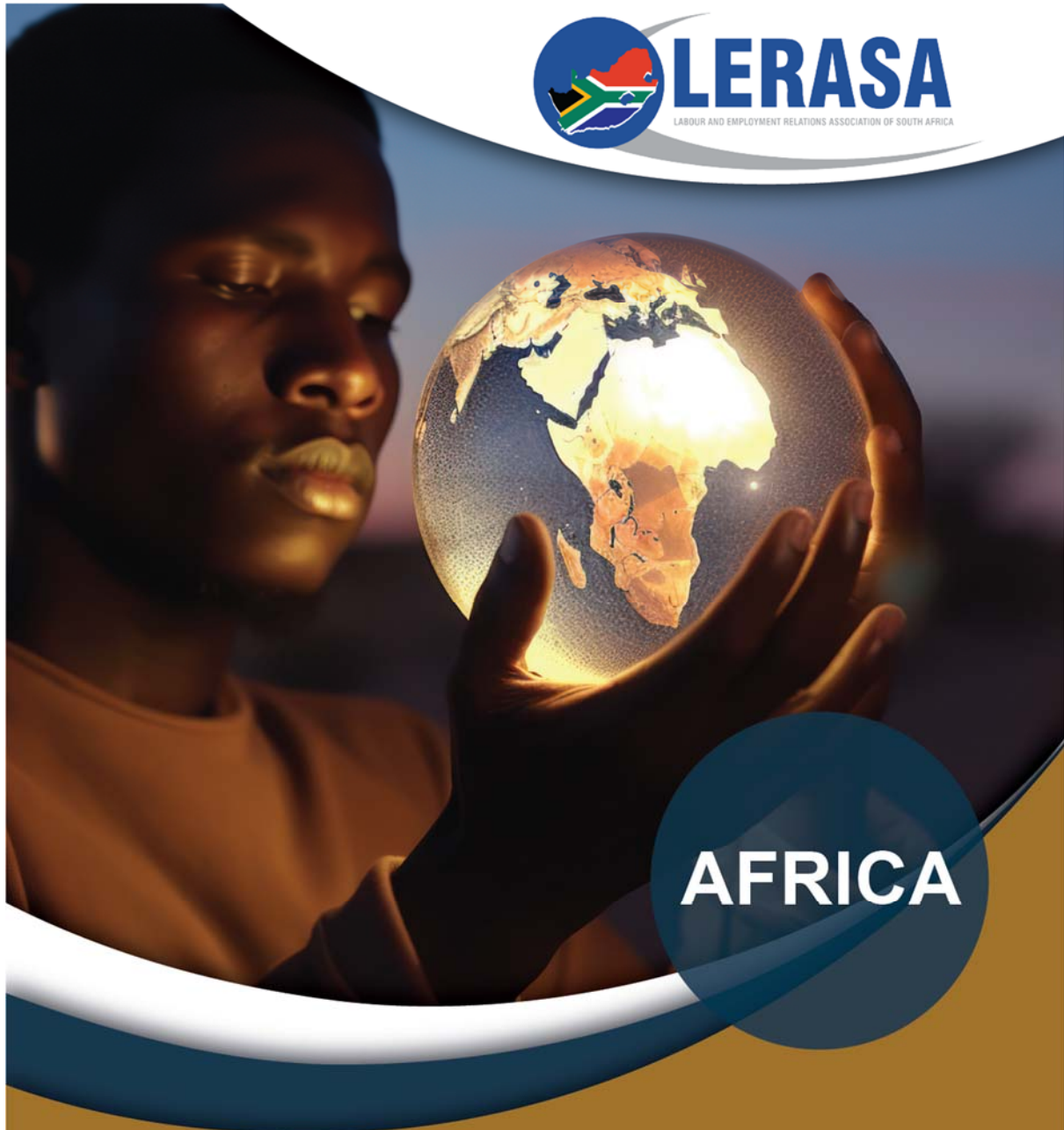




LERASA

LABOUR AND EMPLOYMENT RELATIONS ASSOCIATION OF SOUTH AFRICA



AFRICA

PROPOSAL TO HOST THE ILERA 10th AFRICA CONGRESS



TO: ILERA PRESIDENT: PROFESSOR HARRY KATZ
#

FROM: LERASA PRESIDENT: MR FRIKKIE DE BRUIN

DATE: 14 APRIL 2023

SUBJECT: PROPOSAL TO HOST THE ILERA 10TH AFRICA CONGRESS



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1. INTRODUCTION AND PURPOSE OF PROPOSAL

Labour & Employment Relations Association of South Africa (LERASA), the South African chapter of International Labour & Employment Relations Association (ILERA) hereby requests the ILERA Executive Committee (EXCO) to consider a proposal to host the ILERA 10th Africa Congress, prior to the convening of the World Congress scheduled for June 2024 in New York.

LERASA is also a full Council member of ILERA since 1995. The range of issues LERASA engages in include, amongst others, employment relations, human resource management, labour law, social security work and working conditions, skills development, employment and labour market. LERASA is therefore in a position to present a holistic understanding of employment relations.

LERASA is therefore in an ideal position to host the 10th African Regional Congress from 05 - 07 September 2023 at the Elephant Hills Hotel in Victoria Falls, Zimbabwe. The Congress will be hosted in a hybrid format.

2. CONGRESS OBJECTIVES:

- Enable members to keep abreast with the latest developments in the employee and labour relations field;
- Continuously upgrade skills and knowledge and to maintain expertise in each discipline;
- Present researched papers on specific topics, exchange experiences and ideas and create an environment for discussion, networking and interaction with leaders in the field;
- Generate interaction, communication and serve the needs and interests of the members;
- Honor sponsor obligations. To deliver solid sponsor returns in the form of credible, quality publicity and brand publicity.

3. THE CONGRESS:

3.1 DATE AND LOCATION

The Congress is planned for 05 - 07 September 2023 at the Elephant Hills Hotel in Victoria Falls, Zimbabwe. We are planning to host 300 delegates in a hybrid format.

3.2 REGIONAL COMMITTEE

A Regional Committee of senior ILERA members in Africa will be established to plan the 10th Africa Congress.

3.3 SCIENTIFIC / ACADEMIC COMMITTEE

The Regional Scientific/ Academic Committee will be selected to elaborate on the themes, sub-themes and to finalise a Call for Papers. They will then evaluate the abstracts, papers, determine a programme for the Congress and deal with speaker matters going forward.

3.4 ORGANISING COMMITTEE

The organising committee consists of LERASA EXCO members, namely Mr Frikkie de Bruin, and Mrs Sharlaine Oodit, supported by Public Service Co-ordinating Bargaining Council (PSCBC) Communications Section. This committee will steer the Congress in terms of logistics and other arrangements

4. DELEGATE PROFILES:

The 10th ILERA Regional Congress brings together African individuals from several areas within the labour law and employment relations and human resources disciplines. Such includes professors, doctoral novices, researchers, experts, leaders and practitioners. Delegates include:

- International Labour Organisation (ILO) Officials
- ILERA officials
- Regional ILERA-affiliate organizations
- ILERA individual members
- LERASA Members

Educational experts, leaders in the labour relations and employment relations field, government representatives, leaders of trade unions and practitioners from all over the world.

5. LOGO

The proposed Congress logo is included below:



6. THEMES, SUB-THEMES & CALL FOR PAPERS

Below are the draft themes, this is to be finalised by the Scientific Committee:

Africa ILERA Congress 2023

Main Theme

Digitalisation and 4IR in the workplace

1. Remote Working
2. Privacy and rights at the work place
3. Implications of Telework/Remote work
4. Regulation of platform/Remote work
5. Future of Work based on the use of technology

Theme 2

Collective Bargaining

Sub themes

1. The role of collective agreements in the liberalisation of industrial relations
2. Wage negotiations
3. Minimum wage
4. Trade Unions post Covid 19
5. Social dialogue and organisational rights
6. Contemporary employers and workers organizations, technology and new dynamics of their relations and collective bargaining

Theme 3

Dispute Management

Sub Themes

1. Industrial relations and the management of Disputes
2. The role of parties to effective dispute management

Theme 4

Managing employment Relations

Sub theme

1. Implementation of collective agreements in the liberalisation of industrial relations
2. Trade unions and labour relations in the 21st century
3. New forms of work and workers' wellbeing
4. Self employed and informal sector
5. Renewal and proliferation of Trade Unions
6. Medical Aid and the wellbeing of workers
7. changing Trade union landscape in the public sector employment relations
8. Applicability of the ILO's framework of fundamental principles and rights at work

Them 5

Essential workers Post Covid 19

Sub theme

1. Essential workers and the working conditions
2. Essential workers and the rights to picket
3. Bargaining on the front line: protecting front line workers i

Theme 6

Labour Market policy and regulations

Sub Theme

1. Labour laws and the changing labour market
2. Upskilling and reskilling of the labour force
3. Gender equality
4. Social partners and the globalised world
5. A new generation of comprehensive employment

6. Labour Flexibility and Future of Outsourcing from the Labour Reforms

TIMELINE 2023

KEY DATES	DESCRIPTION
31 May 2023	Abstract submission platform opens
15 June 2023	Abstract submission deadline
30 June 2023	Notification of acceptance (or earlier)
15 July 2023	Paper givers registration deadline
1 September 2023	Registration deadline for non-paper givers
05-07 September 2023	Congress

SUBMISSION GUIDELINES FOR CONGRESS ABSTRACTS:

1. All abstracts must be submitted by 15 June 2023: abstracts@pscbsc.org.za
2. Authors must submit an extended abstract (1000 – 2000 words). Papers not complying with these limits will be desk rejected.
3. Contributors must declare the most appropriate theme of the conference paper.
4. Abstracts must be submitted in English.
5. The abstract should not contain the author's identification information. A separate file should be submitted including the personal and employment details of each author, and a 100 words' biography of each author.
6. Submissions of abstracts should be on letter paper (8.5"x11" or 216 x 279 mm), with double-space text, and using either Arial or Times New Roman 12pts.
7. Abstracts could be submitted either in MS Word or PDF.

SUBMISSION GUIDELINES FOR CONGRESS PAPERS:

All full papers must be submitted by no later than 15 July 2023 to: abstracts@pscabc.org.za

1. Full papers must be 5000-8000 words. Papers not complying with these limits will be desk rejected.
2. Contributors must declare the most appropriate congress theme indicated above of the conference paper.
3. Each full paper should be accompanied by an abstract, not to exceed 150 words.
4. Full papers must be submitted in English.
5. Submission of full papers should be on letter paper (8.5"x11" or 216x279 mm), with double-space text, and using either Arial or Times New Roman 12pts.

Full papers could be submitted either in MS Word or pdf.

6. DRAFT PROGRAMME:

To be verified by the Scientific Committee:

TUESDAY 05 SEPTEMBER 2023	
AM	Welcome Reception
	Keynote Speakers ILERA President, ILO, Minister of Labour (SA)
PM	Track 1
WEDNESDAY 06 SEPTEMBER 2023	
AM	Official Opening & Welcome
AM	Plenary session: Track 2
PM	Plenary session: Track 3
THURSDAY 07 SEPTEMBER 2023	
AM/PM	Plenary session: Track 6: Congress closure

KEYNOTE SPEAKERS:

The Regional Committee will be considering a list of keynote speakers at its next meeting. Identified persons are ILERA President, ILO Regional Director, Minister of Labour (SA), Leaders of social partners.

7. DRAFT CONFERENCE COSTS:

The Organising Committee is in the process of determining Congress fees for both virtual and physical attendance.

CATEGORIES	EARLY BIRD REGISTRATION	STANDARD REGISTRATION	LATE REGISTRATION
International delegates	ZAR 7,500	ZAR 8,000	ZAR 8,500
South Africa (LERASA non-member)	ZAR 7,000	ZAR 7,500	ZAR 8,000
South Africa (LERASA member)	ZAR 4,500	ZAR 5,000	ZAR 5,500
Full time Students/ Emeritus/ Pensioners (65 years+)	ZAR 5,000	ZAR 5,500	ZAR 6,000
African Delegates	ZAR 6,500	ZAR 7,000	ZAR 7,500
Gala Dinner Ticket	ZAR 1,000	ZAR 1,000	ZAR 1,000
Cocktail Evening	ZAR 500	ZAR 500	ZAR 500

* All registration fees are payable in ZAR and are inclusive of VAT.

8. MARKETING PLAN AND METHODOLOGY:

A detailed marketing strategy and plan have been developed which includes the following:

- Conference logo
- Direct Marketing
- Flyers
- Banners
- Promotional Items: merchandise, print, email

- Website
- Promotion at other events
- Social Media
- Advertising
- Direct Mail

9. CONCLUSION

It is evident from the proposal that members have a wealth of knowledge in organising International as well as Regional Congresses as they have arranged many in the past. The Organising Team together with the Scientific Committee look forward to hosting the 10th African Regional Congress.

Yours faithfully,



Frikkie De Bruin
LERASA: President