

MOZAMBIQUE LABOUR LAW

Presented in Portuguese: **17 May 2023, Maputo**

Presented in English: **24 May 2023, 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

**PRESENTED BY LEADING
MOZAMBIKAN LAW FIRM:**

M **MDR**
L **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.

About: MDR Advogados

MDR Advogados is composed by a team of lawyers registered in the Mozambique Bar Association, recognised for the work in strategic sectors such as banking and financial services, energy and natural resources and domestic and foreign private investment. MDR Advogados provides a global service, responding to the needs of domestic and international clients, both in terms of day-to-day support and in strategic project assistance. Its clients may always rely on a balanced combination of knowledge of the Mozambican legal landscape with experience and participation in complex international transactions. MDR Advogados is the exclusive member in Mozambique of the Morais Leitão Legal Circle, an international alliance which also includes Portugal and Singapore (Morais Leitão), Angola (ALC Advogados) and Cape Verde (VPQ Advogados).

About: Ana Berta Mazuze, Associate, MDR Advogados



Ana Berta Mazuze has been advising clients, mostly foreign, on acquisition of interests in Mozambique or financing local operations. On that scope, Ana Berta has been counselling clients from foreign investment project structuring to corporate and exchange control, labour and tenancy law. Ana Berta is an accredited Industrial Property Agent (AOPI). She is also a Lecturer at the Law Faculty of the University Eduardo Mondlane teaching Introduction to the Study of Law.

About: Jhane Dulce Machava, Associate, MDR Advogados



Jhane Dulce Machava joined the Firm in 2019. Jhane provides legal assistance to both national and foreign clients in several fields of law. Her practice is focused on the constitution of companies, registration of foreign commercial representations, registration of non-governmental organizations, licensing of commercial activities, winding up and/or insolvency procedures, as well as advising on civil and commercial litigation, mainly to domestic and foreign companies. She also provides assistance in the recruitment process of foreigners, their legalization and subsequent residence. On that scope, Jhane has been counselling clients on hiring of expatriates, labour law, amongst others. Moreover, she also provides assistance in the intellectual property field, namely in registration and licensing of trademarks. Jhane Dulce Machava is an accredited Industrial Property Agent (AOPI).

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



AFRICAN INFLUENCE
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About African Influence Exchange

**African Influence Exchange –
Researchers, Market Analysts, Connectors & Networkers - through event platforms!**

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**

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

LIMITED TO 20 PARTICIPANTS

MOZAMBIQUE LABOUR LAW

AGENDA

Welcome to Attendees

- Overview of Mozambique Labour Market

Module 1: General Provisions of the Labour Law

- Main stakeholders and their roles in the implementation of labour law (Ministry of Labour, Labour Inspection, Labour mediation and Union Bodies)
- Employee's protection (privacy, data protection confidentiality)
- Maternity & Paternity Leave
- Special Rights of Female Employees
- An overview of the main changes foreseen in the new draft of employment Law

Module 2: Individual Employment Relationships

- Types of Employment Contracts (formalities and limitation)
- Minors Workers / Child Labour
- Workers with Disabilities
- Student Employees
- Probationary period
- Hiring of Foreign employees (main regimes and requirements)
- Disciplinary Proceedings and Dismissals
- Normal Working Hours, Overtime, Night work, Shift work, Part time work
- Annual Holidays, Sick Days & Unpaid Leave
- Remuneration
- Modification of Employment Contracts
- Suspension & Termination of Employment Relationships
- An overview of the main changes foreseen in the new draft of employment Law

End of Webinar



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(tick the relevant box)

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 arena@africaninfex.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: SBZAZAJJ
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@africaninfex.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@africaninfex.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@africaninfex.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@africaninfex.com to inform us of any incorrect details which we will then amend. Full terms and conditions are available at <http://www.africaninfex.co.za/terms-and-conditions>

Delegate Pricing

	Preço/Price:
1 Day Masterclass:	\$390 R6900

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 acknowledgment 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 acknowledgment 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

Expiry date

Card No

Cardholder's name _____

Card billing address (if different from Co address) _____

Country _____ Postcode _____

Signature _____ Date _____