



2nd ANNUAL LABOUR CONFERENCE
14-15th September 2023

A JUST TRANSITION AND DECENT WORK: Inclusive Job Creation Approaches and Effective Labour Market Protection Systems.

Program Director: Tumisang Mothei

Day 1

Thursday 14th September 2023

OPENING CEREMONY

<u>Time</u>	<u>Morning Session</u>
08:00-08:30am	Arrival of Delegates/ Accreditation/ Arrival Tea
08:30-08:35am	Prayer ❖ David Mnjama
08:35-08:40am	National Anthem ❖ All Delegates
08:40-08:50am	Welcome Remarks ❖ Masego Mogwera (PRESIDENT- BOPEU)
08:50-08:55am	2022 INAUGURAL LABOUR CONFERENCE VIDEO
08:55-09:15am	Conference Overview ❖ Shandukani Hlabano (CHIEF EXECUTIVE OFFICER- ILES)
09:15-09:40am	Official Opening ❖ Honourable. Mmusi Kgafela (HONOURABLE MINISTER - MINISTRY OF TRADE AND INDUSTRY)
09:40-09:55am	Entertainment ❖ Khoisan
09:55-10:25am	Keynote Address ❖ Matlhogonolo Matty Mponang (EXECUTIVE HEAD OF HUMAN RESOURCES - DEBSWANA DIAMOND MINING COMPANY LIMITED)



10:25-10:30am	<p>Vote of thanks ❖ Sam Kolane (BOARD CHAIRPERSON - ILES)</p>
10:30-10:40am	<p>Presentation of Gifts ❖ Tabuya Tau (MANAGING DIRECTOR – HOLLARD INSURANCE BOTSWANA)</p>
10:40-11:10am	<p>Tea and Tour of Stalls</p>

SESSION 1

Policy frameworks, strategies and implementation plans for job creation and quality jobs for all to an environmentally sustainable economy.

<u>Time</u>	<u>Morning Session</u>
	<p>SESSION 1: PRESENTATIONS</p>
11:10-11:30am	<p>A Just Transition and Decent Work Agenda. ❖ Onneetse Makhumalo (NATIONAL PROJECT COORDINATOR-INTERNATIONAL LABOUR ORGANIZATION, ILO)</p>
11:30-11:50am	<p>Employment Policy Frameworks and Challenges in SADC. ❖ Dr. Bernd Mueller (EMPLOYMENT POLICY AND ANALYSIS PROGRAMME MANAGER-INTERNATIONAL TRAINING CENTRE-INTERNATIONAL LABOUR ORGANIZATION, ITC-ILO)</p>
11:50-12:10am	<p>Youth Employment Landscape in Botswana ❖ Mmabatho Motsamai (CURATOR - BW JOBS 4 GRADUATES)</p>

SESSION 2

Enabling small medium & micro enterprises (SMME's) to generate employment in sustainable zones, while fostering skill transfer to bridge the skills gap in youth

SESSION 2: PANEL DISCUSSION	
<u>Moderator</u>	<u>Panelists</u>
<p>❖ Segametsi Mafa (FOUNDER & MD SERVICE XCELLENCE)</p>	<p>❖ Lonely Mogara – (CEO - SPECIAL ECONOMIC ZONES AUTHORITY, SEZA) ❖ Kenneth Boikhutshwane – (COMMUNICATIONS AND PARTNERSHIPS MANAGER - NATIONAL DEVELOPMENT BANK, NDB)</p>
12:10-13:00pm	

13:00-14:00pm	<ul style="list-style-type: none"> ❖ Dr. Tlameo Sekambo – (DIRECTOR; STATISTICS, RESEARCH DEVELOPMENT & INNOVATION - HUMAN RESOURCE DEVELOPMENT COUNCIL, HRDC) ❖ Godfrey Molefe – (CEO - LOCAL ENTERPRISE AUTHORITY, LEA) <p style="text-align: center;">LUNCH</p>
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SESSION 3

Social dialogue and tripartite partnership’s responsibilities in a successful implementation of an inclusive job creation approach and effective labour market protection systems.

<u>Time</u>	<u>Afternoon Session</u>		
SESSION 3: PRESENTATIONS			
14:00-14:30pm	<p style="text-align: center;">Employment & Unemployment in Botswana; Nature, Challenges & Key Policy Responses</p> <ul style="list-style-type: none"> ❖ Prof. Happy Siphambe (ACADEMIA- UNIVERSITY OF BOTSWANA) 		
14:30-15:00pm	<p style="text-align: center;">A Review of the Impacts of the Africa Continental Free Trade Agreement (AFCFTA) On Decent Work, Labour Migration and Employment Creation at the SADC Region Level.</p> <ul style="list-style-type: none"> ❖ Mavis Koogotsitse (EXECUTIVE SECRETARY - SOUTHERN AFRICA TRADE UNION COORDINATION COUNCIL, SATUCC) 		
15:00-15:20pm	<p style="text-align: center;">Health Break / Entertainment</p> <ul style="list-style-type: none"> ❖ Khoisan 		
SESSION 3: PANEL DISCUSSION			
<p><u>Social dialogue and tripartite partnership’s responsibilities in a successful implementation of an inclusive job creation approach and effective labour market protection systems.</u></p>			
15:20-16:00pm	<table border="0" style="width: 100%;"> <tr> <td style="width: 50%; vertical-align: top;"> <p style="text-align: center;"><u>Moderator</u></p> <ul style="list-style-type: none"> ❖ Shathani Somolekae </td> <td style="width: 50%; vertical-align: top;"> <p style="text-align: center;"><u>Panelists</u></p> <ul style="list-style-type: none"> ❖ Tshepo Nkwadi- DEPUTY PS - DEPARTMENT OF EMPLOYMENT SERVICES, MLHA) ❖ Tobokani Rari- (SECRETARY GENERAL - BOTSWANA FEDERATION OF PUBLIC, </td> </tr> </table>	<p style="text-align: center;"><u>Moderator</u></p> <ul style="list-style-type: none"> ❖ Shathani Somolekae 	<p style="text-align: center;"><u>Panelists</u></p> <ul style="list-style-type: none"> ❖ Tshepo Nkwadi- DEPUTY PS - DEPARTMENT OF EMPLOYMENT SERVICES, MLHA) ❖ Tobokani Rari- (SECRETARY GENERAL - BOTSWANA FEDERATION OF PUBLIC,
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<p>(MANAGING ATTORNEY-SOMOLEKAE & ASSOCIATES)</p>	<p>PARASTATAL AND PRIVATE SECTOR UNIONS, BOFEPUSU)</p> <ul style="list-style-type: none"> ❖ Norman Moleele – (CEO - BUSINESS BOTSWANA) ❖ Helen Chilisa – (DEPUTY PS, MINISTRY OF ENTREPRENEURSHIP) ❖ Tebogo Mogotsi - DEPUTY DIRECTOR - DIRECTORATE OF PUBLIC SERVICE MANAGEMENT (DPSM) <p>Entertainment / Networking</p> <ul style="list-style-type: none"> ❖ Khoisan <p>END OF DAY 1 PROGRAMME</p>
<p>16:00-16:30pm</p>	

Day 2

Friday 15th September 2023

<u>Time</u>	<u>Morning Session</u>
08:00-08:30am	Arrival of Delegates/ Arrival Tea
08:30-08:35am	<p>Prayer</p> <ul style="list-style-type: none"> ❖ David Mnjama
08:35-08:50am	<p>Recap of Day 1 Proceedings</p> <ul style="list-style-type: none"> ❖ Rapporteur (LOGICA DSD)
08:50-09:20am	<p>Productivity in the Workplace</p> <ul style="list-style-type: none"> ❖ Kabo Solomon <p>(ACTING PRODUCTIVITY AND QUALITY MANAGER - BOTSWANA NATIONAL PRODUCTIVITY CENTRE, BNPC)</p>
09:20-09:50am	<p>Mindset Change and Job Creation</p> <ul style="list-style-type: none"> ❖ Boyce Sebetela <p>(CHIEF OF STAFF- OFFICE OF THE PRESIDENT)</p>
09:50-10:00am	2022 Inaugural Labour Conference Video



10:00- 10:30am

Tea and Tour of Stalls

SESSION 4

Climate, technology and demographic dynamics and measures that promote A Just Transition towards environmentally sustainable economies and societies for all.

SESSION 4: PRESENTATIONS

10:00-10:20am **A Technical Guideline Accommodating Human Capital In a Digital Drive.**
 ❖ Mlungisi Jackalas
 (HUMAN RESOURCE DIRECTOR - FIRST NATIONAL BANK, FNB)

10:20-10:40am **An Assessment of the Low Uptake of Renewable Energy in Botswana to Climate Change.**
 ❖ Dr. Patrick Molutsi
 (PRINCIPAL CONSULTANT - JOINT MINDS CONSULT)

SESSION 4: PANEL DISCUSSION

Climate, technology and demographic dynamics and measures that promote A Just Transition towards environmentally sustainable economies and societies for all.

10:40-12:30am	<p style="text-align: center;"><u>Moderator</u></p> <p>❖ Vanessa Nakedi YOUTH SECRETARY - (BOTSWANA FEDERATION OF TRADE UNIONS, BFTU)</p>	<p style="text-align: center;">Panelists</p> <p>❖ Dr Botle Matlhodi- PROGRAMME COORDINATOR, SOUTHERN AFRICAN SCIENCE SERVICE CENTRE FOR CLIMATE CHANGE AND ADAPTIVE LAND MANAGEMENT (SASSCAL)</p> <p>❖ Kabo Magama- SPECIAL PROJECT MANAGER- GENERATION, BOTSWANA POWER CORPORATION (BPC)</p> <p>❖ Kelebogile Rammidi- STRATEGY COORDINATOR, BOTSWANA INNOVATION HUB (BIH)</p> <p>❖ Tshepiso Mbereki – GS BOPEU, SATUCC EXECUTIVE COMMITTEE MEMBER</p>
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12:30-13:30pm

Lunch

SESSION 5

Labour market protection systems that improve the health and well-being of worker's.

<u>Time</u>	<u>Afternoon Session</u>		
	SESSION 5: PRESENTATION		
13:30-13:40am	<p>Labour market protection systems that improve the health and well-being of worker's.</p> <p style="text-align: right;">❖ Thilo Schoene RESIDENT REPRESENTATIVE- FRIEDRICH EBERT STIFTUNG (FES)</p>		
	SESSION 5: PANEL DISCUSSION		
	<u>Labour market protection systems that improve the health and well-being of worker's.</u>		
13:40-14:00am	<table border="0" style="width: 100%;"> <tr> <td style="width: 50%; vertical-align: top;"> <p style="text-align: center;">Moderator</p> <p style="text-align: center;">❖ David Mnjama (LABOUR LAW EXPERT - ILES)</p> </td> <td style="width: 50%; vertical-align: top;"> <p style="text-align: center;">Panelists</p> <ul style="list-style-type: none"> ❖ Boineelo Lobelo- DEPUTY PS (MLHA; DEPARTMENT OF OCCUPATIONAL SAFETY & HEALTH). ❖ Mpho Matoteng- SECRETARY GENERAL - BOTSWANA INFORMAL SECTOR ASSOCIATION (BOISA) ❖ Thusang Butale- (BOTSWANA FEDERATION OF TRADE UNIONS, BFTU) ❖ Keaoleboga Dipogiso – (EXECUTIVE DIRECTOR, LABOUR POLICY EXPERTS BOTSWANA) </td> </tr> </table>	<p style="text-align: center;">Moderator</p> <p style="text-align: center;">❖ David Mnjama (LABOUR LAW EXPERT - ILES)</p>	<p style="text-align: center;">Panelists</p> <ul style="list-style-type: none"> ❖ Boineelo Lobelo- DEPUTY PS (MLHA; DEPARTMENT OF OCCUPATIONAL SAFETY & HEALTH). ❖ Mpho Matoteng- SECRETARY GENERAL - BOTSWANA INFORMAL SECTOR ASSOCIATION (BOISA) ❖ Thusang Butale- (BOTSWANA FEDERATION OF TRADE UNIONS, BFTU) ❖ Keaoleboga Dipogiso – (EXECUTIVE DIRECTOR, LABOUR POLICY EXPERTS BOTSWANA)
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14:00-14:30pm	<p>Labour Conference Recommendations</p> <p>❖ Rapporteur (LOGICA DSD)</p>		
14:30-14:50pm	<p>Closing Remarks</p> <p>❖ Anna Maria Mokgethi (HONOURABLE MINISTER OF LABOUR & HOME AFFAIRS)</p>		
14:50pm	<p>Entertainment / Networking</p> <p>End of Labour Conference</p>		