



DRAFT 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

SPECIAL SESSION: LATIN AMERICA (TBC)	STUDY GROUP 1: Work and Dispute Resolution (TBC)
Migrations: Socio-Economic And Political Analysis <i>Chairperson: Martha Elisa Monsalve Cuéllar</i>	<i>Chairperson:</i> <i>Participants:</i>
ZOOM ID: _____ PASSWORD: _____	ZOOM ID: _____ PASSWORD: _____

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> <i>Chairperson: Edwin Righa</i> <i>Participants: Marius Olivier, John Mushomi, Tanja Dedovic, Admas Alemayehu, Jason Theede</i>
ZOOM ID: _____ PASSWORD: _____

Sunday, 26 September 2021

Continuation of Study Groups

19h30 – 21h00

STUDY GROUP 3: Flexible Work Patterns (TBC)

Chairperson:

Participants:

ZOOM ID: _____

PASSWORD: _____

Monday, 27 September 2021		DAY 1 CONGRESS	
8:00 – 9:00		Congress Registration	
9:00 - 10:50		OPENING SESSION	
		Chairperson: Evance Kalula	
Zoom ID _____		Password _____	
9:00 – 9:10	Entertainment		
9:15 – 9:25	Welcome	LERASA President:	Frikkie de Bruin
9:25 – 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 (TBC)	
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 ZOOM ID: _____ PASSWORD: _____
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	Contingent workforce as the new norm in an agile environment: A case of the Zimbabwean banking sector Presenter: Rumbidzai Tsandukwa (Zimbabwe)
11:35 – 11:45	Adjusting to precarious work: An ordeal of trade unions in the Zimbabwean mining industry Presenter: Delsa Deliwe Kufakwedeke (Zimbabwe)
11:45 – 11:55	An analysis of Austerity HRM Practices employed by Organisations and Survival Strategies adopted by Workers in the Engineering, Iron and Steel Industry Presenter: Ruth Mubanga (Zimbabwe)
11:55 – 12:20	Discussions
12: 20 – 12:30	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)
12: 30 – 12:40	Job Crafting and Employees' Performance: An Experience from Nigerian Telecommunication Industries Presenter: Kabiru Ishola Genty (Nigeria)
12:40 – 12:50	Employment relations system vis-à-vis global competitiveness: perspectives from select African nations and ramifications apropos COVID-19 pandemic Presenter: Partha Sarkar (India)

12:50 – 13:15	Discussions
13:15 – 14:00	LUNCH
14:00 – 15:15	Continuation of Track 1: Work, Employment Relations, Collective Voice, Social Dialogue and Labour Law in Africa <i>Chairperson: Theo Tshuduku</i> ZOOM ID: _____ PASSWORD: _____
14:00 – 14:10	The shift from industrial to general unions: The case of Southern African Clothing and Textile Workers Union <i>Presenter: Mario Jacobs (South Africa)</i>
14:10 – 14:20	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>
14:20 – 14:30	The erosion of workers' rights and casualisation of work before and after IR4 and the Covid-19 pandemic. Potential role of the ILO <i>Presenter: William Manga Mokofe (South Africa)</i>
14:30 – 14:40	Collective action in industrial relations under threat: the case of Eswatini <i>Presenter: Simphiwe Shabangu (Swaziland)</i>
14:40 – 14:50	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>
14:50 – 15:15	Discussions
15:15 – 15:30	Tea/Coffee break

15:30 – 17:15	Track 1: Work, Employment Relations, Collective Voice, Social Dialogue and Labour Law in Africa Sub-theme: Digitization of work and 4IR Chairperson: Theo Tshuduku ZOOM ID: _____ PASSWORD: _____
15:30 -15:40	Artificial intelligence and employment: can automation preserve fair and equitable recruitment methods? Presenter: Thabo Magubane (South Africa)
15:40 – 15:50	Use of high technologies in collective bargaining in South Africa Presenter: Frikkie De Bruin (South Africa)
15:50 – 16:00	Post-COVID-19 era and Fourth Industrial Revolution: Contemporary trends in organizational adaptation and labor relations Presenters: Charis Vlado; Theodore Koutroukis & Dimos Chatzinikolao (Greece)
16:00 – 16:15	Discussions
16:15 – 17:15	Panel Session: - Regulating Gig Workers: The African Perspective from BRICS Nations Chairperson: Frikkie de Bruin Panelists: Chris Phiri; Stefan Van Eck & Partha Sarkar
18h30 -20h00 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, Australia and South Korea <i>Greg Bamber, Johann Maree, Premilla D'Cruz, and others</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> ZOOM ID:_____ PASSWORD:_____	
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 Chairperson: Ngeyi Kanyongolo ZOOM ID: _____ PASSWORD: _____
11:00 – 12:00	Panel Session: Social protection an operational tool for the Humanitarian, Development and Peace Nexus Chairperson: Tanja Dedovic Panelists: Gift Dafuleya & 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 Presenters: Kuforiji, A; Onijingin Fajana, Sola Daniel O; Bamidele J. O.; Agboola, A. (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)

14:30 – 18:15	Track 3: MIGRANCY IN AFRICA Chairperson: Tanja Dedovic ZOOM ID:_____ PASSWORD:_____
14:30 – 15:30	Panel Session: Assessing the socio-economic impact of COVID-19 on migrants and displaced populations – Perspectives from North Africa Chairperson: Tanja Dedovic Panelists: Raffaele Bertini, Joris Jourdain & Lorenza Rossi (Egypt)
15:30 – 15:40	Labour Externalization Pathways to the Gulf Cooperating Countries (GCCs) and Development Implications for Uganda Presenter: John Mushomi (Uganda)
15:40 – 15:50	Migrant Labour in Africa (The South African Case Study) Presenter: Mbuso Mdingi (South Africa)
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 Presenters: Mothepa Ndumo & Mtendeweka Mhango (Lesotho)
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 Presenter: Brandon James Maisiri (South Africa)
16:25 – 16:35	Investigating the role of NGOs in assisting Asylum Seekers, Refugees and Migrants Presenter: Simona Gallo Mosala (South Africa)
16:35 – 16:45	Asylum-seekers in South Africa and COVID-19: The need for social security law reform Presenter: Avinash Govindjee & Marius Olivier (South Africa)
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> ZOOM ID:_____ PASSWORD:_____
End of Day 2 Evening Game drives	

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> ZOOM ID:_____ PASSWORD:_____	
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</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 & Edward Webster</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> <i>ZOOM ID: _____ PASSWORD: _____</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