

INTERNATIONAL SOCIETY FOR LABOUR AND SOCIAL SECURITY LAW - XXI WORLD CONGRESS



The case for holding the 2015
World Congress in Cape Town,
South Africa



Submitted by the
South African Society
for Labour Law
(SASLAW)

21 September 2011



FOREWORD BY THE JUDGE PRESIDENT

Hosting the XXI World Congress of the International Society for Labour and Social Security Law would be a special privilege for South Africa, given that no World Congress of the International Society has ever been held on African soil. It is my sincere hope that in 2015 we shall be able to say that this has changed, and that Africa's time has come.

I say this not only because of the benefit we would derive from discussing and engaging with so many of our illustrious international colleagues. I say it also because I believe, in all modesty, that we as South African labour lawyers have something to offer to the international community in return.

This country emerged from a centuries-long history of oppression and struggle just 17 years ago and has since then evolved into a constitutional democracy – a process of transformation that has few precedents in modern history. Over a slightly longer period our labour law, too, has been transformed. As recently as 1974 the colonial Masters and Servants laws, which had applied to the vast majority of employees, were still in force; only in 1979 did trade unions of black workers gain legal recognition and were they able to take part in centralised collective bargaining. These gains, and the subsequent elaboration of labour rights by the courts, were enshrined in the first democratic Constitution that took effect in 1994 and given effect by the Labour Relations Act of 1995 (the LRA). In the process, many original and creative devices were developed, with the guidance of the ILO and

the benefit of comparative study, in seeking to strike a balance between the legitimate expectations of workers and the quest for international competitiveness in the post-apartheid era.

This, in a nutshell, is the unique historical experience reflected in our labour law and jurisprudence and the context of the insights we look forward to sharing with you.

Since its establishment in 1997 there has been a cooperative relationship between SASLAW and the Labour Courts. It gives me great pleasure to endorse SASLAW's proposal to host the XXI World Congress. SASLAW's organisational ability has been demonstrated amply over the past 14 years and I have no doubt that, given the opportunity, it would host an outstanding event. If it should be so decided, my colleagues and I look forward to the opportunity of attending and participating in the proceedings of the Congress.



The Honourable Mr Dunstan Mlambo, Judge President of the Labour Courts of South Africa.



The XXI ISLSSL WORLD CONGRESS –

A FIRST FOR AFRICA?

No continent has gone through more disruptive and traumatic times than Africa during centuries of colonial rule and half a century of decolonisation. Now, though certain areas remain troubled, the continent as a whole has entered a period of sustained growth and reconstruction.

During the period 2001-2011, six out of the world's ten fastest-growing economies were in Africa and, though starting from a low base, the trend is expected to continue during the period 2011-2015¹.

South Africa remains the industrial and commercial hub of the continent, and has become home to hundreds of thousands

This is not simply a reflection of mass poverty – many countries suffer more extreme poverty – but rather of a “a two-tiered economy” with one part “rivalling other developed countries and the other with only the most basic infrastructure. It is therefore a productive and industrialized economy that exhibits many characteristics associated with developing countries”².

This dichotomy, and the challenges it entails, go a long way in explaining the nature of South Africa's new constitutional democracy. The law, and labour law in particular, must address the issues and

problems of the industrialised world as well as those of a developing country. South Africa's post-1994 labour legislation was drafted in the light of international best practice and adapted to complex local realities³. This system, the institutions it created and its interpretation by the courts, as well as the problems experienced in practice, have been the subject of many compar-



of people from other African countries seeking to build a better future. With economic growth averaging 3.32 per cent from 1993 to 2011, its gross national product is several times greater than those of the 11 other member states of the Southern African Development Community (SADC) combined. At the same time it true that South Africa is one of the most unequal societies in the world.

ative studies. In an increasingly integrated world economy, with growing convergence among diverse legal systems, we believe it will be of no less interest to labour lawyers from other countries to observe it at first hand in 2015.

There certainly has been growing international engagement with South Africa since 1994. Apart from a thriving tourist industry

McKinsey Quarterly (June 2010) writes:

“Africa's economic pulse has quickened, infusing the continent with a new commercial vibrancy. Real GDP rose by 4.9 per cent a year from 2000 through 2008, more than twice its pace in the 1980s and '90s. Telecommunications, banking, and retailing are flourishing. Construction is booming. Private-investment inflows are surging.”



the country has been host to numerous major events ranging from international sports tournaments, such as the 1995 Rugby World Cup, the 2009 Indian Premier League and the 2010 Football World Cup, to forthcoming conventions such as the 17th Conference of the Parties to the United Nations Framework Convention on Climate Change being held in Durban in November 2011 (expected to attract over 20 000 people) and many more.

Cape Town lies in the midst of one of the finest wine-making regions in the world and has numerous cultural, historical and culinary attractions. The beauty of its mountains, coastline and beaches is legendary. Not surprisingly, Cape Town was named as the top tourist destination in the world in the 2011 Traveller's Choice Destinations⁴. The Victoria & Alfred Waterfront, close to the proposed Congress venue, is Africa's most popular tourist attraction, offering a wide variety of activities in a spectacular setting. Before and after the Congress, should it be held in Cape Town, there will be much for visitors to enjoy.



The Protea, a flower indigenous to South Africa, and South Africa's National Flower, can be found in the Cape Floral Kingdom

"With its first-world infrastructure, balmy climate, breath-taking scenery and world-class hotels, South Africa is an ideal location for international congresses and conventions." ~ *SouthAfrica.info* at <http://www.southafrica.info/news/conferences/calendar-conferences.htm>

As a conference venue Cape Town is second to none in the world, with state-of-the-art convention facilities and three universities. But, of course, it offers much more than this.

Renowned for its natural beauty, it encompasses two UNESCO World Heritage Sites (Robben Island and the Cape Floral Kingdom) while Table Mountain is one of 28 finalists in the New Seven Wonders of Nature competition.



The Big 5 consists of the lion, African elephant, Cape buffalo, leopard, and rhinoceros. The members of the Big Five were chosen for the difficulty in hunting them and the degree of danger involved, rather than their size.



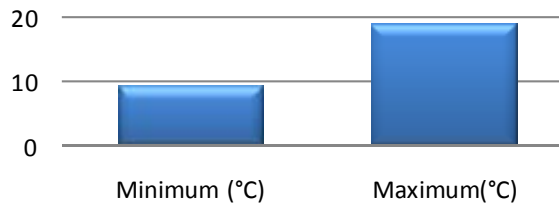
CAPE TOWN IN SEPTEMBER

Average Minimum Temperature (°C)	Average Maximum Temperature (°C)	Average Sea Temp (°C)	Average Rainfall (mm)	Wet Days (>0.1 mm)	Average Sunlight Hours/Day	Relative Humidity (%)	Average Wind Speed (Beaufort)
9	19	15	57	10	7.2	79	3

Average Sunlight Hours/Day in September



Average September Temperatures



September is considered the first month of spring: "This is the month when all the oak trees burst into shaggy, tender leaf. The vineyards are covered with a veil of green and strawberries and watermelon hit the supermarkets..." ~ September Weather in Cape Town at <http://www.cape-town-family-holiday-magic.com/september-weather-in-cape-town.html>

From the 17th to the 20th centuries, Robben Island served as a place of banishment, isolation and imprisonment to many including former President of South Africa, Nelson Mandela. Today it is a World Heritage Site and museum, a poignant reminder to the newly democratic South Africa of the price paid for freedom.



SASLAW—THE ORGANISATION

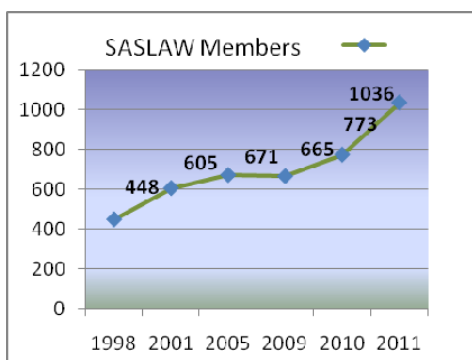
SASLAW's foundational ethos

In the publication *Celebrating 10 years of SASLAW*, one of our founding members (and a member of the Committee of Experts of the ILO) said that the Society is

"...testimony to something peculiarly South African: the remarkable ability to transcend differences and to work together, despite the interest groups we may individually represent or serve.

SASLAW is the associational form of the consensus that forged the LRA⁵ and the BCEA⁶. And if those laws last a long time, they last because of the consensus that SASLAW continues to foster between management, labour and the state."

It is this ethos, more than anything else, which underlies SASLAW's success. Because it is a society that transcends differences and fosters consensus, it has been able to secure membership from many different interest groups, resulting in a remarkable current membership in excess of 1 000. This level of membership has, in turn, enabled the Society to undertake successfully the array of activities detailed below. And it is this success that has driven the Society to go in search of the challenge of hosting the 2015 world congress.



Establishment and growth

SASLAW was established by the first Judge-President of the Labour Appeal Court and Labour Court in 1997. The aims of the Society, recorded upon its establishment⁷, remain as applicable today as they were 14 years ago:



Bradley Conradie (2009 National President of SASLAW; current National Committee Member); Raymond Zondo (Former Judge President of the Labour Court and Labour Appeal Court) and Halton Cheadle (SASLAW Member and pre-eminent member of the legal fraternity) at the 2009 SASLAW Conference.

- to advance and promote labour law as a legal and academic discipline;
- to promote the exchange of ideas and information concerning labour law;
- to promote collaboration between lawyers and other experts in the field of labour law;
- to advance knowledge about, and promote training in, labour law; and
- to represent and articulate the interests of South African labour lawyers.

From humble beginnings⁸, SASLAW has grown into a substantial organisation of 1036⁹ members, comprising academics, legal practitioners (representing capital, labour and the state), arbitrators, trade unionists, and members of employers' organisations and bargaining councils.¹⁰

The Society is recognised as a member of the organised legal fraternity in South Africa and is regularly invited by government authorities to make submissions on, for example, the appointment of judges and tribunal members.¹¹



Chapters and national committee

SASLAW has chapters in four of the main provinces in South Africa, with each chapter being run by an elected committee (of up to ten members) and served by an administrator. The chapters report to the Society's national committee, which comprises seven members elected at the Society's AGM and the four chapter presidents (*ex officio*) and is also served by an administrator. To again illustrate the diversity of the Society, the national committee currently includes, amongst others, the senior partner of the leading firm of attorneys in the country representing trade unions and two heads of labour law at large corporate firms of attorneys who represent employers exclusively.

Throughout the Society's 14-year history, the members of the national committee have included pre-eminent labour lawyers and academics. As testimony to this, SASLAW's representative on the IEC of the ISLSSL has always been drawn from the national committee, and two of the past national presidents of the Society are currently permanent judges of the Labour Court.

SASLAW's Activities

The Society's annual conference has established itself as the leading conference for labour lawyers in the country, attracting up to 200 delegates. The Society's success on this front is illustrated by the fact that this year's conference will be addressed by the Judge-President of the Labour Appeal Court and Labour Court ("the JP"), the Deputy Judge-President and two sitting judges of the Labour Court. This is unprecedented (see further below).

Papers delivered at the conference regularly form the basis of published articles,¹² many of which have been referred to in judgments of the courts, including the Supreme Court of Appeal.¹³

Seminars are held about every six weeks at each chapter. The 25 seminars so far held this year have attracted a total of 1 496 delegates.¹⁴ These seminars are the backbone of the Society and serve to ensure that members are constantly kept up to date with legal developments both locally and internationally. Large firms of attorneys make their auditoriums available to SASLAW to hold these seminars; in Johannesburg attendance regularly exceeds 100 delegates. As with the Society's annual conference, the speakers at these seminars consistently include leading labour lawyers and academics (see further below).

The *pro bono* advice offices operated by the Society at the Labour Court further epitomise the ethos and strength of SASLAW as an organisation. The project has two goals – firstly, to provide the indigent with access of justice; secondly, to assist the Labour Court in dealing with unrepresented litigants with a view to ensuring the expeditious resolution of disputes. During the course of this year to date, members of the Society have assisted 1 167 indigent clients at the advice office in Johannesburg, logging 994 *pro bono* hours. This ranks amongst the most successful *pro bono* projects in the country. The Society has received a lot of positive publicity in this regard, further enhancing its credibility.¹⁵

SASLAW's Main Activities

The main activities undertaken by SASLAW are:

- hosting an annual conference;
- conducting chapter seminars;
- running *pro bono* advice offices;
- undertaking of specialised research projects;
- making submissions on proposed legislation and judicial appointments;
- liaising with the Labour Court over matters concerning its members; and
- publishing newflashes and other forms of communication with its members.



The Society has recently appointed a specialist research committee comprising three of the country's foremost academics. This committee is currently in the process of undertaking research around proposed legislative amendments relating to the enforcement of arbitration awards of the Commission for Conciliation, Mediation and Arbitration (CCMA). This research project was commissioned as a consequence of problems that the Society identified with the enforcement of awards in the course of the operation of its *pro bono* advice offices.

Making submissions on proposed legislative amendments and judicial appointments is another area in which the Society is active. By way of example, during the past year the Society made submissions on six separate Bills and nominated persons for appointment to the Judicial Conduct Tribunal. At present the Society is in the process of finalising its comments on candidates shortlisted for a vacancy in the Labour Court.

The Society prides itself, in particular, on having developed a sound, cooperative relationship with the judiciary. We hold regular meetings with the JP and other judges and give input into, for example, acting appointments, practice directives and court processes. One of the permanent judges of the Labour Court has been assigned to work with the Society on its *pro bono* project. Recently SASLAW members have also volunteered to act as judges of the Labour Court on a *pro bono* basis during court recesses.

Finally, to promote communication with its members, SASLAW has established a website¹⁶ (which records over 1000 hits per month) and regularly sends out news-

aimed both at keeping members abreast of the workings of the Society and of legal developments.

SASLAW'S SCIENTIFIC OUT- PUT

Since its foundation SASLAW's members have included most if not all of the leading exponents of labour law in South Africa from all branches of the profession. Many had been involved – as practitioners, academics or otherwise – in the transition from apartheid to the present dispensation. Our conferences and seminars, as well the copious publications by members, draw on this rich experience and reflect some of the most advanced analysis of labour law in South Africa.¹⁷

Against this background, SASLAW has never seen its role merely as one of explaining and propagating the existing law. It has always set out to engage critically with problem areas and leading-edge issues (for example, in the field of non-standard employment) where the law is in need of development. The aim is not only to offer forward-looking guidance to our members but also to contribute to legal and policy development through interaction with government agencies and the judiciary. This is reflected in the wide range of issues addressed at seminars and conferences as well as the large number of authoritative books and articles written by our members.

The future of SASLAW

SASLAW's medium-term goal is to become an increasingly significant organisation. To this end it intends, in particular, to grow its membership, grow its annual conference, and embark upon further research projects. The opportunity to host the 2015 World Congress is in line with this overall goal. As this overview of the organisation reflects, SASLAW has both a proven track record of scientific output and the organisational capacity to enable it to host a World Congress successfully. In addition the IEC can be assured that a World Congress in South Africa would enjoy the support of the Society's substantial membership and the judiciary.



SASLAW Conference
2009.



CONFERENCE HIGHLIGHTS

Topics addressed at recent Annual Conferences have included:

Labour law and the Constitution

The intersection between labour law and competition law: disciplinary action for breaches of the Competition Act

The Intersection of Administrative Law and Labour Law from an Administrative Lawyer's Point of View

Contractual claims by dismissed employees

Different jurisdictions, different approaches

See below (ANNEXURE A) for the Programme of the 14th Annual Conference, to be held in Port Elizabeth on 14-15 October 2011

In 2004, to take an example, SASLAW initiated and coordinated the publication of a special edition of the *Industrial Law Journal*⁸ on the 25th anniversary of the Wiehahn Commission Report,¹⁹ containing articles by members on a range of key topics including "Who is (and who should be) an employee under South African labour law?", "The boundaries of equality in labour law", "Incapacity and disability: A retrospective and prospective overview of the past 25 years", "Balancing the act: fairness and transfers of businesses", "The right to bargain collectively" and "100 years of strike law".

Since then the flow of publications has continued and expanded. Taking a sample of just ten leading SASLAW members, we find that they produced 58 articles since 2004 in the *ILJ* alone, apart from their many books and articles in other journals on topics too numerous to mention. An overview of seminars in the four provincial

chapters and national conferences reveals a similar picture.

In addition to publications and presentations, SASLAW members contribute to the development of labour law in various other ways, both nationally and internationally. For example, some of our members are currently involved in the drafting of amendments to the major labour statutes; another serves on the Committee of Experts of the International Labour Organisation.

Even this brief overview of in-depth and sustained scientific activity over a 14-year period is indicative of SASLAW's ability to host an outstanding World Congress. It demonstrates, first of all, a climate of active intellectual inquiry and suggests the degree of scholarly insight which SASLAW could contribute to preparing, together with the International Secretariat and officers, the scientific content of the Congress. It also suggests the degree of mutually beneficial interaction that could be promoted at such a Congress between SASLAW members and their colleagues internationally, opening the prospect of new collaborative networks.

SASLAW'S ORGANISATIONAL CAPACITY

As noted above, SASLAW has considerable experience in the organisation of scientific events, including regular regional seminars and conferences. Since the inception of the Society in 1997 there has been a National Conference every year. The national conferences have rotated between the three major chapters in Johannesburg (Gauteng), Cape Town (Western Cape) and Durban (KwaZulu-Natal).

SEMINAR TOPICS

The following is a cross-section of topics dealt with at some of the best-attended seminars recently:

Says Who? Breaches, Break-downs and Evidence proving that the Employment Relationship is Beyond Repair

Corporate Bullying and Corporate Robustness

Outsourcing: The Test to be Applied when Determining whether there is a Transfer as a Going Concern

The new Companies Act: the impact on employment and labour law

Strikes in Essential Services International Trends in Labour Law

Protected Disclosures in the Workplace

Competition Law: What every Labour Practitioner Should Now?



This year the conference will for the first time be held in Port Elizabeth (Eastern Cape).²⁰ The number of delegates has ranged from 144 in 1998 to 201 in 2010 and is rising.

Labour Law Conference held in the Sandton Convention Centre every year.²¹

This event attracts close to 1 000 delegates from labour law practitioners, the

The Cape Winelands – a national treasure and some of the most beautiful scenery in the world.



Conferences are organised by the national committee and its administrator in conjunction with the regional committee and administrator of the host chapter. Chapter conferences and seminars are organised by chapter committees and their administrators. Both the national and chapter committees therefore organise conferences and regular seminars. This reflects a significant depth of organisational capacity which would prove invaluable should the 2015 World Congress be held in South Africa.

In addition, several members of the national and chapter committees have been involved in the organisation of the Annual

public sector, trade unions and human resource managers. Labour law centres at three universities²² organise this conference in conjunction with LexisNexis, a major publishing house. Four out of five members of the organising committee for this major annual conference are currently members of SASLAW's national or regional committees.

In addition, LexisNexis has expressed interest in being a partner should the World Congress take place in South Africa.

SASLAW also maintains close links with major universities and it may be possible for several universities to host international guests who may attend the Congress if it were to be held in Cape Town.

SASLAW has built up a wealth of experience in the organisation of large-scale conferences and is confident that it has the organisational capacity to host the ISLSSL World Congress in 2015.





Namaqualand Daisies create sheets of brilliant colour when they flower in Namaqualand (in the Northern Cape) in early spring, drawing visitors from near and far. It is a member of the daisy family.

Conclusion

South Africa faces many challenges. Although the country has undergone amazing transformation, there is still a long journey ahead. Despite this we believe that South Africa, at this point, has something special to offer. The country is filled with energy. The past thirty years have been a special time. The legal system and labour law have developed in unique and innovative ways. SASLAW in many ways captures the energy and the distinctive character of the country and the law.

And Cape Town is a very special place. Holding the next World Congress here will make the ISLSSL part of our extraordinary journey and part of our solution.

Endnotes:

1. Sources: *The Economist* and International Monetary Fund, cited at <http://rs.resalliance.org/2011/01/12/africas-economic-growth/>.
2. *Trading Economics* at <http://www.tradingeconomics.com/south-africa/gdp-growth>.
3. Leading international labour lawyers involved as advisers in the drafting of the Labour Relations Act in 1995 included Prof Sir Bob Hepple and Prof dr Manfred Weiss; another contributor to those formative debates was the late Prof Clyde Summers, President of the ISLSSL from 2003 to 2006.
4. For more information, see <http://www.tripadvisor.com.my/TravelersChoice-Destinations>.
5. Labour Relations Act 66 of 1995.
6. Basic Conditions of Employment Act 75 of 1997.
7. SASLAW's Constitution is published in the South African *Industrial Law Journal* [fn 18 below]: see (1997) 18 *ILJ* 881. It is also available at <http://www.saslaw.org.za/forms/SASLAW%20Constitution.pdf>.
8. Mention was made of the early work of SASLAW in the speech delivered by the then Minister of Justice, the late Dullah Omar, at the Labour Court Inauguration. The speech is published at (1998) 19 *ILJ* 975.
9. All figures mentioned herein are as at 9 September 2011.
10. To place SASLAW's membership in perspective, as at 30 April 2011 the total number of advocates in South Africa (who are members of the General Council of the Bar) was 2 268 (*Advocate* (24) 2 August 2011). That SASLAW's membership is almost half of that of the General Council of the Bar speaks volumes.
11. The recent growth in SASLAW'S membership is attributable, amongst other things, to SASLAW's *pro bono* project (see below) and collaboration with an independent arbitration and mediation organisation, Tokiso, whose panellists have all recently taken up membership of the Society.
12. See, for example, Bob Hepple "Can collective labour law transplants work? The South African experience" (1999) 20 *ILJ* 1 (the keynote address at SASLAW's first annual conference in 1998).
13. See, for example, *SA Airways (Pty) Ltd v Aviation Union of SA & others* (2011) 32 *ILJ* 87 (SCA) at fn 1.
14. In 2010 SASLAW conducted 29 chapter seminars, attracting a total of 1 217 delegates.
15. For example, an article on the project appeared in the *Sunday Independent* on 13 March 2011.
16. www.saslaw.org.za.
17. The programme of the 2011 Annual Conference, to be held in Port Elizabeth in October, appears on page 13.
18. The *Industrial Law Journal* ('*ILJ*') – not to be confused with the UK journal with the same name – is the leading peer-reviewed labour law journal in South Africa. Published since 1980, it is accredited by the Department of Higher Education for the publication of subsidised research output.
19. This Report, published in 1979, contained recommendations effectively abolishing apartheid in the sphere of labour relations and paving the way to the introduction of modern labour law in South Africa.
20. See the Conference programme on the next page.
21. Visit the SASLAW website at www.saslaw.org.za to view the conference booklet and programme for the 24th Annual Labour Law Conference held earlier this year.
22. The Institute of Development and Labour Law at the University of Cape Town; the Centre of Applied Legal Studies at the University of the Witwatersrand; and the Faculty of Law at the University of Kwa-Zulu-Natal



PROGRAMME

14th ANNUAL SASLAW CONFERENCE
THE LABOUR COURTS AND CCMA 15 YEARS ON UNDER THE LRA: LOOKING BACK & FORWARD

Friday 14 October 2011

09h30	Registration and tea / coffee	-
10h30	Welcome	Anton Myburgh SC SASLAW national president; Johannesburg Bar
10h30 to 10h45	Opening address	Justice Clement Sangoni Judge President of the Eastern Cape Division of the High Court
10h45 to 11h30	Keynote address The importance of the Labour Appeal Court and Labour Court retaining their independence from the High Court. Introduced by:	Justice Dunstan Mlambo Judge President of the Labour Appeal Court and Labour Court Tanya Venter SASLAW national vice-president; CEO Tokiso
11h30 to 11h45	Tea / coffee	-
11h45 to 12h30	1st session The LRA 15 years on: what's worked and what hasn't? Chaired by:	Prof Halton Cheadle UCT; director Resolve Group Francois le Roux SASLAW Eastern Cape chapter vice-president; director Francois le Roux & Associates
12h30 to 13h15	2nd session The CCMA 15 years on: challenges and plans for the future. Chaired by:	Nerine Kahn CCMA director Prof Adriaan van der Walt NMMU; CCMA senior commissioner
13h15 to 14h15	Lunch	-
14h15 to 15h00	3rd session Re-examining the jurisdictional divide between the Labour Court and CCMA. Chaired by:	Prof Paul Benjamin UCT; director Cheadle Thompson & Haysom Nyameko Gqamana Port Elizabeth Bar
15h00 to 15h15	Tea / coffee	-
15h15 to 16h00	4th session What Labour Court judges expect and require (or hope and wish) of practitioners and vice versa. Chaired by:	Justice André van Niekerk Judge of the Labour Court Rayn Wade SC Port Elizabeth Bar Shamima Galbie SASLAW national committee member; director Cheadle Thompson & Haysom
16h00	14th SASLAW AGM	-
19h30	Annual dinner After dinner speaker	Randall van Voore Director Bowman Gilfillan

Saturday 15 October 2011

07h30 to 08h00	Tea / coffee	-
08h00 to 08h45	5th session Overcoming systemic failures: addressing the backlog and expediting processes to ensure the expeditious resolution of labour disputes. Chaired by:	Justice Basheer Waglay Deputy Judge President of the Labour Appeal Court and Labour Court Peter Kroon Port Elizabeth Bar
08h45 to 09h30	6th session The Labour Court's supervision of the CCMA: the review test 15 years on. Chaired by:	Prof John Grogan Advocate of the High Court Prof Avinash Govindjee NMMU
09h30 to 10h00	Tea / coffee	-
10h00 to 11h00	Panel discussion Access to justice: the Labour Court's pro bono project. Chaired by:	Justice Edwin Molahlehi Judge of the Labour Court Odette Geldenhuys Director ProBono.Org Aadil Patel Director Cliffe Dekker Hofmeyr Greg Fourie SASLAW Gauteng chapter vice-president; Johannesburg Bar
11h00	Conference closure	Prof Marion Fouche SASLAW Eastern Cape chapter president; CCMA senior commissioner