



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

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

GRAND PALM CONVENTION CENTRE, GABORONE

26-27 MARCH 2020

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

### CONFERENCE PROGRAMME

THURSDAY, 26 MARCH				
TIME	SESSION AND VENUE DETAILS - Hall A			
07h00 – 08h30	Registration			
08h30 – 08h35	Welcome	Prof S van Eck, President of the African Labour law Society		
08h35 – 09h15	Official Opening National Anthem	The Honorable President of Botswana, President Dr ME Masisi (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)		
		<b>HALL A</b>	<b>HALL B1</b>	<b>HALL B2</b>
12h00 – 12h45	Parallel Session 1	<i>The 4 IR and its Implications for Labour Regulation in Africa</i> Mr J Botes, 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; an African Comparative Legal Study</i> Ms K Mphusu (Botswana)
12h45 – 13h15	AGM – Hall A			
13h15 – 14h00	Lunch			



INTERNATIONAL SOCIETY FOR  
LABOUR AND SOCIAL SECURITY LAW

Co-hosted by





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

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

GRAND PALM CONVENTION CENTRE, GABORONE

26-27 MARCH 2020

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

### CONFERENCE PROGRAMME

		HALL A	HALL B1	HALL B2
14h00 – 14h45	Parallel Session 2	<i>Social Security and the Value of Currency</i>  Mr S Mpofu (Zimbabwe)	<i>Young Scholars Society Session</i>  Dr T Mogapaeitsi, Ms O Mbambo and others (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)
14h45 – 15h30	Parallel Session 3	<i>When Culture &amp; Dignity Clash with Commercial Arrangements</i>  Mr C Morajane, Director, CCMA (South Africa)		<i>Impact of the ILO Convention 190 on Sexual Harassment</i>  Mr C Chungu (Zambia)
15h30 – 16h00	Parallel Session 4	<i>Labour Law Interventions to HIV in the Workplace</i>  Mr C Mucheche (Zimbabwe)	<i>Topic TBC</i>  Mr J Vogt (Lawyers Assisting Workers, USA)	<i>The Role of Labour Consultants in Eswatini</i>  Mr M Zwane (Eswatini)
16h00 – 16h30	Tea			
		<b>HALL A</b>		
16h30 – 17h45	Panel Discussion 1	<i>Impact of International Norms, Regional Integration and Human Rights on Decent Work - The Botswana Case Study</i>  Speakers from Government (TBC), Labour (Botswana Congress Trade Unions Cde T Butale) and Business (Mr R Vaka, Debswana)		
18h00	Evening Cocktail Function – The Boma			



INTERNATIONAL SOCIETY FOR  
LABOUR AND SOCIAL SECURITY LAW

Co-hosted by





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

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

GRAND PALM CONVENTION CENTRE, GABORONE

26-27 MARCH 2020

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

### CONFERENCE PROGRAMME

FRIDAY, 27 MARCH

TIME	HALL A			
08h30 – 09h00	Plenary 3	<i>100 Years On: Opportunities and Challenges for the ILO</i> Mr G Casale (ILO Geneva)		
09h00 – 09h45	Panel Discussion 2	<i>Multinational Corporations in Africa: The Implications for Labour Regulation</i> Speakers from: ITUC-Africa (Mr Alex Nkosi), ILO Employers/SADC		
09h45 – 10h30	Plenary 4	<i>Collective Bargaining and Bargaining Councils</i> Mr F de Bruin PSCBC (TBC)		
10h30 – 11h00	Tea			
		HALL A	HALL B1	HALL B2
11h00 – 11h45	Parallel Session 5	<i>The Role and Impact of the ILO in the Unfolding of Social Security in the SADC Region</i> Prof M Olivier (South Africa)	<i>Non-standard employment in Nigeria</i> Ms R Danesi (Nigeria)	<i>Comparing dispute resolution in SA, African Countries and USA</i> Mr JW Barbian (USA)
11h45 – 12h15	Parallel Session 6	<i>Non-standard Work and Collective Labour rights; the Tension between Workers' Rights and Job Retention in Africa</i> Dr P Bamu (Zimbabwe)	<i>Decent Work for Sea Farers</i> Mr C Aziken (Nigeria)	<i>Equitable Integration of the Fourth Industrial Revolution</i> Mr W van Niekerk (South Africa)



INTERNATIONAL SOCIETY FOR  
LABOUR AND SOCIAL SECURITY LAW

Co-hosted by







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

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

GRAND PALM CONVENTION CENTRE, GABORONE

26-27 MARCH 2020

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

### CONFERENCE PROGRAMME

12h15 – 13h30	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 and others (Belgium)	<i>Sexual Harassment: Perspectives from Malawi, Belgium and South Africa</i>  Panel Discussion  C Makoko; Prof A de Becker; Prof S van Eck	<i>Extension of Social Protection</i>  FES (Speakers TBC)
13h30 – 14h15	Lunch			
14h15 – 14h45	Panel Discussion 3	<i>Temporary Employment services and Job Creation</i>  Mr J Goldberg and Mr G Wilkinson (South Africa)	<i>Topic to TBC</i>  Speaker University of Botswana	<i>The Regulation of HIV and AIDS in the Workplace</i>  Prof Y Jorens and others (Belgium)
TIME	HALL A			
14h45 – 15h30	Plenary and Closure	<i>How can we build the African Labour Law Society?</i>		



INTERNATIONAL SOCIETY FOR  
LABOUR AND SOCIAL SECURITY LAW

Co-hosted by

