



## 10<sup>TH</sup> ANNUAL LABOUR LAW SEMINAR

22<sup>ND</sup> JUNE 2023

ROYAL VILLAS EZULWINI

**THEME: “The Workplace Paradigm Shift”**

**Programme Director: Ms Penelope Mkhwanazi-Magagula**

### Programme

| TIME          | TOPIC  | SPEAKER   |
|---------------|--|---|
| 08h00 – 08h30 | Arrival, Registrations and Introduction of Facilitators  | All   |
| 08h30 – 08h40 | Welcome Remarks  | Business Eswatini, VP Industrial Relations & Social Policy<br><br>Mr. Bheki Maziya                  |
| 08h40 - 09h00 | <b>ESWATINI NATIONAL PENSION FUND CONVERSION UNDER THE SPOTLIGHT:</b> Financing Models for Social Security and Unemployment Benefit Fund, Evaluating the sustainability. Who benefits, who pays?           | Wayne van Jaarsveld<br><br>Alexforbes   |
| 09h00 – 09h20 | Questions and Answers  | All   |
| 09h20 – 10h00 | <b>IS TRADITIONAL COLLECTIVE BARGAINING A THING OF THE PAST? NOW WHAT?</b><br><br>Paradigm Shift in Traditional Bargaining Approaches; Analysing the shifts in bargaining priorities and centres of power. | <b>Ms. Nerine Kahn</b><br><br>Former Chief Director for Labour Relations and CCMA National Director |
| 10h00 – 10h20 | Questions and Answers  | <b>ALL</b>  |
| 10h20 - 11h00 | <b>TEA BREAK</b>   |   |

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| 11h00 – 12h00 | <b>LABOUR LAW UPDATES AND EMPLOYMENT BILL:<br/>WHAT YOU NEED TO KNOW.</b>   | <b>Mr. Zweli Jele<br/>Senior Partner Robinson<br/>Bertram Attorneys</b> |
| 12h00 – 12h30 | Questions & Answers   | <b>ALL</b>  |
| 12h30 - 14h00 | <b>LUNCH BREAK</b>  | <b>LUNCH BREAK</b>  |
| 14h00 - 15h30 | <b>VIOLENCE &amp; HARRASMENT IN THE WORLD OF<br/>WORK PANEL DISCUSSION:</b><br><br>Employer’s Obligations in handling complaints in<br>terms of C190 and Recommendation 206 on<br>Violence and Harassment: Thembayena Dlamini,<br>REDI.<br><br>Victim Support and the Burden of proof in sexual<br>harassment cases: Ntombikayise Nyoni - Swaziland<br>Action Group Against Abuse.<br><br>Implementing Workplace Sexual Harassment<br>Framework, lessons for employers: Zweli Shabangu<br>Partner, Magagula Hlophe Attorneys. | <b>Panel Discussion</b>   |
| 15h30 – 16h00 | Questions and answer  |   |
| 16h00- 16h15  | <b>Closing and Departure</b>  | <b>Mr. E. Nathi Dlamini<br/>Chief Executive Officer</b>                 |
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