Presentation

We present to the readers the volume 91, number 3, relating to the quarter from July to September 2025, of the *Revista do Tribunal Superior do Trabalho*. This is a Special Edition, as we celebrate the publication's 100th anniversary. Prior to the establishment of labor courts in Brazil, it was called *Revista do Conselho Nacional do Trabalho* (National Labor Council Magazine). Its first issue was published in July 1925.

To celebrate this occasion, this edition features exclusively doctrinal texts written by Ministers of the Superior Labor Court and republishes a text by writer and Nobel Prize winner José Saramago, originally published in vol. 68, no. 1, Jan./Mar. 2002 of our magazine.

The opening paper of the edition was written by Minister Aloysio Corrêa da Veiga, President of the Court, in co-authorship with Diego Xavier. In it, the authors analyze the normative and institutional trajectory of Labor Law in Brazil, with an emphasis on its historical demarcation in relation to Civil Law and the autonomous institution of specialized jurisdiction for the regulation of legal labor relations.

The text by Minister Mauricio Godinho Delgado, Vice-President of the Superior Labor Court (TST), demonstrates the structural and systemic logic of labor regulation models. The paper traces the path established since the early days of social security regulation and professional training and qualification of workers structured in Brazil since the Second Republic (1930-1945) and with significant progress in subsequent historical periods, including the various improvements promoted by the 1988 Constitution.

Minister Ives Gandra da Silva Martins Filho, in his study entitled *Relations between capital and labor in light of Christian social doctrine: from Leo XIII to Leo IV*, emphasizes that, with the election of Pope Leo XIV and the manifestation of his concern with labor relations in view of the new technologies, the importance of better understanding Christian Social Doctrine, which emerges from the social encyclicals beginning with Leo XIII's *Rerum Novarum*, becomes more prominent. The Minister highlights the inspiration of the Consolidation of Labor Laws in the encyclical, which continues to illuminate the construction and application of Labor Law.

The text by Minister Lelio Bentes Corrêa, co-authored with Helena Carvalho, aims to analyze the history of labor subcontracting in Brazil from

sociological, legal, and semantic perspectives. It discusses how legal language has been redefined to soften practices of human labor exploitation, highlighting the ideological role of terminological changes. Finally, the study points to the need to restore the protective foundations of labor law in the face of the advance of the economic logic of flexibilization and deregulation.

In their paper, entitled *Decent work – The history and challenges of a general clause*, Minister Augusto César Leite de Carvalho and Fabio Túlio Ribeiro offer a critical reflection, both conceptual and dogmatic, especially normative, on the international community's commitment to promoting decent work.

In their paper, Minister Delaíde Arantes and Julia Nunes highlight the importance of the Decent Work perspective developed by the International Labor Organization (ILO) and Sustainable Development Goal (SDG) No. 8 of the United Nations (UN). The authors emphasize the importance of implementing the dignity of the human person at work, as advocated in the 1988 Federal Constitution. In the text, they argue that decent working conditions and a healthy working environment are fundamental rights of the working human person, incompatible with situations of slave labor or analogous to slavery.

The study by Minister Alexandre Agra Belmonte, entitled *Reasonable accommodation and the principle of The Coast of Caring for reducing working hours for the benefit of a child with Down syndrome*, presents and analyzes the specific case of the right of a mother and teacher to have her working hours reduced by a few hours by the Municipality of Bariri (SP), in order to devote herself to the specialized care of her son with Down syndrome.

Minister Cláudio Brandão argues in his text that the jurisdiction of the Labor Courts, as defined in the Constitution, has been subject to restrictions imposed by the jurisprudence of the Supreme Court. According to the text, the Court has disregarded Constitutional Amendment No. 45 of 2004, which expanded the previously established limits to include labor relations.

The paper by Minister Breno Medeiros and Adelmo José Pereira deals with the requirements and limits for the use of digital evidence in labor proceedings. For this purpose, it discusses the general aspects of evidence, in addition to presenting the definition and characteristics of digital evidence, as well as discussing its use in labor proceedings. In conclusion, they conclude that, although it presents challenges in terms of privacy, intimacy, and data of the parties, digital evidence contributes to the demonstration of facts relevant to the resolution of conflicts.

In the study entitled *The evolution of labor law in Brazil – A historical overview: from brazilwood to digital platforms*, Minister Amaury Rodrigues Junior and Izabella de Castro Ramos analyze the trajectory of Brazilian labor law, from its colonial roots to the contemporary scenario. The research covers the absence of rights during the period of indigenous and African slavery and examines the first traces of post-Independence regulation. The text highlights the role of the Vargas Era in consolidating labor laws, especially the Consolidation of Labor Laws of 1943, which organized and unified the legislation of the time. The 1988 Constitution is presented as a milestone in the expansion of rights, for example, by placing urban and rural workers on an equal footing and extending protections to pregnant women and domestic workers. The paper also discusses the 2017 Labor Reform, driven by technological advances, which changed paradigms by making rules more flexible and giving greater importance to collective bargaining. Finally, the paper addresses current challenges, such as the precariousness and invisibility of work on digital platforms, highlighting the need for labor law to adapt to ensure human dignity in a future of automation and artificial intelligence.

The text by Minister Morgana de Almeida Richa analyzes the establishment of conciliation and mediation as public judicial policies in Brazil, with a focus on Labor Courts. Based on the multi-door model and regulatory scopes such as National Justice Council Resolution No. 125/2010 and Superior Labor Court Resolution No. 415/2025, it discusses overcoming the culture of litigation, expanding access to justice, and the active role of the Judiciary in promoting social peace. The challenges of qualified institutionalization, technical training, and accountability in the management of self-composition methods are highlighted. Finally, the need to strengthen the culture of self-composition as a structuring axis of the justice system stands out.

Minister Liana Chaib argues in her paper that it is now understood that both people with disabilities and young apprentices are subjects of rights whose particularities must be recognized and taken into account for their proper inclusion in the paid labor market. She emphasizes the importance of implementing the concept of democracy in relations between individuals, as proposed by the Statute of Persons with Disabilities, the International Convention on the Rights of Persons with Disabilities, and the 1988 Federal Constitution.

The text by Minister Antônio Fabrício Gonçalves and Caroline Dantas analyzes the right to disconnect in the context of teaching in Brazil, in light of growing hyperconnectivity. The text addresses the international landscape, the absence of specific legislation in the country, and the challenges faced by

teachers and their impact on mental health. It proposes a legal reflection on the topic, analyzing case law and Bill No. 4,044/2020. Finally, the authors conclude that the positivization of the right to disconnect is crucial to protect dignity and promote healthy work environments.

This commemorative edition closes with, in its "Appendices" section, the text *World of Globalized Injustice*, by writer and Nobel Prize winner José Saramago, originally published in our volume 68, no. 1, Jan./Mar. 2002.

With this Special Edition, we wish you all an excellent reading, in the expectation that the texts presented may contribute to promoting reflection and disseminating knowledge in the labor area.

Long live to the *Revista do TST*!

Maria Cristina Irigoyen Peduzzi

Minister President of the Documentation and Memory Commission