



ilera AFRICA
8th Regional Congress
7-9 May 2018, Mauritius

Challenges Facing the Future of Work: African Perspectives and Experiences



2018
7 – 9 May


ilera
International Labour
and Employment
Relations Association

 International
Labour
Organization

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WELCOME FROM THE PRESIDENT OF ILERA: PROF. DONG-ONE KIM

It gives me great pleasure to welcome you to the International Labour and Employment Relations Associations (ILERAs), 8th African Congress, taking place on this tropical island, the Republic of Mauritius.

This Congress precedes the ILERA 18th World Congress that is taking place in my home country, Korea from 23 – 27 July 2018. On behalf of the ILERA Management Council, we express gratitude to ILERASA and the Organising Committee in taking a decision to host an African chapter congress building up to the World congress taking place in Seoul.

The increased integration of the global economy due to greater free trade, vastly improved logistic and communication technology, mobile finance capital, transnational corporations and global supply chains have had a major impact on work, employment and distribution of income all over the world. Africa has by no means been immune from these trends. We therefore welcome the theme: “Challenges Facing the Future of Work: African perspectives and experiences”. Over the next three days the latest trends in collective bargaining, trade union strength, working conditions, industrial conflict, gender and work,



social integration and protection, migrancy, human resource management and skills development in different countries and regions of the continent will be deliberated on.

The programme also includes a Special Plenary on Poverty Alleviation reforms in Mauritius.

I wish you well over the next three days and enjoy the vigorous debates and constructive discussions.

Welcome!

Prof Dong-One Kim
ILERA President



WELCOME BY THE ILERA – PAST PRESIDENT: PROF EVANCE KALULA



Welcome to the ILERA 8th African Congress taking place on this beautiful, tropical and exotic island of Mauritius!!

We reconvene here after 9 years, when the IIRA 4th African Congress took place in 2005 in Mauritius. It is exciting, once again to network with my Mauritius and African colleagues, and importantly engage on matters facing the world of work on our continent.

The future of work in Africa, as in the rest of the world, is already and still going to be extensively influenced by technological advances, climate, environmental, political, economic and social changes in society. We will engage on the analysis of the reasons for the trends over the next three days.

It is noteworthy that this congress brings together political leaders and policy makers here in Mauritius, but also in the rest of Africa, scholars and practitioners, trade union leaders, organised business and other key social partners under one platform to debate and discuss the changing world of work, developments and challenges of employment relations.

Enjoy the deliberations!

Bonjour and Welcome again!

Prof Evance Kalula

ILERA Past-President



WELCOME MESSAGE FROM THE PRESIDENT OF LERASA AND CHAIRPERSON OF THE ORGANISING COMMITTEE: MR. FRIKKIE DE BRUIN

On behalf of the Organising Committee it gives me immense pleasure to extend a warm welcome to delegates attending this the ILERA 8th Africa Regional Congress, held in the exotic island of Mauritius.

The Congress has attracted scholars and practitioners from over 10 countries across Africa. I am happy to announce that the Congress has over 120 registered participants, including students and shop stewards representing Mauritians.

The Congress was organised by the local chapter of ILERA in South Africa, the Labour and Employment Relations Association of South Africa (LERASA). On 12 March 2018, the erstwhile IRASA held its Annual General Meeting (AGM) and launched a renewed and repositioned LERASA. One of its first tasks post the AGM, was to host the ILERA 8th Africa Congress.

LERASA, as an affiliate of ILERA since 1994 is in a unique position as it offers a platform for diverse players in the employment relations field to engage and share experiences. Our membership includes academics, students, bargaining councils, government departments, business



and corporates, trade unions, lawyers and practitioners from various human resource disciplines.

LERASA together with local support, particularly the National Trade Unions Federation of Mauritius, the University of Mauritius and Business Mauritius, is hosting the three day congress here at the Inter-Continental Resort in Fort Balaclava. We are also honoured that three cabinet Ministers from the Republic of Mauritius, namely the Minister of Labour, Industrial Relations, Employment and Training, the Minister of Social Integration and Economic Empowerment and the Minister of

WELCOME MESSAGE FROM THE PRESIDENT OF LERASA AND CHAIRPERSON OF THE ORGANISING COMMITTEE: MR. FRIKKIE DE BRUIN *(continued)*

Civil Service and Administrative Reforms have agreed to grace the Congress

The Congress under the theme “Challenges facing the Future of Work: African perspectives and experiences”, will prove to be very engaging around pertinent issues facing the changing world of work in Africa.

In closing this message, allow me to extend a special word of thanks to the International Labour Organization (ILO) Pretoria Office and the International Labour and Employment Relations Association (ILERA) for their sponsorship in ensuring the success of this Congress.

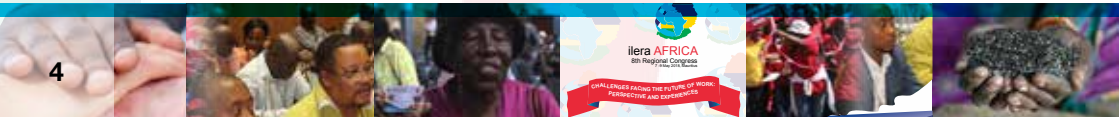
We also acknowledge the support we receive from the Public Service

Bargaining Councils i.e. Education Labour Relations Council (ELRC); General Public Service Sector Bargaining Council (GPSSBC); Public Service Coordinating Bargaining Council (PSCBC) and the Public Health and Social Development Bargaining Council (PHSDSBC). We do value you as strategic partner.

I take this opportunity to wish all participants at this Congress a positive learning experience over the three days of deliberations.

Frikkie de Bruin

LERASA: President and Chairperson of Organising Committee



WELCOME MESSAGE FROM THE CHAIRPERSON OF THE SCIENTIFIC COMMITTEE, PROF. MARIUS OLIVIER

It is certainly a pleasure to welcome you on behalf of the Scientific Committee of the ILERA 8th Africa Congress, which offers a wide-range of topics under the theme: “Challenges facing the future of work: African perspectives and experiences”. We have successfully attracted both academics and practitioners from all corners of Africa to submit papers to offer an interesting discourse across the seven multi-disciplinary sub-themes.

Sub-theme 1 on Trends in Employment and Employment Relations in Africa has attracted contributions on industrial systems in the OECD countries, vulnerable sectors of the informal economy, and developments on collective bargaining, employment creation strategies, and casualization of labour in the agricultural sector. These include practices and experiences from Korea, Botswana, Zambia, Mauritius and Zimbabwe, as well as OECD countries.

We are extremely excited and proud to introduce sub-theme 2 which concerns Gender and Work, which brings to the fore controversial yet critical issues of sexual harassment, gender equality and differential



experiences of women and men in workplaces. Under this sub-theme we hear experiences from Malawi, Democratic Republic of Congo, Namibia, Botswana and South Africa.

With an overwhelming support from the Public Sector in South Africa at the ILERA congress, we have included sub-theme 3 on Public Sector Employment Relations. The papers under this sub-theme includes a Mauritian case study on procedural fairness in the law of unfair dismissal, comparative analysis of public sector unions in selected Indian ocean states, and challenges facing public sector unions in Mauritius. The South



WELCOME MESSAGE FROM THE CHAIRPERSON OF THE SCIENTIFIC COMMITTEE, PROF. MARIUS OLIVIER *(continued)*

African case of Public Service Employment relations is the fourth paper.

Sub-theme 4 on Social Security and Protection in Africa deals with important developments on social security systems in relation to gender dimensions, social assistance legal frameworks in Africa, and the challenges facing social security systems in selected African countries. The latest trends from Malawi, Botswana, South Africa and, in fact, also other African countries are explored under this sub-theme.

The changing nature of work and work relationships has again brought the role, and questions relating to the nature of labour law to the fore under sub-theme 5: Emerging Issues in Labour Law. Contributions include matters relating to temporary employees in South Africa, the status of Uber drivers, non-alignment of labour laws in Zimbabwe, unrepresentative trade unions and the concept of true employer in the context of labour brokers.

Africa is witnessing increased labour migration within the continent, especially on an intra-regional basis. The migration flows in this regard are

both regular and irregular. Yet, the protection extended to migrant workers leaves much to be desired.

Sub-theme 6 on Migrant Labour explores issues on ethical recruitment and decent work, social security for skilled professionals, migrant labour in and from Africa and its implications on industrial relations.

The last sub-theme 7 focusses on an important discourse of skills development and productive employment. There is a realisation that, if Africa is to raise the standard of living of its citizens, African countries have to encourage investment in high productivity industries for which they must provide enough highly skilled labour that is suitably qualified and in the right trades and occupations. Papers under this theme question whether skills development in sub-Saharan Africa is adequate, the Botswana experience on youth employment and skills development and an important new delivery mode of digital learning.

The Congress is also hosting two special sessions – a special plenary workshop on recent experiences in Mauritius on poverty eradication and equality, and a separate workshop on the shaping of social protection for





the future of work, particularly in a Southern African context.

The Congress is intended to encourage debate, interrogate fundamental concepts and existing boundaries, reflect on innovation, trends and developments, and stimulate critical thinking, with implications far beyond the theory and practice of the domains covered by the plenary and workshop themes. I look forward to your participation and trust that you will richly benefit from the learning and sharing opportunities provided by the Congress to both the seasoned and the young.

I take this opportunity to thank members of the Scientific Committee namely, Prof Johan Maree, Prof Malehoko Tshoaedi, Prof Suman Gunpath and Mr Frikkie de Bruin, with the support also of Prof Evance Kalula, for their tireless efforts in reviewing and evaluating the submitted abstracts and papers.

Prof Marius Olivier

Chairperson: Scientific Committee



THE CONGRESS

The increased integration of the global economy due to greater free trade, vastly improved logistic and communication technology, mobile finance capital, transnational corporations and global supply chains have had a major impact on work, employment and distribution of income all over the world. Africa has by no means been immune from these trends.

Over the three days of the Congress, the latest trends in collective bargaining, trade union strength, working conditions, industrial conflict, gender and work, social integration and protection, migrancy, human resource management and skills development in different countries and regions of the continent will be deliberated on.

The Congress is also hosting two special sessions – a special plenary workshop on recent experiences in Mauritius on poverty eradication and equality, and a separate workshop on the shaping of social protection for the future of work, particularly in a Southern African context.

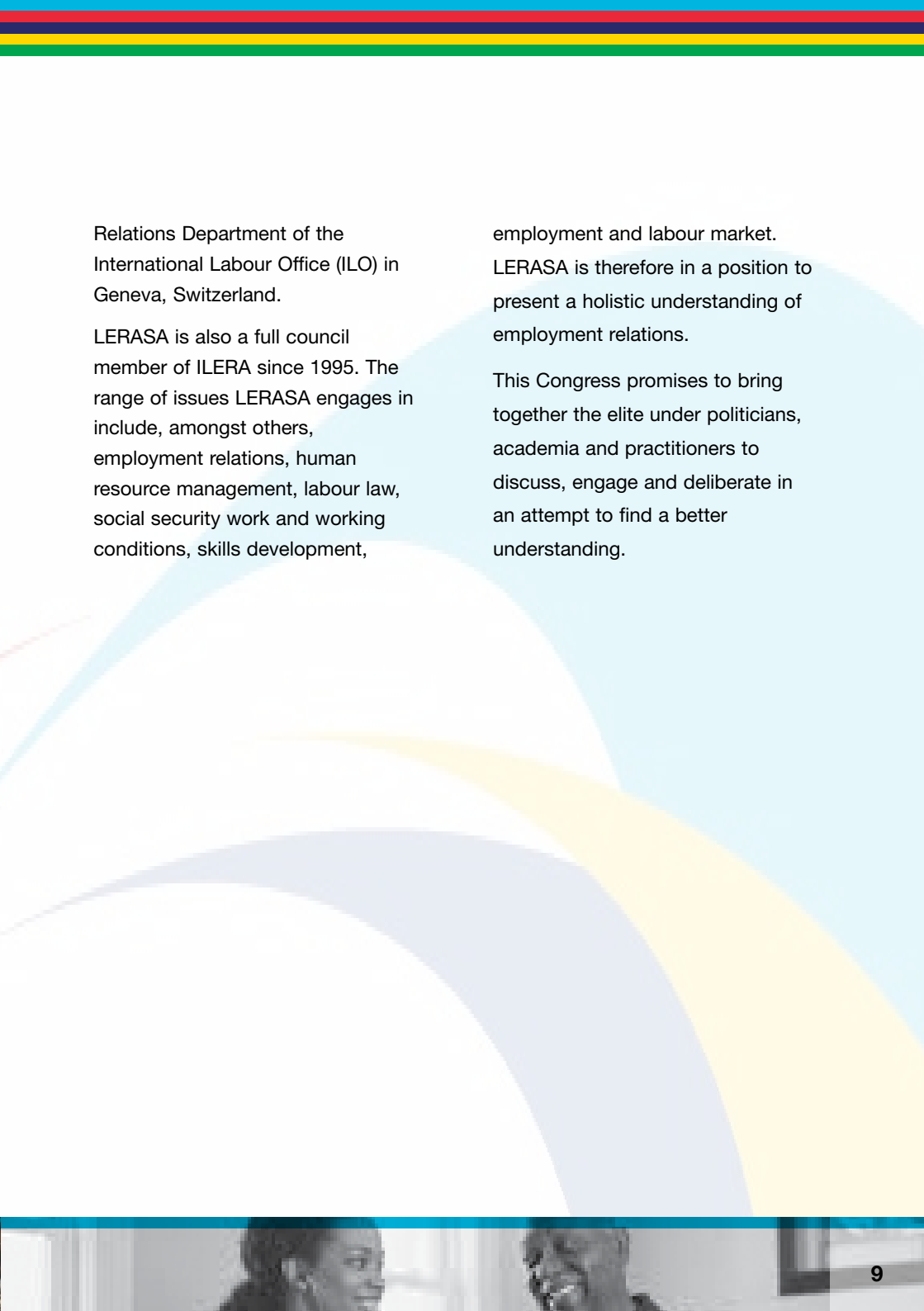
ILERA, being the International Labour and Employment Association, was established in 1966 and its general purpose is to promote the study of labour and employment relations throughout the world in the relevant academic disciplines, by such means as:

- encouraging the establishment and development of national associations of industrial relations specialists;
- facilitating the spread of information about significant developments in research and education in the field of industrial relations;
- organising worldwide and regional Congresses;

Promoting internationally planned research, by organising study groups on particular topics.

Currently the Association has over 1,000 members worldwide including prominent industrial relations scholars and practitioners and national associations in 32 countries. The Association is located in the Industrial and Employment





Relations Department of the International Labour Office (ILO) in Geneva, Switzerland.

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.

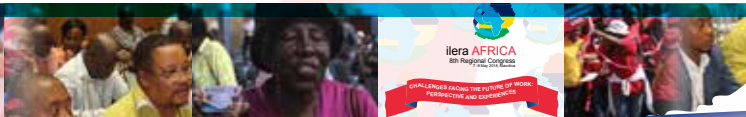
This Congress promises to bring together the elite under politicians, academia and practitioners to discuss, engage and deliberate in an attempt to find a better understanding.



CONGRESS PROGRAMME

THEME: "CHALLENGES FACING THE FUTURE OF WORK: AFRICAN PERSPECTIVES AND EXPERIENCES"

Monday, 7 May 2018 Day 1 Congress	
8:00 – 10:00	Congress Registration/ Tea/ Coffee
10:00 -12:00	OPENING PLENARY SESSION <i>Chairperson: Prof. Evance Kalula, Past- ILERA President</i>
10:00 – 10:15	Entertainment – A Mauritian welcome
10:15 – 10:25	Welcome LERASA President: Mr. Frikkie de Bruin
10:25 – 10:40	ILERA Opening Address ILERA President: Prof. Dong-One Kim
10:40 – 10:50	Messages of Support: Business Mauritius Chief Operating Officer: Mr. Pradeep Dursun
10:50 – 11:00	National Trade Unions Confederation President: Mr. Radhakrishna Sadien
11: 00 – 11:20	ILO Address ILO Assistant Director-General: Ms. Cynthia Samuel-Olonjuwon
11:20 – 11:45	Keynote Address Minister of Labour, Industrial Relations, Employment and Training (Mauritius) Hon. Soodesh Satkam Callichurn
11:45 – 12:00	Programme Introduction Chairperson of Scientific Committee: Prof. Marius Olivier
12:00 – 13:00	LUNCH
13:00 – 13:15	Reconvening of Plenary
13:15 – 14:00	SPECIAL PLENARY SESSION: COUNTRY REPORT ON POVERTY ALLEVIATION AND EQUALITY <i>Chairperson: Prof. Marius Olivier: Chairperson of Scientific Committee</i>
13:15 – 13:35	UNDP National Consultant for Social Register of Mauritius (SRM): Mr. Dayachund Bundhoo Anti-Poverty Reforms in Mauritius
13:35– 14:00	Keynote Address: Minister of Social Integration and Economic Empowerment: Mauritius Hon. Marie Roland Alain Wong Yen Cheong



14:00 – 16:30	SUB-THEME 1: TRENDS IN EMPLOYMENT AND EMPLOYMENT RELATIONS IN AFRICA <i>Chairperson: Prof. Johan Maree</i>
14:00 – 14:15	Prof. Dong-One Kim, Yoon-Ho KimPaula, B Voos (Korea) Industrial Relations Systems And Well-Being In 30 OECD Countries, 2000 – 2012: A Two-Dimensional Approach
14:15 – 14:30	Mr. Ngosa Chisupa (Zambia) Mainstreaming Decent Work In The Vulnerable Sectors Of The Informal Economy
14:30 – 14:45	Prof. Ved Prakash Torul (Mauritius) The Challenges Facing The World of Work and The Trends In Employment and Employment Relations In Africa: The Mauritian Experience
14:45 – 15: 00	Discussions
15: 00 – 15:30	TEA & COFFEE
15:30 – 16:30	CONTINUATION OF SUB-THEME 1: TRENDS IN EMPLOYMENT AND EMPLOYMENT RELATIONS IN AFRICA <i>Chairperson: Prof Johan Maree</i>
15:30 – 15:45	Prof. Yongjin Nho (Korea) Recent Developments In Bargaining Structure And Outcomes In Korea.
15:45 – 16:00	Prof. Rodreck Mupedziswa (Botswana) Botswana's Ipelegeng Programme As A Strategy For Employment Creation For Vulnerable Groups: A Model For Africa?
16:00 – 16:15	Mr. Dominique Uzhenyu (Zimbabwe) Rise Of Casualization Of Labour In The Agricultural Sector A Retrogressive Practice To Employment Security: The Zimbabwe Experience
16: 15 – 16:30	Discussions
16:30	End of Day 1
18:00 – 20:00	Cocktail Evening Venue: Fountain deck Programme Opening and Welcome: LERASA President: Mr. Frikkie de Bruin Address by the Past ILERA President: Prof Evance Kalula Address by ILERA President: Prof Dong-One Kim JUTA Book Launch: Understanding Employment law and Remuneration orders in Mauritius Cocktail drinks & Canapes Entertainment: Jazz band



CONGRESS PROGRAMME *(continued)*

Tuesday, 8 May 2018 Day 2: Congress	
08:00 – 17:00	Congress Registration Open
09:00 – 10:30	SUB-THEME 2: GENDER AND WORK Chairperson: Ms. Cynthia Samuel-Olonjuwon, ILO: Assistant Director-General
9:00 – 9:15	Hon. Justice Rachel Sophie Sikwese (Malawi) Naming And Shaming As An Effective Tool To Curbing Sexual Harassment In Big Organisations: The Malawian Experience
9:15 – 9:30	Mr. Theodore Kamwimbi (Democratic Republic of Congo) Workplace Gender Equality In The DR Congo: A Critical Analysis Of Existing Legislation
9:30 – 9:45	Ms. Martha Winter (South Africa) It Doesn't Have To Be A Gender Thing: Gender And The Male Nursing Experience.
9:45 – 10:00	Prof. Theophilus Tshukudu (Namibia) An evaluation of the impact of female private security guards unions in Africa: The case of Botswana, Namibia and South Africa
10:00 – 10:30	Discussions
10:30 – 11:00	TEA & COFFEE
11:00 – 12:30	SUB-THEME 3: PUBLIC SECTOR EMPLOYMENT RELATIONS IN AFRICA Chairperson: Ms Thandeka Msibi, PSCBC: Vice-Chairperson (Labour)
11:00 – 11:15	Ass. Prof Rajendra Parsad Gunputh and Mr. Hambyrajen Narsinghen (Mauritius) Procedural Fairness In The Law Of Unfair Dismissal -The Mauritian Case Study
11:15 – 11:30	Dr. Nirmal Kumar (Mauritius) A Comparative Analysis Of Public Unions And Their Bargaining Power In Selected Indian Ocean States
11:30 – 11:45	Mr. Frikkie de Bruin (South Africa) Public Service Employment Relations in South Africa
11:45 – 12:00	Government Service Employee Association: Mr. Radhakrishna Sadien (Mauritius) Challenges facing public sector trade unions in Mauritius
12:00 – 12:30	Discussions
12:30 – 13:30	LUNCH



13:30 – 15:00	SUB-THEME 4: SOCIAL SECURITY AND PROTECTION IN AFRICA <i>Chairperson: Prof Prakash Torul</i>
13:30 – 13:45	Dr. Ngeyi Kanyongolo (Malawi) Social Security, Gender And Legal Plurality: A Challenge For Harmonisation In Southern African Development Community
13:45 – 14:00	Prof.Marius Olivier (South Africa) Social Assistance National Legal Frameworks In Africa: Constitutional And Statutory Perspectives
14:00 – 14:15	Hon. Justice Rachel Sophie Sikwese (Malawi) The Façade That Is Social Security And Protection In Malawi: Who Is Benefiting?
14:15 – 14:30	Prof. Rodreck Mupedziswa (Botswana) Towards A Rights-Based Social Protection System In Botswana.
14:30– 15:00	Discussions
15:00 – 15:30	TEA & COFFEE
15:30 – 17:30 VENUE: BARRACUDA	SASPEN WORKSHOP Facilitator: Ms Mutale Wakunuma SHAPING SOCIAL PROTECTION FOR THE FUTURE OF WORK: KEY CONSIDERATIONS FOR SOUTHERN AFRICA
17:30	End of Day 2

CONGRESS PROGRAMME *(continued)*

Wednesday, 9 May 2018 DAY 3	
08:00 – 09:00	Congress Registration Open
09:00 – 10:20	SUB-THEME 5: EMERGING ISSUES IN LABOUR LAW <i>Chairperson: Prof. Marius Olivier</i>
9:00 – 9:15	Prof. Adriaan Van Der Walt et al (South Africa) The Right To Indefinite Employment Of Temporary Employees In South Africa: Is The Model Effective And Viable?
9:15 – 9:30	Mr. Dominique Uzhenyu (Zimbabwe) Non-Alignment Of Labour Laws With National Constitutions, A Trigger Of Tripartite Industrial Relations Conflicts In Africa: The Zimbabwe Experience
9:30 – 9:45	Mr. Geoffrey Esitang (South Africa) Unrepresentative Trade Unions Representation In Individual Oriented Proceedings
9:45 – 10:00	Mr. David Abrahams (South Africa) Developments In Identifying The True Employer Of The Employee In The Context Of Labour Brokers
10:00 – 10:15	Prof Stefan van Eck (South Africa) Uber Drivers: Who Is (Or Is Not) The Employer – The Mother Company Or The Subsidiary?
10:15 – 10:40	Discussions
10:40- 11:00	TEA & COFFEE
11:00- 12:20	SUB-THEME 6: MIGRANT LABOUR IN AFRICA <i>Chairperson: Prof Dong-One Kim, ILERA President</i>
11:00 – 11:15	Ms. Céline Lemmel (International Organisation for Migration) Migrant Labour In Africa – Ethical Recruitment & Decent Work
11:15 – 11:30	Prof. Marius Olivier (South Africa) Social Security For Skilled Professionals From The Perspectives Of GATS, The CFTA And African Regional Free Trade And Trade In Service Agreements
11:30 – 11:45	Mr. Frikkie de Bruin (South Africa) Migrant Labour In Africa (The South African Case Study)
11:45– 12:00	Prof. Theophilus Tshukudu (Namibia) An African Dream That Perished At Sea: The Case Of African Migrants & Its Implications for Industrial Relations
12:00 – 12:20	Discussions
12:20 – 13:30	LUNCH



13:30– 14:30	SUB-THEME 7: SKILLS DEVELOPMENT AND PRODUCTIVE EMPLOYMENT IN AFRICA <i>Chairperson: Ms Sharlaine Oodit</i>
13:30 – 13:45	Prof. Johann Maree (South Africa) Skills Development In Sub-Saharan Africa. Is It Adequate? An Overview And Focus On Five Countries
13:45 – 14:00	Prof. Rodreck Mupedziswa (Botswana) Youth Employment And Skills Development In Africa: Lessons From Botswana's Experience
14:00 – 14:15	Ms. Vimala Ariyan (South Africa) Digital Learning – A Fundamentally Different Future
14:15 – 14:30	Discussions
14:30 – 15:00	TEA AND COFFEE
15:00 – 15:45	CLOSING CEREMONY <i>Chairperson: Mr. Frikkie de Bruin</i>
15:00 – 15:15	Closing Address: ILERA President: Prof. Dong-One Kim
15:15 – 15:30	Keynote Address: Minister of Civil Service and Administrative Reforms: Hon. Eddy Boissezon
15:30 – 15:45	Vote of Thanks: Prof. Evance Kalula
15:45	Congress ends

SCIENTIFIC COMMITTEE



Prof. Marius Olivier (*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 crossborder 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



Mr. Frikkie de Bruin

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
ORGANIZATIONAL 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)

SCIENTIFIC COMMITTEE *(continued)*



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 17 th World Congress Local Organising Committee, ILERA 17th World Congress





Dr. Rajendra Parsad Gunpath

NATIONALITY	Mauritian
CURRENT PROFESSIONAL STATUS	Associate Professor of Law at the University of Mauritius
QUALIFICATIONS	PhD (Law), PhD Public Law, HDR, PGCE in Higher Education Post-Doctorate in Public Law
SPECIALIZATION	Labour Law, Media Law, International Humanitarian Law
KEY PUBLICATIONS (maximum of 3)	In excess of 100 articles which have been published worldwide and several treaties on Mauritian Law and various books and manuals on Law (Labour Law, Media Law, International Humanitarian Law)
ORGANIZATIONAL AFFILIATIONS/ COMMITTEES (maximum of 3)	Member of various national committees on Human Rights and International Humanitarian Law



SCIENTIFIC COMMITTEE *(continued)*



Prof. Malehoko Tshoaedi

NATIONALITY	South African
CURRENT PROFESSIONAL STATUS	Associate Professor in the department of Sociology at the University of Johannesburg
QUALIFICATIONS	PhD
SPECIALIZATION	Gender politics in the trade union movement and in the workplace, and the politics of sexual harassment
KEY PUBLICATIONS (maximum of 3)	co-authored (with Andries Bezuidenhout) a book titled: Labour Beyond COSATU: Mapping the Ruptures in South Africa's Labour Landscapes (Wits University Press: Johannesburg, 2017)

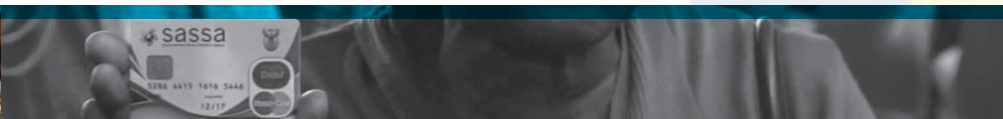


SPEAKERS



Mrs. Céline Lemmel

NATIONALITY	French and Ivorian
GENDER	Female
CURRENT PROFESSIONAL STATUS	Head of Office, Mauritius, International Organization for Migration
QUALIFICATIONS	Legal expert
SPECIALIZATION	International Cooperation, Justice and Human Rights
RESEARCH INTERESTS	Migration, Human Rights, Justice
(maximum of 3 areas)	

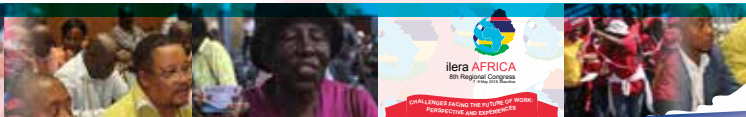


SPEAKERS *(continued)*



Mr. David Abrahams

NATIONALITY	South African
CURRENT PROFESSIONAL STATUS	Lecturer: Department of Public Law
QUALIFICATIONS	BJuris; LLB; LLM (Labour Law); LLM (International Humanitarian Law)
SPECIALIZATION	Employment Law, International Law, Legal Interpretation, International Humanitarian Law
RESEARCH INTERESTS (maximum of 3 areas)	Individual Employment Law, Armed Conflict, International Law
KEY PUBLICATIONS (maximum of 3)	Regulating the Termination of Employment of Absconding Employees in the Public Sector and Public Education in South Africa: A Preliminary View (2016) Vol 37 1 Obiter 140 The Possibility of the Right to Religion Emerging as a Jus Cogens Norm (Part 1) (2016) Vol 37 2 Obiter 201. : Urban Violence in South Africa IRRC June 2010
ORGANIZATIONAL AFFILIATIONS/ COMMITTEES (maximum of 3)	Associate: Labour and Social Security Law Unit Interlocutor: ICRC (International Committee of the Red Cross)





Mr. Dominic Uzhenyu

NATIONALITY	Zimbabwean
CURRENT PROFESSIONAL STATUS	Senior university lecturer
QUALIFICATIONS	Master of Business Administration, Bachelor of Technology (Hons) in Management, Higher Diploma in Human Resources Management, Diploma in Human Resources Management Currently about to finish this year, the Doctor Of Commerce in Human Resources Management with UNISA
SPECIALIZATION	Human resources management particularly in Industrial and Labour relations
RESEARCH INTERESTS (maximum of 3 areas)	Labour legislation Employment security and social protection Trade unionism
KEY PUBLICATIONS (maximum of 3)	Have published 35 Peer-reviewed journal articles to date The 3 are Lack of social dialogue: the force behind lack of social protection of vulnerable working groups. The Zimbabwe scenario Labour disputes stifling progressive labour relations in the construction industry in Zimbabwe Is there labour right provision to strike in Zimbabwe in light of the new Zimbabwe constitution of 2013 and Labour amendment act of 2015?
ORGANIZATIONAL AFFILIATIONS/ COMMITTEES (maximum of 3)	Member of the Institute of People Management of Zimbabwe (IPMZ) Member of Zimbabwe Association of University Academics (ZAUA) Treasurer of the Research committee, Zimbabwe Open University (ZOU), Harare campus



SPEAKERS *(continued)*



Prof. Dong-One Kim

NATIONALITY	South Korea
CURRENT PROFESSIONAL STATUS	Korea University Business School President of International Labor and Employment Relations Association(ILERA)
QUALIFICATIONS	M. S. and Ph.D. from the University of Wisconsin-Madison
SPECIALIZATION	Industrial relations
RESEARCH INTERESTS (maximum of 3 areas)	Workplace innovations Asian labor relations from a comparative perspective
KEY PUBLICATIONS (maximum of 3)	Gainsharing and Goalsharing: Aligning Pay and Strategic Goals(2004, Praeger) Employment Relations and HRM in Korea(2004, Ashgate) “Evaluating Industrial Relations Systems of OECD Countries from 1993 to 2005: A Two-Dimensional Approach” British Journal of Industrial Relations Vol. 53, Issue 4, pp. 645-663
ORGANIZATIONAL AFFILIATIONS/ COMMITTEES (maximum of 3)	Appointed member of National Research Council for Economics, Humanities and Social Sciences Member of public interests of National Labor Relations Commission Chairman of Time-off System Deliberation Committee





Geoffrey Esitang

NATIONALITY	South African
CURRENT PROFESSIONAL STATUS	National Manager PSA
QUALIFICATIONS	Master of Laws
SPECIALIZATION	Labour Law
RESEARCH INTERESTS (maximum of 3 areas)	Organisational Rights Right to Freedom of Association Right to Engage in Collective Bargaining
KEY PUBLICATIONS (maximum of 3)	Co-authored “Minority trade unions and the amendments to the LRA: Reflections on thresholds, democracy and ILO conventions (2016) 37 ILJ 763”
ORGANIZATIONAL AFFILIATIONS/ COMMITTEES (maximum of 3)	GPSSC EXCO member FEDUSA NEC member Member of the CCMA Governing Body Member of the PSETA Board



SPEAKERS *(continued)*



Hambyrajen Narsinghen

NATIONALITY	MAURITIAN
CURRENT PROFESSIONAL STATUS	Senior Lecturer/Head of Law Department
QUALIFICATIONS	LLB(Hons), LLM
SPECIALIZATION	Constitutional Law, Administrative Law, Trade Law, Labour Law Investment Policies and Law, Business Law
KEY PUBLICATIONS (maximum of 3)	30 Articles and Conference papers in international Refereed journals





Mrs. Martha Winter

NATIONALITY	Malawian
CURRENT PROFESSIONAL STATUS	Sociology PhD student
QUALIFICATIONS	MA Social Impact Assessment BA(Hons) Sociology Bachelor of Social Science
SPECIALIZATION	Gender studies
RESEARCH INTERESTS (maximum of 3 areas)	Gender and Development, Social Policy, Social Impact Assessment

SPEAKERS *(continued)*



Mr. Theodore Kasongo Kamwimbi

NATIONALITY	Congolese (DRC)
CURRENT PROFESSIONAL STATUS	Attorney At Law
QUALIFICATIONS	Licence En Droit (University Of Kinshasa) Master Of Laws (Uct)
SPECIALIZATION	Human Rights Law
RESEARCH INTERESTS (maximum of 3 areas)	Employment And Labour Law Mining Law Immigration Law
KEY PUBLICATIONS (maximum of 3)	Forced Child Labour: A Critical Analysis of the Democratic Republic of Congo's Compliance with International Labour Standards (2015) LAP LAMBERT: Saarbrücken et al. 'Violation of Human Rights of Disadvantaged and Vulnerable Refugees – Victims of Xenophobic Attacks in South Africa', in OIDA International Journal of Sustainable Development, Vol. 01, No. 05, pp. 67-83, 2010. Between peace and justice: informal mechanisms in the DR Congo', in Aertsen, I. et al. (eds.) Restoring Justice after Large-scale Violent Conflicts: Kosovo, DR Congo and the Israeli Palestinian case (2008) Cullompton: Willan, pp. 359-91
ORGANIZATIONAL AFFILIATIONS/ COMMITTEES (maximum of 3)	Kinshasa/ Matete Bar UCT Alumni Association





Dr. Ngeyi Ruth Kanyongolo

NATIONALITY	Malawian
CURRENT PROFESSIONAL STATUS	Senior Lecturer in Law
QUALIFICATIONS	PhD (Warwick); LLM (London); LLB(Hons) (Malawi)
SPECIALIZATION	Law: Labour, Social Security, Women and Law
RESEARCH INTERESTS (maximum of 3 areas)	Labour, Social Security, Women and Law
KEY PUBLICATIONS (maximum of 3)	Poverty, Social Security and Legal Empowerment: Recognising Umunthu as a Constitutional Principle for Poverty Alleviation in Malawi, <i>Malawi Law Journal</i> 2013 Labour, Social Security, Women and Law in Innovative Teaching Methods, (Weaver Press, Zimbabwe) 2012 Informal Labour and the Ethic of Care: Legal Protection of Care Givers in Malawi in Dan Banik, <i>The Legal Empowerment Agenda: Poverty, Labour and the Informal Economy in Africa</i>, (Ashgate, Norway) 2011
ORGANIZATIONAL AFFILIATIONS/ COMMITTEES (maximum of 3)	Saspen; Standard Bank (Malawi An Equality Effect – (Canada)



SPEAKERS *(continued)*



Mr. Ngosa Chisupa

NATIONALITY	Zambian
CURRENT PROFESSIONAL STATUS	University Lecturer at University of Lusaka, Zambia and Management Consultant
QUALIFICATIONS	Mphil – International Development and Policy Management BA – Economics
SPECIALIZATION	Social Protection, Labour and Employment
RESEARCH INTERESTS (maximum of 3 areas)	Social Protection, Labour and Employment and Corporate Governance
KEY PUBLICATIONS (maximum of 3)	Mainstreaming of Decent Work in the Informal Economy (ILO, 2017) Social Security Monograph on Zambia (2017) Kalula, Chisupa, Kluwer Monograph Review of Social Protection Legislation and Regulations covering workers in the Informal Economy (ILO, 2016)
ORGANIZATIONAL AFFILIATIONS/ COMMITTEES (maximum of 3)	Southern African Social Protection Experts Network (SASPEN) Institute of Directors (Zambia) Zambia Institute of Human Resource Management (ZIHRM)





Dr. Nirmal Kumar Betchoo

NATIONALITY	Mauritian
CURRENT PROFESSIONAL STATUS	Dean Of Faculty, Universite Des Mascareignes
QUALIFICATIONS	DBA, MBA, CIM, IAM.
SPECIALIZATION	Management, Human Resources, Economics, Social Sciences
RESEARCH INTERESTS	Management, Economics, Humanities
(maximum of 3 areas)	
KEY PUBLICATIONS	Book: Applied Research in HRM, Numerical Analysis in HRM
(maximum of 3)	Research Paper: An Evolution of Taxation in Post-Independent
ORGANIZATIONAL AFFILIATIONS/ COMMITTEES	Panel Subject Specialist: Tec Mauritius
(maximum of 3)	External Examiner: Mitd/Mes Mauritius
	Editor/Reviewer: Omics, Applied Journals, Esj Journal

SPEAKERS *(continued)*



Prof. Ved Prakash Torul

NATIONALITY Mauritian

CURRENT
PROFESSIONAL
STATUS

QUALIFICATIONS BA (Hons) DPA HED DipMagt DipAdminMagt LLB LLM LLD

SPECIALIZATION He has served as President of the Commission for Conciliation and Mediation. He has taught at and been associated with a number of universities in various roles in Mauritius, South Africa and Zambia. These include the University of Mauritius, Walter Sisulu University of Transkei, Nelson Mandela University, the University of Zambia, the University of Cape Town, the University of KwaZulu-Natal Westville and the University of Aberystwyth (Mauritius Campus)

ORGANIZATIONAL
AFFILIATIONS/
COMMITTEES
(maximum of 3)

He has also served as consultant to a number of organisations, including the International Labour Organization (ILO), the United Nations Development Programme (UNDP), the Friedrich Ebert Stiftung (FES) and the Human Sciences Research Council (HSRC). Further afield, he is an Associate Mediator with the Singapore Mediation Centre. He teaches labour law and other legal courses at Aberystwyth University (Mauritius Campus)





Prof. Theophilus Tshukudu

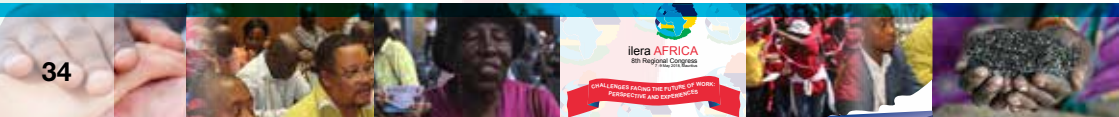
NATIONALITY	Botswana
CURRENT PROFESSIONAL STATUS	Interim Chairperson Africa ILERA Professor of Human Resource Management University of Namibia Director, Botswana Teachers Union, labour college
QUALIFICATIONS	DTech Human Resource Management (NMU)
SPECIALIZATION	Human Resources, Human Resource Development and Labour Relations
RESEARCH INTERESTS (maximum of 3 areas)	Labour relations in Africa Conflict management and resolution
KEY PUBLICATIONS (maximum of 3)	Conflict resolution strategies Training and development in Africa Trade unionism in Botswana
ORGANIZATIONAL AFFILIATIONS/ COMMITTEES (maximum of 3)	Botswana Institute of Human Resources Managers ILERA, & IPM

SPEAKERS *(continued)*



Hon. Justice Rachel Sophie Sikwese

NATIONALITY	Malawian
CURRENT PROFESSIONAL STATUS	Judge of the high Court of Malawi/ Associate Research Fellow
QUALIFICATIONS	Master of Laws Degree (LLM)
SPECIALIZATION	Commercial and Labour law
RESEARCH INTERESTS (maximum of 3 areas)	Labour and Employment Relations
KEY PUBLICATIONS (maximum of 3)	2014: Labour Law in Malawi (LexisNexis, Durban, South Africa, 2010 (revised)) 2014: Labour Law and Industrial Relations (International Encyclopaedia of Laws series (Kluwer Law International, The Netherlands, 2012(revised)) 2016: Women's Economic Rights: Removing Barriers to Women's Access to Justice in Malawi (Goal 16 of the Sustainable Development Goals (Southern Africa Litigation Centre, Rosebank, South Africa)
ORGANIZATIONAL AFFILIATIONS/ COMMITTEES (maximum of 3)	Associate Research Fellow: Institute of Development and Labour Law, University of Cape Town, South Africa Deputy Chairperson: Special Law Commission on review of the Supreme Court of Appeal of Malawi





Mr. Rasheed Keith-Bandath

NATIONALITY	South African
CURRENT PROFESSIONAL STATUS	Associate – Labour and Social Security Law Unit Nelson Mandela University
QUALIFICATIONS	BA; BA(Hons); LLM; PLLP
SPECIALIZATION	Employment Law
RESEARCH INTERESTS (maximum of 3 areas)	Equality Law (Affirmative action) Employment Conditions Labour Dispute Resolution
ORGANIZATIONAL AFFILIATIONS/ COMMITTEES (maximum of 3)	Nelson Mandela University



SPEAKERS *(continued)*



Prof. Rodreck Mupedziswa

NATIONALITY	Zimbabwe
CURRENT PROFESSIONAL STATUS	Professor of Social Work, University of Botswana
QUALIFICATIONS	PhD; MSc, BSW, DipSW
SPECIALIZATION	Social Development
RESEARCH INTERESTS (maximum of 3 areas)	Social protection Migration Poverty Issues.
KEY PUBLICATIONS (maximum of 3)	Mupedziswa, R & Kubanga, K. (2016) Climate Change, Urban Settlements and Quality of Life: The Case of SADC Region". Development Southern Africa Journal (DSA). Pp1-14. http://dx.doi.org/10.1080/0376835x.2016.1231057 Mupedziswa, R (2015) "We have no social life to write home about": Job opportunities experiences of exiled Zimbabwe nationals in the UK" In Global Development Studies. (International Development Options). Vol 7 (3-4) pages 1 – 39 Mupedziswa, R and D Ntseane (2012). Human security in the SADC region: Learning from Botswana. Regional Development Dialogue. Vol 33.2 Autumn.. (pp 56 – 70) 2012. UNCRD
ORGANIZATIONAL AFFILIATIONS/ COMMITTEES (maximum of 3)	Southern African Social Protection Experts Network (SASPEN) International Association of Schools of Social Work (IASSW) Organization for Social Science Research in Eastern and Southern Africa (OSSREA)





Prof. Stefan Van Eck

NATIONALITY	South African
CURRENT PROFESSIONAL STATUS	Professor University of Pretoria
QUALIFICATIONS	BLC, LLB, LLD
SPECIALIZATION	Labour Law and Social Security Law
RESEARCH INTERESTS (maximum of 3 areas)	The Elusive Employee (Agency Work And Uber) Social Rights Of Irregular Migrants Rights Of Minority Trade Unions
KEY PUBLICATIONS (maximum of 3)	Van Eck BPS "Revisiting Agency Work in Namibia and South Africa: Any Lessons from the Decent Work Agenda and the Flexicurity Approach?" (2014) The International Journal of Comparative Labour Law and Industrial Relations 49-66 Van Eck BPS and Snyman F "Social Protection Afforded to Irregular Migrant Workers: Thoughts on the Southern Africa Development Community (with Emphasis on Botswana and South Africa) 2015 Journal for African Law 294-316 Van Eck BPS "In the Name of 'Workplace and Majoritarianism': Though Shalt not Strike – Association of Mineworkers & Construction Union v Chamber of Mines (2017) 38 ILJ 831 (CC) and National Union of Metalworkers of SA & Others v Bader Bop (Pty) Ltd & Another (2003) 24 ILJ 305 (CC)" 2017 ILJ 1496-1510
ORGANIZATIONAL AFFILIATIONS/ COMMITTEES (maximum of 3)	Chair: African Labour Law Society Vice President (Africa): ISLSSL National Committee: SA Society of Labour Law

SPEAKERS *(continued)*



Mrs. Vimala Ariyan

NATIONALITY	South African
CURRENT PROFESSIONAL STATUS	Managing Director
QUALIFICATIONS	BA Degree, BED (Honours) in Education,
SPECIALIZATION	Education and Training
RESEARCH INTERESTS	Education, Training and Entrepreneurship
(maximum of 3 areas)	
KEY PUBLICATIONS	books for Nasau Via Afrika
(maximum of 3)	
ORGANIZATIONAL AFFILIATIONS/ COMMITTEES	WeConnect International Women Presidents Organisation Accredited with 7 SETAs
(maximum of 3)	





Prof. Yongjin Nho

NATIONALITY	South Korea
CURRENT PROFESSIONAL STATUS	Professor
QUALIFICATIONS	Ph. D. (Industrial Relations Center, University of Minnesota)
SPECIALIZATION	Industrial Relations and Human Resource Management
RESEARCH INTERESTS (maximum of 3 areas)	Workplace Innovation, Collective Bargaining, Employee Involvement
KEY PUBLICATIONS (maximum of 3)	The Employee Performance of Workplace Innovation, Influential of Dual Unionism Union Wage Premium and Weaker Labour Unions
ORGANIZATIONAL AFFILIATIONS/ COMMITTEES (maximum of 3)	Seoul National University of Science and Technology International Labour and Employment Relations Associations







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8th Regional Congress
7-9 May 2018, Mauritius