


## Abridged Curriculum Vitae

Debbie Collier

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Debbie Collier is Professor in the Mercantile and Labour Law Department and director of the Centre for Transformative Regulation of Work (CENTROW), University of the Western Cape.

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### ACADEMIC QUALIFICATIONS AND PROFESSIONAL ADMISSIONS

BA (Law), LLB (Rhodes) LLM, PhD (UCT)  
Admitted as an Attorney of the High Court, 1998  
Admitted as an Advocate of the High Court, 1994

### ACADEMIC APPOINTMENTS

Professor (UWC) Department of Mercantile and Labour Law (From September 2022)  
Associate Professor (UCT) Department of Commercial Law (2012)  
Senior Lecturer (UCT) Department of Commercial Law (2007)  
Lecturer (UCT) Department of Commercial Law (2003)  
Assistant Lecturer / IT Co-ordinator (UCT) Law Faculty (2001 – 2003)

### MANAGEMENT, LEADERSHIP AND ADMINISTRATION POSITIONS

- Director, Centre for Transformative Regulation of Work (CENTROW) (September 2022 -)
- Head of Department of Commercial Law, University of Cape Town (January 2019 – December 2021); and *ex officio* member of senate and numerous faculty committees
- Deputy Dean: Postgraduate Studies, University of Cape Town (July 2013 – June 2016) and *ex officio* member of senate and numerous faculty committees and Chair of the School for Advanced Legal Studies (SALS) Exco
- Academic Programme Director, Labour Development & Governance Research Unit, UCT (2019 - 2022)
- Acting Director of the Institute of Development and Labour Law (IDLL) (UCT)(2007); Deputy Director of IDLL from mid-2008 to 2012; Director of IDLL (from 2019)
- UCT Mediator (from 2011); and various other University and Faculty committees (UB&DC; IT Committee) and ad hoc committees / disciplinary committees, etc.

### PUBLICATIONS

#### Books (Co-authored / edited)

1. Collier, Debbie & Tracy Gutuza (eds) *Foreign Direct Investment and the Law: Perspectives from Selected African Countries* (2018) Juta & Co, and *Acta Juridica* (2018).
2. Collier, Debbie and Emma Fergus (eds) *Labour Law in South Africa: Context and Principles* (2018; revised edition 2019) Oxford University Press.
3. Massie, Kaylan & Debbie Collier with Ann Crotty *Executive Salaries in South Africa: Who should have a say on pay?* (2014) Jacana Media Pty Ltd.
4. Collier-Reed, Debbie & Karin Lehmann (eds) *Basic Principles of Business Law* (2006; revised 2009) (2<sup>nd</sup> ed 2010) Butterworths LexisNexis.

## Dissertations

- Collier, D, *Agriculture, modern biotechnology and the law: An examination of the property paradigm in the context of plant genetic resources*, Doctor of Philosophy, February 2010. 285 pages.
- Collier, D *Freedom of expression in Cyberspace: A waning freedom or a domain seeking balance?* Dissertation submitted in partial fulfilment of the LLM Degree, University of Cape Town, September 2003. 58 Pages.

## Peer-reviewed journal articles and book chapters

1. Collier, Debbie & Lindani Mkhwanazi 'Technological Disruptions in Labour and Employment Law: South Africa', Chapter in M De Vos, G Anderson & E Verhulp (eds) *The Cambridge Handbook of Technological Disruption in Labour and Employment Law* (Cambridge University Press; forthcoming in 2022).
2. Collier, Debbie 'Labour Law and AI: labour law as a technology for humanizing work in the digital era', Chapter 14 in C Ncube, T Schonwetter, I Rutenberg, D Oriakhogba (eds) *Artificial Intelligence and Law in Africa* (Lexis Nexis; forthcoming in 2022 / 2023).
3. Collier, Debbie & Monique Carels 'Repositioning Sexual Harassment: Integration and Objectivity as Guiding Principles in ILO Convention 190 and the Draft Code against Violence and Harassment in the World of Work' (2021) 42 *In* 692 - 708.
4. Collier, Debbie, 'The #MeToo Movement in South Africa: a New Platform for an Old War' in A Noel & D Oppenheimer (eds) *The Global #Me Movement* (2020) Full Court Press.
5. Collier, Debbie & Shane Godfrey 'Labour standards and foreign direct investment: A perspective on the export-oriented garment sectors in selected sub-Saharan African Countries' in Collier, Debbie & Tracy Gutuza *Foreign Direct Investment and the Law* (2018) Juta & Co.
6. Collier, Debbie Chapter 25 'Equality law in context' in Collier, Debbie and Emma Fergus (eds) *Labour Law in South Africa: Context and Principles* (2018; revised edition 2019) Oxford University Press.
7. Collier, Debbie Chapter 26 'Prohibition of unfair discrimination in the workplace' in Collier, Debbie and Emma Fergus (eds) *Labour Law in South Africa: Context and Principles* (2018; revised edition 2019) Oxford University Press.
8. Collier, Debbie Chapter 27 'Substantive equality and the promotion of diversity' in Collier, Debbie and Emma Fergus (eds) *Labour Law in South Africa: Context and Principles* (2018; revised edition 2019) Oxford University Press.
9. Collier, Debbie 'Anti-Discrimination Law in South Africa' 431 - 456 in D Oppenheimer, M Mercat Bruns & C Sartorius (eds) *Comparative Perspectives on the Enforcement and Effectiveness of Anti-Discrimination Law: Challenges and Innovative Tools* (Springer) (2018)
10. Collier, Debbie 'South Africa' in Chapter 5 Employment discrimination in Brazil, India, China, Hong Kong, South Africa, Australia, and Israel & in Chapter 9 Global Affirmative Action in Oppenheimer, David, Sheila Foster, Sora Han & Richard Ford (eds) *Comparative Equality and Anti-Discrimination Law* (2017) 2<sup>nd</sup> edition & (2020) 3<sup>rd</sup> edition, Edward Elgar Publishing Limited.
11. Collier, Debbie 'Discrimination et égalité au travail en Afrique du Sud' and an English translation ('From apartheid to affirmative action: an overview of equality law in the South African Workplace') published in 2015 in *Revue de Droit comparé du Travail et de la Sécurité sociale* (2015/2 and 2015/3).
12. Collier, Debbie & Joseph Shaw 'Gambling with industrial peace: non-disclosure of business information and the decision in *National Union of Public Service and Allied Workers obo Mani & others v National Lotteries Board* 2014 (3) SA 544 (CC) (2015) *ILJ* 2503-2515.

13. Collier, Debbie & Benjamin, Paul 'Chapter 9 Measuring labour market efficiency: indicators that fuel an ideological war and undermine social concern and trust in the South African regulatory process' in Merry, Davis and Kingsbury (eds) *The Quiet Power of Indicators: Measuring Governance, Corruption and Rule of Law* (2015) Cambridge University Press.
14. Fergus, Emma & Debbie Collier 'Race and Gender Equality at Work: The Role of the Judiciary in Promoting Workplace Transformation' (2014) *SAJHR* 484 – 507.
15. Collier, Debbie & Pamhidzai Bamu 'Linking trade and labour: a promising synergy or a double-edged sword?' in Le Roux, R and Rycroft (eds), *A Re-inventing Labour Law: Reflecting on the first 15 years of the LRA and future challenges* (2012) 326-347 (Juta).
16. Collier, Debbie 'Technology and Law: Complex, Complacent and Complicit in Compromising development: A Case Study from the Developing South' (2012) 21 *Griffith Law Review* 245-287.
17. Collier, Debbie & Jan Glazewski, Chapter 8 'Climate change and possible legal liability' in Parnell, S; Oelofse, G; Cartwright, A; Price, P & Ward, S *Climate Change at the City-scale: Impacts, Mitigation and Adaptation in Cape Town* (2012) Routledge 147-162.
18. Glazewski, Jan & Debbie Collier, Chapter 13 'South Africa' in Jutta Brunnée, J; Goldberg, S; Lord, R QC; and Rajamani, L *Climate Change Liability: Transnational Law and Practice* (2012) Cambridge University Press, 319-348.
19. Collier, Debbie 'Employer negligence in the promotion process: when should the arbitrator intervene? A comment on *SAPS V SSSBC, Robertson NO & Noonan*' (2011) *Industrial Law Journal* 2378-2384.
20. Collier, Debbie, Kathy Idensohn and Adkins 'Income inequality and executive remuneration: assessing the role of law and policy in the pursuit of equality' (2010) 34 *SAJLR* 84 – 109.
21. Collier, D 'If the unfair failure to promote is ongoing, should the employee's claim prescribe?' (2010) 31 *ILJ* 1575-1578.
22. Collier and Moitui 'Africa's regulatory approach to biotechnology in agriculture: an opportunity to seize socio-economic concerns' (2009) 17 *African Journal of International and Comparative Law* 29-56.
23. Collier D, Chapter 21 'Machine-generated evidence and related matters' in Schwikkard et al, *Principles of Evidence* (3<sup>rd</sup> edition), Juta, 2008 at 410-418.
24. Collier, D 'Access to and control over plant genetic resources for food and agriculture in South and southern Africa: how many wrongs before a right?' (2006) Vol 7 *Minnesota Journal of Law, Science & Technology* at 529 - 564.
25. Collier-Reed, D Chapter 4 'Breach of contract and remedies' in Collier-Reed, Debbie & Karin Lehmann (eds) *Basic Principles of Business Law* (2006; revised 2009) (2<sup>nd</sup> ed 2010) Butterworths LexisNexis.
26. Collier-Reed, D Chapter 5 'Variation, transfer and termination of contract' in Collier-Reed, Debbie & Karin Lehmann (eds) *Basic Principles of Business Law* (2006; revised 2009) (2<sup>nd</sup> ed 2010) Butterworths LexisNexis.
27. Collier-Reed, D Chapter 9 (Chapter 10 in 2<sup>nd</sup> ed) 'Agency' in Collier-Reed, Debbie & Karin Lehmann (eds) *Basic Principles of Business Law* (2006; revised 2009) (2<sup>nd</sup> ed 2010) Butterworths LexisNexis.
28. Collier-Reed, D Chapter 11 (Chapter 12 in 2<sup>nd</sup> ed) 'The contract of employment' in Collier-Reed, Debbie & Karin Lehmann (eds) *Basic Principles of Business Law* (2006; revised 2009) (2<sup>nd</sup> ed 2010) Butterworths LexisNexis.
29. Collier-Reed, D & Tobias Schonwetter Chapter 17 (Chapter 18 in 2<sup>nd</sup> ed) 'Intellectual property' in Collier-Reed, Debbie & Karin Lehmann (eds) *Basic Principles of Business Law* (2006; revised 2009) (2<sup>nd</sup> ed 2010) Butterworths LexisNexis.
30. Gutuza, T & D Collier-Reed Chapter 19 (Chapter 20 in 2<sup>nd</sup> ed) 'Black economic empowerment, employment equity and skills development' in Collier-Reed, Debbie & Karin Lehmann (eds) *Basic Principles of Business Law* (2006; revised 2009) (2<sup>nd</sup> ed 2010) Butterworths LexisNexis.

31. Chapter 20 'Electronic commerce' in Collier-Reed, Debbie & Karin Lehmann (eds) *Basic Principles of Business Law* (2006; revised 2009) Butterworths LexisNexis.
32. Collier, D 'Freedom of expression in Cyberspace: Real limits in a virtual domain' (2005) Vol 16 *Stellenbosch Law Review* at 21 – 44.
33. Collier, Debbie 'The right to legal representation at the CCMA and at Disciplinary Enquiries' (2005) *Industrial Law Journal* at 1 – 16.
34. Collier, D 'The right to legal representation under the LRA' (2003) April *Industrial Law Journal* at 753 – 770.
35. Collier, D Chapter 13 'Criminal Law and the Internet' in Buys, Reinhardt & Francis Cronje (ed) *Cyberlaw @ SA II: the law of the Internet in South Africa* (2004) (2<sup>nd</sup> edition), Van Schaik at 319 – 347.
36. Collier D, Chapter 8 'Legal issues' in E Cloete *eCommerce A contemporary view* (2002, updated 2004) at 106 – 126.
37. Collier D, Chapter 21 'Machine-generated evidence and related matters' in Schwikkard et al, *Principles of Evidence* (2002) 2nd edition & (2009) 3<sup>rd</sup> edition, Juta.
38. Collier, D 'Workplace Privacy in the Cyber Age' (2002) Vol 23 *Industrial Law Journal* at 1743 – 1759.

### **Additional Research Outputs: Technical/ Policy Reports**

1. Co-author of the 'Draft SADC Model Framework for National Social Dialogue Institutions (NSDIs)' (2021) prepared for the International Labour Organisation (ILO) and member states of the Southern African Development Community (SADC) (2021).
2. Co-author of the 'Revised Issues Paper: Republic of Botswana Labour Law Review: 2018 – 2020'; with Drafting Instructions and Draft Employment and Labour Relations Bill (2021 – 2022) prepared for the ILO and the Ministry of Labour and Employment, Republic of Botswana.
3. Co-author (with Godfrey S, Collier D, McCann D, Pike K, Ronnie R, & Osiki A.) (2019). Developmental Enforcement? Challenges to public and private enforcement of labour standards in the South African and Lesotho garment sectors. A report of the Decent Work Regulation in Africa Project, funded by the UK Global Challenges Research Fund. June 2019.
4. 'Composite report on the South African experience & options for Namibia', Report to the ILO, January 2019.
5. Co-author of the 'Future of Work Initiative: South Africa', LEP and SLP, Report to the ILO, February 2017.
6. Co-author of the 'A National Minimum Wage for South Africa', NMW Panel Report to the Deputy President, November 2016.
7. 'Drafting Instructions' for the Ministry of Labour and Employment in Lesotho for the law reform process underway in Lesotho, 2016.
8. Collier, Debbie & Shane Godfrey 'Review of Labour Legislation in Lesotho: Issues Paper – June 2014' (67 pages).
9. South African Law Reform Commission Discussion Paper 131, Project 126, The Review of the Law of Evidence, 2015.
10. Glazewski, Jan and Debbie Collier 'The law of delict and climate change: legal implications for City Council' (2010/11) for City Council Climate Change Think-Tank, City of Cape Town, 1 -21.
11. Von Braun, Collier and Glazewski 'The Blyde Hydro-Power Project: Ownership & Beneficiation Study' (2010) for Natural Justice, Environmental NGO, 1 - 39.
12. Collier, DW 'Opportunities for public participation: Maximising public influence' (2006/07) for Biowatch, Environmental NGO, 1 - 45.
13. Bamu, P and Collier, DW 'Reforming the microcredit industry in South Africa: will the proposed National Credit Bill address existing problems and developmental concerns?' (2005) *Development and Labour Monograph Series* at 1 – 32.

## Other publications

- Author of Weekly Comments and Editorials (2019 - 2020) for IR Network, LexisNexis.
- Contributed to 'Unlocking labour laws' various columns in SA Labour Bulletin (2010-2013)
- Collier, D and Idensohn, K 'Negative growth and retrenchments: regulating work hours and executive remuneration' *Law Review* (September 2009) at 11-13.
- Collier, D 'e-Mail and SMS Contracts: Lessons from the Labour Court' (2008) 16 *Juta's Business Law* at 20-22.
- Collier, D 'Access to information: a costly exercise' *News & Views Law Race and Gender Unit, UCT* (2007).
- Collier, DW 'Producing computer print-outs in Court: Evidently not so simple' (2005) *Juta's Business Law* at 6 – 9.
- Collier, DW 'The Internet: Rules of the Game' (2004) (Newsletter 3) *Sports Law Association of South Africa* at 2 – 4.
- 'Sport and the New Media' – (April 2004) (Publication on CD) Sports Law Association of South Africa Annual Conference Proceedings.
- Collier, DW 'Big Brother, Bully or Blessing' (2002) Vol 2 No 4 *Without prejudice* at 9.
- Collier, DW 'Truth or Dare? What lies beneath the Polygraph Test?' (2001) 402 *De Rebus* at 24 – 26.

## INVOLVEMENT IN LAW REFORM / DRAFTING OF LEGISLATION

- External collaborator/ consultant to the ILO on Labour Law Reform in Lesotho (2014-2019, ongoing advice), Namibia (2018 – on the national minimum wage), Botswana (2019 - 2022); Consultant to the Lesotho Ministry of Labour and Employment appointed by the ILO to assist in a review of Labour legislation in Lesotho (2014-2015) and in 2014 co-authored and workshopped an Issues Paper with stakeholders in Lesotho; and engaged as a consultant in Botswana in drafting labour law Issues Paper and Drafting instructions (2019-2022).
- Member of the National Minimum Wage (NMW) Advisory Panel by the Deputy President, Cyril Ramaphosa (2016-2017).
- Commentary requested and provided to the South African Law Reform Commission (SALRC) on project 113: *The Use of Electronic Equipment in Court Proceedings* (2009)
- South African Law Reform Commission (SALRC) Advisory Committee member and researcher on Project 126 Review of the Law of Evidence, appointed to prepare 'Discussion Paper 131 on the review of the law of evidence' (2014) 106 pages.
- Project committee member of the SA Law Reform Commission: Project 25; appointed a to review legislation administered by the Department of Agriculture (2007).

## CURRENT RESEARCH / PUBLICATIONS IN PROGRESS

1. 'Protection against sexual harassment' chapter to be published in the Oxford Handbook of the Law of Work (Editors: Guy Davidov, Brian Langille, Gillian Lester) (2023).
2. 'EEA amendments'; as well as 'Appearance Discrimination' and 'EEA Shortcomings for persons with disabilities' (co-authored with students) in progress (2022 / 23).
3. Proposal in progress for an edited volume (with CENTROW associates) on 'Governing Digital Work' with a focus on strategies for the transformative regulation of work.
4. Finalising a co-authored article on *A typology for worker organisation and representation* in collaboration with Labour Development & Governance (LDG) Research Unit and the Rapoport Center, School of Law, University of Texas at Austin (project on *The Future of Work* that explores patterns of disadvantage that reproduce inequality and possibilities for rethinking the future of work and livelihood and to generate (legal / political) responses.

## COMMUNITY & ENGAGED SCHOLARSHIP PROJECTS / RELATED ACTIVITIES

- Ongoing engagement with Centre partners - Digital Platform Co-operative Project (DPCP), and Labour Law Online project (LLL).
- Partnering with LDG Research Unit on Equal Rights Trust (UK based) project on non-discrimination in the workplace (2022); and on delivery of Labour Law in Practice certificate course to AMCU members (2022).
- Engagement with NEDLAC Community constituency and Streetnet/WIEGO on implementation of ILO Convention 190 (Violence and Harassment in the World of Work) and assisting with preparing a draft Code on the Implementation of C. 190 for workers who are not employees (2021).
- Member of the Labour and Enterprise Policy Research Group appointed by the ILO as consultants to prepare briefing documents for South African stakeholders in the Future of Work Initiative (2016-2017).
- Researcher for the International Labour Organisation (ILO) on the IRLEX project; and project leader for the South Africa report for the *Project on the implementation deficits: assisting the constituents in Botswana, Lesotho, Namibia and South Africa (BLNS) to implement the comments of the committee of experts on the application of conventions and recommendations (CEACR)*. I headed up the drafting of the report on the CEACR Comments 2008 – 2013 as they relate to South Africa (2013).
- Advice to Cotton SA / Wheat SA on agri-patents and the impact of the expiry of certain patents (2010-2011).
- Co-ordinated the IDLL comments to the Department of Labour proposed amendments to various employment law statutes (February 2011).
- Co-ordinated the Labour Law for HR course presented to UCT HR (Nov 2010/Feb 2011)
- Advisory Board Member of Abalimi Bezekhaya (Farmers of home) (2008-2012). Abalimi is a Non-Governmental Organisation (NGO) working to empower the disadvantaged through urban agriculture and environmental programmes and projects. I assisted with legal matters such as the organisation's HR, BEE, tax and lotto matters.
- Advisory Board member of the Tourism and Business Institute of South Africa (TBISA) (2009-2011) assisting with curriculum design of HR and para-legal training courses.
- Co-authored (with Professor Jan Glazewski) a report 'The law of delict and climate change: legal implications for City Council' (2010/11) for the City Council Climate Change Think-Tank.
- Co-authored with Von Braun and Glazewski 'The Blyde Hydro-Power Project: Ownership and Beneficiation Study' (2010) for Natural Justice, Environmental NGO.
- Report for Environmental NGO (Biowatch) 'Opportunities for public participation: Maximising public influence' (December 2006 / January 2007).
- Convenor for Getsmarter on-line practical labour law course (since 2010)

## CONFERENCE PRESENTATIONS, WORKSHOPS, AND INVITED LECTURES

1. 'ILO Convention on Eliminating Violence and Harassment in the World of Work, C. 190, 2019: Implementation in South Africa – a not so subtle act of exclusion' Berkeley Center on Comparative Equality & Anti-Discrimination Law 9<sup>th</sup> Annual Conference, 22 – 24 June 2022.
2. Coordinated/co-presented *Workplace Investigations (Law@Work)* May 2022).
3. Plenary speaker ('International labour standards and law reform in the region (Southern Africa): reflections from an ILO consultant') at the 4<sup>th</sup> African Labour Law Society Conference (3<sup>rd</sup> African Regional Congress of the ISLSSL, Nairobi, Kenya, 21 – 22 October 2021.

4. Invited lecturer on the postgraduate *Comparative Equality Law* (2020 and 2021) course (in 2020, *COVID-19 and Global Inequalities*) coordinated by the University of California Berkeley School of Law, and the University of Portsmouth.
5. 'Investigating sexual harassment in the workplace' 32nd Annual Labour Law Conference (August 2019).
6. 'Workplace investigations: A global comparison' (May 2019) Berkeley Law conference on The Worldwide #MeToo Movement: Global Resistance to Sexual Harassment.
7. 'Book panel: The Worldwide #MeToo Movement' and 'Roundtable discussion' at the annual Berkeley Comparative Equality and Anti-Discrimination Law Study Group Conference, 17-18 June 2019.
8. 'Income Inequality' at the Mandela Initiative Dialogue and action to overcome poverty and inequality, April 2017.
9. 'Theme 4: The Governance of Work', ILO Future of Work Initiative, NEDLAC Constituencies, April 2017
10. 'Executive Salaries: Who Should Have a Say on Pay?', The Federation of Swaziland Employers and Chamber of Commerce, Mbabane, Swaziland, May 2016.
11. 'Transforming the Wage Structure' at the National Minimum Wage Symposium, 2-3 February 2016, School of Economic & Business Sciences, University of the Witwatersrand.
12. Invited Panel member from UCT at the Thomas Piketty Lecture, UCT, October 2015.
13. 'ILO technical assistance in an LDC: The making of labour law for the Lesotho labour market' (with Shane Godfrey) at the ILO Regulating Decent Work (RDW): Developing and Implementing Policies for a Better Future at Work Conference, Geneva, ILO headquarters, 8-10 July 2015.
14. "'Mind the gap": Widening income inequality in South Africa – an institutional failure or mission impossible?' at the Labour Law Research Network (LLRN) 2nd Conference, Amsterdam 25-27 June 2015.
15. 'Executive Salaries in South Africa,' at the 27<sup>th</sup> Annual Labour Law Conference (August 2014).
16. 'Law and corporate governance as complementary strategies to transform South Africa's society' co-authored and presented with Emma Fergus at the Regulating for Decent Work: Regulating for Equitable and Job-Rich Growth, 3-5 July 2013, ILO Geneva.
17. 'Discrimination and Equality Law: Emerging Trends in the South African Context' co-authored and presented with Emma Fergus at the Labour Law Research Network – Inaugural Conference, Faculty of Law, Pompeu Fabra University (UPF), Barcelona, 13-15 June 2013.
18. 'Women in the Workplace: A legal perspective' a workshop for the South African Women in Science and Engineering (SA Wise) (June 2012).
19. 'When is the employer's decision about promotion reviewable? Rethinking the *Noonan* judgment' at the 24<sup>th</sup> Annual Labour Law Conference (June 2011).
20. 'Linking trade and labour: a promising synergy or a double-edged sword?' co-presented with Pamhidzai Bamu at a colloquium on the Future of Labour Law (March 2011).
21. 'Is South Africa ready for worker participation and a convergence of company and labour law?' co-presented with Kathy Idensohn at the Society of Law Teachers of Southern Africa (January 2011).
22. 'Income inequality: Executive salaries and pay discrimination' co-presented with Kathy Idensohn at the 23<sup>rd</sup> Annual Labour Law Conference (August 2010).
23. 'Labour market regulatory practices: would short-time work and curbed executive pay add value?' Universities of the Western and Eastern Cape Seventh Annual Law Conference at Nelson Mandela Metropolitan University, Port Elizabeth (January 2010).

24. Intellectual Property Rights' EEU (UCT) and ABS Capacity Development Initiative for Africa, Training course to build African capacity in Access and Benefit sharing, Cape Town (January 2010).
25. 'Introduction to patent law. Main concepts and principles' WHO, UNDP Training Course on Intellectual Property Rights and Public Health: Towards an Intellectual Property Regime that Protects Public Health, A Course Directed at Policy Makers in the WHO African Region (Course director: Carlos M Correa), Cape Town (22-26 June 2009).
26. 'Protecting your identity – managing personal data in the workplace' 22<sup>nd</sup> Annual Labour Law Conference at Sandton, Johannesburg (August 2009)
27. 'Diversity in the workplace', guest lecture to postgraduate students in the Sociology Department, UCT (2008; 2010).
28. 'Agricultural biotechnology: exploring Africa's 'traffic-light approach' 11<sup>th</sup> International Conference on Agricultural Biotechnologies: New Frontiers and Products – Economics, Policies and Science, hosted by the International Consortium on Agricultural Biotechnology Research (ICABR) at Ravello, Italy (July 2007).
29. Facilitator for 'HIV/AIDS: Rights in the Workplace' – HIV in the Workplace 2010 Programme – GSB, UCT (June 2007).

## TEACHING AND SUPERVISION

### *Undergraduate and LLB teaching*

I am involved with the supervision of final year LLB student research papers and am /or have been involved in teaching the following undergraduate courses:

- Labour Law LLB
- Commercial Regulation and Governance
- Law, Development, Labour and Social Policy
- Business Law; and
- Electronic Law

### *Postgraduate (PG) teaching and supervision*

I have been programme convenor for the PG Labour Law programmes and involved in supervision of LLM minor dissertations, LLM research dissertations and PhD research degrees and am/ or have been involved in teaching the following postgraduate courses:

- Workplace Discrimination and Equality Law
- Individual Labour Law
- Collective Labour Law

## ASSOCIATIONS, EDITORIAL AND ADMINISTRATION RESPONSIBILITIES

- Advisory Board Member of the UC Berkeley Center on Comparative Equality & Anti-Discrimination Law; and co-host of the 8<sup>th</sup> Annual BCCE Conference in 2021.
- Editorial Board of the *Industrial Law Journal (ILJ)* Juta, December 2021.
- External examiner for various South African Universities at LLB, LLM and PhD level.
- Regularly asked to peer-review journal articles (and scholarly books - national and international); and ad hoc requests from the NRF to assist with NRF rating applications.
- Consulting Editor, *IR Network*, LexisNexis (2019 - 2020).
- Coach for (winning) UCT team at Copenhagen Competition on Access to Food (2011)
- Member of the South African Society for Labour Law (SASLAW) and a member of the African Labour Law Society (ALLS); and a SASLAW committee member (2011 –2013).