



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”

26 – 29 September 2021

Skukuza Safari Lodge, Kruger National Park, Mpumalanga

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

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17h00 – 18h30

STUDY GROUP 2: Social Protection and Labour Migrancy in Africa

Panel Discussion:

A model migrant welfare programme/system for the African Union, Regional Economic Communities and AU Member States

Chairperson: Edwin Righa

Participants: Marius Olivier, John Mushomi, Tanja Dedovic, Admas Alemayehu, Jason Theede

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Sunday, 26 September 2021

Continuation of Study Groups/ Special Sessions

18h30 – 20h30

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)

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Monday, 27 September 2021		DAY 1 CONGRESS	
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	Entertainment – Theatrical performance		
9:20 – 9:35	Welcome	LERASA President:	Frikkie de Bruin
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 <i>Chairperson: Johann Maree</i>
11:15 - 11:25	Responses and experiences of male youth to unemployment during the COVID 19 pandemic, a case of Harare, Zimbabwe <i>Presenter: Tapiwanashe Hadzman (Zimbabwe)</i>
11:25 – 11:35	Adjusting to precarious work: An ordeal of trade unions in the Zimbabwean mining industry <i>Presenter: Delsa Deliwe Kufakwedeke(Zimbabwe)</i>
11:35 – 11:45	Engaging graduate IT students to become social actors by researching the working conditions of South African platform workers <i>Presenter: Jean-Paul Van Belle and Marita Turpin (South Africa)</i>
11:45 – 11:55	Job Crafting and Employees' Performance: An Experience from Nigerian Telecommunication Industries <i>Presenter: Kabiru Ishola Genty (Nigeria)</i>
11:55 – 12:05	Employment relations system vis-à-vis global competitiveness: perspectives from select African nations and ramifications apropos COVID-19 pandemic <i>Presenter: Partha Sarkar (India)</i>
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 <i>Chairperson: Theo Tshuduku</i>
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 <i>Presenters: Joshua Olaniyi Olabiyi & Charles OK Allen-ILE (Nigeria & South Africa)</i>

13:40 – 13:50	From Precarity to Pandemic: How Covid-19 Pandemic has exacerbated Poverty, Employment and Inequality in South Africa <i>Presenter: William Manga Mokofo (South Africa)</i>
13:50 – 14:00	Collective action in industrial relations under threat: the case of Eswatini <i>Presenter: Simphiwe Shabangu (Swaziland)</i>
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 <i>Presenter: Rajendra Parsad Gunputh (Mauritius)</i>
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 <i>Chairperson: Theo Tshuduku</i>
14:45 – 14:55	Use of high technologies in collective bargaining in South Africa <i>Presenter: Frikkie De Bruin (South Africa)</i>
14:55 – 15:05	Post-COVID-19 era and Fourth Industrial Revolution: Contemporary trends in organizational adaptation and labor relations <i>Presenter: Theodore Koutroukis (Greece)</i>
15:05 – 15:15	Discussions
15:15 -16:15	Panel Session: - Regulating Gig Workers: The African Perspective from BRICS Nations <i>Chairperson: Frikkie de Bruin</i> <i>Panelists: Chris Phiri; Stefan Van Eck, Partha Sarkar & Rajen Sarkar</i>

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	
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 <i>Presenters: Asanda Benya (South Africa), Premilla D'Cruz (India), Søren Kaj Anderson (Denmark) & Byoung-Hoon Lee (South Korea)</i>	
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 <i>Chairperson: Sharlaine Oodit</i>	
10:00 – 10:10		Union busting techniques: slow strangulation of public-sector unions in Zimbabwe <i>Presenter: Farai Ncube (Zimbabwe)</i>	
10:10 – 10:20		Public Sector Unions In South Africa – Are They Being Short-Changed? <i>Presenter: Johann Maree (South Africa)</i>	
10: 20 – 10:30		The Future of Trade Unionism In Africa: Case of Botswana <i>Presenter: Theophilus Tshukudu (Botswana)</i>	
10:30 – 10:45		Discussions	
10:45 – 11:00		Tea/Coffee Break	
11:00 -14:30		Track 2: Social Protection Measures & Systems in Africa <i>Chairperson: Ngeyi Kanyongolo</i>	
11:00 – 12:00		Panel Session: Social protection an operational tool for the Humanitarian, Development and Peace Nexus <i>Chairperson: Tanja Dedovic</i> <i>Panelists: Gift Dafuleya, Angelica Broman & Marius Olivier</i>	

12:00 – 12:10	Social Protection in Non-Humanitarian Settings of Egypt, Jordan and Tunisia <i>Presenters: Gift Dafuleya & Marius Olivier (South Africa)</i>
12:10 – 12:20	Rethinking Public Health Insurance Cover in Kenya in the Wake of a Global Pandemic <i>Presenter: Nicholas Walter Otieno Ajwang' (Kenya)</i>
12:20 – 12:30	Perception of Health Care Workers on The effect of COVID 19 Funds on their welfare <i>Presenter: Aramide Kuforiji (Nigeria)</i>
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 <i>Chairperson: Gift Dafuleya</i> <i>Panelists: Mildred Mushunje; Kgosietsile Maripe; Hannah J. Dawson, Mutale Wakunuma (SASPEN)</i>
14:30 – 18:15	Track 3: MIGRANCY IN AFRICA <i>Chairperson: Tanja Dedovic</i>
14:30 – 15:30	Panel Session: Assessing the socio-economic impact of COVID-19 on migrants and displaced populations – Perspectives from North Africa <i>Chairperson: Tanja Dedovic</i> <i>Panelists: Raffaele Bertini & Joris Jourdain (Egypt)</i>
15:30 – 15:40	Labour Externalization Pathways to the Gulf Cooperating Countries (GCCs) and Development Implications for Uganda <i>Presenter: John Mushomi (Uganda)</i>
15:40 – 15:50	Migrant Labour in Africa (The South African Case Study) <i>Presenter: Mbuso Mdingi (South Africa)</i>

15:50 – 16:00	The Regulation of Withdrawal and Death Benefits from Pension Funds as a Social Protection Mechanism for Migrant Professionals in the SADC <i>Presenters: Mothepe Ndumo & Mtendeweka Mhango (Lesotho)</i>
16:00 – 16:15	Tea/Coffee Break
16:15 – 16:25	The root causes for the migration of unskilled migrant farm labour: A study of Zimbabwean migrant workers in the citrus industry of the Sunday River Valley, Eastern Cape, South Africa <i>Presenter: Brandon James Maisiri (South Africa)</i>
16:25 – 16:35	Investigating the role of NGOs in assisting Asylum Seekers, Refugees and Migrants <i>Presenter: Simona Gallo Mosala & Miranda Madikane (South Africa)</i>
16:35 – 16:45	Asylum-seekers in South Africa and COVID-19: The need for social security law reform <i>Presenter: Avinash Govindjee & Marius Olivier (South Africa)</i>
16:45 – 17:15	Discussions
17:15 – 18:15	Panel Session: Labour Externalization, opportunities and challenges for policy development <i>Chairperson: Gabiel Iguma</i> <i>Panelists: John Mushomi, Marius Olivier, Martin Wandera, Hon Mwine Mpaka, Jason Theede</i>
End of Day 2	

Wednesday, 29 September 2021		DAY 3
08:00 – 09:00	Congress Registration Open	
09:00 – 11:00	Track 4: Gender and Work	
	<i>Chairperson: Mavis Koogotsitse</i>	
9:00 – 9:10	The great COVID-19 gender divide <i>Presenters: Thembi Chagonda & Natalie Singer (South Africa)</i>	
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 <i>Presenter: Bathandwa Xhallie (South Africa)</i>	
9:20 – 9:30	Gender inequalities, discrimination, South Africa: moving forward or back? <i>Presenter: Sharlaine Oodit (South Africa)</i>	
9:30 – 9:40	Working from home: what it means for the work-life balance of women in South Africa. <i>Presenters: Arabo Ewinyu & Fikile Masikane (South Africa)</i>	
9:40 – 9:50	Consequences For The Hand That Rocks The Cradle <i>Presenter: Bristol Buys (South Africa)</i>	
9:50 – 9:55	-----5 min body break-----	
9:55 – 10:05	The Gender Dynamic: the impact of COVID19 and beyond <i>Presenter: Aanisah Parker (South Africa)</i>	
10:05 – 10:15	Voice, Representation and Women Workers in the Informal Economy <i>Presenter: Elmarie Fourie (South Africa)</i>	
10:15 – 10:25	Causes and consequences of sexual harassment in an Agricultural organisation in Zimbabwe: The case of Boarder Timbers Limited (Company A) <i>Presenter: Vonai Chirasha (Zimbabwe)</i>	

10:25 – 11:00	Discussions
11:00 – 11:30	Tea/Coffee Break
11:30 - 12:30	Special Panel Session: Freedom of Association <i>Chairperson: Evance Kalula</i> <i>Panelists: Marius Olivier, Christina Holmgren, Kaizer Moyane</i>
12:30 – 13:00	CLOSING CEREMONY <i>Chairperson: Marius Olivier</i>
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