

PUBLICATIONS, POLICY CONTRIBUTIONS AND PRESENTATIONS LIST: PROF A GOVINDJEE

Books / Book Chapters

- Govindjee “Social protection for independent contractors and fixed-term contract workers in South Africa” in Westerveld and Olivier (eds) *Social protection outside the realm of labour law* (work in progress, forthcoming) (2019) (Edward Elgar);
- Govindjee “Transformative constitutionalism as a framework for Law and Policy integration in the Global South” in Pellissery, Mathew, Govindjee, Narain (eds) *Transformative Law and Public Policy* (Routledge, forthcoming, 2018);
- Govindjee *et al* (ed): *Commercial Law* (3rd Ed) (Pearson Education / Maskew Miller Longman, Cape Town, 2018);
- Govindjee and De Freitas “Constitutional law and human rights” in Meintjes van der Walt *et al* *Fresh Perspectives: Introduction to Law* (Pearson Education / Maskew Miller Longman, Cape Town, first edition – 2008; second edition, Heinemann Publishers 2011; third edition, Heinemann Publishers 2018);
- Govindjee “Employment protection in South Africa: An analysis of recent labour and social security legislative and policy developments” in S Amine (ed) *Employment protection legislation in emerging economies* (2018);
- Govindjee and van der Walt “Achieving justice via independent and impartial tribunals or forums: Possible lessons from the Commission for Conciliation, Mediation and Arbitration of South Africa for India” in *Privatisation and Globalisation: Changing Legal Paradigm* (Eastern Law House) (2017);
- Olivier, Govindjee, Mohammed, bin Hussain, Cheong, Rosely and Vadivel *SOCSCO Return to Work Programme in Malaysia: A Handbook 2016* (2016) (SOCSCO / IISLP);
- Van der Walt and Govindjee (eds.) *Labour Law in Context* (2nd Ed) (Pearson, 2016) (various chapters authored);
- Govindjee (ed.) *Introduction to Human Rights Law* 2nd Ed (LexisNexis, 2016) (various chapters sole-authored);
- Van der Berg and Govindjee “The law of evidence and substantive law” in Schwikkard and van der Merwe *Principles of Evidence* (4th Ed) (Juta) (2016) 34-49;
- Govindjee & Chetty “Law and religion in the African Union” in Robbers & Durham (eds) *Encyclopedia of Law and Religion* (2016) (Brill Publishers) (accessible at http://referenceworks.brillonline.com/entries/encyclopedia-of-law-and-religion/african-union-COM_000056);
- Olivier, Dupper and Govindjee “Enhancing the Protection of Transnational Migrant Workers: A Critical Evaluation of Regulatory Techniques” in E Ales and I Senatori (eds) *The Transnational Dimension of Labour Relations: A new order in the making?* (Giappichelli Publishers, 2013) 291 - 344;
- Govindjee “Disability”, “Children” and “Road Accidents” (three sections of the title) in M Olivier “Social security: Analysis” in W Joubert *LAWSA* (Second Edition) (vol 13(3)) LexisNexis (2013);
- Govindjee, Olivier and Nyenti ““The role of international and regional standards in the development of an appropriate rehabilitation, re-integration and return-to-work policy framework for South Africa”, in Olivier, Dupper and Govindjee (eds) *The Interaction between International, Regional and National Labour Law and Social Security* (Juta Publishers, 2013);

- Nyenti, Olivier and Govindjee “Reforming the South African social security adjudication system: The role and impact of international and regional standards”, in Olivier, Dupper and Govindjee (eds) *The Interaction between International, Regional and National Labour Law and Social Security* (Juta Publishers, 2013);
- Govindjee and Taiwo “The protection of women refugees under the international refugee convention” in R Islam, JH Bhuiyan (eds) *An Introduction to International Refugee Law* (BRILL: Martinus Nijhoff Publishers (Leiden, Boston) (2013) 379-400;
- Govindjee “Institutional framework” (one section of the title) in M Olivier “Social security: Framework” in W Joubert *LAWSA* (Second Edition) (vol 13(2)) LexisNexis (2012) pars 170-185;
- Olivier, Govindjee, Nyenti, Cheong, Azman *SOCSO Return to Work Programme in Malaysia: A Handbook 2012* (Perkeso, IISLP, 2012);
- Govindjee and Dupper “Constitutional perspectives on unemployment security and a right to work in South Africa” in Liebenberg and Quinot (eds) *Law and Poverty: Perspectives from South Africa and Beyond* (Juta, 2012);
- Van der Walt, le Roux and Govindjee (eds) *Labour Law in Context* (Pearson Publishers 2012);
- Olivier and Govindjee “Social Protection Lessons from SADC for the Global South” in Modi, R (ed) *South-South Co-operation: Africa on the Centre Stage* International Political Economy Series (2011, Palgrave Macmillan) 184-202;
- Govindjee “Constitutional law and human rights” in Meintjes van der Walt *et al Fresh Perspectives: Introduction to Law* (Pearson Education / Maskew Miller Longman, Cape Town, first edition – 2008; second edition, Heinemann Publishers 2011);
- Govindjee and Taiwo “Globalization and its effects on the emerging jurisprudence on the right to education in South Africa and Nigeria” in *Globalization, International Law and Human Rights* (2011, Oxford University Press) 111-146;
- Govindjee and Kruger “The Basic Structure Doctrine Debate: South African Explorations” in Jain and Narayan (eds) *Basic Structure Constitutionalism – Revisiting Kesavananda Bharti* (2011, Eastern Book Company) 209-227;
- Govindjee, A and Olivier, M “Finding the boundary – the role of the courts in giving effect to socio-economic rights in South Africa” in Osode, PC and Glover, G (eds) *Law and Transformative Justice in Post-Apartheid South Africa* (2010, Spekboom Publishers) 77-98;
- Govindjee and Mahler-Coetzee *Law Lifeline: Law of Contract* - LexisNexis Workbook Series (LexisNexis, Durban, 2010);
- Mahler-Coetzee and Govindjee *Lifeline: Law of Delict* – LexisNexis Workbook Series (LexisNexis, Durban, 2010);
- Govindjee “Introducing Law to Commerce Students: A case study” in Lebowitz, Van der Merwe and Van Schalkwyk (eds) *Focus on First-Year Success: Perspectives emerging from South Africa and Beyond* (peer-reviewed) (SUN Press, Stellenbosch, 2009) 155-166;
- Govindjee *Social Assistance as a Framework for Social Policy in South Africa* (VDM Verlag Publishers, Germany, 2009);
- Govindjee, Holness, Driver, Etsebeth, Horsten, Keep) *Fresh Perspectives: Commercial Law 2* (Pearson Education / Maskew Miller Longman, Cape Town, 2007);
- Govindjee *LAWSA* title on “Negotiable Instruments” vol. 19, 1 – 113 (Lexis-Nexis Butterworths, Durban, 2006) (peer-reviewed);

- Govindjee, Holness and Shirk) *Fresh Perspectives: Commercial Law 1* (Pearson Education / Maskew Miller Longman, Cape Town, 2006);
- Govindjee, Holness and Shirk) *X-Kit: Undergraduate Commercial Law* (Pearson Education / Maskew Miller Longman, Cape Town, 2006);

Articles in Accredited / International Journals

- Pillay, Taylor and Govindjee “International instruments affecting people with a disability in South Africa” *Africa Insight* vol. 47(2) (2018) 28-39;
- Botha and Govindjee “Hate speech provisions and provisos: A response to Marais and Pretorius and proposals for reform” *PER* (2017) 20 1-37.
- Olivier and Govindjee “Improving return to work and disability management in the developing world: Pointers emanating from international instruments, standards and guidelines” in R Blanpain (ed) *Bulletin of Comparative Labour Relations* (Kluwer, vol. 97) (2017) 193-218;
- Botha and Govindjee “Prohibition through confusion: Section 12 of the Promotion of Equality and Prevention of Unfair Discrimination Act 4 of 2000” accepted for publication in *SLR* (2017:2) 245-268;
- Van der Berg and Govindjee “Vultures before the Constitutional Court: The cheque is in the mail – *Khohliso v S* [2014] ZACC 33” *Obiter* (vol. 37, no. 2) (2016);
- Olivier and Govindjee “Protecting and integrating migrant workers in ASEAN social security systems” accepted for publication in *Institutions and Economies* (Issue 8, vol.4 October 2016).
- Botha and Govindjee “The regulation of racially derogatory speech in the Promotion of Equality and Prevention of Unfair Discrimination Act 4 of 2000” accepted for publication in *South African Journal of Human Rights (SAJHR)* (vol. 15, no. 2) (2016);
- Leppan, Govindjee, Cripps “Bargaining in bad faith in South African labour law: an antidote” *Obiter* (vol 37, no. 3) (2016) (page numbers still to be finalised);
- Olivier and Govindjee “The inter-relationship between administrative law and labour law: Public sector employment perspectives from South Africa” accepted for publication in *Southern African Public Law* (2015) (vol. 30, no. 2) (2015) 319-346;
- Olivier and Govindjee “A critique of the Unemployment Insurance Amendment Bill, 2015” *Potchefstroom Electronic Law Journal (PER)* (vol. 8, no. 7)(2015) 2739-2776;
- Botha and Govindjee “Regulating cases of extreme hate speech in South Africa: A suggested framework for a legislated criminal sanction” *South African Journal of Criminal Justice* (2014) 117-155;
- Chetty and Govindjee “Freedom of religion of children in private schools” accepted for publication in *South African Journal of Juridical Science* (2014) (page numbers being finalized);
- Du Plessis, Govindjee & van der Walt ““Saviour siblings” and “benefactor children” in South Africa: A legal analysis” *Obiter* (2014) 224-253;
- Botma-Kleu and Govindjee “The role of reasonableness in the review of CCMA arbitration awards in South Africa: An English law comparison” *Industrial Law Journal* (vol 35, July 2014) (1749-1776);
- Du Plessis, van der Walt & Govindjee “The constitutional rights of children to bodily integrity and autonomy” *Obiter* (vol 35(1) 2014) 1-23;

- Van Heerden, Govindjee and Holness “The constitutionality of statutory limitation to the right of access to information held by the state in South Africa” *Speculum Juris* (2014, vol 1) 27-54 (accessible at www.speculumjuris.co.za);
- Taiwo and Govindjee “The implementation of the right to education in South Africa and Nigeria (Part 1)” in *Obiter* (2012, vol 33(1)) 93-120;
- Taiwo and Govindjee “The implementation of the right to education in South Africa and Nigeria (Part 2) *Obiter* (2012, vol 3) 203-235;
- Kruger and Govindjee “The recognition of unenumerated rights in South Africa” *SA Public Law* (2012, vol 27(1)) 192-206;
- Govindjee, A and Dupper, OC “Constitutional perspectives on unemployment security and a right to work in South Africa” published in a special edition of *Stellenbosch Law Review* (2011, vol 3) 775-803;
- Govindjee “Assisting the unemployed in the absence of a legal framework: The next frontier for the Eastern Cape Bench?” *Speculum Juris* (2011, vol 25(1)) 86;
- Olivier, MP, Dupper, O and Govindjee, A “Redesigning the South African Unemployment Insurance Fund: Selected key policy and legal perspectives” *Stellenbosch Law Review* (2011, vol 2, 396-425);
- Govindjee, A, Olivier, MP and Dupper, O “Activation in the context of the unemployment insurance system in South Africa” *Stellenbosch Law Review* (2011, vol 1, 205-227);
- Dupper, O, Olivier, MP and Govindjee, A “Extending coverage of the unemployment insurance system in South Africa” *Stellenbosch Law Review* (2010, vol 3, 438-462);
- Govindjee and van der Walt “‘True’ jurisdictional questions and the irrelevance of a certificate of outcome: *Bombardier Transportation (Pty) Ltd v Mtiya NO and others*” *Obiter* vol 31, no. 2 (2010) 486-495;
- Malherbe and Govindjee “A question of blood: Constitutional perspectives on medical decision-making for children of Jehovah’s Witnesses” *THRHR* vol 73, no. 1 (Feb 2010) 61 - 80;
- Mpedi and Govindjee “Social protection for workers posted to and from South Africa: A critical assessment” *Obiter* vol 30, no. 3 (2009) 774 - 783;
- Van Loggerenberg and Govindjee “Constitutional implications of the restrictions imposed by the South African Golf Association on non-amateur golfers” *Speculum Juris* vol 22, no. 2 (2008) 75 – 89;
- Govindjee and van der Walt “Employment without rights? *Discovery Health Limited v CCMA* 2008 7 BLLR 633 (LC); and “*Kylie*” v *CCMA* 2008 9 BLLR 870 (LC)” *Obiter* vol 29, no. 3 (2008) 542 – 557;
- Holness and Govindjee “The realization of the constitutional right to food in South Africa” *De Jure* vol 3 (2008) 524 – 544;
- Marx and Govindjee “Revisiting the interpretation of exemption clauses: *Drifters Adventure Tours CC v Hircock* 2007 (2) SA 83 (SCA)” *Obiter* vol 28, no. 3 (2007) 622 – 635;
- Govindjee “Of Nose studs, Beards and Issues of Discrimination” *Obiter* vol. 28, no. 2 (2007) 357 - 373;
- Govindjee, A and Olivier, M “Finding the Balance: the role of the courts in giving effect to socio-economic rights in South Africa” *Speculum Juris* vol. 21, no. 2 (2007) 167 - 183;

- Govindjee “Lessons for South African Social Assistance Law from India: Part I – The Ties That Bind: The Indian Constitution and Reasons for Comparing South Africa with India” *Obiter* vol. 26, no. 3 (2005) 575 - 594;
- Govindjee “Lessons for South African Social Assistance Law from India: Part II – Is There more to the Right to Life in South Africa?” *Obiter* vol. 27, no. 1 (2006) 33 – 48;
- Govindjee and Ristow “*Khosa v Minister of Social Development; Mhlaule v Minister of Social Development*” *Speculum Juris* vol. 19, no. 1 (2005) 107 - 118;
- Govindjee “The Constitutional Right of Access to Social Security Part I – Identifying the Problems” *Obiter* vol. 24, no.1 (2003) 87 – 102;
- Govindjee “The Constitutional Right of Access to Social Security Part II – Proposed Solutions” *Obiter* vol. 25, no. 1 (2004) 57 – 78;
- Ristow and Govindjee “Sexual Harrassment as a Form of Unfair Discrimination: *Ntsabo v Real Security*” *Speculum Juris* vol. 18, no. 1 (2004) 146 – 152.

Policy Reports

- “The implications of the NHI Bill on COIDA” (Report submitted to the Rand Mutual Association) (2018);
- “Advocating for the improved legal rights and protections for Mozambican migrant mineworkers, ex-migrant workers and their families (Report submitted to Lawyers for Human Rights as part of the EU-funded Voices from the Underground Project on *Improving the protection and advocacy capacity of migrant mineworkers and their families in Southern Africa*) (2016);
- “Namibia return to work research project” (Report to the Social Security Commission, Government of Namibia and SSC Board) (2016) (with Olivier, M; Jehoma, S and Rusconi, R);
- “Feasibility study for the establishment of unemployment insurance in Namibia” (Report to the Social Security Commission, Government of Namibia and SSC Board) (2015) (with Olivier, M; Jehoma, S and Rusconi, R);
- “The social security position of non-citizens in South Africa” (Report prepared for the Department of Social Development of South Africa) (2013) (with Olivier, M);
- “Developing a policy framework for the South African Social Security Adjudication System” (Report prepared for the Department of Social Development, South Africa) (2011) (with Olivier, M and Nyenti, M);
- “Reflections on developing an integrated, comprehensive policy framework for rehabilitation, re-integration and return-to-work strategies in relation to workers who suffered occupational injuries or diseases” (Report prepared for the Compensation Fund of South Africa) (2010) (with Olivier, M; Wolvaardt, A; and Nyenti, M);
- “Redesigning the South African Unemployment Insurance Fund: Reform Proposals” (Report prepared for the Unemployment Insurance Fund of South Africa) (2009) (with Olivier, M; Dupper, O and Wolvaardt, A);
- “Legislative framework for micro-health insurance in South Africa” (Preliminary draft chapter: Medical Schemes Act, 1998, presented to the Council for Medical Schemes, South Africa) (2005).

Published Conference Proceedings, Other Publications and Commentaries

- Govindjee “South African International Legal News” in *Revue de droit compare du travail et de la sécurité sociale* (invited contribution) (since 2017);
- Govindjee “Extending Employment Protection to Vulnerable Workers in South Africa: An Assessment of Recent Legislative Developments” in Govindjee, Brockman J and Walser, M *Atypical Employment in an International Perspective* (Rechtswissenschaftliche Beiträge der Hamburger Sozialökonomie) (Heft 15) (2017) 5-14;
- “Social security in South Africa: Urgent refocus needed” in *South African Labour Bulletin* (Vol. 41 No. 4) (November / December 2017) 43-45;
- Govindjee “Collective labour law case summaries” *Cliffe Dekker Hofmeyr Annual publication* (2016);
- Grogan, J; Maserumule, P and Govindjee, A *Juta’s Annual Labour Law Update* (Juta, 2016);
- Acknowledged research contribution to Olivier, M “Exploring the links between remittances and social security for migrant workers and their families” (Thought Piece submitted to the AU / ILO) (2016);
- Govindjee “The 2015 Amendments” in Grogan, Maserumule and Govindjee *Juta’s Annual Labour Law Update* (Juta, 2015) 135-143;
- Govindjee “The implications of ratifying an international covenant: South Africa, India and the ICESCR” *In Law Magazine – National Law School of India University* (vol 2, 2015);
- Olivier & Govindjee “Constitutional reflections on social protection for vulnerable workers and the unemployed: Perspectives from India and South Africa” in Addabbo *et al* (eds) *Labour and social rights: An evolving scenario* (Proceedings of the Twelfth International Conference in Commemoration of Prof Marco Biagi) (Giappichelli Publishers, Turin, 2015);
- Govindjee “Youth job creation in the context of BRICS: The South African experience” submitted for publication to the *Journal for Public Policy* (India, 2014);
- Govindjee “Social safety nets and youth job creation: The South Africa Case” in *Poverty in Focus* (a publication of the Institute of Applied Economic Research (the official Brazilian think-tank of BRICS) and the IPC-IG/UNDP) (2014) (accessible at http://issuu.com/ipc-ig_publications/docs/pif_brics_28_web);
- Olivier and Govindjee *Comments on the Unemployment Insurance Bill* (submitted to the Department of Labour (August 2013);
- Govindjee, Arbitrator *National Union of Metalworkers of SA obo Johnson and Trident Steel (Pty) Ltd* Bargaining Council Arbitration Award published in (2013) 34 *ILJ* 455 (BCA).
- Govindjee “Adjudication of socio-economic rights by the Constitutional Court of South Africa: Walking the tightrope between activism and deference?” accepted for publication in the *National Law School of India Review* (2013) (62-80);
- Olivier, Govindjee and Nyenti *Return-to-work in South Africa and Malaysia* in *International Journal for Social Security and Workers’ Compensation* (vol 4(1)) (2013) 9-39;
- Govindjee “Canned lion hunting” in *Afe Babola University Law Review* (vol 1, no. 1) (2013) 36-50;
- Govindjee and Kruger “A question of interpretation: A comparative study of ‘unenumerated’ rights recognition in India and South Africa” published in a special edition of the *Journal of the ILS Law College, Pune, India* (2011 IV published during 2013);
- Govindjee “Legal strategies for a ‘second phase’ transition in South Africa” (Publication of Inaugural Lecture) (NMMU) (2012).

- Govindjee “The role of the courts in addressing poverty, inequality and unemployment in South Africa” in *Socio-Legal Review* (vol 8(2)) (2012) 55-77.
- Olivier, Kaseke, van der Heever and Govindjee “Social security law manual” (prepared for the Parliamentary Portfolio Committee on Social Development) (2012);
- Govindjee and Mpedi, LG “The role of courts in shaping South African social policy” *University of Ibadan Law Journal* (vol. 1, no. 1) (Oct 2011 but published in April 2012) 183-199;
- Commissioned to draft *Law of Evidence* component of the CCMA Manual for Arbitration (2012);
- Commissioned to draft Constitutional Law and Administrative Law manuals for the University of Fort Hare, (published by University of Fort Hare, 2012);
- Govindjee and Taiwo “Justiciability and enforceability of fundamental objectives and directive principles in Nigeria: Lessons from South Africa and India” *Nigerian Bar Journal* (2011) volume 7 65-101;
- Govindjee and Dupper “SA needs principled approach to defuse poverty crisis” in *Mail & Guardian* (22 July 2011, p 33);
- Taiwo and Govindjee “Religious and cultural practices in Nigerian schools: taking a clue from the South African concept of ‘reasonable accommodation’” submitted to the *Journal of Public and International Law* (University of Ibadan, Nigeria) (2011);
- Olivier, Govindjee and Dupper “History of social security in South Africa” (monograph for the Department of Social Development, South Africa) (2010);
- Govindjee and Olivier “Unlocking Labour Laws” column *South African Labour Bulletin*, Vol 33, No. 4 (October / November 2009) 18-19; Vol 34, No. 2 (June / July 2010) 18-19;
- Co-author, *SASSA Social Assistance Induction Programme Manual* (Institute for Social Law and Policy / SASSA) (June 2009) (and co-presenter, SASSA Induction Programme) (June – August 2009);
- Contributor, “Legally Speaking” column in *EC Today* newspaper (2008);
- Govindjee and Bhat “Restrictive covenants in employment contracts: a comparison between the legal positions in India and South Africa” published in the *National Law School of India Review* vol. 20 no. 1 (2008) 46-61.

Conference, Seminar, Colloquium Presentations and Panel Discussions

- ‘The implications of the *Assign case* for trade unions’ presented by invitation to the South African Federation of Trade Unions (Johannesburg, South Africa, 7 November 2018);
- ‘Administering social grants in South Africa: A constitutional crisis? Co-presented at the Nelson Mandela University / University of Johannesburg Seminar (Eastern Cape, South Africa, 24 August 2018);
- ‘The *Assign case*’ co-presented at a seminar for the PE Business Chamber (Port Elizabeth, South Africa, 16 August 2018);
- ‘Social security for skilled professionals from the perspective of GATS’ co-presented at the *ILERA 2018 World Congress* (Seoul, South Korea, July 2018);
- ‘Social protection and vulnerable work in South Africa’ presented at the *ILERA 2018 World Congress* (Seoul, South Korea, July 2018);
- Session organizer (with Prof M Olivier): “Social protection extension in developing world context: Informal economy and non-standard workers” and co-ordinator of Study Group on “Social Protection” *ILERA 2018 World Congress* (Seoul, South Korea, July 2018);

- ‘Overcoming barriers and challenges to the introduction of return-to-work arrangements: Developing world perspectives’ co-authored contribution to be presented by Prof M Olivier at the *International Forum on Disability Management* (Vancouver, Canada, October 2018);
- ‘Social security for skilled professionals from the perspectives of GATS, the CFTA and African Free Trade and Trade in Service Agreements’ co-authored contribution presented by Prof M Olivier at a Plenary session of the ILERA African Regional Congress (Mauritius, May 2018);
- ‘S198A of the LRA’ panel discussion hosted by the CCMA on the interpretation of section 198A of the LRA (PE, SA, March 2018);
- ‘The increase in medical malpractice litigation in South Africa’ opening remarks delivered at the South African Medico-Legal Association Foundations of Medico-legal Practice course (PE, SA, January 2018);
- ‘Access to safe and affordable drinking water for vulnerable persons in South Africa: The role of the courts and impact of ICESCR ratification’ presented by invitation at the *Law and Development Research Conference* (Antwerp, Brussels, September 2017);
- ‘Employees, independent contractors and vulnerable workers’ presented by invitation following the SASLAW AGM (Port Elizabeth) (August, 2017);
- ‘Social security in South Africa: Past lessons, future opportunities’ presented by invitation at a plenary session of the *30th Annual Labour Law Conference* (Johannesburg, South Africa, 2-3 August 2017); Second reading at the African Labour Law Society Conference (Sun City, South Africa, 7-9 September 2017);
- ‘Ambedkar and affirmative action: Social justice reflections and reclamations from a South African perspective’ presented by invitation at the *Dr BR Ambedkar International Conference: Quest for Equity: Reclaiming Social Justice, Revisiting Ambedkar* (Bangalore, India, 21-23 July 2017);
- ‘Labour law case law update’ presented to attorneys at Cliffe Dekker Hofmeyr (Johannesburg, South Africa) (18 July 2017);
- ‘Social protection for vulnerable workers’ presented at the Labour Law Research Network Conference (Toronto, Canada, 25-27 June 2017);
- ‘Social security in South Africa’ presented by invitation at the CCMA *Job Saving Seminar* (Port Elizabeth, South Africa, 3 March 2017);
- ‘Reflections on leadership at Nelson Mandela University’ annual presentation by invitation to attendees of the Nelson Mandela University LEAP (Leadership) Programme (Port Elizabeth, South Africa, 2016, 2017);
- ‘Introducing Return-to-Work in a developing country context: A case study of Namibia’ co-presented by invitation in a plenary session of the *International Forum on Disability Management* (Kuala Lumpur, Malaysia, 22-24 November 2016);
- ‘Achieving justice via independent and impartial tribunals and forums: Possible lessons from the CCMA of South Africa for India’ co-presented by invitation at the opening plenary session of the *International Conference on Liberalization and Globalization: Changing Legal Paradigm* (Bangalore, India) (14-16 July 2016);
- ‘Selected (comparative) dimensions of South African law, with particular emphasis on labour and social security law’ presented by invitation at the *3rd Nordic Summer School on Legal Landscape of Rights in India* (Bangalore, India) (13 July 2016);
- ‘Improving return-to-work and disability management in the developing world: Pointers

- emanating from international instruments, standards and guidelines’ co-presented at the 14th International Conference in Commemoration of Prof Marco Biagi on *Well-being at and through work* (Modena, Italy) (16-19 March 2016);
- ‘Analysing the Employment Services Act, 2014’ presented at the CCMA / NMMU Seminar on *Developments in labour relations and labour law and the CCMA: Reflections, expectations and the future* (Port Elizabeth, South Africa) (3 March 2016);
 - ‘Limiting labour law and social security protection to “employees” in South Africa: A constitutional perspective’ presented by invitation at the *Hamburger Rechtsgespräche Seminar* on “Atypical employment in an international perspective” (Hamburg, German) (21 January 2016);
 - ‘The right to health: Judicial interpretation for state accountability in India’ presented at the XII Seminario Internacional De Direitos Fundamentais (Porto Alegre, Brazil) (26 November 2015);
 - ‘2015 Juta Annual Labour Law Seminar’ (with John Grogan and Puke Maserumule) (Cape Town, Port Elizabeth, Durban, Pretoria, Johannesburg and Bloemfontein) (October, 2015);
 - ‘Non-contributory social security: Setting the agenda for the next 20 years’ presented by invitation at a Social Security Seminar organised by Black Sash, Action Aid and EPRI (Johannesburg, 11 August 2015);
 - ‘Social security in South Africa: Implications of SA’s ratification of the ICESCR and recent developments’ presented by invitation at the 28th Annual Labour Law Conference (Johannesburg, 4-6 August 2015);
 - ‘The inter-relationship between administrative law and labour law: Public sector employment perspectives from South Africa’ co-presented at the 2nd Conference of the Labour Law Resesarch Network (Amsterdam, 25-27 June 2015);
 - ‘Expanding the boundaries of social security protection for informal economy workers in South East Asia’ co-presented at the *Second International Conference on Social Security* (SSRC, Malaysia, 3-5 December 2014);
 - ‘Protecting and integrating migrant workers in ASEAN social security systems’ co-presented at the *Second International Conference on Social Security* (SSRC, Malaysia, 3-5 December 2014);
 - ‘Critical factors in implementing the ISSA Guidelines on Return-to-Work and Re-integration in developing world contexts’ co-presented at the *International Forum on Disability Management (IFDM) Conference*, (Melbourne, 16-19 November 2014);
 - ‘Access to South African social security benefits: Challenges and prospects’ co-presented at the SASPEN and FES *International Conference on Social Protection for Migrants in the SADC* (Johannesburg, 29-30 October 2014);
 - ‘2014 Juta Annual Labour Law Seminar’ (with John Grogan, Puke Maserumule and Barney Jordaan) (Cape Town, Port Elizabeth, Durban, Pretoria, Johannesburg and Bloemfontein) (October, 2014);
 - ‘Youth unemployment in South Africa: Challenges to Social security and the Labour Market’ presented by invitation at the Mail & Guardian Critical Thinking Forum (Johannesburg, 27 May 2014);
 - ‘Constitutional reflections on social protection for vulnerable workers and the unemployed: Perspectives from India and South Africa’ co-presented at the 12th International Conference in Commemoration of Marco Biagi (on Employment and Social Rights: An Evolving Scenario) (Modena, 18-19 March 2014);

- ‘The LRA Amendment Bill and the regulation of non-standard employment’ presented at *Juta’s Annual Labour Law Seminar* (Port Elizabeth, October 2013);
- ‘Employment Guarantee Schemes and Public Works Programmes as Social Protection Measures affecting Informal Economy Workers’ co-presented by invitation at the *SASPEN and FES International Conference on Social Protection for those Working Informally* (Johannesburg, 16-17 September 2013);
- ‘Evidence at the CCMA: Emerging trends’ presented by invitation at the *26th Annual Labour Law Conference* (Johannesburg, 30 July – 1 August 2013);
- ‘Labour rights and social protection of migrant workers: In search of a co-ordinated legal response’ co-authored (but presented by Prof Olivier) at the *Labour Law Research Network: Inaugural Conference* (Barcelona, June 2013) (accessible at https://www.upf.edu/gredtiss/_pdf/2013-LLRNConf_OlivierxGovind.pdf);
- “Contemporary labour issues and the automotive industry: Ticking time-bombs or pleasant surprises” presented at the *Human Capital Workshop for the Automotive Industry Cluster* (Port Elizabeth, 11 April 2013);
- “Employment guarantee schemes in India: Possible lessons for emerging market economies” co-authored (but presented by Prof Olivier) at the *8th Asian Regional Congress of the International Labour and Employment Relations Association* (Melbourne, 9-12 April 2013);
- “Enhancing the protection of transnational migrant workers: A critical evaluation of regulatory techniques” co-presented at the *11th International Conference in memory of Prof Marco Biagi* (Modena, 18-19 March 2013);
- “Combinative governance: revisiting the separation of powers doctrine in search of poverty alleviation, equality and employment” presented as part of the CSSEIP Occasional Lecture Series at the National Law School of India University (Bangalore, 20 December 2012);
- “Biodiversity and canned lion hunting in South Africa” presented by invitation at the International Law Conference on Conservation of Forests, Wildlife and Ecology (Kerala, 15-17 December 2012);
- “Legal strategies for a ‘second-phase’ transition in South Africa”, *Inaugural Lecture* (Port Elizabeth, 13 August 2012);
- “The role of health and safety in sustaining human capital” presented by invitation at the *25th Annual Labour Law Conference* (Johannesburg, 1-3 August 2012);
- “Strategies in creating a sustainable social security system” presented by invitation at the *SOCSO National Return to Work Conference* (Kuala Lumpur, June 2012);
- “Dispute resolution and the Labour Law Amendment Bills” presented at a seminar arranged by Francois le Roux Attorneys and the LSSLU, NMMU (Port Elizabeth, June 2012);
- “Misconduct outside the workplace: Lessons from the cases” presented at a series of workshops at various campuses of *NMMU and at the Legal Practitioners Conference* (Port Elizabeth, March 2012);
- “Return-to-work and Disability Management in the Developing World: Developments in South Africa and Malaysia” co-authored but presented by Prof M Olivier at the *International Labour and Employment Relations Association Conference* (Philadelphia, 2-5 July 2012);
- “Dealing with jurisdiction and certificates of outcome” presented by invitation at a *CCMA / NMMU Labour Law Seminar* (Port Elizabeth, 17 February 2012);
- “The adjudication of socio-economic rights by the Constitutional Court of South Africa: Walking

- the tightrope between activism and deference?” presented by invitation at the *First National Law School of India Review Annual Public Law Symposium on the Adjudication of Socio-Economic Rights by the Indian Supreme Court* (Bangalore, 10 December 2011);
- “The role of international and regional standards in the development of an appropriate rehabilitation, re-integration and return-to-work policy framework for South Africa”, co-presented at the *International Conference on the Interaction between International, Regional and National Labour Law and Social Security: Standards and Methods* (Stellenbosch, 13-14 October 2011);
 - “Reforming the South African social security adjudication system: The role and impact of international and regional standards” co-presented at the *International Conference on the Interaction between International, Regional and National Labour Law and Social Security: Standards and Methods* (Stellenbosch, 13-14 October 2011);
 - “Complexities of understanding and applying employment equity: the challenge for universities” presented by invitation at the *CANRAD’s Difficult Dialogue* debate (Port Elizabeth, 19 September 2011);
 - “The Constitutional Court on essential services” co-presented by invitation at the *Aspects of collective labour law and constructive dismissal: Problems and Puzzles Seminar* (Port Elizabeth, 22 July 2011);
 - “Can law change anything without organisation?” presented by invitation at the *Labour at the crossroads: Inequality at the workplace workshop* (Graduate School of Business, UCT, South Africa, 4-5 July 2011);
 - “Unemployment security as a framework for poverty alleviation” presented by invitation at the *Law and Poverty Colloquium* (Stellenbosch, 29-31 May 2011);
 - “The Employment Services Bill” presented at the *Winds of Change: The 2011 Labour Law Amendments Seminar* (NMMU, South Africa, 4 February 2011) and at an ABSA Bank Corporate Managers seminar (8 March 2011);
 - “International labour standards applicable to labour law and social security: Perspectives from the South African Constitution” presented by invitation at the *International Workshop on the Relevance of International Standards for Labour Law and Social Security* (Stellenbosch, 6-8 October 2010);
 - “The role of inter-governmental organizations in enhancing social protection in times of instability: Lessons from SADC” co-authored but presented by Prof MP Olivier at the *ISSA International Policy and Research Conference on Social Security Emerging Trends in Times of Instability* (Luxembourg, 29 September – 1 October 2010);
 - “Assisting the unemployed in the absence of a legal framework: The next frontier for the Eastern Cape Bench?” presented by invitation at *The Eastern Cape Bench and Social Justice Conference* (Rhodes University, South Africa, 1-3 September 2010);
 - “King III – A shot in the arm for ADR” presented by invitation at a *Tokiso Panellist’s Talkshop* (Port Elizabeth, South Africa, 19 August 2010);
 - “Dealing with jurisdictional issues at the CCMA” presented by invitation at the *Current Issues in Labour Dispute Resolution at the CCMA and Bargaining Councils Serminar* (Port Elizabeth, South Africa, 12 August 2010);
 - “Resolving disputes in the South African workplace” presented by invitation to the Labour Law Practitioners Association, Pune, India (1 April 2010);

- “A question of interpretation: a comparative study of (‘unenumerated’) rights recognition” co-presented at the *4th Remembering SP Sathe Conference* (Pune, India, February 2010);
- “Social protection for workers posted to and from South Africa: A critical assessment” co-authored but presented by Prof LG Mpedi at the *Society of Law Teachers of Southern Africa Conference* (Pietermaritzburg, South Africa, 13 – 16 July 2009);
- “The role of courts in shaping South African social policy” co-presented at the *Southern Africa’s Development Agenda in the 21st Century Colloquium* (University of Fort Hare, Bhisho, South Africa, 14-15 May 2009);
- “CCMA arbitrations: Do’s and don’ts” panellist at the *Annual Labour Law Seminar* (NMMU, Port Elizabeth, South Africa, 18 March 2009);
- “The role of inter-governmental organizations in developing an integrated and inclusive framework for social protection: Lessons from SADC” co-presented at the *Redefining South-South Co-operation: Africa on the Centre Stage* conference (Centre for African Studies, University of Mumbai, India 23 – 25 February 2009);
- “The state of the Labour Court: What was intended, where are we now and what might be done” co-presented at the *Universities of the Western and Eastern Cape Sixth Annual Law Conference* (NMMU, South Africa, January 2009);
- “Legal aspects in occupational health” presented at the *Higher Education Conference on Occupational Health* (NMMU, South Africa, 1-3 October 2008);
- “Simply not the best: The extent and application of affirmative action measures at two Eastern Cape Universities” co-presented at the *Equality in the Workplace Conference: Reflections from South Africa and Elsewhere* (STIAS, Stellenbosch, South Africa, 10 – 12 September 2008);
- “Introducing law to commerce students: A case study at Nelson Mandela Metropolitan University” presented at the *1st Southern African Conference on the First Year Experience* (Stellenbosch University, South Africa, 8 – 10 September 2008);
- “Applying the equity legislation to higher education institutions” presented by invitation at the *ISER / Rhodes University Seminar Series* (Grahamstown, South Africa, 21 April 2008);
- “Compensation for occupational injuries in the Karnataka construction industry: Translating rights into reality” presented at the *8th International Work Congress on Work Injury Prevention, Rehabilitation and Compensation* (Durban, South Africa, 31 March – 2 April 2008);
- “The state of labour law in South Africa” co-presented at the *Society of Law Teachers of Southern Africa Conference* (Pretoria, South Africa, 21 – 24 January 2008);
- “A legal analysis of employment in terms of public works programmes in South Africa” co-presented by invitation at the *20th Annual Labour Law Conference* (co-organized by the Centre for Applied Legal Studies, the Institute of Development and Labour Law and the Faculty of Law, UKZN, Sandton Convention Centre, Johannesburg, South Africa, 4-6 July 2007);
- “Structural adjustment and unemployment: The quest for appropriate social protection interventions” co-presented at the *International Industrial Relations Association Asian Regional Congress* (New Delhi, India, 19-21 April 2007);
- “Indian social rights and jurisprudence” presented by invitation at the *Innovative Approaches to Social Security in India, Brazil and South Africa Conference* (co-organised by the Friedrich Ebert Stiftung and Centre for International and Comparative Labour and Social Security Law, University of Johannesburg Soweto Campus, South Africa, March 2007);

- “Beards, nose studs and questions of religion and equality” presented at the *Universities of the Western and Eastern Cape Fourth Annual Law Conference* (NMMU, South Africa, January 2007);
- “Finding the boundary: the role of the judiciary in giving effect to socio-economic rights in South Africa” co-presented by invitation at the *Conference on Law and Transformative Justice in Post-Apartheid South Africa* (Fort Hare University, South Africa, October 2006);
- “Micro-insurance in South Africa” presented at the *Universities of the Western and Eastern Cape Third Annual Law Conference* (Nelson Mandela Metropolitan University, South Africa, January 2006);
- “Extending unemployment protection to the excluded and vulnerable: Perspectives on developments in South Africa” co-presented at the *Second Global Labour Forum* (New Delhi, India, 13-14 December 2005);
- “The effect of the Expanded Public Works Programme in the Eastern Cape Province of South Africa” co-presented at the *4th African Regional Congress of the International Industrial Relations Association* (Mauritius, 28-30 November 2005);
- “Unfair dismissal and unfair discrimination based on age” presented at a Labour Law Seminar (NMMU, South Africa, April 2005);
- “The constitutional right to social assistance as a framework for social policy in South Africa: Lessons from India” presented as part of the Seminar Series of the Jawaharlal Nehru University’s Centre for the Study of Law and Governance (New Delhi, India, March 2005);
- “South Africa’s public works programmes in comparison with employment creation mechanisms in India’s Five Year Plans” presented at the *Law and Poverty VI Conference* (University of Johannesburg, South Africa, January 2005);
- “The role of co-operation schemes in the development of regional employment and better work places: The Coega Project” presented at the *4th International Congress for the Regional and Local Development of Work and Labour* (Durban, South Africa, 25-29 February 2004);
- “Independent contractual relationships and labour brokers” presented at a Labour Law Seminar (University of Port Elizabeth, South Africa, June 2003).

Supervision record

- Promoted / co-promoted six LLD thesis to successful completion:
 - Pillay, S “Legislative prescriptions affecting persons with disabilities: A comparison of selected commonwealth countries” (2017) (co-promoter);
 - Botha, JC “Hate speech as a limitation to freedom of expression” (2016);
 - Holness, DR “Civil Legal Aid in South Africa: A model for eThekweni” (2015) (co-promoter);
 - Botma-Kleu, CH “The role of reasonableness in the evaluation of CCMA arbitration awards” (2014);
 - Chetty, K “Freedom of religion in South African Schools” (2014);
 - Taiwo, EA “The Implementation of the Right to Education in South Africa and Nigeria” (2011);
- Supervised three LLM dissertations to successful completion:
 - Van Heerden, A “Affirmative action in the appointment of High Court judges” (2017);

- Du Plessis, E (with distinction) “The constitutional rights of “benefactor children” and “savior siblings” to bodily integrity and dignity” (2012);
- Holness, D “The Constitutional Right to Food in South Africa” (2007).
- Supervised three LLM treatise to successful completion:
 - Coetzer, L “The legal consequences of the migration of Public Further Education and Training College employees to the Department of Higher Education and Training” (2016);
 - Gugwana, M “The legal position of asylum-seekers in South Africa” (2015);
 - van der Walt, N “Dismissal due to excessive ill health absenteeism” (2010).

Impact in the media

- A Govindjee “LLB recognition boost for Nelson Mandela University” *Weekend Post* (9 December 2017);
- S Evans “A legislative approach to tackling unemployment” *Mail & Guardian* (7 August 2015);