



**3 - 4 APRIL 2024 – RADISSON BLU MOSI-OA-TUNYA, LIVINGSTONE RESORT. VICTORIA FALLS,
ZAMBIA**

**THEME: “CHALLENGES IN THE WORLD OF WORK IN THE WAKE OF THE GLOBAL
POLYCRISIS: AFRICAN PERSPECTIVES”**

TUESDAY, 02 APRIL 2024		ARRIVAL & REGISTRATION	
17h00 – 19h00			
WEDNESDAY, 03 APRIL 2024		DAY ONE	
8h00 – 9h00		REGISTRATION	
9h00 - 10h30		OPENING PLENARY SESSION	
		Chairperson: Evance Kalula (Past-President: ILERA)	
9h00 – 9h15	Singing of the Zambian National Anthem & Cultural Performance (Royal Dance Academy of Zambia)		
9h15 – 9h25	Welcome: LERASA President: Frikkie de Bruin		
9h25 – 9h35	Opening of Congress: ILERA Exco Member: Sharlaine Oodit		
9h35 – 10h00	Address by ILO Director Governance and Tripartism: Advancing social justice in a constantly evolving multi-crisis labour market. Vera Lucia Paquete-Perdigao		
10h00 – 10h30	Keynote Address: Minister of Labour & Social Security- Zambia: Honourable Brenda Tambatamba MP		

10h30– 11h00	REFRESHMENTS
11h00 – 11h20	ILO Address: Access to Labour Justice: Recent Global and Africa developments: <i>Pablo Arellano</i>
11h20 – 13h15	TRACK ONE: INDIVIDUAL LABOUR LAW: UNFAIR DISMISSALS, UNFAIR DISCRIMINATION AND DISPUTE PREVENTION AND RESOLUTION <i>Chairperson: Kamalesh Newaj (Chairperson of Scientific Committee)</i>
11h20 – 11h35	<i>Sub-theme: Dismissals</i> Cannabis Legalisation and Employment Law in South Africa: A Comprehensive Analysis of Off-Duty Cannabis Use and Workplace Dismissal (<i>Thandekile Pulu</i>)
11h35 – 11h50	The detail is in the Damons: Unravelling the interplay between inherent requirements of the job, reasonable accommodation, employer hardships and incapacity dismissals (<i>Rochelle Le Roux</i>)
11h50 – 12h00	Discussions <i>Sub-theme: Harassment in the Workplace</i>
12h00 – 12h15	Role of Collective Bargaining in implementing C190 - Violence and Harassment Convention, 2019 (No. 190) (<i>Sharlaine Oodit</i>)

12h15 – 12h30	Navigating Legal Responses to Workplace Sexual Harassment in Zimbabwe: From Common Law Milestones to Legislative Prospects (<i>Louis Koen & Elmarie Fourie</i>)
12h30 – 12h45	Sex Pest: An Appraisal of dismissal following Sexual Harassment in the Workplace: Ekurhuleni Metropolitan Municipality v South African Local Government Bargaining Council (<i>Isaiah Mmatipe Sefoka</i>)
12h45 – 13h00	Secondary sexual harassment and the employer's liability in the workplace (<i>Maralize Conradie & Laetitia Fourie</i>)
13h00 – 13h15	Discussions
13h15 – 14h00	LUNCH
	<i>Sub-theme: Public Sector Employment Law and Relations</i>
14h00 – 14h15	How could the professionalisation of the public service sector and labour law curb the practice of cadre deployment and its unfortunate consequences? (<i>Monray Marsellus Botha & Nicola Smit</i>)
14h15 – 14h30	Challenges Regarding the Maintenance of Discipline and Effective Dispute Resolution within the Public-School Sector: A Case Study of the Grey College Matter (<i>Bernard Bushe</i>)
14h30 – 14h45	Discussions

14h45 - 16h00	TRACK TWO: SOCIAL PROTECTION, MIGRANCY AND THE INFORMAL ECONOMY IN AFRICA <i>Chairperson: Wellington Chibebe (ILO Director: Zambia)</i>
	<i>Sub-theme: Migration and the Informal Sector</i>
14h45 – 15h00	Challenges of applying conventions to the informal economy: a developing world context (<i>Elmarie Fourie & Evance Kalula</i>)
15h00 – 15h15	No regional integration without free movement of persons: challenges and issues (<i>Yves Jorens</i>)
15h15 – 15h30	Unpacking the (in)adequacy of transboundary legal and institutional frameworks for combatting the economic exploitation of unaccompanied child migrant workers in Southern Africa (<i>Admark Moyo</i>)
15h30 – 15h45	Reinforcing the nexus between Migration regulation and the social protection of workers in the informal economy in Africa: relooking multilateralism and African solidarity (<i>Swikani Ncube</i>)
15h45 – 16h00	<i>Discussions</i>
16h00	END OF DAY 1
16h30 – 18h30	Conference Cocktail and Networking Sunset Cruise on Zambesi

Thursday, 04 APRIL 2024		DAY 2: CONGRESS	
08h00 – 9h00		Congress Registration Open	
9h00 – 9h30		Keynote Address: ILO Deputy Regional Director for Africa: Social Protection, Migrancy and the Informal Economy in Africa: <i>Agossou Coffi Dominique</i>	
9h30 - 10h30		CONTINUATION OF TRACK 2: SOCIAL PROTECTION, MIGRANCY AND THE INFORMAL ECONOMY IN AFRICA <i>Chairperson: Agossou Coffi Dominique (ILO Deputy Regional Director: Africa)</i>	
		<i>Sub-theme: Introduction of a Basic Income Grant and Youth Unemployment</i>	
9h30 – 9h45		A Conservative Case for An Income Grant: How a moral reframing may gather support for the Basic Income Grant in South Africa <i>(Suhail Vawda)</i>	
9h45 – 10h00		A basic income grant for South Africa from an informal economy perspective: lessons from selected SADC countries <i>(Kamalesh Newaj)</i>	
10h00 – 10h15		Unravelling the challenge of youth unemployment in South Africa - a comprehensive analysis <i>(Frikkie de Bruin)</i>	
10h15 – 10h30		<i>Discussions</i>	
10h30 – 10h45		REFERESHMENTS	

10h45 – 12h00	CONTINUATION OF TRACK 2: SOCIAL PROTECTION, MIGRANCY AND THE INFORMAL ECONOMY IN AFRICA <i>Chairperson: Pablo Arellano (ILO: Labour Law Specialist: Governance and Tripartism Department)</i>
10h45 – 11h00	<i>Sub-theme: Occupational Health and Safety and Health Insurance</i> Occupational Health and Safety Right: A Linchpin for Decent Work Amid the Global Polycrisis: A South African Perspective (Evanse Kalula)
11h00 – 11h15	Social protection for accidents at work and occupational diseases in selected African countries (Grega Strban)
11h15 – 11h30	Management Factors in European Aviation, The Effect on Wellbeing of cockpit & cabin crew & the impact on aviation safety (Lien Valcke)
11h30 – 11h45	The South African National Health Insurance (Christopher Phiri)
11h45– 12h00	Discussions
12h00– 13h30	TRACK 3: THE IMPACT OF TECHNOLOGY AND DIGITISATION ON THE WORLD OF WORK <i>Chairperson: Sharlaine Oodit (ILERA Exco member)</i>
12h00– 12h15	The new regulation on platform work in the European Union: An innovative approach – but will it work (and how)? (Kurt Pärli)

12h15– 12h30	Navigating Uncharted Waters: Legal and Regulatory Challenges of the Gig Economy (<i>Betina Fleming</i>)
12h30 – 12h45	Rethinking social protection and social contracts in the context of the gig economy (<i>Lauren Graham</i>)
12h45 – 13h00	Employee Rights in the Digital Age: The Cancel Culture and Employee Rights in South Africa (<i>Thandekile Pulu</i>)
13h00 – 13h15	Assessment of performance of academics working online in South African Universities (<i>Goldmarks Makamure</i>)
13h15 – 13h40	<i>Discussions</i>
13h40– 14h30	LUNCH
14h30 – 16h15	TRACK 4: COLLECTIVE LABOUR LAW: SOCIAL DIALOGUE, COLLECTIVE BARGAINING AND STRIKES <i>Chairperson: Frikkie de Bruin (LERASA President)</i>
	<i>Sub-Theme: Social Dialogue and Social responsibility</i>
14h30 – 14h45	Dispute Prevention and Resolution as Pillars of Social Dialogue and Social Justice: Southern African Perspectives (<i>Cameron Morajane, George Mpedi, Evance Kalula</i>)

14h45 – 15h00	Collective Labour Law - Social Dialogue in the Public Service – Conformity of the Emoluments Commission Act No. 1 of 2022 of Zambia with ILO Conventions Nos. 87 and 98 on Freedom of Association and Collective Bargaining Norms (<i>Clement Kasonde/ James Kalokoni</i>)
15h00 – 15h15	A Labour Law Perspective on Lacking Obligations of Businesses in a Neoliberal Free Market Economy (<i>Beryl Ter Haar</i>)
15h15– 15h30	Discussions Sub-theme: Trade union rights and Collective Bargaining
15h30 – 15h45	The Employment Law Response to The Principle of Majoritarianism and Its Impact on Minority Trade Unions: A South African Perspective (<i>Clarence Itumeleng Tshoose</i>)
15h45 – 16h00	The Right to Strike and Essential Workers in Eswatini (<i>Simphiwe Shabangu</i>)
16h00 – 16h15	Is strike a collective bargaining enabler in the public sector? The Zimbabwean Public Service workforce experience (<i>Nowell Mpofu</i>)
16h15 – 16h30	Discussions
16h30 – 17h00	CLOSING CEREMONY
16h30– 16h45	Closing Address: LERASA President: Frikkie de Bruin
16h45 – 17h00	Vote of Thanks: ILERA Past President: Evance Kalula

17h00	END OF CONGRESS
FRIDAY. 5 APRIL 2024	EXCURSIONS – GUIDED TOUR TO VICTORIA FALLS

