

ROCHELLE LE ROUX
CURRICULUM VITAE
(LAST UPDATED May 2019)

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CAPE TOWN
8001
RSA

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ROOM 6.24
KRAMER BUILDING
MIDDLE CAMPUS
UNIVERSITY OF CAPE TOWN
PRIVATE BAG X 3
RONDEBOSCH
7701
RSA

1. PERSONAL DETAILS

FULL NAME	Rochelle Le Roux
NATIONALITY	South African
MARITAL STATUS	Single
IDENTITY NUMBER	650314 0008 084
HOBBIES	Walking

2. SUMMARY OF EXPERIENCE

I am a qualified attorney and conveyancer and practised with a law firm in Cape Town before joining academia in 1994. Currently I am a professor in the Faculty of Law, University of Cape Town. I lecture mainly labour law. I was Head of the Department of Commercial Law from March 2008 – February 2011 and again from 1 January 2017 – 31 January 2019. From 2011 until the end of 2018, I was the director of the Institute of Development and Labour Law from. I serve on a number of university committees focusing on employment relations.

After obtaining BJuris LLB at the (then) University of Port Elizabeth, I obtained a LLM degree in 1990 in International Water Law from the University of Stellenbosch, but as a result of personal interest and the demands of practice, I developed an interest in labour law. In 2000 I obtained a PG Dip (Employment

Law and Social Security) from the University of Cape Town and in 2002 I graduated with another LLM (in Sports Law) from Anglia Polytechnic University (now Anglia Ruskin University). In 2008 I graduated with a PhD in labour law from the University of Cape Town.

Since 2002 I have regularly published in peer-reviewed/accredited journals on both labour law, and occasionally sports law, issues. In 2005 I published a book *Sexual Harassment in the Workplace: Law, Policies and Processes* with Thandi Orleyn and Alan Rycroft as co-authors. A further edition of this book, *Harassment in the Workplace: Law, Policies and Processes*, was published during 2010. In 2012 I co-edited a book, *Reinventing Labour Law*, with Prof Alan Rycroft. With the late Prof Sir Bob Hepple and Prof Silvana Sciarra (Judge in Italian Constitutional Court), I am the co-editor and co-author of *Laws Against Strikes* (published in Italy in 2015 and republished in South Africa in 2016). I am the sole author of *Retrenchment Law in South Africa*, published in 2016.

I was appointed as a non-executive director of the South African Reserve Bank from July 2011 and re-elected for a third (and last) term in July 2017. My final term will end in July 2020. I served as a director of the board of the South African Institute for Drug-free Sport from 2011-2014. I am a member of the Institute of Directors of Southern Africa.

3. QUALIFICATIONS

2008	UNIVERSITY OF CAPE TOWN <u>PhD</u>
2002	ANGLIA POLYTECHNIC UNIVERSITY (UK) (now Anglia Ruskin) <u>LLM (INTERNATIONAL SPORTS LAW)</u>
2000	UNIVERSITY OF CAPE TOWN <u>POSTGRADUATE DIPLOMA (LABOUR LAW AND SOCIAL SECURITY) (cum laude)</u>
1990	ADMISSION AS ATTORNEY AND CONVEYANCER
1989	UNIVERSITY OF STELLENBOSCH <u>LLM</u> (by dissertation: International water law.)
1987	UNIVERSITY OF PORT ELIZABETH (now NMMU) <u>LLB (cum laude)</u>

1985 UNIVERSITY OF PORT ELIZABETH (now NMMU)
B. JURIS (cum laude)

1982 OUTENIQUA HIGH SCHOOL, GEORGE
MATRICULATION
First class pass

4. PUBLICATIONS/BOOKS/PAPERS

2019 South African chapter in *Sources of Law* to be published by Kluver in October 2019 (accepted for publication and in press)

'A Recipe for Procedural Success in the Case of Large-scale Retrenchments: Woolies Times Three, with a Pinch of *Edcon* and *Steenkamp* for Taste' (2019) 40 *ILJ* 1421

'Decoding the enemy: Developing a language for sexual harassment in the workplace' opinion piece to be published in IOL publication

Update Chapter 29 'Employment' in *Wille's Principles of South African Law* 10ed (publication date uncertain, but in press)

2018 Update Chapter (Operational Requirement Dismissals) *SA Labour Law*, Revision Service 70 (2018)

Chapter 15 "Retrenchments (Dismissal based on Operational Requirements)" in F van Jaarsveld et al *Principles and Practice of Labour Law* 2001 LexisNexis Durban

Labour Law: LAWSA Volume 24 Part 1 (Third Edition) – 2018

Labour Law: LAWSA Volume 24 Part 2 (Third Edition) - 2018

2017 Skype discussant 'The Future of Work Worldwide' International Congress Labour 2030 Porto July 2017

R. Le Roux et A. Fiorentino, "Le rôle contrasté de la jurisprudence en matière de licenciement pour motif économique", in *Revue de droit comparé du travail et de la sécurité sociale*, Jurisprudence sociale comparée « Le juge et le licenciement pour cause économique : analyse de droit comparé », 2017/2, pp. 6-15.

- R. Le Roux, "L'équité procédurale et l'équité substantielle dans le cadre du licenciement économique en Afrique du Sud: un double trouble", in *Revue de droit comparé du travail et de la sécurité sociale*, Jurisprudence sociale comparée « Le juge et le licenciement pour cause économique : analyse de droit comparé », 2017/2, pp. 46-53.

. Van Jaarsveld ao *Principles and Practice of Labour Law* (2017) service

Rycroft and Le Roux 'Decolonising the Labour Law Curriculum' (2017) 38 *ILJ* 1473.

2016 Van Jaarsveld ao *Principles and Practice of Labour Law* (2016) service Issue 31 para 855 – 894

Does majoritarianism still rule in South Africa?
2015/1 2015/3 *Revue de droit comparé du travail et de la sécurité sociale* 101

Retrenchment Law in South Africa LexisNexis

Laws Against Strikes (2016) B Hepple R le Roux S Sciarra (eds) Juta (South Africa)

The right to strike in essential and public services
In the SADC region (with T Cohen (UKZN) *PER Vol 19* (2016)

2015 *Laws Against Strikes* B Hepple, R Le Roux, S Sciarra (eds) Franco Angeli, Rome (2015)

'Le Principe de la Majorite est-il Toujours Applique en Afrique Du Sud' *De Droit du Travail et dela Securite Sociale* 2015/1 97 (This is a French journal published by COMPTRASEC, a research institute based at the University of Bordeaux

'Harm inflicted during the course of employment does not always arise out of employment' published in the *Internationa Labor Rights Case law* published by the Hague Institute for International Justice (full citation not yet available)

'Benefits: Have we found the way out of the labyrinth?' (2015) 36 *ILJ* 888

- 2014** “Employment: A dodo or simply living dangerously?” (2014) 35 *ILJ*
- 2013** “A social economy and sustainability: Is there potential for an interface?” Paper presented at LLRN inaugural conference, Barcelona July 2013
- “A social economy and sustainability: Is there potential for an interface?” (2013) 34(3) *Obiter* 506
- ‘Employment: A dodo or simply living dangerously?’ inaugural lecture (2013) and published of the *Industrial Law Journal* ((2014) 35 *ILJ* 30.
- 2012** *Labour Law in Context* AJ van der Walt, R Le Roux and A Govindjee (ed) (Pearson, Cape Town, (2012)
- “Dismissal” in *Labour Law in Context* AJ van der Walt, R Le Roux and A Govindjee (ed) (Pearson, Cape Town, (2012)
- “Dismissal for Misconduct” in *Labour Law in Context* AJ van der Walt, R Le Roux and A Govindjee (ed) (Pearson, Cape Town, (2012)
- “The purpose of labour law? Can it turn green?” in *Labour Law into the Future* (Juta, Cape Town) 2012
- R Le Roux and A Rycroft (eds) *Reinventing Labour Law* (Juta, Cape Town) 2012 – also published as *Acta Juridica* 2012
- “The new unfair labour practice” in R Le Roux and A Rycroft (eds) *Reinventing Labour Law* (Juta, Cape Town) 2012 – also published as *Acta Juridica* 2012
- 2011** “National Register for Sex Offenders”, Smythe, D and Pithey, P (eds) *Sexual Offences Commentary*, Juta and Co (2011) (with J Williams)
- “Getting clarity: The difference between compensation, damages, reinstatement and back-pay” (2011) 32 *ILJ* 1520
- “Not Letting Them Whistle: The Labour Appeal Court’s Approach to the Protected Disclosures Act and Protecting Parliament’s Employees” (2011) 32(3) *Obiter* 591 (with *Craig Bosch*)

2010 *Harassment in the Workplace: Law, Policies and Processes* with A Rycroft, T Orleyn (Butterworths LexisNexis, Durban) 1-215

"Droit du travail et de la sécurité sociale dans le sport sud-africain"
Bulletin de droit comparé du travail et de la sécurité sociale 2010, Bordeaux, p159-183 (à paraître) (Originally written in English, but translated by publishers.)

"Evolution of the contract of employment in South Africa" (2010) 39(2) *Industrial Law Journal* (UK) 139

"Dialogue concerning externalisation and multilateral employment"
2010 *De Jure* 129

Foreword: 2010 *Acta Juridica* ix, also published as T Mongalo (ed) *Modern Company Law for a Competitive South African Economy* (2010)

"The Protected Disclosures Act 26 of 2000: is this as good as it is going to get for whistleblowers? A review of some recent jurisprudence" 2010 *Stell LR* 508

2009 *Understanding the Labour Relations Act*, Juta's Pocket Companions, Jordaan, Kalula and Strydom (eds), Juta Law, Jordaan, B; Van Jaarsveld, M & Le Roux, R. 1-229

"The Meaning of 'Worker' and the Road Towards Diversification: Reflecting On *Discovery*, *Sita* And '*Kylie*'" 2009 (30) *Industrial Law Journal* 49

"Research and publishing in law – no need for a Big Bang". Paper presented at the Association of South African Law Teachers Conference, Pietermaritzburg. (With Dr Lyn Holness)

"Sexual Harassment Case Law update". Paper presented at the 22nd Annual Labour Law Conference, Johannesburg (With Sufia Singlee)

"The PDA - An inquiry into wrongdoing or providing protection". Paper presented at Litigation seminar: Protected Disclosure Act - Open Democracy Advice Centre, Johannesburg

"The World of Work: Forms of Engagement in South Africa". Paper presented at the 15th World Congress of the IIRA, Sydney

“The contract of employment” Chapter in Thompson and Benjamin
South African Labour Law, Juta

The World of Work – Institute of Development and Labour Law
Monograph series (02/2009)

2008 “Reinstatement: When does a continuing employment relationship
become intolerable?” 2008 (29) 1 *Obiter* 69

“A rebel without a c(l)ause: The meaning of ‘worker’ and
diversification”. Paper presented at the national SASLAW
Conference, Durban, October 2009

PhD thesis (UCT): “The Regulation of Work: Whither the Contract
of Employment?: An analysis of the Suitability of the Contract of
Employment to Regulate the Different Forms of Labour Market
Participation by Individual Workers”

2007 “Employment” chapter in F Du Bois (ed) Wille’s Principles of South
African Law 9ed (2007) Juta, Cape Town

“Sexual harassment in the workplace: Understanding the
employer’s liability?”. Paper presented at the Employment
Relations Conference, 5 June 2007, Johannesburg

“When does a continuing employment relationship become
intolerable?”. Paper presented at the 20th Annual Labour Law
Conference, Johannesburg

“Sexual Harassment in the Workplace” – lunchtime presentation to
staff at the Law firm Denys Reitz (October 2007), Cape Town

“The worker: Towards labour law’s new vocabulary” 2007 (124) 3
South African Law Journal 469

Book review: *Essential Social Security Law* 2007 (18) 2
Stellenbosch Law Review 380

2006 “Labour law in South African Sport: A season of expectations?”
(2006) 1-2 *The International Sports Law Journal* 56-59

“Anatomy of a benefit: A labyrinthine enquiry” 2006 (27) *Industrial
Law Journal* 53-66

“The law, sexual harassment and the best way to go” 29(6) Dec 2006/Jan 2006 *South African Labour Bulletin* 38-39

“Sexual harassment in the workplace: a matter of more questions than answers or do we simply know less the more we find out?” 2006 10 (1) *Law, Democracy & Development* 49-67

“Managing Racism in the Workplace: Any lessons to be learnt from *SATAWU obo Finca v Old Mutual Life Insurance Company (SA) Limited and Burger*”. Paper presented at the 19th Annual Labour Law Conference, Johannesburg

“When is enough, enough? Reflecting on recent South African case law on the extent to which employers should be liable for the racist (and other discriminatory) conduct of their employees in the workplace”. Lunchtime lecture presented at the Faculty of Law, University of Melbourne, July 2006

“Section 60 of the Employment Equity Act, 1998: Will a comparative approach shake this joker out of the pack?” 2006 (27) 3 *Obiter* 411

2005 *Sexual Harassment in the Workplace: Law, Policies and Processes* with T Orleyn & A Rycroft (Butterworths LexisNexis, Durban) 1-177

“Employment issues in sport” chapter in R. Cloete (ed) *Introduction to Sports Law in South Africa* 67-93, Butterworths LexisNexis – Durban

2004 “Be(a)ttling on expectations: Labour law issues in sport”. Paper presented at the 2004 Sports Law Update, Pretoria

“Performance clauses in sport contracts”. Paper presented at the South African Sport Science Conference, Johannesburg

“The vicarious liability of the employer for the sexual harassment of an employee in the workplace.” Paper presented at the 17th Annual Labour Law Conference, Johannesburg

“The World Anti-Doping Code: A South African perspective” (2004) 26 *South African Journal for Research in Sport, Physical Education and Recreation* 65

“Annus horribilis for South African sport?” (2004) 1-2 *The International Sports Law Journal* 51

“Aspects of South African law as it applies to corruption in the workplace” (2004) 17 (2) *South African Journal of Criminal Justice/Suid-Afrikaanse Tydskrif vir Strafrechtspleging* 158

“Does the Constitution fail workers?” (2004) 28(2) *South African Labour Bulletin* 47

“Sexual harassment in the workplace: reflecting on *Grobler v Naspers*” (2004) 25 *Industrial Law Journal* 1897

“The cas(e) for sport” Newsletter Sports Law Association of South Africa 3 (2004)

“About updates and Olympics” Newsletter Sports Law Association of South Africa 4 (2004)

“Deliciously Nutty!” Newsletter Sports Law Association of South Africa 5 (2004)

“Vicarious liability for sexual harassment in the workplace”. Lunchtime lecture presented at the Faculty of Law at the University of Melbourne, July 2004

2003

“Is Tsimba chipped? Reflecting on the IRB rule that a player may only represent one country”. Paper presented at the UCT/RAU Sports Law Conference, Cape Town. (See *Sport: The Right to Participate and Other Legal Issues* R Le Roux & S Cornelius (eds), 2003, 18-32.)

“Corruption in the workplace: the whistleblower’s dilemma”. Paper co-presented (with G Ghalant) at the 16th Annual Labour Law Conference, Johannesburg

“AWOL. A clear case for summary dismissal” (2003) 11(2) *Juta’s Business Law Journal* 38.

“How divine is my contract? Reflecting on the enforceability of player/athlete contracts in sport” (2003) 15(1) *SA Mercantile Law Journal* 116

Sport: The Right to Participate and Other Legal Issues R Le Roux & S Cornelius (eds). 2003. (Selected papers from the Sports Law Conference held at the University of Cape Town 6-7 February 2003.)

“Vicarious liability: Revisiting an old acquaintance” (2003) 24 *Industrial Law Journal* 1879

- 2002** "The impact of the amendments on the residual unfair labour practices". Paper presented at the Excellante International Labour Relations Amendments Conference, Johannesburg May 2002 and Cape Town August 2002
- "Transferring a football player: not quite section 197 of the LRA". Paper presented at the 15th Annual Labour Law Conference, Johannesburg
- "Under starter's orders: Law, labour law and sport?" (2002) 23 *Industrial Law Journal* 1195
- "Agricultural workers: A historical and contemporary perspective" Occasional paper 1/2002 IDLL
- "The Cronjé affair: Reflecting on match-fixing in cricket" (2002) 2 *The International Sports Law Journal* 11
- "Residual unfair labour practices: Another unhappy definition" (2002) 10(2) *Juta's Business Law Journal* 86
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- "The impact of the 2002 amendments on residual unfair labour practices" (2002) 23 *Industrial Law Journal* 1699
- "Not so clear, unambiguous, unconditional and unequivocal" (2002) 10(3) *Juta's Business Law Journal* 108
- 2001** "Kerk en Vigs" *Die Kerkbode* 1 December 2001 14. (*Non-legal publication Translated: "The church and AIDS".*)
- "Employers beware! Be consistent!" (2001) 9(3) *Juta's Business Law* 121
- "Cricket is not for cheats - Cronjé loses court appeal" (2001) 6 *Sports Law Bulletin* 18.
- "Corruption in sport: the lessons to be learned from South African cricket". Paper presented at the ANZSLA Sports Law Conference, Perth, Australia 2001.
- 2000** "Disciplinary procedures: where are we now?" (2000) 8(2) *Juta's Business Law* 51

"Inherent job requirements in the religious profession". Paper presented at the Association of South African Law Teachers Conference, Durban.

1995 "Does the Constitution have any implications for ordinary contractual relationships?" (1995) 3(3) *Juta's Business Law* 1995 132

"A creditor left to 'dree his weird'" (1996) 4(4) *Juta's Business Law* 1996 57

1989 LLM Thesis "The Lesotho Highlands Water Project", University of Stellenbosch

5. TRAINING COURSES/WORKSHOPS, RESEARCH VISITS AND CONFERENCES ATTENDED

2017 30th Annual Labour Law Conference

Research visit: Centre for Comparative Labour and Social Security Law (**COMPTRASEC**)

2016 29th Annual Labour Law Conference

Annual SASLAW Conference

ILERA regional conference, Milan

2015 Decent work Conference ILO Geneva

2nd Conference Labour Law Research Network, Amsterdam

21st ISLSSL Labour Law World Congress, Cape Town

2014 27th Annual Labour Law Conference

Colloquium, Cape Town preparing the manuscript for Laws Against Strikes published in May 2015

2013 26th Annual Labour Law Conference

Inaugural Labour Law Research Network Conference, Barcelona

Inaugural Mercantile Law Conference, UFS, Bloemfontein

- 2012** 25th Annual Labour Law Conference, Johannesburg
- Decent work workshop, LEP, Cape Town
- Practical Economics in the South African Context, BER, Stellenbosch
- Participant, University of Cambridge for Sustainability Leadership programme aimed at building strategic leadership on sustainability issues.
- 2011** SASLAW Western Cape presentation 'Liability of employers for sexual harassment'.
- SASLAW Annual conference, Port Elizabeth, October 2011
- 2010** 23rd Annual Labour Law Conference, Johannesburg
- HOD workshop (*Ad hominem* promotion process) (UCT)
- Congress of the International Association of Law Schools, May 2010, University of Milan, Italy
- 2009** Association of South African Law Teachers Conference, Pietermaritzburg
- Research visit, University of Cambridge
- 22nd Annual Labour Law Conference, Johannesburg
- Litigation seminar: Protected Disclosure Act - Open Democracy Advice Centre, Johannesburg
- 15th World Congress of the IIRA, Sydney,
- HOD workshop (Research development in academic departments) (UCT)
- 2008** 21st Annual Labour Law Conference, Johannesburg
- HOD Workshop for new Heads of Department (UCT)
- 2007** 20th Annual Labour Law Conference, Johannesburg

- Research visit, University of Amsterdam
- Hugo Sinzheimer lecture, Amsterdam
- 2006** 19th Annual Labour Law Conference, Johannesburg
- Research visit, University of Melbourne
- Research visit, University of Cambridge
- Supervision workshop hosted by UCT Research Office at Zevenwacht
- 2005** “10 Years of the LRA”, conference, Stellenbosch
- 18th Annual Labour Law Conference, Johannesburg
- Workshop: Protected Disclosures – Open Democracy Advice Centre Cape Town
- 2004** 2004 Sports Law Update, Pretoria
- 17th Annual Labour Law Conference, Johannesburg
- 2003** World Conference on Doping In Sport, Copenhagen, Denmark.
- 16th Annual Labour Law Conference, Johannesburg.
- South African Sports Conference (South African Sports Commission), Johannesburg
- 2002** 15th Annual Labour Law Conference, Johannesburg.
- South African Sport Conference (South African Sports Commission), Johannesburg
- Excellante International Conference Labour Relations Conference, Johannesburg and Cape Town
- One day training workshop for AFSA on sports law
- 2001** Workshop LSO Shop Steward Training Project
- 11th ANZSLA Sports Law Conference, Perth, Australia
- 2000** Association of South African Law Teachers Conference, Durban

	Essential Employment and Labour Law Seminar
1999	Credit control workshop Herr Organisation
1998	Juta's Applying the 1998 Labour Laws Seminar
1997	Juta's Current Labour Law Seminar
1996	Juta's Current Labour Law Seminar
1995	Labour Law Conference, Department of Trade and Industry
1989	Law Society training school for candidate attorneys

6. PROFESSIONAL EXPERIENCE

2000 TILL DATE	UNIVERSITY OF CAPE TOWN
	DIRECTOR, INSTITUTE OF DEVELOPMENT AND LABOUR LAW (IDLL) (2011- 2018)
	PROFESSOR (from 1 January 2011) DEPARTMENT OF COMMERCIAL LAW
	ASSOCIATE PROFESSOR (January 2006 – December 2010) DEPARTMENT OF COMMERCIAL LAW
	DEPUTY DIRECTOR, INSTITUTE OF DEVELOPMENT AND LABOUR LAW (IDLL) (2002 - 2007)
	HEAD OF THE DEPARTMENT OF COMMERCIAL LAW (2008 - 2011 and again from January 2017 -February 2019).

In these capacities, duties + activities include(d) the following:

- Management of general departmental matters
- Faculty and University *ad hoc* selection committees
- Induction and mentoring of new staff members
- Support and mentoring of junior staff
- Lecturing at LLB, postgraduate and certificate course level

- Course convening
- Guest lecturing at other South African universities, University of Melbourne (2004 and 2006), University of Lusaka (2011) and NMU (2012)
- Guest lecturing in other faculties at UCT (EBE, Humanities and Commerce)
- Supervision of LLB research papers
- Supervision of Master's/PG Dip dissertations
- PhD co-supervision
- Publication of journal articles, books and chapters in books
- Member of Faculty Committees: IT and Equipment Committee (2003-2006); Finance and Management Committee (2003- 2009 and 2017-2019); Dean's Advisory Committee (2008 – 2009), Academic Planning Committee (2008-), Development Committee (2010-) and associated sub –committees and *ad hoc* selection committees
- Member of University Committees: Timetable (2006-2011); Academic Heads Working Group (2008-2010) and Senate (2008-); Employment Relations Committee (2012-) including sub-committee redrafting pre-dismissal procedures (2012); Human Resources Committee of Council (2012-); Austerity Committee (2016-2018)
- Presentation of papers at conferences
- Conference attendance
- Nomination of staff members and motivation for nomination of awards/fellowship
- Initiate and hosting of inaugural Mike Larkin memorial lecture
- Member of a Committee of Review,
- Submission of comments to SA Law Commission (re amendments to Protected Disclosure Act)
- Arrange TRA workshop by CHED
- Member of the planning committee of the Annual Labour Law Conference (2003-2009; 2012-2017)
- Chair IT and Equipment Committee (until June 2008 and again 2012).
- Day-to-day supervision of Faculty's IT Co-ordinator (until June 2008 and again in 2012)
- Preparation of IDLL's annual reports (until 2006)
- Editing and publishing of IDLL's monograph series
- Training of shop stewards
- Member of advisory board: Institute of Development and Labour Law (IDLL)
- Founder member and secretary of Sports Law Association of South Africa

- Member of reference group for UCT code on sexual harassment (2005-2006)
- Day-to-day administration of the IDLL (until March 2008 and again 2011-2018).
- Facilitation of moots on regional postgraduate programmes offered In Tanzania, Botswana, Lesotho, Zimbabwe, Swaziland and Namibia)(2003 - 2005)
- Chair of the Sax Appeal 2011 Advisory board

2004 & 2006

UNIVERSITY OF MELBOURNE, AUSTRALIA
SENIOR FELLOW

- Lecture Sports Employment Law

**JULY 1994 -
2000**

CAPE TECHNIKON
SENIOR LECTURER IN LAW AT SCHOOL OF BUSINESS
INFORMATICS

**OCT. 1996 -
1998**

CONSULTING
HEUNIS & HEUNIS (Law firm)

JAN. 1990 -

PROFESSIONAL ASSISTANT JAN S DE VILLIERS AND
SON

JUN. 1994

LITIGATION DEPARTMENT

JAN. 1988 -

CANDIDATE ATTORNEY JAN S DE VILLIERS AND SON
(Law firm)

DEC. 1989

7. EXTENSION SERVICES/SOCIALLY RESPONSIVE ACTIVITIES

- External examiner of several LLB and LLM courses
- External examiner of Master's dissertations
- PhD examination
- Refereeing of journal articles and NRF refereeing
- Member of review board: *The International Sports Law Journal*
- South African Law Reform Commission Project 25 Statutory Law Revision (member of panel revising legislation falling under the department of Labour)
- Member of the scientific council of *Revue de droit comparé du travail et de la sécurité sociale* (journal published by COMPTRASEC; Université de Bordeaux)

- Member of the Institute of Directors of Southern Africa
- Appointed as non-executive director of the South African Reserve Bank for a period of three years from July 2011; renewed for another three-year term from July 2014 and again re-elected during July 2017 for a third term
- Director on the board of the South African Institute for Drug-free Sport from 2011-2014
- Advising the South African Institute on Drug-free Sport on pre-research planning and the facilitation of training workshops (2011)
- Presentation of jurisprudence on whistleblowing for ODAC at Constitutional Hill in August 2009
- Hosted a series “Reg met Afrikaans” at the 2010 Word Fest organised by the University of Stellenbosch and featuring UCT colleagues
- Member of planning committee of Annual Labour Law Conference (2003-2009)
- Submission to SA Law Commission on Protected Disclosure Act (See Report on Project 123 of the SA Law Reform Commission, August 2008 where several of my comments are cited)
- Presenter of workshops/certificate courses hosted by Professional Development Project (Work@Law)
- Assisted the Western Province Women Golf Union with the redrafting of its constitution (2007)
- Commissioned to prepare draft sexual harassment policy for UCT and member of reference group finalising draft (completed in 2007 while I was on sabbatical)
- Member of South African Society of Labour Lawyers
- Media interviews
 - Interviewed by *The Daily Post* (6 October 2011), Lusaka, Zambia on the impact of labour law on employment
 - Interviewed for article in *Fair Lady* (September 2009) on the use of Facebook by employees
 - Protected Disclosures
 - SABC TV2 news* – 25 October 2005
 - Sexual harassment
 - RSG Debate* – ‘Rekenskap’ — 12 October 2005
 - FMR* – 20 September 2005 – book discussion
 - Voice of the Cape* – 8 August 2005
 - SAFM* – 18 July 2005
 - RSG* – 14 August 2005
 - Radio Namaqualand* – 19 January 2011
 - Harassment in the Workplace
 - Dossier – 22 September 2010
 - Monitor – 24 September 2010
 - Naweek Aktueel – 25 September 2010
 - Monitor – 27 September 2010
 - SAFM John Orr* – October 2011

Women in the Workplace

Voice of the Cape – 16 August 2005

Lance Klusener dismissal

Cape Talk – Nov 2003

- Selected as member of commission of inquiry appointed by Athletics South Africa – dispute settled before inquiry commenced (2005)
- One-person investigation into use of performance enhancing substances at UCT gym (October 2005)
- Assist the South African Institute of Drug-free sport with comments on proposed amendment to anti-doping legislation (2005)
- DITSELA shop steward training (labour law), September 2004, Citrusdal
- Co-ordinator and presenter of workshops/seminars/conferences hosted by IDLL (2002-2007)
- Founder member and secretary Sports Law Association of South Africa.
- In 2001 co-presented at Women's day festivities hosted by the Faculty of Law, UCT
- Member of the Tamboerskloof Dutch Reformed Church Council and its finance and employment committees (1998-2000)
- Member of the board of the South African Institute for Drug-Free Sport (2011-2012; 2012-2014); appointed by the Minister of Sport
- Non-executive board member of the South African Reserve Bank – shareholder elected in 2011 and re-elected in 2014
- Part-time book reviewer, FMR

8. MANAGEMENT, COMMUNICATION AND INTERPERSONAL SKILLS

- Good and dedicated lecturer with very good student evaluations
- Able to motivate students and staff
- Dedicated researcher and research co-ordinator
- Excellent research skills
- Able to work reliably and responsibly and with drive to meet deadlines and achieve required goals
- Visionary and holistic approach to challenges and when making a decision
- Good communication skills, able to liaise and to negotiate at all levels
- Highly self-motivated, enthusiastic and dedicated
- Creative and innovative
- Adopting an objective and consultative approach to problem solving
- Punctuality
- Friendliness and good sense of humour
- Fairness

9 OTHER ACHIEVEMENTS

SPORT

- Western Province golf 1988 - 1996.
- Eastern Province golf 1985 - 1987.
- Received provincial school colours in athletics.
- Now only a keen walker