

HR & Labour Law Summit 2025 – Master Programme

Theme: Empathy • Ethics • Care for the Carers

Dates: 24–28 November 2025 | Venue: Maseru, Lesotho | Host: Tharollo Holdings (Pty) Ltd

DAY 1 – MONDAY 24 NOVEMBER 2025

Theme: Protection from Sexual Exploitation, Abuse and Harassment (PSEAH)

Time	Activity	Facilitator / Speaker
08:00 – 09:00	Registration & Welcome Package	Summit Secretariat
09:00 – 09:10	Opening Ceremony: <ul style="list-style-type: none">AnthemOpening Prayer	MC
09:10 – 09:45	Welcome Remarks: <ul style="list-style-type: none">HR and Labour Law Transition Impact VideoOverview of the summit Program Spotlight on the summit main sponsor	Ms Rethabile Sakoane – Group CEO, Tharollo Holdings
09:45 – 10:30	Setting the Scene: Framing the Conversation on Protection and Ethical Workspaces: <ul style="list-style-type: none">Brief Introduction of the Tharollo Institute of Labour, Economics and Management Studies (TILES)Framing the Conversation in the context of workplace realitiesInteractive Reflection: Shared ValuesConnecting Law, Ethics, and People Question and Answer Segment	Mr Thabiso Mohapi- Head of TILES
10:30 – 11:00	TEA-BREAK & NETWORKING	ALL
11:00 – 12:30	Session 1: Understanding PSEAH and Organizational Responsibility: <ul style="list-style-type: none">Foundations of Safeguarding and PSEAHScope and ResponsibilityGlobal and Local PerspectivePrinciples, Policies and Power Dynamics	Toka Senkoto



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	<ul style="list-style-type: none"> Power Dialogue 	
12:30 – 14:00	LUNCH	ALL
14:00 – 15:30	Session 2: Safeguarding and Developing Safe Reporting Mechanisms: <ul style="list-style-type: none"> Building a Culture of Care Cross-Sector Safe-Guarding Survivor- Centered Practice Commitment and Reflection Power Dialogue 	Toka Senkoto
15:30 – 16:00	Wrap-Up & Reflections	'Maletsie Letsie -Lebina

DAY 2 – TUESDAY 25 NOVEMBER 2025

Creating Safer Organizational Cultures – Case Studies

Time	Activity	Facilitator / Speaker
08:00 – 08:30	Registration	Summit Secretariat
08:30-09:00	Recap	Mr Thabiso Mohapi
09:00- 10:30	Shaping Safer Workplaces: <ul style="list-style-type: none"> Ceremonial Observation of The Commencement of 16 Days of Activism Exhibitors: <ul style="list-style-type: none"> Exhibitor 1: (5 Minutes) Exhibitor 2: (5 minutes) 	MC and 'Maletsie Letsie -Lebina
10:30- 11:00	TEA	ALL
11:00 – 12:30	Session 3: Gender-Based Violence and Workplace Policy Reform: <ul style="list-style-type: none"> Understanding Workplace Gender Based Violence and Harassment (GBVH) Legal and Policy Frameworks Organizational Responsibility and Culture Workplace Reform Strategies 	'Maletsie Letsie -Lebina
12:30– 14:00	LUNCH	ALL



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14:00 – 15:30	Session 4: Creating Safer Organizational Cultures – Case Studies <ul style="list-style-type: none"> Case Study Presentations TED Talk: Local Stories Best Practices 	Zandile Winile Sakoane
15:30-16:00	Wrap-Up & Reflections	Dr Khali Mofuoa

DAY 3 – WEDNESDAY 26 NOVEMBER 2025

Theme: Ethical, Practical Consideration for Leadership

Time	Activity	Facilitator / Speaker
08:00 – 08:30	Registration	Secretariat
08:30 - 09:00	Recap	Toka Senkoto
09:00 – 10:30	Session 5: Masterclass: <ul style="list-style-type: none"> Ethical Leadership in Practice 	Dr Khali Mofuoa
10:30 – 11:00	TEA	ALL

11:30 – 12:30	Session 6: Interactive <ul style="list-style-type: none"> Decision-Making Dilemmas 	Dr Khali Mofuoa
12:30 – 14:00	LUNCH	ALL
14 00 – 15 30	Exhibitors: <ul style="list-style-type: none"> Exhibitor 1: (5 Minutes) Exhibitor 2: (5 minutes) Panel Discussion: <ul style="list-style-type: none"> Integrity in Public & Private Sector Leadership Question and Answer 	Moderator: Dr Mofuoa Academia Private sector Law Enforcement
15:30- 16:00	Wrap-Up and Reflections	Adv. Thabiso Mohapi



DAY 4 – THURSDAY 27 NOVEMBER 2025

Theme: Social Protection and Workers' Compensation

Time	Activity	Facilitator / Speaker
08:00 – 08:30	Registration	Secretariat
08:30 – 09:00	Recap	Volunteer Participant/s
09:00 – 10:30	Session 8: Re-imagining Social Security and Social Protection in Lesotho <ul style="list-style-type: none"> Mapping the Gap Building Social Protection Floor Designing a Workers Protection that Works 	Adv. Thabiso Mohapi
10:30 – 11:00	TEA	ALL
11:00 – 12:30	Session 9: Enhancing Social Security and Workmen's Compensation: Current Offerings and Opportunities for Improvement <ul style="list-style-type: none"> Understanding Workmen's Compensation Current Workmen's Compensation System Gaps and Challenges Opportunities for Improvement and Collaboration 	Adv. Nthabiseng Letsie
12:30 – 14:00	LUNCH	ALL
14 00 – 14:45	Session 10: Insurers Role in Strengthening Employer Protection and Compliance <ul style="list-style-type: none"> Insurance Solutions for Employer Liability Claims, Dispute and Practical Lessons for HR 	Alliance
14:45 – 15:30	Session 11: Designing a Social Security and Workmen's Compensation System That Works (Policy Recommendations) Open Floor: Question and Answer Segment (Panelist): <ul style="list-style-type: none"> Adv. Thabiso Mohapi Adv. Nthabiseng Letsie 	Moderator- Maletsie Letsie -Lebina



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	<ul style="list-style-type: none"> Alliance Representative 	
15:30 – 15 30	Wrap up and Reflection:	Toka Senkoto

DAY 5 – FRIDAY 28 NOVEMBER 2025

Theme: Wellness and Renewal Day + Networking Celebration

Time	Activity	Facilitator / Speaker
08:00 – 08:30	Registration	Secretariate
08 30 – 09: 30	Session 12: Wellness and Renewal: <ul style="list-style-type: none"> The Body as the Benchmark: Gentle Movement and Breathwork 	Bonini Inc
09:30 – 10:30	Session 13: The 20:20:20 Method: <ul style="list-style-type: none"> Processing the Burden (Somatic Release) 	Bonini Inc
10:30 – 11:00	TEA	ALL
11 00 – 12 00	Session 14: Financial Wellness <ul style="list-style-type: none"> Financial Money Matters from Stress to Freedom 	Surprise Panelist
12 00 – 12 30	Group Reflection & How to Keep the Your Reset Going	Bonini Inc
12:30 – 12:45	Commitment Wall	Toka Senkoto
12 30 – 14 00	LUNCH	ALL
14 00 – 15 00	Session 15: Summit Highlight and Adoption of Maseru Declaration <ul style="list-style-type: none"> Key Highlights of the Week Presentation of Maseru Declaration Closing Remarks 	Adv Rethabile Sakoane



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15 00	REST BREAK	—
18 00 – 22 00	Networking Party – Celebrating Empathy & Ethics	MC / Entertainment

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