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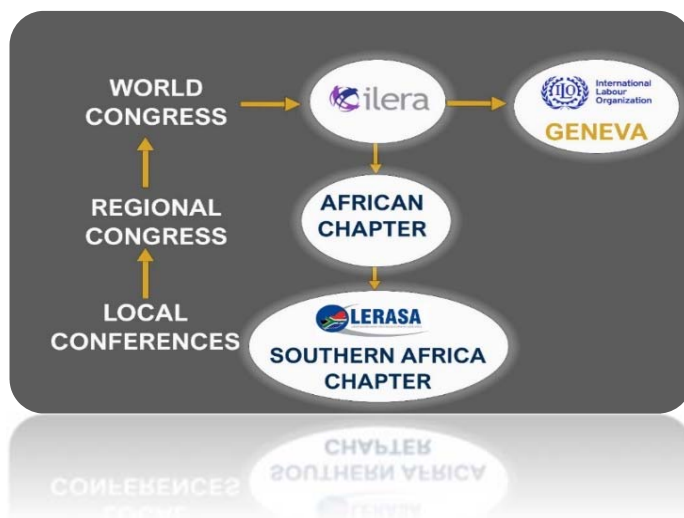


INTERNATIONAL LABOUR AND EMPLOYMENT RELATIONS ASSOCIATION (ILERA) 10TH AFRICA CONGRESS

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

CALL FOR PAPERS

The ILERA African Regional Congress is typically conducted within the context of a structured framework that encompasses various key role players:



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

Globally, the world of work is facing mammoth challenges as a result of multiple (poly) crises, namely worsening economic outlooks and cost of living crisis, recovery from the pandemic, impact of the Russian-Ukraine war, other geo-political conflicts, and effects of climate change.

The ILO, in its report on World Employment and Social Outlook Trends (2023) highlights its concerns over serious decent work and social justice deficits across the globe. The multiple crises impede employment growth, decent jobs, and social justice. The report indicates that global employment is projected to only expand by 1% in 2023 compared to the 2.3% growth rate in 2022.

In Africa, the world of work is characterised by worsening poverty, elevated rates of informality, inhibited access to social protection and limited fundamental rights at work.

The majority of the global estimate of 685 million people that are living in extreme poverty are in Sub-Saharan Africa. Further in this region, 60.8% of the employed population in 2021 were regarded as the working poor, earning US\$ 3.10 per day (World Bank, 2022). High inflation and high interest rates in low-income countries and fiscal distress will impact negatively on employment rates. The ILO projects that low-income countries in Africa are unlikely to recover to pre-pandemic unemployment rates this year (ILO Monitor, 11th edition, May 2023). Youth unemployment and gender inequality continue to persist in the continent.

How governments and social actors respond to these labour market challenges is of critical importance, an impetus for solidarity across boundaries for unified, sustainable, and innovative solutions.

Against this background, the ILERA African chapter calls for papers, particularly aligned to the sub-themes as stated below.

SUB-THEMES:

1. INDIVIDUAL LABOUR LAW: UNFAIR DISMISSALS, UNFAIR DISCRIMINATION AND DISPUTE PREVENTION AND RESOLUTION

Individual labour law plays a crucial role in safeguarding the rights and interests of workers. It establishes a comprehensive framework of legal protections that govern the employment relationship, including the enforcement of these protections. This framework seeks to ensure fairness, equality, and justice in the workplace. Nevertheless, there exist obstacles and emerging trends that hinder or have the potential to hinder the attainment of these objectives. Against this background, we call for papers that address this sub-theme, namely:

- Gender disparities at the workplace
- Protection against sexual harassment
- Mental health in the workplace
- Workplace implications of the legalisation of cannabis

- Challenges facing dispute resolution in the public service, as well as other challenges such as delays in the adjudicatory processes, jurisdiction, legal representation, and enforcement of awards

2. SOCIAL PROTECTION, MIGRANCY AND THE INFORMAL ECONOMY IN AFRICA

Social protection measures are essential for combatting the interconnected challenges of poverty, unemployment, and inequality. A crucial question that arises in the implementation of social protection is the inclusion of migrant, informal, and casual workers. Given the prevalence of these categories of workers in the African employment landscape, it is important to examine the difficulties faced by these workers, such as inadequate working conditions, limited access to social security, and labour rights. Against this background, we call for papers that address this sub-theme, namely:

- The labour and social security rights of migrant workers in Africa
- The efficacy of international and regional norms (including the AU and SADC) governing social security law
- Occupational Health and Safety as a fundamental principle and right at work
- Youth unemployment
- Skills development and job creation
- Labour and/or social security rights of atypical workers, notably: fixed term contractors/workers employed through labour brokers/ workers involved in sub-contracting arrangements
- Social security rights of the self-employed and/or informal workers
- Introduction of a National Health Insurance System in developing countries
- Challenges facing retirement readiness, including retirement fund reforms in developing countries
- Introduction of a Basic Income Grant/Universal Grant in developing countries

3. THE IMPACT OF TECHNOLOGY AND DIGITISATION ON THE WORLD OF WORK

The COVID-19 pandemic has served as a catalyst for the rapid growth of remote work and digitisation. The adoption of new technologies in the workplace varies among countries and sectors, presenting a unique set of challenges in regulating the labour market and utilising labour laws to address the evolving landscape of employment. Against this background, we call for papers that address this sub-theme, namely:

- Challenges facing platform work/work in the gig economy: such as identifying the parties to the relationship, and identifying whether it constitutes an employment relationship
- Privacy and rights at work
- The future of work based on the use of technology
- The regulation of and/or implications of remote or telework

4. COLLECTIVE LABOUR LAW: SOCIAL DIALOGUE, COLLECTIVE BARGAINING AND STRIKES

Africa has witnessed a decline in trade union membership and employer organisation membership, weakening collective action and social dialogue. Governments play a crucial role in creating an enabling environment for the promotion of collective voice and social dialogue, through legislation and policy. New challenges like pandemics, climate change, economic downturns, and fiscal strains require new partnerships with collective actors across society. Against this background, we call for papers that address this sub-theme, namely:

- Challenges stemming from collective agreements
- Wage negotiations and strikes
- The introduction of a minimum wage
- Trade unions and collective bargaining in the 21st century
- Changing the trade union landscape in public sector employment relations
- The principle of majoritarianism and/or the rights of minority trade unions

- Essential work and the right to strike and picket
- Regulation of decent work for employees of multinational companies
- Social dialogue in cross border issues

We invite academics, practitioners across disciplines, including governments and social partners across the African continent to submit papers related to the above sub-themes for inclusion onto the ILERA 10th Africa Congress programme.

Abstracts must be submitted by **30 November 2023** in line with the requirements set out below.

Furthermore, we intend publishing a limited number of full papers in an academic peer reviewed book titled: *Labour Law and Employment Relations in Africa: A Commemoration of the 10th African ILERA Congress*. Full papers must be submitted by **15 March 2024** to be considered for publication in the book.

Deadline for submission of abstracts: 30 November 2023

Notification of acceptance/rejection: 31 January 2024

Deadline for submission of full papers: 15 March 2024

Congress Fees

CATEGORY	FEE
LERASA Members	ZAR 7,000
NON – LERASA Members	ZAR 7,500
Speakers	ZAR 6,500

Submission guidelines for congress abstracts:

1. All abstracts must be submitted by **30 November 2023** to: Lerasa@pscbsc.org.za
2. The abstract should have a word count ranging from 500 to 1000 words.
3. Authors are required to indicate the specific sub-theme, as outlined in the call for papers, to which their abstract relates or corresponds.
4. Abstracts must be submitted in English.
5. Alongside the abstract, the author's personal and employment details, along with a brief 100-word biography, should be submitted on a separate page.

6. The formatting guidelines for the abstract are as follows: use Arial font, size 12, with 1.5 line spacing.
7. Abstracts can be submitted in either MS Word or PDF format.

Submission guidelines for congress papers:

1. All full papers must be submitted by no later than **15 March 2024** to: Lerasa@pscabc.org.za
2. The full paper should have a word count ranging from 5000-8000 words.
3. Each full paper should be accompanied by an abstract, not exceeding 200 words.
4. Full papers must be submitted in English.
5. The formatting guidelines for the full paper are as follows: use Arial font, size 12, with 1.5 line spacing.
6. Full papers can be submitted in either MS Word or PDF format.