

Profile

The Institution

CAL – Centro de Arbitragem Laboral, the **Labour Arbitration Centre** – is the first private centre in Mozambique to provide specialised assistance in the field of labour relations, offering a range of high quality services, namely:

- a) Disclosure of labour legislation;
- b) Provision of mediation services;
- c) Labour arbitration (soon to be available);
- d) Staff training and capacity building in labour relations and management.

CAL is an initiative of **Mozlegal**, a well-established and dynamic firm providing legal and business services. The firm's specialty is commercial, land and intellectual property law, with a particular focus on investment related issues.

The services we provide

a) Disclosure of labour legislation:

Knowledge of the law and the ability to apply it properly will give your organisation a competitive edge, helping you to avoid disputes and run a successful business.

Our role consists of disclosure of all labour legislation, in Portuguese and English languages, for the welfare of your organisation, to aim that the labour legislation and other legal obligations are being complied with.

b) Provision of mediation services:

CAL specialises in the mediation of its partners' labour disputes, through a non-government and independent process which is fast, informal, reliable and economical.

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c) Labour arbitration:

Labour arbitration is an alternative labour dispute resolution process, that is, a process not involving the courts of law.

At present, disputes cannot be resolved through arbitration because the legal framework for this does not yet exist. However, a new legal framework is currently being drafted.

d) Staff training and capacity building in labour relations and management:

We offer our partners training in the following areas, according to their needs:

- Labour law;
- Social Security law;
- How to draw up an employee leave schedule;
- How to draft contracts;
- How to draw up a staff framework;
- How to draw up a performance assessment system;
- How to draft a social report;
- And more...

Where to find us

We are based in Maputo, although our capacity extends throughout Mozambique, from the Rovuma to the Maputo. We are available to provide support to public corporations and private businesses, NGOs and more.

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