



# 3<sup>rd</sup> AFRICAN LABOUR LAW SOCIETY HYBRID CONFERENCE

## 2<sup>nd</sup> AFRICAN REGIONAL CONFERENCE OF THE ISLSSL

GICC, GRAND PALM RESORT, GABORONE, BOTSWANA  
AND VIA MYPLANNER VIRTUAL PLATFORM

23-24 NOVEMBER 2020

### Decent Work in Developing African Countries: Contemporary Legal and Social Challenges

## CONFERENCE PROGRAMME

THURSDAY, 23 NOVEMBER				
TIME	SESSION AND VENUE DETAILS - Hall A			
08h00 – 08h30	Registration – Physical Registrations			
08h30 – 08h45	Welcome	Prof S van Eck, President of the African Labour Law Society		
08h45 – 09h15	Official Opening	Honourable M Balopi Minister of Employment, Labour, Productivity and Skills Development - TBC		
09h15 – 10h00	Keynote Address 1	<i>Impact of International Norms on African Countries</i> Dr J Musabayana, Director, ILO (South Africa)		
10h00 – 10h30	Tea			
10h30 – 11h15	Plenary 1	<i>The Possibilities and Challenges Regarding an Industrial Appeal Court for Botswana</i> Justice T Maruping, Judge President of the Industrial Court - TBC		
11h15 – 12h00	Plenary 2	<i>Social Protection: The Way Forward in Africa</i> Prof LG Mpedi (South Africa)		
		HALL A	HALL B1	SERONDELA ROOMS
12h00 – 12h30	Parallel Session 1	<i>The 4 IR and its Implications for Labour Regulation in Africa</i> Ms J Olley and Ms T Rabolao (South Africa)	<i>Extending Protection to Vulnerable Informal Economy Workers Through a Human Rights Paradigm</i> Dr E Fourie (South Africa)	<i>Unfair Dismissal in the Age of Social Media</i> Ms K Mphusu (Botswana)
12h30 – 13h00	AGM – Hall A			
13h00 – 14h00	Lunch			



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		HALL A	HALL B1	SERONDELA ROOMS
14h00 – 14h30	Parallel Session 2	<i>Non-standard Work and Collective Labour Rights; the Tension Between Workers' Rights and Job Retention in Africa</i>  Dr P Bamu (Zimbabwe)	<i>Young Scholars Society Session</i>  Dr T Mogapaeitsi, Ms O Mbambo (Botswana and South Africa)	<i>The 4<sup>th</sup> IR: An Analysis of Recent Judgments in Different Countries Regarding Platform Work – Need for Better Protection Regardless the Employee-Status</i>  Prof K Pärli (Switzerland)
14h30 – 15h00	Parallel Session 3	<i>African Free Trade Agreement</i>  Adv R Mabwe (Zimbabwe)	<i>Identification of the Parties to the Employment Relationship in the Context of the Fourth Industrial Revolution</i>  Dr M van Staden (South Africa)	<i>Impact of the ILO Convention 190 on Sexual Harassment</i>  Mr C Chungu (Zambia)
15h00 – 15h30	Parallel Session 4	<i>Labour Law Interventions to HIV in the Workplace</i>  Mr C Mucheche (Zimbabwe)	<i>Evolution of the Global Governance of Labour and its Implications for African Workers</i>  Mr J Vogt (Lawyers Assisting Workers, USA)	<i>The Role of Labour Consultants in Eswatini</i>  Mr M Zwane (Eswatini)
15h30 – 16h00	Tea			
		<b>HALL A</b>		
16h00 – 17h00	Panel Discussion 1	<i>Impact of International Norms, Regional Integration and Human Rights on Decent Work - The Botswana Case Study</i>  Botswana Federation of Trade Union, Cde T Butale, Business Botswana, Mr R Vaka and Commissioner of Labour, Ms Kokorwe (TBC)		
17h00	Evening Cocktail Function			



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FRIDAY, 24 NOVEMBER

TIME	HALL A			
09h00 – 09h45	Panel Discussion 2	<i>Multinational Corporations in Africa: The Implications for Labour Regulation</i> Mr A Nkosi, ITUC-Africa		
		HALL A	HALL B1	SERONDELA ROOMS
09h45 – 10h15	Parallel Session 5	<i>Collective Bargaining and Bargaining Councils</i> Mr F De Bruin, Public Services Co-ordinating Bargaining Council (South Africa)	<i>Dealing with Sexual Harassment in the South African Workplace</i> Dr A Whitford du Plessis (South Africa)	
10h15 – 10h45	Tea			
		HALL A	HALL B1	SERONDELA ROOMS
10h45 – 11h15	Parallel Session 6	<i>Social Security and the Value of Currency</i> Mr S Mpofu (Zimbabwe)	<i>Decent Work for Sea Farers</i> Mr C Aziken (Nigeria)	<i>The Informal Social Security Sector and its Extension into the Formal Sector. Developing an Integrative Approach</i> Prof K Solo (Botswana)
11h15 – 11h45	Parallel Session 7	<i>Innovations in the Extension of Social Protection to Marginalized Workers in Africa (with an Emphasis on Social Insurance)</i> Prof Y Jorens (Belgium), Prof G Strban (Slovenia), Mr C	<i>Sexual Harassment: Perspectives from Malawi, Belgium and South Africa</i> Panel Discussion	<i>Temporary Employment Services and Job Creation</i> Mr J Goldberg and Mr G Wilkinson (South Africa)



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		Kasonde (Zambia), Ms R Mudarikwa (Zimbabwe), Dr N Kanyongolo (Malawi), Prof R Matsikidze (Zimbabwe)	Ms C Makoko (Malawi), Prof A de Becker (Belgium), Prof S van Eck (South Africa)	
		HALL A	HALL B1	SERONDELA ROOMS
11h45 – 12h30	Parallel Session 8	<i>Extension of Social Protection</i>  Mr V Chipatuka (Zambia), Mr W Malaya (Zimbabwe)	The marriage between Labour Law and Administrative Law – To divorce or reconcile?  Mr G R Legkowe (Botswana)	<i>The Regulation of HIV and AIDS in the Workplace</i>  Prof Y Jorens (Belgium), Prof J Ubena (Tanzania), Prof P Comoane (Mozambique)



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