

# MOZAMBIQUE LABOUR LAW

Presented in English: **9 June 2021, LIVE WEBINAR**



## LEARNING OUTCOMES:

After successfully completing this masterclass, you will be able to:

- Understand and describe the full scope of Mozambique Employment and Labour Law
- Describe the most important guidelines in Labour Legislation in Mozambique
- Understand the terms and conditions of employment in Mozambique
- Fully understand the mechanisms and procedures for the employment of foreign nationals in Mozambique
- Adhere to the Mozambican labour inspectorate requirements and avoid penalties, fines and prosecution

**HRA**  
ADVOGADOS

**PRESENTED BY LEADING  
MOZAMBIKAN LAW FIRM:  
HRA ADVOGADOS**

This masterclass on Mozambique Labour & Employment Law is designed to provide Business Owners, Managing Directors, Regional Managers, HR managers and Legal Advisors with advanced knowledge on the Labour Legislation in Mozambique. The workshop will provide learners with an opportunity to develop specialist labour law know-how, specifically focused on Mozambique. You will be able to gain first-hand knowledge and advice through our expert facilitator who has extensive experience in the government and as an advisor and labour analyst.

**Please complete the registration form and send your registration to [enquiry@africaninfex.com](mailto:enquiry@africaninfex.com) or book directly on the event website, alternatively contact one of our training assistants on +2781 777 0028**

#### About: HRA Advogados

## HRA ADVOGADOS

HRA Advogados is composed by a team of lawyers registered in the Mozambique Bar Association, recognised for their work in strategic sectors such as banking and financial services, energy and natural resources and domestic and foreign private investment. The firm's clients may always rely on a balanced combination of knowledge of the Mozambican legal landscape with experience and participation in complex international transactions. The service provided by HRA Advogados is global, responding to the needs of domestic and international clients, both in terms of day-to-day support and in strategic project assistance. The firm's lawyers have highly relevant experience in foreign investment, banking and finance, regulation, business and corporate and project finance support.

#### Who Should Attend



**This workshop is recommended for all companies conducting work in Mozambique, either through a Mozambican locally registered company, on a project basis or as consultants/contractors:**

Business Owners  
Managing Directors  
Regional Managers  
Human Resource Directors / Managers  
Employee Relations Directors / Managers  
Payroll Managers  
Operations Directors / Managers  
Legal and Compliance Directors / Managers

# LIMITED TO 20 PARTICIPANTS

Our objective is to research and provide strategic information to companies and individuals on current and future business opportunities and market developments. Our mission at AIE is to make credible information sharing in Africa, readily available, transparent and to provide networking platforms. We do this by means of market briefings, panel discussions and webinars.

Whether we are researching the latest market developments in a specific industry, or

unbundling pertinent new legislation, we endeavor to present the subject matter in an interactive and effective manner, through guest speakers and presenters who are experts in their specific fields. Our network of contacts extends beyond South Africa into Mozambique, Tanzania, Kenya, and Sub-Saharan Africa.

Our training exchange product series brings you hands-on practical knowledge sharing, presented by hand-picked leaders locally and

internationally. Designed to enable you to walk out with all the information you need on timely industry changing topics, in the shortest possible time-frame, justifying your time investment.

We offer in-house training courses, tailored for your specific organisational needs and we offer public courses too, applicable to a wider base of organisations, but within the same industry.

## Reviews from our Previous Courses:



*"This was a well-organised, informative course. Being a small group the level of interaction was hugely beneficial. An enjoyable 2 days that was definitely worth attending."*  
Standard Bank

*"Seminars like these contribute to the broader body of knowledge. That ultimately grows expertise and further development."*  
Government of South Africa

*"Well done, African Influence Exchange! The course was very beneficial, we learned a lot and consolidate the knowledge that we already had on the applicability of the labour law that applies in Mozambique and the most important about the Professionals Relations VS Human Resources."*  
KPMG Mozambique

### SOME COMPANIES WHICH HAVE BENEFITED FROM OUR MASTERCLASSES AND TRAINING:

**Global Alliance Insurance  
Amec Foster Wheeler  
Woolworths  
Nedbank  
Consolidated Power Projects Group Africa  
Maersk**

**Mediterranean Shipping Company  
Transnet  
Deloitte  
Netcare  
Accenture  
Standard Bank**

**Edcon  
Illovo Sugar  
Anadarko  
Total  
Grindrod**



# MOZAMBIQUE LABOUR LAW

## AGENDA

### Welcome to Attendees

- Introduction to HRA Advogados
- Overview of Mozambique Labour Market

### Module 1: General Provisions of the Labour Law

- Object, Scope & Principles
- Protection of Worker Dignity
- Maternity & Paternity Leave
- Special Rights of Female Employees
- Personal Data, Medical Tests, Confidentiality

### Module 2: Individual Employment Relationships

- Employment Contracts
- Capacity for Employment
- Freelance Work and Retainers
- Minors Workers / Child Labour
- Workers with Disabilities
- Student Employees
- Emigrant Workers
- Employment of Foreign Nationals
- Fixed Term Contracts
- Provisional Periods
- Modification of Employment Contracts
- Rights & Duties of Employees
- Duties & Power of Employers
- Medical Examinations
- Disciplinary Proceedings and Dismissals
- Normal Working Hours, Overtime, Night work, Shift work, Part time work
- Annual Holidays, Sick Days & Unpaid Leave
- Remuneration
- Suspension & Termination of Employment Relationships

### Module 3: Organisational Rights and Labour Relations

- Rights of Parties
- Duties of Parties
- Powers of the Employer
- Disciplinary Proceedings
- Unions
- Mediation, Arbitration & Strikes

### Module 4: Employment & Vocational Training

- Right to Work
- Right to Vocational Training
- Training
- Apprenticeships
- Promotion of Employees
- Certificates of Competence & Professional Qualifications

### Module 5: The Labour Inspectorate

End of Webinar



For ease of payment, we strongly suggest that you make payment online using a credit card. This is the easiest and quickest payment option. Alternatively, you will need to make a bank deposit into our bank account in South Africa, which might cause delays.

Payment may also be made via PayPal, sent to [erena@aficaninfex.com](mailto:erena@aficaninfex.com) (Please use your name as the reference).

Please register on the website before making any payments.

## TERMS AND CONDITIONS

African Influence Exchange Pty (Ltd) Standard Terms and Conditions

### PAYMENT

- Payment is due in full at the time of registration
- Your registration will not be confirmed until payment is received and may be subject to cancellation.
- Payment terms are strictly 10 working days, bookings where payment is not received will be cancelled
- Seats are only guaranteed once payment is received. If a booking is received less than 10 working days before the event a credit card number is required to confirm your place
- Bookings received less than two weeks before the event date can only be paid by credit card.

### BANKING DETAILS

Name of Account: African Influence Exchange Pty Ltd  
Bank: The Standard Bank of South Africa  
Account Number: 420 933 077 (Currency: South African Rands (ZAR))  
Account Number: 090731093 (Currency: US Dollars (USD))  
Branch Name: Sandton  
Branch Code: 019205  
Swift Code: SBZAZJ  
Address: 1st Floor, Corner Fredman Drive and 5th Street, Sandton, 2196  
Tel: 0860 109 075

### DISCOUNTS

- In order to qualify for any early registration discount rate, booking and payment must be received before the deadline date listed in the event marketing material.
- Any other discounts offered by African Influence Exchange (including team discounts) also require payment within the stipulated 10 days
- No discount offers may be combined with other offers
- African Influence Exchange can only guarantee seats once payment has been received

### SUBSTITUTIONS & CANCELLATIONS

Attendees may nominate an alternative person from their organisation to attend up to 24 hours prior to the start of the event, at no extra charge. Should substitution not be possible, cancellation charges apply as follows:

- 8 weeks or more prior to start of event: 10% of the attendee fee
  - 4 to 8 weeks prior to start of event: 50% of the attendee fee
  - 4 weeks or less prior to start of event: 100% of the attendee fee
- All substitutions and cancellations must be received in writing

### ACCESS REQUIREMENTS

Attendees should advise of any special access requirements at the time of registration.

### REGISTRATION INFORMATION

Registration information will be sent to registered attendees by email at least seven days prior to the event. Any attendee not receiving the registration information should contact us by email to [enquiry@aficaninfex.com](mailto:enquiry@aficaninfex.com)

### ALTERATIONS TO PROGRAMME - Cancellation/Postponement of Event

AIE reserves the right to make alterations to the event programme, venue and timings. In the unlikely event of the programme being cancelled by AIE, a full refund will be made. Liability will be limited to the amount of the fee paid by the attendee/s. In the event of it being found necessary, for whatever reason, that the event is being postponed or the dates being changed, the organisers shall not be liable for any expenditure, damage or loss incurred by the attendee/s.

If by re-arrangement or postponement the event can take place, the booking between the attendee and the organisers shall remain in force and will be subject to the cancellation schedule in paragraph 3.

### SPEAKERS

Views expressed by speakers are their own. AIE cannot accept liability for advice given, or views expressed, by any speaker at the event or in any material provided to attendees. In the event that a speaker is presenting in another language, other than English, AIE will provide on-site, live translation into English. AIE is not obliged to translate the presentation slides / presentation material into English during or after the event. Translation is not available at training courses.

### PHOTOGRAPHY & FILMING

For promotional purposes, there may be a professional photographer and video filming taking place during the event. Attendees who do not wish to be filmed or recorded should advise the organisers by email to [enquiry@aficaninfex.com](mailto:enquiry@aficaninfex.com) 48 hours prior to the event start date.

### DATA PROTECTION

By submitting registration details, attendees agree to allow AIE and companies associated with the event to contact them regarding their services. Attendees who do not wish to receive such communications please email [enquiry@aficaninfex.com](mailto:enquiry@aficaninfex.com).

The contact details of registered attendees will be placed on the attendee list which will be passed to sponsoring companies and to all attendees for them to see who is at the event for the purpose of networking and meetings. Attendees who do not wish to be included on this list should advise at the time of booking.

### YOUR DETAILS

To ensure we have your correct details, please email [enquiry@aficaninfex.com](mailto:enquiry@aficaninfex.com) to inform us of any incorrect details which we will then amend.

Full terms and conditions are available at <http://www.aficaninfex.co.za/terms-and-conditions>

## Delegate Pricing

	Preço/Price:
1 Day Masterclass:	\$300 R4400

Limited Capacity due to the nature of the course.

## DELEGATE 1

☐ Mr ☐ Mrs ☐ Dr ☐ Other Title \_\_\_\_\_

Name \_\_\_\_\_ Surname \_\_\_\_\_

Company \_\_\_\_\_ Job Title \_\_\_\_\_

Address \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_ Postcode \_\_\_\_\_

Telephone \_\_\_\_\_ Fax \_\_\_\_\_

Email \_\_\_\_\_ Country \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_

☐ I agree to African Influence Exchange payment terms. If you have not received an acknowledgement before the conference, please call us to confirm your booking

## DELEGATE 2

☐ Mr ☐ Mrs ☐ Dr ☐ Other Title \_\_\_\_\_

Name \_\_\_\_\_ Surname \_\_\_\_\_

Company \_\_\_\_\_ Job Title \_\_\_\_\_

Address \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_ Postcode \_\_\_\_\_

Telephone \_\_\_\_\_ Fax \_\_\_\_\_

Email \_\_\_\_\_ Country \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_

☐ I agree to African Influence Exchange payment terms. If you have not received an acknowledgement before the conference, please call us to confirm your booking

We also accept payment by the following methods:

☐ By Credit Card Valid from

Please debit my credit card: ☐ Visa ☐ Master card ☐ American Express

Card No

Cardholder's name \_\_\_\_\_

Card billing address (if different from Co address) \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Country \_\_\_\_\_ Postcode \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_