



# Annual Labour Law & Compliance Summit 8 May 2025

## 2025 Programme



### Ekurhuleni 1, 2 & 3

07:00 - 08:15

**Registration & Welcome Refreshments**

08:15 - 08:30

**Opening Remarks & Welcome**

Conference Chair – Connie Phakedi, Managing Director: Phakedi Attorneys Incorporated

08:30 - 09:30

**Keynote Address** - The Development of Labour Law in South Africa: Key Milestones, Jurisprudential Insights, and Practical Lessons from 30 Years of the Labour Relations Act, 66 of 1995”

Professor Mpfariseni Budeli-Nemakonde, Executive Dean: College of Law, University of South Africa

09:30 - 10:15

**Special Address:** Extending social and labour law protection to vulnerable workers in South Africa: a reflection on 30 years of democracy

Professor Elmarie Fourie, Head of Department: Public Law, University of Johannesburg. Director: Centre for International and Comparative Labour and Social Security Law (CICLASS) Faculty of Law

10:15 - 10:30

**Morning Tea Break**

10:30 - 11:15

**The Impact of Labour Laws on Workers: A Union Perspective on Social Justice and Workplace Rights**

Michael Madala Shingange, 1st Deputy President, COSATU and President, NEHAWU

11:15 - 12:00

**Strengthening Public Sector Labour Relations: Central Collective Bargaining, Compliance, and Effective Dispute Resolution**

Frikkie De Bruin, General Secretary, Public Service Coordinating Bargaining Council (PSCBC)

12:00 - 13:00

**Lunch and Networking**

13:00 - 13:45

**The Labour Relations Act, 66 of 1995: Advancing the Right to Fair Labour Practices, Strengthening Procedural and Substantive Fairness in Misconduct Cases, and the Evolution of Dismissal Law – A Trade Union Perspective**

Mr. Waheed Hoosen, Vice-President: Development at Federation of Unions of South Africa (FEDUSA), and General Secretary at Health and Other Service Personnel Trade Union of South Africa (HOSPERSA).



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### Ekurhuleni 5

**Addressing Strike Violence: Reforming Legal and Policy Approaches for a Safer Tomorrow**  
Neil Coetzer, Head of Employment, Cowan-Harper Madikizela Attorneys

13:45 - 14:30

**Evaluating the Effectiveness of South Africa's Labour Law Dispute Resolution Forums: Insights and Strategic Perspectives**  
Tanya Venter, CEO, Tokiso Dispute Settlement

**Key Lessons from Three Decades of Legislative Amendments to the Labour Relations Act, 66 of 1995, and Their Impact on Workplace Relations: Reflections on Policy, Compliance, and the Future of Labour Law**  
Sean Snyman, Managing Director: Snyman Attorneys, National President: South African Society for Labour Law (SASLAW)

14:30 - 15:15

**University of Johannesburg Student Session**  
Chair: Prof Elmarie Fourie

**Expanding the safety net: a case for unemployment insurance for street traders in the informal economy.**  
Ms Katleho Letsiri, Lecturer and LLD candidate

**Religious public holidays and the rights to religious freedom and equality**  
Ms Nicole Deokiram, Lecturer and LLD candidate

**Afternoon Tea Break**

15:15 - 15:30

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**A Perspective: Labour Laws and Economic Growth**  
Dr Thulane Ngele, General Manager, People Relations, Eskom Holdings SOC Ltd

15:30 - 16:15

**Portability of social security benefits for migrant construction workers in SADC**  
Mr Lovemore Mabiza, LLD Candidate

**Labour and Social Protections for Platform Workers**  
Mr Tsadok Yehudah, LLM Research Candidate

**Enforcing labour rights in the food services sector**  
Dr Louis Koen

### Ekurhuleni 1, 2 & 3

16:15 - 17:15

**Closing Commentary – Reimagining Workplace Justice: Advancing Reform, Restoring Balance, and Strengthening Collaboration**  
Magate Phala, Director, Magate Phala & Associates

17:15 - 17:30

**Closing Remarks and Next Steps**  
Conference Chair

17:30

**Networking Reception**  
Musical Performance By: Advocate Nante (Ferdinand) Diedericks SC (Retired) B IUR, LLB, LLM (University of the Free State & UNISA)