pandemic" - Lecture at the *Business Law Postgraduate Course*, Deloitte, CIDP, FLUL.
  81. "Absences at Work: practical aspects during the pandemic" - Lecture at the *Business Law Postgraduate Course*, Deloitte, CIDP, FLUL.
  82. "Disciplinary process for dismissal" - Lecture at the *Business Law Postgraduate Course*, Deloitte, CIDP, FLUL.
- 2018**
83. "Harassment and codes of conduct" - Conference at the *XXII National Congress of Labor Law*, Lisbon.
  84. "The legal protection of harassment in the Portuguese Labor Code. The Law 73/2017, 8/16, and the codes of good conduct on harassment. The role of collective law, management initiatives and social responsibility. Cyber harassment and the future of work"- Presentation in English, with previous abstract evaluated by peer review, and paper published on the event's website, at the XXII ISLSSL World Congress, *Transformations of Work: Challenges for the National Systems of Labor Law and Social Security*, International Society for Labor and Social Security Law, ILO, Turin.
  85. "Harassment, moral harassment and sexual harassment: the legal concept of harassment in the workplace under the Portuguese labor code" - Presentation in English, with previous abstract evaluated in peer review and paper published on the event website, and integration of the workshops, at the *Bullying2018, 11th International Conference on Workplace Bullying and Harassment, "Better Understanding of Workplace Bullying and Harassment in a Changing World"*, University of Bordeaux.
  86. "The codes of good conduct for preventing and combating Workplace harassment under the Portuguese 2009 Labor Code (Law 73/2017, 16/8)" - Presentation in English, with previous abstract evaluated by peer review and paper published on the event's website, and integration of workshops at *Bullying2018, 11th International Conference on Workplace Bullying and Harassment, "Better Understanding of Workplace Bullying and Harassment in a Changing World"*, University of Bordeaux.
  87. "The cyber harassment: the uncontrollable risk of depersonalization caused by a future of work that expands the exaggeration of the virtuality of the digital global economy" – Paper in Spanish, accepted after peer review and published on the event's website of *International Conference "Technological Innovation and the Future of Work: Emerging Aspects Around the World" (United Kingdom, France, Germany, Italy, Poland, Russia, Portugal, and Spain)*, CIELO, Santiago de Compostela.
  88. "Salary Policy and Gender Equality" - Conference at the *Commemorations of International Women's Day*, Montijo City Council.
  89. "Absences from Work" - Lecture at the Study Center for Magistrates (CEJ), *Continuing Training Plan*, Lisbon.
  90. "Violation of the Right to Vacations and Temporary Work" - Lecture at the Study Center for Magistrates (CEJ), *Continuing Training Plan on Labor Law and Labor Procedure Themes*, Lisbon
  91. "Adding or Completing the Information V of the 107th Meeting in June 2018 'Ending Violence and the Harm Against Women and Men in the World of Work'" - Topic presented in Spanish by Working Group 4.1. Researchers and Experts Network on the Future of Work, at the *I Meeting of Researchers, Experienced Persons and Networks on Future Work*, University Carlos III of Madrid, Madrid.
  92. "Cyberspace and labor jurisprudence: geolocation, national data protection commission and disciplinary process" – Lecture at the *Advanced course on cybersecurity and cyberspace law*, Institute of Legal-Political Sciences (ICJP); Military Academy, within the framework of the MNCDE&T Project (Multinational Cyberdefence Education and Training) of NATO; Cyberspace Legal Research Center (CIJC); FLUL.
  93. "Accidents at work and personal accident insurance" - Lecture at the *Course in Insurance Law*, AIDA, Faculty of Law, New University of Lisbon.
  94. "The legal powers of the employers" – Lecture at the *Labour and Social Security Law Postgraduate Course*, IDT/CIDP, FLUL.
  95. "Annual Paid Leave, Absences and Holidays" - Lecture at the *Labour and Social Security Law Postgraduate Course*, IDT/CIDP, FLUL.
  96. "Worker dismissal: disciplinary sanctions and proceedings" - Lecture at the *Business Law Postgraduate Course*, Deloitte, IDT/CIDP, FLUL.
  97. "Employer's duties on the subject of Health and Safety at Work, Work Accidents and Professional Training" - Lecture at the *Business Law Postgraduate Course*, Deloitte, IDT/CIDP, FLUL.
  98. "Vacations and Absences at Work: practical aspects" - Lecture at the *Business Law Postgraduate Course*, Deloitte, IDT/CIDP, FLUL.
  99. "The legal powers of the employers" – Lecture at the *Labour and Social Security Law Postgraduate Course*, IDT/CIDP, FLUL.
  100. "Annual Paid Leave, Absences and Holidays" - Lecture at the *Labour and Social Security Law Postgraduate Course*, IDT/CIDP, FLUL.
  101. "Annual Paid Leave: practical aspects" - Lecture at the *VII Business Law Postgraduate Course*, Deloitte, IDT/CIDP, FLUL.
  102. "Absences at Work: practical aspects" - Lecture at the *Business Law Postgraduate Course*, Deloitte, IDT/CIDP, FLUL.
  103. "Disciplinary process for dismissal" - Lecture at the *Business Law Postgraduate Course*, Deloitte, IDT/CIDP, FLUL.