



ILERA
AFRICA
9th Regional congress



**CLOSE
OUT
REPORT**

ILERA 9th Africa Regional Congress 2021



THEME:

**“CHALLENGES FACING EMPLOYMENT RELATIONS, LABOUR LAW AND SOCIAL PROTECTION TO
REDUCE POVERTY, INEQUALITY AND UNEMPLOYMENT IN AFRICA, IN THE WAKE OF A GLOBAL
PANDEMIC”**

26 – 29 September 2021

Skukuza Safari Lodge, Kruger National Park, Mpumalanga

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EXECUTIVE SUMMARY

The purpose of this close-out report is to present an assessment of the project of organising the ILERA 9th African Congress, documenting the details of the event, its successes and lessons learnt.

The Labour and Employment Relations Association of South Africa (LERASA), was tasked to convene the African 9th Regional ILERA (International Labour and Employment Association) Congress from 26 – 29 September 2021, in the Mpumalanga province in South Africa. The Organising Committee was led by the President of LERASA, Mr Frikkie de Bruin, and the Scientific Committee led by Prof Marius Olivier.

The Congress theme was “**Challenges Facing Employment Relations, Labour Law and Social Protection to Reduce Poverty, Inequality and Unemployment in Africa, In the Wake of a Global Pandemic**”, and attracted scholars and practitioners across the labour and employment fraternity. The Congress was held in a hybrid format, with 123 physical delegates and 146 virtual delegates. The Congress was held at the Skukuza Safari Lodge, in the Kruger National Park.

The ILERA President, Prof Harry Katz opened the Congress on the 27th September 2021 via a recorded message, due to the time differences between America and South Africa. We are thankful to Prof Katz and the ILERA Executive Committee for facilitating funding from ILERA Head Office for the Congress.

The Congress was also endorsed and supported by the International Labour Organisation (ILO) in Geneva, represented by the Assistant Director-General, Ms Cynthia Samuel-Olunjuwon.

LERASA contracted Mrs Shamira Huluman, an independent consultant who was previously involved in the association and in the employment relations fraternity in South Africa to assist with the co-ordination and organisation of the event, with support from staff of the Public Service Co-ordinating Bargaining Council.

A call for papers in line with the agreed sub-themes was sent out on 15 March 2021 with a closing date of 30th April 2021. The sub-themes are detailed in pages 4 – 8. Over 40 abstracts were received and reviewed by the Scientific Committee. Abstracts were received from researchers and practitioners from across 10 Anglophone Africa (Botswana, Egypt, Lesotho, Malawi, Mauritius, Nigeria, Swaziland, Zimbabwe, Zambia, South Africa) and other countries namely Greece, India, Denmark, South Korea.

A Special Session was held for the Latin American chapter of ILERA to share their perceptive

on Migrations: Socio-Economic and Political Analysis, on Sunday, the 26th September 2021. Nine countries in South America (Argentina, Chile, Costa Rica, Mexico, Peru, Uruguay, Panama, Venezuela, and Columbia) made presentations. A translator was arranged to translate from Spanish to English to ensure the African participants could understand and participate on the discussions.

For the first time the African chapter included study group discussions on Sunday, 26th September 2021. Two study groups on work and protection and a second one on social protection and labour migrancy in Africa.

The final programme issued by the Scientific Committee included 32 papers, with 3 withdrawals during the Congress. The full programme is covered from pages 16 – 24 of this report. The programme also included 8 panel discussions. Due to technological challenges experiences (load shedding, poor connectivity) and time constraints two panel discussions did not take place and presentations were uploaded onto the LERASA website to be shared with delegates.

The Congress was privileged to have the honorable Minister of Labour and Employment of the Republic of South Africa, Mr TW Nxesi, to deliver the keynote address on the Monday, 27th September 2021.

A bush braai was hosted in the evening of the first day of the Congress, preceded by a two hour game drive. Details are covered on page 41.

This report covers other lessons learnt with respect to venue management and logistical arrangements which have been identified as areas of improvement for future events.

Overall the Congress was a resounding success with compliments echoed from local and international delegates alike.

CONGRESS THEMES

The world of work and employment relations are being reshaped by crucial developments across the globe; globalisation, protectionism, digitization and the Fourth Industrial revolution (4IR), rising unemployment, inequalities and poverty, and the struggle for decent and sustainable work. The COVID-19 pandemic overlaid with other social, economic and political crises has had unprecedented labour market disruptions and devastating impact on people's lives, an impact unparalleled in modern history.

Workers have suffered job losses as a result of work closures, temporary and remote work, working hour losses and decrease in labour income. This has worsened an already dire situation in Africa enduring faced high levels of poverty. For example, in Sub-Saharan Africa the poverty level has been high over a long period, measuring 46% in 1990 and 41% in 2015 (World Bank, 2020; Addae-Korankye, 2014). According to ILO data, in the second quarter of 2020 Africa lost an estimated 15.6% of working hours, translating to 60 million jobs, as a result of the pandemic (ILO Monitor, 6th edition, September 2020). It has further exacerbated vulnerable groups particularly the youth. Youth informality rate is the highest in Africa at 93.4% (ILO Monitor, 4th edition, May 2020) and 70.1% of these are in self-employment, reducing their chances to escape poverty. Relative poverty rates are expected to increase from 21% to 83% as result of COVID pandemic, and social protection coverage for the youth sector is only 17.8%. Women have suffered disproportionately the impact of COVID-19, with women-dominated sectors being hardest hit by the crisis. Some authors have described the pandemic a "virus of inequality" (Oxfam briefing paper, 2021), increasing the divide between rich and poor, employed and unemployed, regressing the gains achieved in racial and gender equality, decent work and other progressive achievements.

In Africa, the pandemic has exacerbated existing challenges of migrant work, declining trade union and employer organisation membership, limited social protection coverage, growing informal economy, gender disparities and pressures on the public sector, particularly frontline workers.

How governments and social actors respond to the 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 to address challenges in the world of work, employment relations, labour law, social protection and (labour)

migration from academics, practitioners across disciplines, including governments and social partners across the African continent.

The Call for Papers covered the following themes/ tracks.

TRACK 1: COLLECTIVE VOICE AND SOCIAL DIALOGUE

In recent times, 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. Strong collective actors and strong social dialogue institutions are critical in times of crisis like the COVID-19 pandemic.

We therefore solicit papers that debate matters of:

- 1.1 Freedom of association in African countries, worker rights, right to strike, legislation and labour laws
- 1.2 Comparative studies on trade union membership (including e-unionism) and employer organisations membership
- 1.3 Collective bargaining and social dialogue institutional arrangements within the region
- 1.4 Capacity and fit for purpose labour market institutions within the region
- 1.5 How can social dialogue assist in dealing with inequalities, social inclusion, work sustainability, and emerging and new trends in the world of work?
- 1.6 Impact of COVID-19 on inequality (income/ wealth/ gender/racial inequalities)

TRACK 2: WORK, EMPLOYMENT RELATIONS AND LABOUR LAW IN AFRICA

The effects of globalisation, internationalisation of markets, labour market flexibility and deregulation have dominated research in the last few years. Although these trends continue, Africa, in particular, is affected by an increase in the informal economy and casualization, resulting in diverse working conditions and employment practices across the continent. COVID-19 has further impacted on working conditions, with temporary work closures, loss of labour income and introduction of remote work. As a result of these and other developments, the borderlines of labour law and labour law's interrelationship with other legal and policy areas, notably trade law and immigration law, have also been the subject

of constant interrogation.

The COVID-19 pandemic also impacted on people's mental health, particularly frontline workers. The psychological effects of the pandemic cannot be under-estimated.

We welcome papers that address the changing nature of employment and employment relations in Africa, and the implications for labour law. We would like to solicit contributions that indicate the latest trends:

2.1 Comparative studies of the impact of COVID-19 on employment in African countries and labour law's response to COVID-19.

2.2 Case studies on industrial conflict, human resource management and skills development in different countries and regions of the continent.

2.3 Casualisation, vulnerability, and precarity of work in the formal and informal economies.

2.4 The relevance of labour law for gig work and other forms of non-standard employment.

2.5 Case studies on impact of COVID-19 on mental health.

TRACK 3: SOCIAL PROTECTION MEASURES AND SYSTEMS

Labour market disruptions as a result of the COVID-19 pandemic have forced governments to introduce fiscal stimulus packages and provide social protection relief to households and individuals. These measures vary across high-, medium- and low-income countries. Social grants during lockdown measures have become necessary to meet basic needs of the most vulnerable. Such measures and systems vary across the continent based on fiscal capacity and resources, policy response and implementation. What has been government spending on pandemic-induced social grants in different countries in Africa? Has distribution benefited the most vulnerable groups? What are the various social security policy instruments across the continent? Coverage of informal workers and the poor, particularly during the pandemic, is of particular concern.

We call for papers that address social security and protection systems across the continent, including on the issues raised above, as well as the following:

3.1 Conditional and unconditional cash transfers in Africa

3.2 Strengthening contributory social security regimes

- 3.3 Social protection for workers in the informal economy and their dependants
- 3.4 Improving social security governance

TRACK 4: MIGRANCY IN AFRICA

The continent has over recent years witnessed increased labour migration, both regular and irregular. Worker rights, working conditions and social protection continue to be a challenge for migrant workers. This is exacerbated by uncontrolled and undocumented flows of labour migrants, resulting also in an unprecedented proliferation in human trafficking, for employment and related purposes. The African Union has introduced instruments to support free movement, open borders and improved treatment of migrant workers.

COVID-19 has exacerbated the unequal treatment of migrant workers, and adversely impacted on their socio-economic conditions, and loss of earning due to closing of borders.

Papers are requested that address the following:

- 4.1 Policy imperatives on strengthening of migrant workers' protection
- 4.2 The better management of labour migration, including addressing inefficient recruitment practices
- 4.3 Root causes of labour migration within and from Africa.
- 4.4 Impact of COVID-19 on migrant workers in Africa
- 4.5 Appropriate responses to climate-induced migration in Africa
- 4.6 Evaluating the role of remittances and diaspora engagement in Africa
- 4.7 Free movement regimes and restrictions on labour market access for migrants
- 4.8 Enhancing protection of refugees and asylum-seekers

TRACK 5: DIGITIZATION OF WORK AND 4IR

Remote work as a result of COVID-19 pandemic lockdown measures has accelerated the Fourth Industrial Revolution (4IR) and made digitization of work a 'new normal' and no longer the 'future of work'. Having to work remotely has drastically changed work processes across sectors, occupations and professions. Technological platforms like Zoom and

Microsoft teams have become the new meeting method with homes and personal space becoming boardrooms.

The impact these new technologies have are dependent on the levels of development of countries in Africa, and their IT infrastructure and capabilities.

We call for papers that will address these issues. In particular we welcome papers that can discern trends regarding the changing nature of work due to new technologies, as well as climate, environmental, political, economic and social changes in society. Analysis of the reasons for the trends will add value to the contributions.

TRACK 6: PUBLIC SECTOR EMPLOYMENT RELATIONS IN AFRICA

Over the last three decades there have been substantial improvements with public sector employment relations, with an increase in trade unionism, and collective bargaining rights of public service employees. This has resulted in considerable improvement of terms and conditions of work, within the public sector. However in recent years, with the global economic recession and the pandemic, there have been fiscal pressures to reduce the public sector wage bill. This is placing a strain on relationships between governments and public sector unions.

The pandemic has further put frontline health workers and other essential service workers at the forefront of the fight to prevent the spread of an infectious virus. Strikes over working conditions and access to personal protective equipment and clothing, were prevalent. Many frontline workers were infected and lost their lives, the mental health of others has been negatively impacted.

We call for papers that examine the above issues, but also on any other interesting and unique developments in public sector employment relations and law taking place in Africa, including areas of formal and informal alternative dispute resolution mechanisms, such as mediation, conciliation and arbitration amongst African countries.

TRACK 7: GENDER AND WORK

The global increase of female work participation calls for a stronger focus on gender discrimination, equal treatment and work-family policies. The continuing different societal expectations for women and men influence role expectations in the workplace and employee relations in ways that are gendered. In many African contexts these expectations create

challenges for women as they struggle with 'inclusion', and thus experience sexual harassment, work-life balance issues and many other exclusions.

Women workers have also suffered disproportionately the effects of the COVID-19 pandemic. Data has shown that sectors like services, travel, retail, food and restaurant, hairdressing, etc. where women are in the majority have adversely suffered. With school closures, day care services where mostly women are employed have been affected negatively.

We therefore welcome papers that address critical questions in women and men's experiences and historical attachments to work. What are the continuities and discontinuities of unequal treatment of women in work? What are the new experiences and conceptions of masculinities emerging as a result of unemployment and precarious work? How do these experiences influence industrial relations and conceptualizations of masculinities and femininities? Case studies of the impact of COVID-19 pandemic on women workers are also welcomed.

Once the papers were received the themes/ tracks were consolidated into the following:

Track 1: Work, Employment Relations, Collective Voice, Social Dialogue and Labour Law in Africa

Sub-theme: Digitization of Work and 4IR

Sub-theme: Public Sector Employment Relations in Africa

Track 2: Social Protection Measures and Systems

Track 3: Migrancy in Africa

Track 4: Gender and Work

WELCOME MESSAGES

WELCOME MESSAGE FROM THE ILERA PRESIDENT



PROF HARRY KATZ

Hello! Greetings from the Cornell Campus of the Industrial and Labour Relations School here in New York. Two months ago, I began a three year term as the president of ILERA, the International Labour and Employment Relations Association.

I and the other executive members of ILERA are extremely pleased that you are gathering to hold an Africa Regional Congress of ILERA. As you know, labour relations, human resource and labor policy issues are as important as ever.

It's fitting that your regional congress includes a number of sessions addressing global supply chains, the impacts of new technology and growing social and economic inequality.

I thank the Congress organisers who have put together a terrific program and in the process overcame challenges provided by the pandemic and by the recent complex negotiations taking place in the public sector in South Africa. I hope you enjoy the next several days.

Again, I congratulate you on a terrific program and I look forward to the opportunity when we can all gather together in-person meetings of this sort.

Take care. Thanks a lot.

Prof Harry Katz ILERA President

WELCOME FROM THE ILERA PAST PRESIDENT



PROF EVANCE KALULA

I am deeply honoured to welcome you to the ILERA 9th Africa Regional Congress, held here in the beautiful and mesmerising game reserve, the infamous Kruger National Park in Mpumalanga Province, South Africa. Our last Regional Congress was held in the tropical island of Mauritius in 2018. Unfortunately the COVID-19 pandemic with the consequential travel restrictions prevented us from holding it elsewhere in the African continent.

We meet when, the world of work and employment relations are being reshaped by crucial developments across the globe; globalisation, protectionism, digitization and the Fourth Industrial revolution (4IR), rising unemployment, inequalities and poverty, and the struggle for decent and sustainable work. The COVID-19 pandemic overlaid with other social, economic and political crises has had unprecedented labour market disruptions and devastating impact on people's lives, an impact unparalleled in modern history. Our deliberations over the three-day conference will focus on these critical issues.

To our key social partners in attendance, including scholars and practitioners across various disciplines, a hearty welcome to you all!

Wishing you fruitful deliberations, keeping safe and healthy!

Prof Evance Kalula
ILERA Past President

WELCOME MESSAGE FROM THE PRESIDENT OF LERASA AND CHAIRPERSON OF THE LOCAL ORGANISING COMMITTEE



MR FRIKKIE DE BRUIN

During these unprecedented times of a global pandemic, when most of us are experiencing serious bouts of cabin fever, the convening of the ILERA 9th Africa Regional Congress is definitely a joyous event. After 2 years of isolation we have the opportunity to re-connect with our fellow employment relations colleagues, academics and practitioners.

I am deeply honoured to welcome you to this Congress, on behalf of LERASA and the Local Organising Committee, to the Kruger National Park, one of Africa's largest game reserves and iconic safaris. We are extremely pleased that we have attracted over 250 participants to this hybrid conference, with over 130 virtual registered delegates and 120 physically attending the event.

Scholars that are presenting at this prestigious event represent 10 African countries, Greece, India, Denmark, Canada, South Korea and countries in the Latin American sub-continent in a special session. The Congress will prove to be fruitful learning experience as we engage on critical issues facing the world of work, including the impact of the global pandemic.

We are grateful to the Minister of Labour and Employment in South Africa, Honourable Thulas Nxesi for opening the Congress, and fellow key stakeholders, the ILERA President Harry Katz, ILO Regional Director, Ms Cynthia Samuel- Olonjuwon, the Executive Director of Business: Africa, Jacqueline Mugo and the Executive Secretary of the Southern African Trade Union Coordinating Council, Ms Mavis Koogotsitse.

I would like to take this opportunity to thank our key sponsors who partnered with LERASA to make this event possible, ILERA Head office in Geneva, the PSCBC and GPSSBC for your financial contributions, the Scientific Committee and its committed members for the review of submitted abstracts and managing the programme. And importantly to our distinguished speakers, both academics and practitioners who showed an interest in responding to our call for papers and agreeing to present at this Congress.

Please enjoy the deliberations over the next three days.

Frikkie De Bruin

President of LERASA and Chairperson of Local Organising Committee

WELCOME MESSAGE FROM THE SCIENTIFIC COMMITTEE CHAIRPERSON



PROF MARIUS OLIVIER

It is a sheer pleasure to welcome you on behalf of the Scientific Committee of the ILERA 9th Africa Congress, which offers a wide-range of topics under the theme: **“Challenges facing employment relations, labour law and social protection to reduce poverty, inequality and unemployment in Africa, in the wake of a global pandemic”**. We have successfully attracted both academics and practitioners from all corners of Africa and many disciplines to submit papers to offer an interesting discourse across the four multi-disciplinary sub-themes.

I am also excited to announce that for the first time the ILERA Africa Chapter has included study group discussions in the Congress programme. Moreover, we were approached by the Latin American Chapter to include a special session on migration. The Congress programme further includes 8 panel discussions.

Track 1: **Work, Employment Relations, Collective Voice, Social Dialogue and Labour Law in Africa**, has attracted the bulk of the papers spanning from matters relating to impact of Covid-19 pandemic on unemployment, working conditions, worker rights, poverty and inequality and labour law perspectives. These papers focus on case studies across various industries and countries including Zimbabwe, South Africa, Nigeria, Swaziland and Mauritius.

Under track 1, we included a sub-theme on Digitization and the Fourth Industrial Revolution, with papers on use of high technologies in collective bargaining in South Africa and a Greek contribution on organisational adaptation post the Covid era. A panel session will also be held discussing a BRICS perspective on regulating gig workers in Africa.

The second sub-theme under Track 1 focusses on Public Sector Employment Relations. We hear from three experiences: Zimbabwe, South Africa and Botswana, on challenges facing public sector trade unions.

Labour market disruptions as a result of the COVID-19 pandemic have forced governments to introduce fiscal stimulus packages and provide social protection relief to households and individuals. These measures vary across high-, medium- and low-income countries. Track 2 deals with important Social Protection measures and systems in the wake of the pandemic. Papers cover experiences in Egypt, Tunisia, Jordan, Kenya and Nigeria. Importantly, the track includes two panel discussions, one on “Social protection an operational tool for the Humanitarian, Development and Peace Nexus” and the second on “Social Protection Responses to COVID-19 in Southern Africa”.

The continent has over recent years witnessed increased labour migration, both regular and irregular. Worker rights, working conditions and social protection continue to be a challenge for migrant workers. This is exacerbated by uncontrolled and undocumented flows of labour migrants, resulting also in an unprecedented proliferation in human trafficking, for employment and related purposes. The African Union has introduced instruments to support free movement, open borders and improved treatment of migrant workers.

COVID-19 has exacerbated the unequal treatment of migrant workers, and adversely impacted on their socio- economic conditions, and loss of earning due to closing of borders. Against this background Track 3 focusses on Migrancy in Africa, The session begins with a panel discussion on “Assessing the socio-economic impact of COVID-19 on migrants and displaced populations – Perspectives from North Africa”, followed by papers on the practices and experiences in Uganda, South Africa, Lesotho and Zimbabwe. The session ends with a policy panel discussion on “Labour Externalization, opportunities and challenges for policy development”

The last track, Track 4, focusses on the important discourse of Gender and Work and includes several excellent papers. The impact of Covid-19 on women workers have been far-reaching, especially on work-life balance. Papers submitted cover issues of labour law's response to the impact of Covid-19 on employment of women workers in Africa, gender inequalities, case studies on sexual harassment and representation of women workers in the informal sector, amongst others.

The Congress ends with a Special Panel Session on Freedom of Association chaired by Prof Evance Kalula as Chairperson of the ILO Committee on Freedom of Association.

I have no doubt that that the papers submitted will stimulate intellectual discussions on the various topics.

I take this opportunity to thank members of the Scientific Committee, namely Prof Johann Maree, Prof Theo Tshuduku, Prof Ngeyi Kanyongolo, Prof Evance Kalula and Ms Sharlaine Oodit for their tireless efforts in reviewing abstracts and papers submitted. I also thank the other members of the Local Organising Committee for their involvement, and the exceptional support given by Ms Shamira Huluman, Mr Oomang Parag and Ms Shana Trail.

Enjoy the Congress!

Prof Marius Olivier

Chairperson: Scientific Committee

CONGRESS PROGRAMME





CONGRESS PROGRAMME

THEME: “CHALLENGES FACING EMPLOYMENT RELATIONS, LABOUR LAW AND SOCIAL PROTECTION TO REDUCE POVERTY, INEQUALITY AND UNEMPLOYMENT IN AFRICA, IN THE WAKE OF A GLOBAL PANDEMIC”

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Congress Website: <https://www.lerasa.org.za/index.php/ilera-africa-2021>

Sunday, 26 September 2021		13h00 – 21h00
STUDY GROUP AND SPECIAL SESSIONS - VIRTUAL		
13h00 – 14h30		
STUDY GROUP 1: Work and Dispute Resolution		
Workplace dispute resolution in South Africa and the impact of COVID		
Chairperson: Tanya Venter		
Participants: Nerine Kahn, Zanele Masoek, Charles Nupen and Alan Brews		
ZOOM LINK: https://pscbc-za.zoom.us/j/98594395890?pwd=UG0vcGNnKzJManA5U2J1N1ZVdDU0UT09		
ZOOM ID: 985 9439 5890		
PASSWORD: STUDY1		
17h00 – 18h30		
STUDY GROUP 2: Social Protection and Labour Migrancy in Africa		
Panel Discussion:		
<i>A model migrant welfare programme/system for the African Union, Regional Economic Communities and AU Member States</i>		
Chairperson: Edwin Rigba		
Participants: Marius Olivier, John Mushomi, Tanja Dedovic, Admas Alemayehu, Jason Theede		
ZOOM LINK: https://pscbc-za.zoom.us/j/92319129998?pwd=azZub01zeEo0N3BuK1dzS25pT3BMQT09		
ZOOM ID: 923 1912 9998		
PASSWORD: STUDY2		

SPECIAL SESSION: LATIN AMERICA

Migrations: Socio-Economic And Political Analysis

Chairperson: Martha Elisa Monsalve Cuéllar (Columbia)

Participants: Eleonora Peliza (Argentina), Jorge Boucinhas Calvanti (Brasil), Héctor Humeres (Chile), Adrián Calderón (Costa Rica), Leobardo López (México), Walker Sizemore (Panamá), Marco Mejía Acosta (Perú), María del Lujan Charrutti (Uruguay), Gustavo Saturno (Venezuela)

ZOOM LINK: <https://pscbc-za.zoom.us/j/99628127681?pwd=NkV4WTAxCT3eTBZWdK00FBaThILZz09>

ZOOM ID: 996 2812 7681

PASSWORD: LATIN

Monday, 27 September 2021 DAY 1 CONGRESS

ZOOM LINK: <https://pscbc-za.zoom.us/j/95941661009?pwd=U24zckVqUFA2Q21rdVg5M2ZSNDZpdz09>

ZOOM ID: 959 4166 1009

ZOOM PASSWORD: ILERA2021

8:00 – 9:00 Congress Registration

9:00 - 10:50 OPENING SESSION

Chairperson: Evance Kalula

9:00 – 9:05	Opening : South African National Anthem
9:05 – 9:20	Welcome LERASA President: Frikkie de Bruin
9:20 – 9:35	Entertainment – Theatrical performance
9:35 – 9:40	ILERA Opening Address ILERA President: Harry C Katz
9:40 – 9:50	Message of Support: Business Africa: Jacqueline Mugo
9:50 – 10:00	Message of Support: Southern African Trade Union Coordinating Council (SATUCC): Mavis Koogotsitse
10:00 – 10:15	ILO Address ILO Assistant Director-General Africa: Cynthia Samuel-Olonjuwon
10:15 – 10:35	Keynote Address Minister of Employment and Labour: Honorable Thulas Nxesi (South Africa)
10:35 – 10:50	Programme Introduction Chairperson of Scientific Committee: Marius Olivier
10:50 – 11:15	Tea/Coffee Break

11:15 – 13:15	Track 1: Work, Employment Relations, Collective Voice, Social Dialogue and Labour Law in Africa
	Chairperson: Johann Maree
11:15 – 11:25	Responses and experiences of male youth to unemployment during the COVID 19 pandemic, a case of Harare, Zimbabwe Presenter: Tapiwanashe Hadzman (Zimbabwe)
11:25 – 11:35	Adjusting to precarious work: An ordeal of trade unions in the Zimbabwean mining industry Presenter: Delsa Deliwe Kufakwedeke(Zimbabwe)
11:35 – 11:45	Engaging graduate IT students to become social actors by researching the working conditions of South African platform workers Presenter: Jean-Paul Van Belle and Marita Turpin (South Africa)
11:45 – 11:55	Job Crafting and Employees' Performance: An Experience from Nigerian Telecommunication Industries Presenter: Kabiru Ishola Genty (Nigeria)
11:55 – 12:05	Employment relations system vis-à-vis global competitiveness: perspectives from select African nations and ramifications apropos COVID-19 pandemic Presenter: Partha Sarkar (India)
12:05 – 12:30	Discussions
12:30 – 13:30	LUNCH
13:30 – 14:30	Continuation of Track 1: Work, Employment Relations, Collective Voice, Social Dialogue and Labour Law in Africa
	Chairperson: Theo Tshuduku
13:30 – 13:40	Multinational enterprises in Africa and their role in conflict resolution in employment relations: Empirical perspectives from selected MNEs in Nigeria and South Africa Presenters: Joshua Olaniyi Olabiyi & Charles OK Allen-ILE (Nigeria & South Africa)
13:40 – 13:50	From Precarity to Pandemic: How Covid-19 Pandemic has exacerbated Poverty, Employment and Inequality in South Africa Presenter: William Manga Mokofe (South Africa)
13:50 – 14:00	Collective action in industrial relations under threat: the case of Eswatini Presenter: Simphiwe Shabangu (Swaziland)
14:00 – 14:10	Covid-19 & New Working Conditions as The New Normal: The Domino Effect - The Mauritian and African Human Rights Comparative Case Study Presenter: Rajendra Parsad Gunpath (Mauritius)
14:10– 14:30	Discussions
14:30 – 14:45	Tea/Coffee break

11:15 – 13:15	Track 1: Work, Employment Relations, Collective Voice, Social Dialogue and Labour Law in Africa
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14:10 – 14:30	Discussions
14:30 – 14:45	Tea/Coffee break

14:45 – 16:15	Track 1: Work, Employment Relations, Collective Voice, Social Dialogue and Labour Law in Africa Sub-theme: Digitization of work and 4IR Chairperson: Theo Tshuduku
14:45 – 14:55	Use of high technologies in collective bargaining in South Africa Presenter: Frikkie De Bruin (South Africa)
14:55 – 15:05	Post-COVID-19 era and Fourth Industrial Revolution: Contemporary trends in organizational adaptation and labor relations Presenter: Theodore Koutroukis (Greece)
15:05 – 15:15	Discussions
15:15 – 16:15	Panel Session: - Regulating Gig Workers: The African Perspective from BRICS Nations Chairperson: Frikkie de Bruin Panelists: Chris Phiri; Stefan Van Eck, Partha Sarkar & Ranjan Sarkar

Monday, 27 September 2021

16h30 -21h30

Bush Dinner

Venue: Boma

Programme

Welcome: LERASA President: Frikkie de Bruin

Entertainment and Dinner

END OF DAY 1

Tuesday, 28 September 2021 Day 2: Congress

ZOOM LINK: <https://pscbc-za.zoom.us/j/95941661009?pwd=U24zckVqUFA2Q21rdVg5M2ZSNDZpdz09>

ZOOM ID: 959 4166 1009

ZOOM PASSWORD: ILERA2021

08:00 – 9:00	Congress Registration Open
09:00 – 10:00	Book Launch <i>International and Comparative Employment Relations 7th Edition</i> Highlights from book covering South Africa, India, Denmark and South Korea Co-Chairpersons: Greg Bamber and Johann Maree Presenters: Asanda Benya (South Africa), Premilla D'Cruz (India), Søren Kaj Anderson (Denmark) & Byoung-Hoon Lee (South Korea)

10:00 – 10:45	Track 1: Work, Employment Relations, Collective Voice , Social Dialogue and Labour Law in Africa Sub-theme: Public Sector Employment Relations in Africa Chairperson: Sharlaine Oodit
10:00 – 10:10	Union busting techniques: slow strangulation of public-sector unions in Zimbabwe Presenter: Farai Ncube (Zimbabwe)
10:10 – 10:20	Public Sector Unions In South Africa – Are They Being Short-Changed? Presenter: Johann Maree (South Africa)
10:20 – 10:30	The Future of Trade Unionism In Africa: Case of Botswana Presenter: Theophilus Tshukudu (Botswana)
10:30 – 10:45	Discussions
10:45 – 11:00	Tea/Coffee Break
11:00 -14:30	Track 2: Social Protection Measures & Systems in Africa Chairperson: Ngeyi Kanyongolo
11:00 – 12:00	Panel Session: Social protection an operational tool for the Humanitarian, Development and Peace Nexus Chairperson: Tanja Dedovic Panelists: Gift Dafuleya, Angelica Broman & Marius Olivier
12:00 – 12:10	Social Protection in Non-Humanitarian Settings of Egypt, Jordan and Tunisia Presenters: Gift Dafuleya & Marius Olivier (South Africa)
12:10 – 12:20	Rethinking Public Health Insurance Cover in Kenya in the Wake of a Global Pandemic Presenter: Nicholas Walter Otieno Ajwang' (Kenya)
12:20 – 12:30	Perception of Health Care Workers on The effect of COVID 19 Funds on their welfare Presenter: Aramide Kuforiji (Nigeria)
12:30 – 12:45	Discussions
12:45 – 13:30	LUNCH
13:30 – 14:30	Panel Session - Social Protection Responses to COVID-19 in Southern Africa Chairperson: Gift Dafuleya Panelists: Mildred Mushunje; Kgosietsile Maripe; Hannah J. Dawson, Mutale Wakunuma (SASPEN)

Wednesday, 29 September 2021 DAY 3

ZOOM LINK: <https://pscbc-za.zoom.us/j/95941661009?pwd=U24zckVqUFA2Q21rdVg5M2ZSNDZpdz09>

ZOOM ID: 959 4166 1009

ZOOM PASSWORD: ILERA2021

08:00 – 09:00	Congress Registration Open
09:00 – 11:00	Track 4: Gender and Work
	Chairperson: Mavis Koogotsitse
9:00 – 9:10	The great COVID-19 gender divide Presenters: Thembi Chagonda & Natalie Singer (South Africa)
9:10 – 9:20	Comparative studies of the impact of COVID-19 on employment for women in African countries and labour law's response to COVID-19 Presenter: Bathandwa Xhallie (South Africa)
9:20 – 9:30	Gender inequalities, discrimination, South Africa: moving forward or back? Presenter: Sharlaine Oodit (South Africa)
9:30 – 9:40	Working from home: what it means for the work-life balance of women in South Africa. Presenters: Arabo Ewinyu & Fikile Masikane (South Africa)
9:40 – 9:50	Consequences For The Hand That Rocks The Cradle Presenter: Bristol Buys (South Africa)
9:50 – 9:55	-----5 min body break-----
9:55 – 10:05	The Gender Dynamic: the impact of COVID19 and beyond Presenter: Aanisah Parker (South Africa)
10:05 – 10:15	Voice, Representation and Women Workers in the Informal Economy Presenter: Elmarie Fourie (South Africa)
10:15 – 10:25	Causes and consequences of sexual harassment in an Agricultural organisation in Zimbabwe: The case of Boarder Timbers Limited (Company A) Presenter: Vonai Chirasha (Zimbabwe)
10:25 – 11:00	Discussions
11:00 – 11:30	Tea/Coffee Break

11:30 – 12:30	Special Panel Session: Freedom of Association Chairperson: Evance Kalula Panelists: Marius Olivier, Christina Holmgren, Kaizer Moyane
12:30 – 13:00	CLOSING CEREMONY Chairperson: Marius Olivier
12:30 – 12:45	Closing Address: ILERA Past President: Evance Kalula
12:45 – 13:00	Vote of Thanks: Frikkie de Bruin
13:00 – 14:00	LUNCH CONGRESS ENDS

**SCIENTIFIC COMMITTEE
&
LOCAL ORGANISING COMMITTEE**





Prof. Marius Olivier (SC Chairperson)

NATIONALITY

South African

CURRENT PROFESSIONAL STATUS

Extraordinary/Adjunct-Professor: Director (Research)

QUALIFICATIONS

BA, LLD

SPECIALIZATION

Labour law, social security, migration

KEY PUBLICATIONS

(maximum of 3)

“Social security developments in the SADC Region and future prospects for coordination” in Social Security and Migrant Workers: Selected studies of cross border social security mechanisms (eds: R Blanpain, P Ortiz, M Olivier & G Vonk) (Kluwer, 2014) (p 81-115)

“Coordination of social security schemes: The case of SADC” (chapter 5) (with O Dupper) in The role of standards in labour- and social security law: international, regional and national perspectives (eds: M Olivier, O Dupper; & A Govindjee (Juta, 2013) (p 69-98)

“Work at the margins of social security: Expanding the boundaries of social protection in the developing world” in Invisible Social Security Revisited: Essays in Honour of Jos Berghman (eds: W van Oorshcot, H Peeters & K Boos)

ORGANIZATIONAL AFFILIATIONS/ COMMITTEES

(maximum of 3)

EXCO member: LERASA (Labour and Employment Association of South Africa and member: ILERA

Steering Committee and Advisory Council member: Southern African Social Protection Experts Network (SASPEN)

Affiliate: Global Migration Policy Association



Ms. Ngeyi Ruth Kanyongolo

NATIONALITY

Malawian

CURRENT PROFESSIONAL STATUS

Chairperson of Standard Bank Malawi

QUALIFICATIONS

PhD from the University of Warwick (UK), LLM from the University Of London (UK),

Bachelor of laws degree from the University of Malawi

SPECIALIZATION

Gender, social protection, labour and company law

ORGANIZATION ALAFFILIATIONS/COMMITTEES

(maximum of 3)

Trustee Member: Southern African Social Protection Experts Network (SASPEN)

President of the Women Lawyers Association of Malawi



Prof. Johan Maree

NATIONALITY

South African

CURRENT PROFESSIONAL STATUS

Emeritus Professor of Sociology University of Cape Town

QUALIFICATIONS

BSc in Maths and Physics and Hons in Maths (Rhodes); MA in Philosophy, Politics and Economics (Oxon); MA in Development Economics (Sussex); PhD in Industrial Sociology (Cape Town)

SPECIALIZATION

Economic and Industrial Sociology; Employment Relations, trade unions and collective bargaining; Human Resource Development

RESEARCH INTERESTS

(maximum of 3 areas)

Human resource development in Sub-Saharan Africa Political economy of labour in Sub-Saharan Africa Economic development and job creation

KEY PUBLICATIONS

(maximum of 3)

Employment relations in Anglophone Sub-Saharan Africa, in A Wilkinson, G Wood & R Deeg, eds, The Oxford Handbook of Employment Relations: Comparative Employment Systems, 2014

Varieties of Capitalism and Socialism, Part 1. South African Labour Bulletin, 38, 4, 2014, 43-45 (journal aimed at workers)

Trends in the South African collective bargaining system in comparative perspective, South African Journal of Labour Relations, 35, 1, 2011, 7-37

ORGANIZATIONAL AFFILIATIONS/COMMITTEES

(maximum of 3)

Scientific Committee, ILERA 17th World Congress

Local Organising Committee, ILERA 17th World Congress



Ms. Sharlaine Oodit

NATIONALITY

South African

CURRENT PROFESSIONAL STATUS

General Secretary of the General Public Service Sector Bargaining Council (GPSSBC)

QUALIFICATIONS

Masters in Labour Law, Certified Director

SPECIALIZATION

Labour Law

Employment Equity

Gend

er

RESEARCH INTERESTS

(maximum of 3 areas)

Gender and Work

Disability and Work

ORGANIZATIONAL AFFILIATIONS/COMMITTEES

(maximum of 3)

Chamber Member: Services SETA

Chairperson: NABC

Executive Committee Member Africa Region: ILERA

Executive Committee Member: LERASA



Prof. Theophilus Tshukudu**NATIONALITY**

Botswana

QUALIFICATION

DTech HRM, Nelson Mandela University (RSA)

SPECIALIZATION

Human Resource Management (Industrial Relations)

RESEARCH INTEREST

(maximum of 3)

Industrial Relations Organisational Behaviour Strategic Management

KEY PUBLICATIONS

(maximum of 3)

Tshukudu T., T. The Role of Trade Unions in Promoting Labour Peace in a State-Owned Enterprise. International Journal of Commerce and Management Research. Vol 7 Issue 2. ISSN 2455-1627.pp 1-5. (2021).

Tshukudu T., T. Human Resource Management Influence on Employee Relations in Africa: Case of Botswana Public Service Sector: Legislacao do Trabalho NO. Volume 12 Issue 84. Brazil. ISSN1516-9154. (2020).

Tshukudu T. Dispute Resolution in the Botswana Education Sector. Lonaka Journal of Learning & Teaching. University of Botswana. Gaborone, Botswana. (2020).

ORGANISATIONAL AFFILIATION/COMMITTEE

(maximum of 3)

Committee member of Faculty of Business Quality Assurance Committee, University of Botswana

Member of the Recruitment Board of the University of Botswana

Assessor & Programme Validator Botswana Qualification Authority



Prof. Evance Kalula

NATIONALITY

Zambian

PROFESSIONAL STATUS

Chairperson, ILO Committee on Freedom of Association (CFA);
Emeritus Professor of Law, University of Cape Town.

QUALIFICATIONS

LL B, LL M, M Litt, PhD.

SPECIALISATION

International and Comparative Labour Law, Social Protection,
International Trade and Regional Integration.

KEY PUBLICATIONS:

(maximum of 3)

Evance Kalula (with Desmoreen Carolus), ZAMBIA, in Kluwer
Encyclopaedia of Labour Law and Industrial Relations (Kluwer,
Deventer), 2004; Nevill Rubin, Evance Kalula (in consultation with
Bob Hepple), Code of International Labour Law, Volumes 1 & 2
(Cambridge University Press, Cambridge), 2005; Evance Kalula et
al, ZAMBIA, in Kluwer Monographs on Social Security (Kluwer,
Deventer), 2016;

ORGANISATIONAL AFFILIATION/COMMITTEES:

(maximum of 3)

Chairperson, ILO Committee on Freedom of Association (CFA);

Member of Council, Academy of Science of South Africa (ASSAf);
Board member, Human Sciences Research Council (HSRC) Press
Editorial Board



Mr. Frikkie de Bruin (LOC Chairperson)

NATIONALITY

South African

CURRENT PROFESSIONAL STATUS

General Secretary of the Public Service Coordinating Bargaining Council (PSCBC)

QUALIFICATIONS

Labour Law Master (LLM), Nelson Mandela Metropolitan University. Treatise on a Comparative Study of Minimum Service in the Public Service

SPECIALIZATION

Labour Relations, Strategic Planning, Operational Execution, Negotiations, Dispute Resolution/ Prevention, Policy Development

ORGANIZATION AFFILIATIONS/COMMITTEES

(maximum of 3)

Chairperson of the Local Organising Committee ILERA 17th World

Congress (ILERA) President: Labour and Employment Relations

Association of South Africa (LERASA) Executive Committee Member:

National Association of Bargaining Councils (NABC) Member of the

Institute of Directors of southern Africa (IODSA)

CONGRESS REGISTRATION

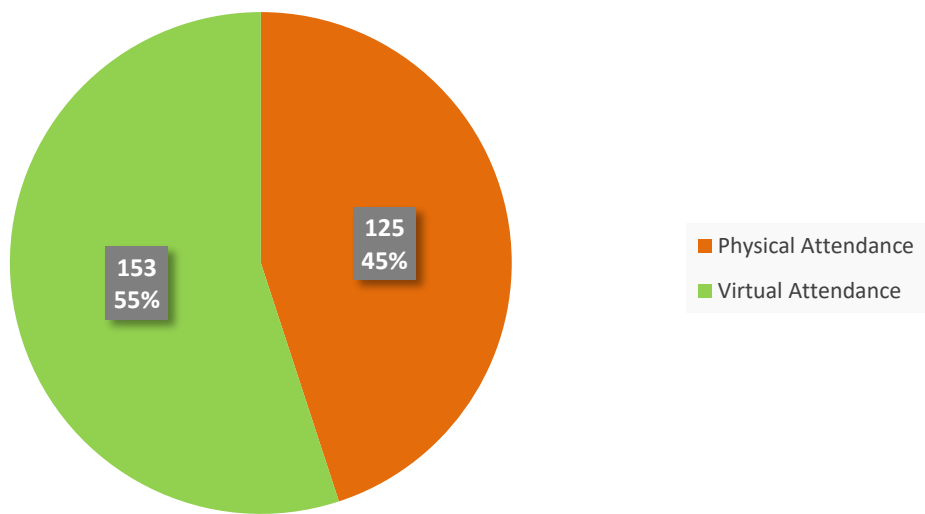
The Congress registration opened during the month of August 2021. Delegates were able to register through the online registration portal that was available on the Congress website, for either virtual or physical attendance. The registration process at the Congress was conducted in an efficient and effective manner; staff were professional and worked in an orderly manner. Conference bags were provided to physical attendees; containing Congress booklets, Congress safari caps, masks, sanitizer, water bottle, notepads and pens. Delegates were scanned upon entry to ensure compliance with COVID-19 protocols.



STATISTICS

A total number of 278 registered and paid delegates attended the Congress. 125 (45%) delegates attended physically and 153 (55%) attended virtually.

ILERA Africa: Attendance

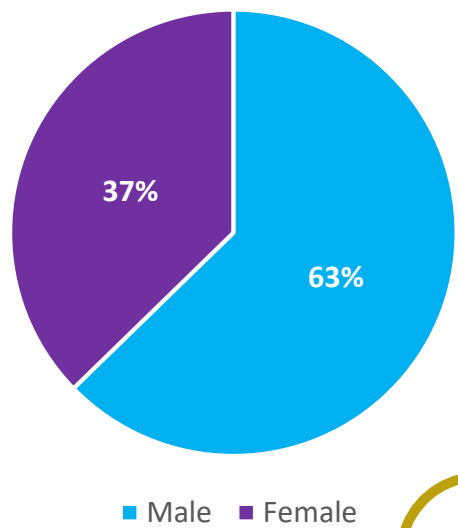


The graph below depicts both the physical and virtual attendance.

SPEAKER DATA

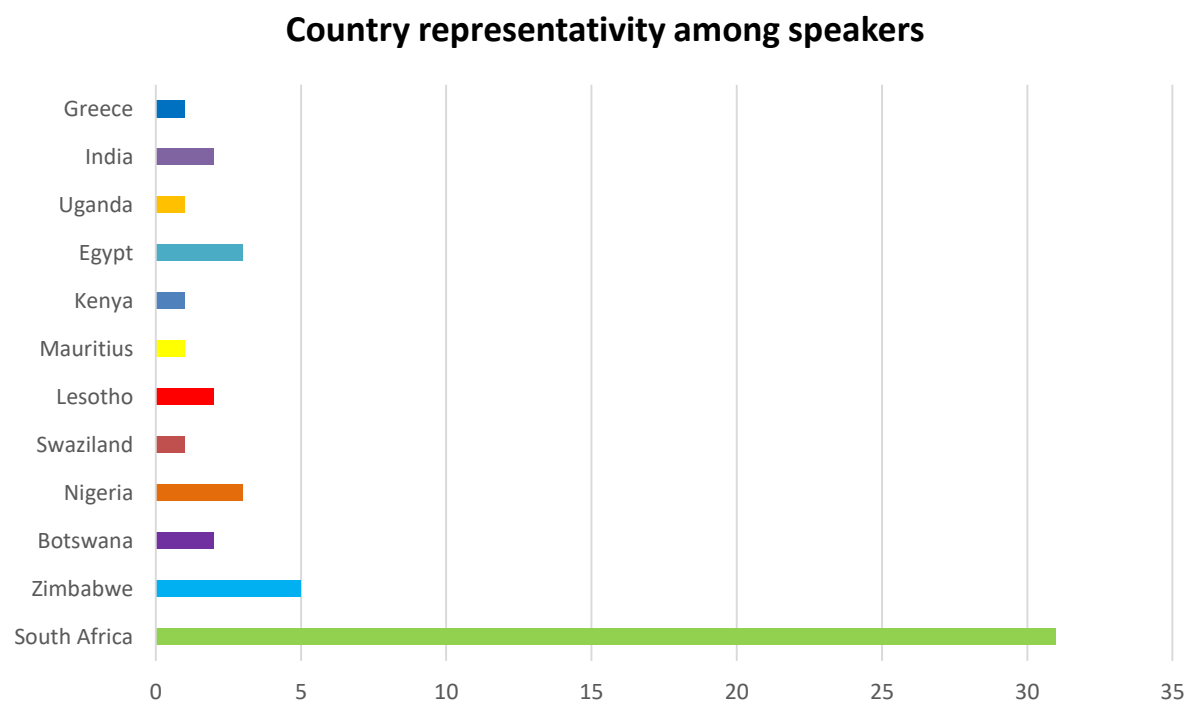
The programme included a total of 59 speakers of which 22 were female and 37 male. The graph below shows the gender representativity amongst speakers with 37% being female and 63% Male.

Speaker Gender Breakdowns



There were 5 unexpected withdrawals, due to illness, poor connectivity and other unforeseen circumstances.

Speaker breakdown according to country:



VENUE MANAGEMENT

The venue for the Congress was the Nobolo Mdhluli Conference Centre located at the Skukuza Safari Lodge, Skukuza Camp, Kruger National Park - Mpumalanga, South Africa. All of the sessions were conducted in the plenary room. The venue was of an adequate size in order to accommodate all delegates comfortably whilst observing social distancing and all COVID-19 protocols. Delegates were screened on a daily basis, temperature checks were taken, and face masks were worn throughout the conference. Meals were served timeously in the Resort's main buffet restaurant which had suitable room to accommodate delegates. Lunch was efficiently served, ensuring delegates were seated in time for the continuation of the programme. Load shedding (power cuts) was experienced once over the 3-day conference, however conference management ensured that there was only a 15 minute break to switch over to the generators. Connectivity with certain African countries proved to be a challenge.



BOMA BUSH BRAAI AND GAME DRIVES

On the evening of 27 September 2021, all physical delegates were treated to a game drive and bush braai. The braai was an ideal opportunity for delegates to acquaint themselves with other delegates and to network efficiently. Delegates enjoyed viewing wild animals en route to the venue, they were fortunate to view the big 5 game in South Africa (lion, leopard, buffalo, rhino and elephant). Attendees were welcomed by a troupe of traditional African dancers who also served as entertainment for the evening. Traditional African meals were enjoyed by all. The evenings festivities were well enjoyed by all.



HONORARY MEMBERSHIP AWARD

The LERASA Constitution makes a provision for the awarding of honorary membership. This membership may be awarded to any member who is nominated by the Executive Committee in recognition for outstanding services to the Association. The Scientific Committee nominated Prof. Evance Kalula for this award for his outstanding contribution over the years supporting LERASA & ILERA. This membership award was handed to Prof. Kalula by the President of LERASA, Mr Frikkie De Bruin at the ILERA Africa closing ceremony. Prof. Kalula was deeply touched and appreciated the award.



SOCIAL MEDIA

Social media was used as a platform to promote the Congress. LERASA’s social media platforms were utilised as means to endorse the Congress.

[@LERASA](#) – Facebook

[@LERASA012](#) - Twitter

The Hashtag [#ILERAfrica2021](#) was used throughout the Congress. Hashtags turn topics and phrases into clickable links in your posts on your Page. This helps people find posts about topics they're interested in. When people click a hashtag or search for a hashtag, they'll see a results that contain the hashtag so they can learn more about topics that interest them.

Facebook



Facebook was used throughout the Congress to promote all Congress activities.

Facebook Insights:

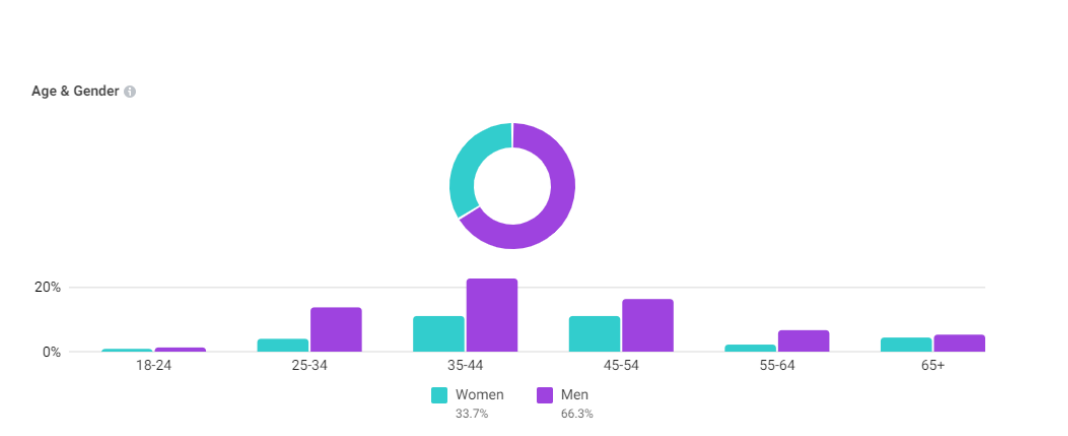
Facebook Page Reach: 26 – 29 September 2021

The below graph depicts the number of people who saw content from the LERASA page. The graph shows that the Congress reached 1900 people in 4 days.



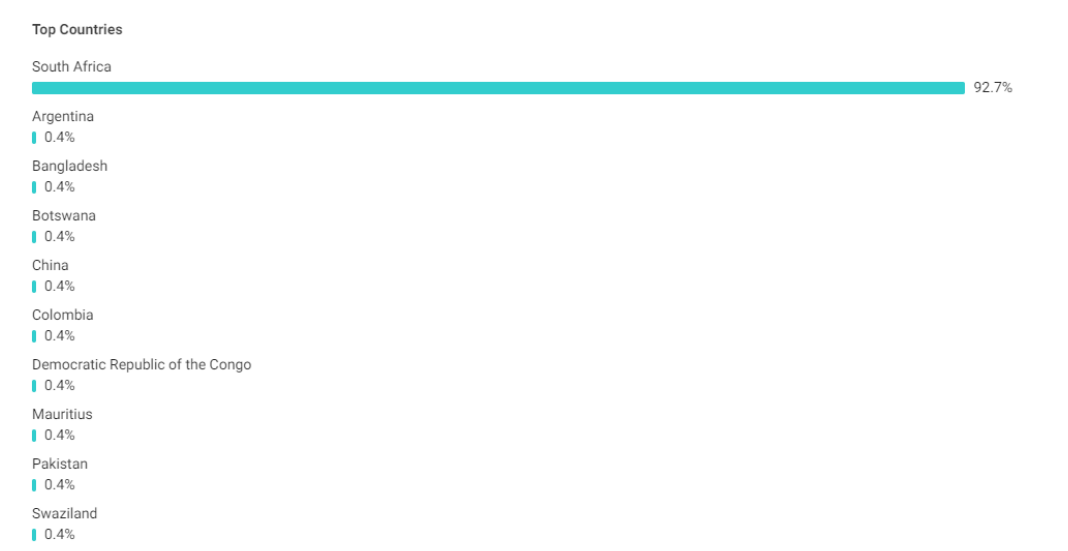
Facebook Audience: 26 – 29 September 2021

The below graph depicts the ages and genders of the people who saw all content on the LERASA page. The graph shows that 33.7% were women & 66.3% were men. Majority of the audience was aged between 35 & 44.



Facebook Audience: 26 – 29 September 2021

The below graph depicts the countries in which the audience of the LERASA page is located. The graph shows that 92.7% of the audience was located in South Africa.



Twitter



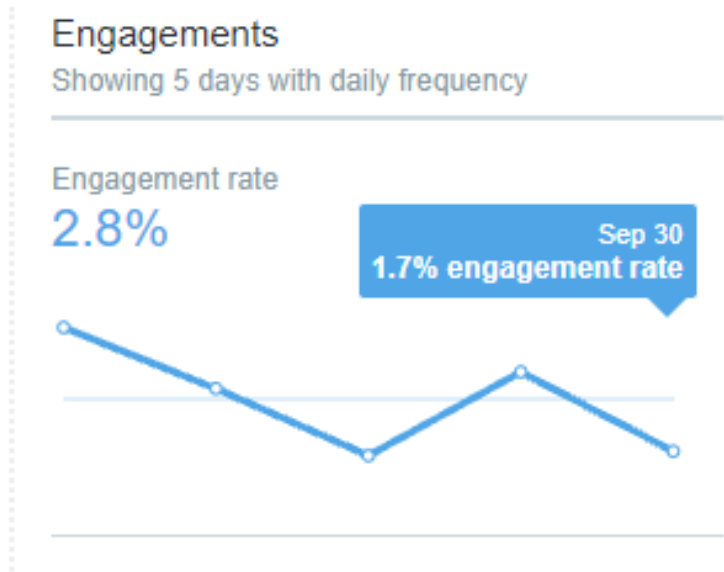
Twitter was used throughout the Congress to promote all Congress activities.

Twitter 4 day summary: 26 – 29 September 2021



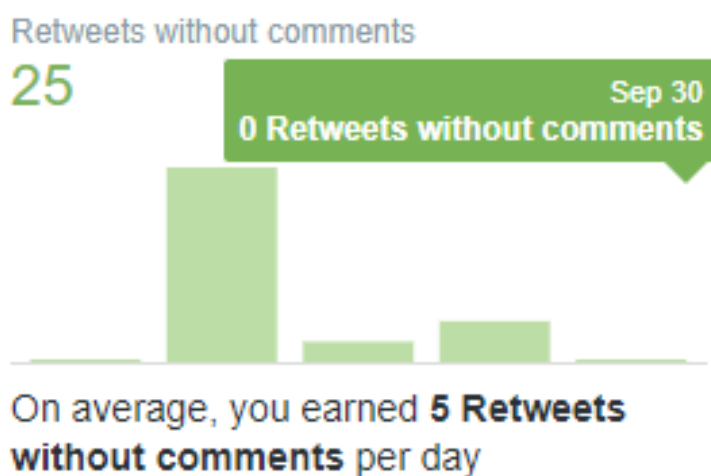
Twitter Engagement Rate: 26 – 29 September 2021

The below graph depicts the Twitter engagement rate for the 4 day period. This is the percentage of users who see your posts and engage with them. It is calculated by taking the number of engagements and dividing them by the impressions, then multiplying this by 100 to get a percentage.



Twitter Retweets: 26 – 29 September 2021

The below graph depicts the number of Retweets received for the 4 day period. A Retweet is a re-posting of a Tweet. Twitter's Retweet feature helps you and others quickly share that Tweet with all of your followers.



YouTube



All Congress sessions were recorded and have been posted to the LERASA YouTube channel.

SESSION RECORDING YOUTUBE LINKS

DATE	SESSION	YOUTUBE LINK
Sunday, 26 September 2021	STUDY GROUP 1	https://youtu.be/43yBekn1Oal
Sunday, 26 September 2021	STUDY GROUP 2	https://youtu.be/lxoKTxkjGHk
Sunday, 26 September 2021	SPECIAL SESSION: LATIN AMERICA	https://youtu.be/YTcrHIMI7YA
Monday, 27 September 2021	DAY 1 CONGRESS	https://youtu.be/cHY2UehEZOE
Tuesday, 28 September 2021	DAY 2 CONGRESS	https://youtu.be/KJPB7kQrWil
Wednesday, 29 September 2021	DAY 3 CONGRESS	https://youtu.be/mTVmbGZOx44

WEBSITE

The Congress website is located on the LERASA website: www.lerasa.org.za

All of the Congress information is available by clicking on the ILERA Africa 2021 tab:

<https://www.lerasa.org.za/index.php/ilera-africa-2021>

Presentations may be obtained from the following link:

<https://www.lerasa.org.za/index.php/presentations-2021>

COVID-19 Protocol Officer



Mr Wandile Mgobhozi

Should you experience any of the following symptoms:

- Fever or chills
- Cough
- Shortness of breath or difficulty breathing
- Fatigue
- Muscle or body aches
- Headache
- New loss of taste or smell
- Sore throat
- Congestion or runny nose
- Nausea or vomiting
- Diarrhea

Please report immediately to Mr Mgobhozi

ILERA Africa Support



Ms Shamira Huluman



Mr Oomang Parag



Ms Shana Trail

