



UNIVERSITY *of the*
WESTERN CAPE



FACULTY
of LAW
UNIVERSITY *of the*
WESTERN CAPE

2024 Annual Report

Centre for Transformative Regulation of Work

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about centrow

Established by the UWC Senate in 2020 and launched in 2021, CENTROW is located in the Law Faculty and is associated with the Mercantile and Labour Law department. Although formally constituted in November 2020, the Centre builds on the initiatives undertaken in labour and social security law, beginning with the establishment of the Social Law Project (SLP) in 1993.

CENTROW responds to the challenges and opportunities for decent work that inhere in the digital transformation of work and is involved in community-engaged research on overcoming barriers to decent work in a fast-changing global environment. The Centre's activities promote the design and implementation of innovative labour laws and regulatory strategies that achieve decent work, and, among others, support UN SDG 8 – inclusive and sustainable economic growth, full and productive employment, and decent work for all and the aspirations of Agenda 2063.

CENTROW strives to be a leading Centre for engaged research and advocacy for effective labour laws and labour market regulation and policy promoting decent work and social justice in South Africa, in the region, and on the continent.



director's report

The past year has been an active and productive period for CENTROW, in both our research and education programmes. CENTROW continues to consolidate its role as a hub for labour law research, policy engagement, and capacity building across South Africa and the region.

Labour law development and engaged scholarship

A key focus area in 2024 was the NEDLAC Labour Law Reform Project. Related activities include extensive consultation within NEDLAC, as well as engagement with the President's Climate Commission (PCC), bringing together researchers, social partners, and policymakers to deliberate on the future of labour regulation in South Africa. The 2024 outputs are available at <https://centrow.org/nedlac-labour-law-reform/>, and extend from recommendations for legislative amendments that improve the efficiency of labour market institutions; extend protection to workers who are not employees and remote workers; and recommendations for 'climate-proofing' labour law in the context of increased heat and extreme weather events, and on optimising labour law for a just transition.

In 2024, our collaboration with We Care pivoted from a research project to enterprise development; and our LabourLaw Online initiative expanded its reach with the development of additional expert-system tools. These developments are discussed in detail in the pages of this Annual Report. In addition, CENTROW partnered with IndustriALL Global Union and undertook research in the mining sector in Sub-Saharan Africa (*Mapping of Multinational Cooperations in the Mining Sector in Sub-Saharan Africa*) and field research to identify linkages and relationships between trade unions, companies and key stakeholders in the cobalt mining sector in the DRC (*Battery Supply Chain (DRC) Research Project*).

In January 2024, I was appointed by the President of South Africa to the South African Law Reform Commission (SALRC) for a five-year term and currently serve as Project Leader for Project 94: Alternative Dispute Resolution – A Mediation Act for South Africa.

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The project's emphasis on strengthening justice institutions, promoting access to justice, and embedding mediation within the formal legal system aligns closely with CENTROW's mission.

Through our research, engagement scholarship and involvement in law reform, CENTROW continues to contribute substantively to important national law and policy initiatives.

Education and capacity building

We experienced growth in CENTROW's education programmes in 2024. Enrolments in both the Advanced Diploma and the Postgraduate Diploma in Labour Law have increased in relation to previous years, reflecting the demand for advanced training in labour law and labour dispute resolution. The programmes continue to bridge theory and practice, offering students exposure to real-world challenges in labour dispute resolution and labour law transitions.

A highlight of the year was the introduction of the Pillar 7 Short Learning Programme in Labour Law, expanding CENTROW's education footprint as well as offering new education pathways for students to progress into advanced education in the field of labour law.

CENTROW's NRF award supported research and capacity building in 2024, particularly in the context of workers in the informal economy and own-account workers. This funding enabled us to bring Dr Marlese von Broembsen on board (part-time), whose expertise in development and labour law—especially in relation to women in the informal economy—enriches our research and teaching. Her contributions to curriculum development, research and capacity development have been valuable in advancing CENTROW's mission.

Scholarly publications and dissemination

CENTROW scholars continued to produce scholarly outputs, including journal articles, policy briefs, and book chapters. These outputs are listed below and appear on our website's [Publications](#) page. Our staff and associates have presented at leading national

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and international conferences, affirming CENTROW’s growing reputation as a centre of labour law scholarship.

In addition to our [Webinar](#) series, we launched the Labour Justice Barometer Podcast, which debuted in November 2024. The podcast (available on [Spotify](#) and [YouTube](#)) features conversations with scholars, activists, and practitioners reflecting on recent case law, legislative reforms, and broader questions of justice in the world of work. Each episode concludes with a “labour justice barometer” rating, providing an innovative and engaging way to assess contemporary developments.

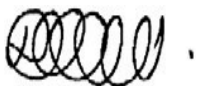
Sustainability and acknowledgements

CENTROW entered 2025 with a strengthened foundation and a sustainable level of financing. However, challenges remain—particularly in navigating an increasingly constrained higher education funding environment, and in ensuring that research and teaching on labour regulation continue to inform public policy and social dialogue promoting the transformative regulation of work.

In the coming year, our focus will be on strengthening our sustainability while maintaining a balance between our education and research commitments, and to advance staff development and student support.

Our achievements this year would not have been possible without the dedication and commitment of CENTROW’s staff, researchers, students, and partners. We extend our gratitude to our community collaborators, funders, and institutional partners, and remain committed to building a more just and inclusive world of work.

Warm regards,



Debbie Collier

centrow projects

Digital Platform Cooperative Project (DPCP) - We Care Platform

Convenor: Fairuz Mullagee

The domestic work sector has not fully recovered from the impact of the Covid-19 pandemic. The ratio drop in the labour force, from 6.2% in 2019 to 5% in 2024, signals a change in the demand for domestic work. The changing household environment is an important consideration for the We Care platform project. Equally important is the rapidly changing business environment through digitisation. This has seen a proliferation of platform businesses in the service industry. In the domestic work sector, South Africa is still dominated by one company, i.e. Sweepsouth. The overall impact of the above challenges and changes in the framework conditions in South Africa reinforces the stated objectives of the project's need for an alternative model as established by the DPCP project research.

Transitioning from a research project to a social enterprise

In the second phase, 2023-2024, We Care sought to build on what had been established during the research phase. Two Centrow researchers were seconded to We Care to facilitate the process. The transition from research project to social enterprise was aimed towards piloting the web-based business. The intended shift was from class reps, during the research phase, to an admin team with cumulative knowledge and readiness to lead the process. An Admin team was constituted with previous class reps/forum leads who had a cumulative knowledge, training and readiness. Four were Johannesburg-based and three were Cape Town-based. The community of practice came into being to hold the 47 We Care members, to organise them and to empower them with monthly updates and new information. An advisory board was created with three industry professionals, three domestic worker trade union representatives, as well as a representative from UWC.

With support from Tshimologong incubation, a strategic business model with

recommendations was co-developed with We Care members.

The We Care App development was supported by the UWC Technical Transfer Office (TTO) and outsourced to a service provider. At the end of 2024, the platform assets were transferred to UWC and are currently under review by the UWC software architect and the TTO for intellectual property considerations that would enable usage licensing of the platform source code by domestic workers and similar organisations, including We Care.

Project Outputs

Du Toit D, Protecting the rights of domestic and care workers: towards a new paradigm in: Towards a Care Labor Market: Legal Issues and Institutional Issues. Adapt University Press (2024).

Russell T, participated in the Digital Africa Rising conference in Mombasa, Kenya in November 2024. The conference was a collaboration between the Platform Cooperative Consortium, New School University, New York, and the Cooperative University of Kenya.

Mullagee F, online panellist: "Opportunity or exploitation? Feminist perspectives and ways forward on women's rights and the gig economy, on the Action Aid Roundtable, at the 32nd International Association for Feminist Economics (IAFFE) Conference: "Caught between the digital revolution and a crisis of democracy".

Mullagee F, Roundtable Discussion Panellist: Virtually Absent: A Pan-African Feminist Dream Space on the Gig Economy at a conference on Digitalisation, AI and Feminist Futures jointly hosted by Feminist Africa and the International Feminist Journal of Politics, Maputo, Mozambique (July 2024).

Mullagee F, contributor to "Standing up for dignified work in the Gig Economy. Community Education and Advocacy Tool on the Gig Economy and Women's Economic Justice". Action Aid (2024).

Labour Law Online (LLL) Project

Convenor: Ratula Beukes

Introduction

The LabourLaw OnLine (LLL) project, coordinated by CENTROW, continues to develop and pursue the use of expert systems to advance workers' access to justice in South Africa. These digital tools simulate legal reasoning to assist workers, community advice offices, and trade unions in navigating complex labour rights issues. The project aims to close the gap between legal knowledge and real-life workplace problems by offering structured, user-friendly legal guidance online.

In addition to its community-oriented focus, the project can serve as a dynamic platform for co-curricular learning and research for students interested in the application of technology to law. CENTROW is also working to deepen interdisciplinary collaboration to explore future developments in legal tech, while maintaining expert system development as its core focus.

Expert Systems Developed up to 2024

To date, the LLL project has produced a growing suite of expert systems that address a wide range of workplace challenges and legal procedures. These include:

- Dismissal based on incapacity – poor work performance
- Dismissal based on incapacity – temporary illness or injury
- Dismissal for insubordination or insolence
- Dismissal for misuse of alcohol or drugs
- Dismissal for theft or unauthorised possession
- Dismissal for unauthorised absence or lateness
- Employment status: Are you an employee?

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- Fair procedure followed?
- How legal is polygraph testing?
- Labour broker employees: Are you a permanent employee?
- Non-payment or short payment of salary
- Out of time? Apply for condonation
- Reason for dismissal: Other types of misconduct
- Was it a dismissal?

Each expert system is grounded in legal provisions in the Labour Relations Act, relevant codes of good practice, and case law, offering guided question flows and summarised outcomes to empower workers and the organisations that support them.

New Expert System: COIDA Claims for Domestic Workers

One of the most impactful systems developed recently addresses the rights of domestic workers under the Compensation for Occupational Injuries and Diseases Act (COIDA). Following direct engagement with officials from the Department of Employment and Labour, CENTROW developed an expert system that guides domestic workers through the process of submitting retrospective COIDA claims. The tool automatically generates a customised affidavit to accompany claims, helping to ensure that submissions are complete and procedurally sound.

CENTROW's future activities include further engagement with the Department and other stakeholders to invite technical input to further strengthen the tool. The goal is to increase the likelihood of successful claims by reducing technical errors and incomplete documentation—common barriers for domestic workers seeking redress.

Collaborative Innovation: ChatGPT and Regenerative AI in Labour Law

In parallel with its core work on expert systems, CENTROW is exploring an interdisciplinary collaboration (together with Dr. Johan Breytenbach (Department of Information Systems, Faculty of Economic and Management Sciences at the University of the Western Cape, and Dr. Wouter Grove, Postdoctoral Researcher at the Western Cape CoLab) to explore the potential for ChatGPT-style regenerative AI tools in the South African labour law context.

This strand of work remains conceptual and exploratory, with the intention of allowing students and researchers to engage with evolving AI technologies in legal contexts. The collaboration may offer opportunities to experiment with natural language generation tools, scenario testing, or model training in future phases—but the current focus of the LLL project remains firmly on expert system development.

Demonstrations, Stakeholder Engagements, and Future Direction

The LabourLaw OnLine team has actively sought strategic partnerships and institutional support through targeted demonstrations of the platform. In addition to its presentation to the Mott Foundation in September 2023—where the project received an enthusiastic response (though funding was not possible for 2024/25)—the team has also demonstrated the system to the Foundation for Human Rights. These engagements are part of an ongoing effort to build networks of support, identify aligned partners, and secure the resources required for continued growth and sustainability.

Securing long-term support for the expert systems remains a critical priority. CENTROW is actively exploring alternative sources, including philanthropic foundations, public interest technology funds, and partnerships with university-based innovation hubs.

Looking ahead, the LLL team remains committed to deepening its technical and content base, scaling its existing systems, and exploring responsible ways to incorporate new technologies such as ChatGPT. Expert systems can enhance legal empowerment for workers while also serving as a teaching and research platform. By focusing on real-world problems and applying structured, legal logic in user-friendly formats, the project has made labour law more accessible and actionable for those who need it most.

With sustainable support, the project is well-positioned to shape the future of digital legal services in South Africa—one expert system at a time.

IndustriAll Projects

Mapping of Multinational Corporations in the Mining Sector in Sub-Saharan Africa

Convenor: Mario Jacobs / Theodore Kasongo Kamwimbi

The IndustriALL Global Union invited interested parties to submit an expression of interest to undertake research on the mining sector in Sub-Saharan Africa. The research had to render a comprehensive mapping of multinational corporations (MNCs) operating in the Sub-Saharan Africa (SSA) mining sector with a view to facilitating dialogue on due diligence and accountability of company actions in relation to responsible mining as well as to improve workers and human rights.

Centrow was commissioned to conduct the mapping exercise, guided by reported worker and human rights abuses at some MNCs operating in the region. The core research findings can be summarised as follows:

The mining sector continues to play a vital role in driving economic growth and employment across sub-Saharan Africa, yet it remains characterised by poor working conditions, weak compliance with human rights and due diligence standards, and exclusionary practices in broader policy frameworks such as the AfCFTA. In response, this study recommends that IndustriALL and its affiliates strengthen regional company networks (e.g., Glencore) to improve organising and bargaining capacity, drawing lessons from successful models in the retail sector. It further calls for better gender representation in mining by supporting the adoption of a standardised template to track and report women’s participation in the sector. Given the limited understanding of due diligence instruments among unions, it is crucial that these are incorporated into union education programmes, in partnership with civil society organisations.

To improve transparency and accountability, the establishment of community-level reporting systems is recommended to capture and report violations, particularly in contexts where corporate social responsibility (CSR) practices fall short. The study also

highlights the neglect of smaller mining companies, which often operate without strong union presence or collective bargaining rights, and proposes targeted research and engagement strategies to address this. Moreover, trade unions should seek to negotiate agreements that include both direct and contracted workers to ensure fair and uniform labour standards. Finally, IndustriALL affiliates must advocate for greater inclusion in AfCFTA negotiations to ensure that the voices of workers and civil society are reflected in shaping regional and continental value chains in the mining sector.

Battery Supply Chain (DRC) Research Project

Convenor: Dr. Theodore Kasongo Kamwimbi / Mario Jacobs

IndustriALL Global Union commissioned Centrow to undertake field research to identify the links/relationships between trade unions, companies, and key stakeholders in the cobalt mining sector in the DRC.

The study explored the complexities of the cobalt value chain in the Democratic Republic of Congo (DRC), a key sector in the global energy transition. It explored the contributions of artisanal and industrial mining, the challenges trade unions face in defending workers' rights, and the critical role of multinational companies and due diligence structures. Highlighting policy and enforcement gaps, the study underscored the need for collaborative approaches to ensure sustainable and ethical practices that benefit both workers and stakeholders in the cobalt value chain.

In addition to the desk study, the mapping study included fieldwork on cobalt mines located in the city of Kolwezi, a central player in the global mining industry, contributing significantly to cobalt production. Kolwezi, the capital of Lualaba Province in southern DRC, is a dominant force in cobalt production and an important mining centre for copper and cobalt as well as other minerals.

According to recent estimates, around 75% of the world's cobalt production is extracted from the Kolwezi subsoil, even if this windfall has still not benefited the Congolese miners who are victims of the trade. In fact, despite being a mineral-rich country, the DRC is often portrayed as a victim of exploitation by China, the United States and Europe in their competition for its minerals, which are essential for the energy transition.

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The study focused on five multinational mining companies that own or operate the largest cobalt mines in the world, together producing nearly half of the global cobalt supply in recent years. The overall objective of the project was to support the organising activities of IndustriALL Global Union members in the battery supply chain, targeting sectors/countries through strengthening cross-sectoral trade union cooperation and leveraging the resources of the trade union network and key stakeholders.

NEDLAC Labour Law Reform Project

Convenor: Prof. Debbie Collier

From June 2024, CENTROW embarked on the final phase of the National Economic Development and Labour Council (NEDLAC) project, which entailed workshopping legislative and regulatory changes considered in the draft policy papers ('think pieces'), that were submitted to the NEDLAC social partners for consideration. The papers are concerned with decent work and address the major trends impacting labour market institutions and shaping the world of work, including climate change and advanced technology (such as AI), which have facilitated the growth of the gig economy and remote work. Two of the papers are concerned with climate change: addressing occupational health and safety in the context of extreme heat and extreme weather events, and optimising labour law and labour market regulation for a just transition to a low-carbon economy.

The papers are published at <https://centrow.org/nedlac-labour-law-reform/>.



Learning, teaching and supervision

Education Programmes Co-ordinator: Fairuz Mullagee

Post Graduate Diploma in Labour Law

Programme Convenor: Mario Jacobs

The Post Graduate Diploma (PGDip) in Labour Law qualification is a Labour Dispute Resolution Practice Programme offered in cooperation with the Labour Relations Practice Industry, comprising the Commission for Conciliation, Mediation and Arbitration (CCMA) and registered public and private sector Bargaining Councils. The qualification is occupationally directed, aimed at producing graduates with the knowledge and skills required to conduct and participate in conciliation hearings, in *limine* processes, and arbitration hearings, including the drafting of competent arbitration awards, rulings and settlement agreements. Notwithstanding the occupationally directed orientation of the programme, the inclusion of labour law legal theory is fundamental for enabling students to meet the requirements of the labour dispute resolution landscape.

The qualification serves as a benchmark for aspirant arbitrators and mediators. As a comprehensive, occupationally directed programme, it equips graduates with the theoretical and practical skills necessary for labour dispute resolution practice. Graduates gain industry-relevant practical exposure, ensuring they are prepared to enter the field, while the programme remains grounded in the theoretical standards of the higher education system.

YEAR	ENROLMENTS					GRADUATES
	Total	Female	Male	First-time enrolment	Repeats (1 or more subjects, from previous years)	
2023	53	24	29	50	3	41
2024	110	30	80	87	23	109

2024 saw a 74% increase in first-time enrolments. 26% of the 2024 cohort comprised of students from previous years, repeating modules towards completion of the qualification.

After delivering the programme for over a decade, CENTROW, with the UWC Quality Assurance Department, embarked on a programme review. This offered a timely opportunity to reflect on programme enrolments (demand for the programme) and throughput, as well as to assess the curriculum and delivery methods. The review identified areas for development and created a plan for improvement.

Advanced Diploma in Labour Law

Programme Convenor: Adv. Ernest Booy

The primary purpose of the Advanced Diploma in Labour Law is to allow for the development of professional knowledge and skills through collaborative practice to improve labour law practice. Furthermore, the implementation of this qualification would allow for capacity building of labour law practitioners to further their professional development.

The qualification is aimed at working professionals in the field of labour law. This qualification is on a learning pathway that underpins a career in the Labour Relations arena. The qualification is aimed at equipping learners with knowledge and competencies in mastering, analysing, and interpreting specialised rules and principles of labour law. Many of the competencies developed in the qualification are rooted in actual workplace practice and should lead to greater productivity resulting from the improved performance by the learner through the integration of knowledge and workplace practice in its social and legal context.

YEAR	ENROLMENTS					GRADUATES
	Total	Female	Male	First-time enrolment	Repeats (1 or more subjects, from previous years)	
2023	33	14	19	33	0	19
2024	66	26	40	57	9	47

Short Learning Programme in Labour Law (Pillar 7)

Programme Convenor: Ratula Beukes



An objective of the CENTROW education programme is to facilitate access to learning opportunities and to provide pathways to formal education for students from diverse backgrounds and who have acquired workplace learning in the field of labour and employment law. Our programme is responsive to changes in the labour market and the labour dispute resolution industry and is shaped by our partnerships with key labour market institutions and trade union organisations.

There is currently both a deficit of relevant labour relations skills in the labour market (this is identified in the Services SETA Sector Skills Plan (2023-2024)) and a growing pool of otherwise eligible practitioners who do not have the required formal qualifications for entry to the Post Graduate Diploma in Labour Law (PG Dip), or who do not otherwise meet the admission requirements for the PG Dip. The Short Learning Programme will provide a bridging programme for candidates who may subsequently want to progress to the PG Dip in Labour Law. The programme is designed to be responsive and can accommodate students who register for all eight courses, and who complete the Short Learning Programme, as well as students who choose to complete selected courses only. Students may qualify for a Certificate of Competence or a Certificate of Attendance. This programme comprises the following eight courses:

1. Basic Introduction to Law
2. Introduction to Legal Skills
3. Introduction to Principles of Labour Law
4. Principles of Collective Labour Law
5. Principles of Individual Labour Law
6. Introduction to Labour Dispute Resolution
7. Principles of Employment Equity Law
8. Principles of Social Security Law

The demands for continued education in the field of labour law appear to exceed the available opportunities, and the Short Learning Programme will address some of the demands. In this regard, the first cohort of 39 students, with prior experiential learning, enrolled for the programme in 2024.

income and expenditure statement

 INCOME & EXPENDITURE STATEMENT CENTRE FOR TRANSFORMATIVE REGULATION OF WORK 			
UNIVERSITY of the WESTERN CAPE Period: 1 JANUARY 2022 TO 31 DECEMBER 2024			
INCOME	2022	2023	2024
Bursaries & Awards	458 512,50	267 580,00	3 590 370,94
Income Received	3 281 488,77	4 780 780,37	5 101 874,53
TOTAL INCOME	3 740 001,27	5 048 360,37	8 692 245,47
EXPENDITURE	2022	2023	2024
Salaries	3 759 766,37	4 419 355,77	5 047 296,91
Consultation fees	462 785,50	211 309,00	718 831,00
Bursaries & Awards	0,00	28 215,00	1 660,00
Office Expenses	7 376,02	(5 709,01)	1 166,18
Communication Expenses	133 695,90	134 453,92	98 740,45
Printing & Photocopying	6 573,69	5 564,21	248,40
Sundry Admin Expenses	350,00	1 481,78	9 854,63
Other Expenses & Services	75 027,53	4 415,86	8 700,00
Local Office Costs	0,00	0,00	0,00
Travel Local (Staff)	14 226,34	19 389,10	95 559,34
Travel Local (Student)	0,00	0,00	0,00
Travel Local External parties	2 100,00	0,00	0,00
Travel International (Staff)	0,00	40 886,86	14 720,00
Functions & Catering	117 595,00	0,00	18 733,39
Workshops & Training	155 684,02	29 706,10	32 499,62
Refreshments & Entertainment	2 836,41	2 567,66	9 328,67
Running Costs	0,00	753,45	0,00
Research Expenses	96 140,00	0,00	120 000,00
Travel - Ground transport costs	747,87	0,00	16 215,48
Subscription Costs	5 877,00	7 264,65	13 003,52
Postage & Courier Services	787,20	0,00	729,60
TOTAL EXPENDITURE	4 841 568,85	4 899 654,35	6 207 287,19
Surplus/Deficit for the Period	-1 101 567,58	148 706,02	2 484 958,28
Accumulated Surplus Brought Forward	1 621 445,17	715 507,84	865 182,83
CLOSING BALANCE	519 877,59	864 213,86	3 350 141,11
Prepared By: Annalize Swartz			
Authorized By: <u>Lulwando Tukwavo</u>			
Name: Prof. D. Collier			
Title: Director - Centre for Transformative Regulation of Work			
Date: 2025/05/30			

labour justice barometer podcast series

In November 2024, CENTROW launched the Labour Justice Barometer podcast series, a platform designed to discuss recent case law, legislative developments, and related trends in labour justice and the world of work.

The podcast is available on [Spotify](#) and [YouTube](#) and features conversations with scholars, activists, and practitioners. Each episode concludes with a “labour justice barometer” rating, providing an innovative and engaging way to assess contemporary developments.

In 2024, the following episodes were broadcast –

Ep#	Ep title	Date of broadcast
1	<i>Lawson v Standard Bank: Workplace Bullying & Dismissal</i>	11/15/24
2	<i>Arthur v RTT: Revisiting the Rights of Gig Workers in South Africa</i>	11/30/24
3	Disability & Discrimination: Lessons from <i>Letimile</i> and <i>Gugwini</i>	12/15/24
4	Employment Equity Amendment Act: Progress or a Missed Opportunity?	12/30/24

the centre's outputs - 2024

ARTICLES

Benjamin P, 'An elusive pursuit: Challenging invalid dismissals – then and now', *Acta Juridica*, (2024) pp. 32–54.

Collier D and Godfrey S, 'ILO technical assistance and law-making with integrity: Lesotho's Labour Act of 2024' *Acta Juridica* (2024) pp. 149–183.

du Toit D., and Osiki A, 'Regulating self-employment in advanced and emerging countries' in *Research Handbook on Self-Employment and Public Policy*, pp. 228-245. Edward Elgar Publishing (2024).

du Toit D, 'Back to the Future: Revisiting the 'Organisation Test' as a Criterion of Employment' in *Industrial Law Journal* (2024) Volume 45, pp. 2133–2156.

Malherbe K, Ncube S, A renewed argument for the designation of Social Security Law as a module in the LLB curriculum, *South African Journal on Human Rights* (2024).

Von Broembsen M, Collective Bargaining for the 'New' Working Class: Putting Personal Work Relations to Work for Street Vendors, *ILJ*, 10 October 2024.

EDITED BOOKS

Corder, Hugh, Debbie Collier, Dennis Davis and Evance Kalula (eds) *Constitutionalism and Labour Law in Times of Transition* (2024) Juta & Co., and *Acta Juridica* (2024).

BOOK CHAPTERS

Collier D, 'Protection from Sexual Harassment', Chapter 40 in Guy Davidov, Brian Langille, and Gillian Lester (eds) *The Oxford Handbook of the Law of Work*, Oxford University Press (2024).

Du Toit D, *Protecting the rights of domestic and care workers: towards a new paradigm*

in: Towards a Care Labour Market: Legal Issues and Institutional Issues. Adapt University Press (2024).

Kamwimbi T, 'Skilled migrants' access to social protection in the SADC Region' in *Migration Vulnerability: Access to Social Protection for Select Migrant Categories*, (2024) ASM (African Sun Media).

Kamwimbi T, Informal Cross-Border Trade and the African Continental Free Trade Area: challenges and opportunities for decent work, International Encyclopaedia of Laws: Labour Law.

Von Broembsen M, 'The Decent Work Agenda and the Developing World', Chapter 47 in Guy Davidov, Brian Langille, and Gillian Lester (eds) *The Oxford Handbook of the Law of Work*, pp. 679–692 Oxford University Press (2024).

FACT SHEETS/ BAROMETER/POLICY PAPER

“Nedlac Labour Law Series”

Benjamin P and Collier D, Efficiency of Labour Market Institutions: towards effective dispute resolution and labour justice (March 2024), 42 pages.

Collier D, du Toit D, Jacobs M, and Osiki A, Workers who are (not) employees: promoting decent work and access to labour standards and social protection (March 2024), 26 pages.

Collier D, Godfrey S, Oniga V and Osiki A, Optimising Labour Law and Labour Market Regulation for a Just Transition (March 2024), 30 pages.

Godfrey S, Collier D, Oniga V and Osiki A, 'Climate-proofing' labour law and protecting workers from heat stress (March 2024), 20 pages.

Osiki A and Collier D, Regulating remote and hybrid working arrangements: considerations for a Code of Good Practice for Remote Work (March 2024), 25 pages.

de Jager C, Policy Brief 1: Regulation of Remote and Hybrid Work in South Africa:

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Considerations and regulatory responses to address problems faced by remote workers, (2024).

Joseph T, Policy Brief 3: Transition Pathways. Implications of the Climate Change Act for South Africa's Ocean Economy, (2024).

RESEARCH REPORTS

Osiki A, et al., ILO PROSPECTS, Rapid assessment of digital skills gaps and the feasibility of microwork employment opportunities in Uganda, Geneva: International Labour Office, 2024.

OPINION PIECES

Du Toit D. Job Security During Mergers, Acquisitions and Takeovers. In Polity, 9 September 2024.

Du Toit D. Wanton Waste of Unlawful Appointments. In Polity, 2024.

ADVOCACY/DISSEMINATION

Collier D with van Wyk P (SALRC researcher), participated in select panel discussions on Mediation and Access to Justice, and provided input on SALRC Project 94 discussion paper and draft Mediation Bill (Paarl, 17 - 18 July 2024).

Collier D with van Wyk P (SALRC researcher), participated in the SAAM Annual Conference, 'Unlock the Future of Mediation', and provided input on SALRC Project 94 discussion paper and draft Mediation Bill (Protea Hotel, Midrand, and online, 29 August 2024).

Collier D, 'Academic Perspective' at the KwaZulu-Natal Province Master Class on the Effects of Climate Change on Worker Safety and Wellness, 10 October 2024. Collier D, presented '*Conducting research in the workplace - ethics implications*' at the 8th Annual Western Cape Research Ethics Workshop at UWC (5 September 2024).

Collier D, Labour Law as a Technology for humanising technology in the digital era,

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presented at the African Labour Law Society (ALLS) Conference: Artificial Intelligence and its Implications for Labour Law: Global and African Perspectives (27 February 2024).

Jacobs M, presented on 'Experience sharing on the implementation / Operationalisation of the National AfCFTA Implementation Strategies, (Entebbe, Uganda, 1 – 3 October 2024).

Jacobs M, presented on '*Zooming in on supply chains in the automotive sector*' at a conference, hosted by FES-DGB, in Ghana, "Reorganisation of world trade and value chains" (September 2024).

Malherbe K and Collier D participated in the Stellenbosch University Labour Law Colloquium on 'One hundred years of labour legislation' (3 – 4 October 2024). Kitty presented a paper on "*Intergenerational solidarity as the basis for basic income security over the life cycle*", and Debbie chaired a session on *Centralised bargaining*.

Mullagee F, online panellist: "*Opportunity or exploitation? Feminist perspectives and ways forward on women's rights and the gig economy*", on the Action Aid Roundtable, at the 32nd International Association for Feminist Economics (IAFFE) Conference: "Caught between the digital revolution and a crisis of democracy".

Mullagee F, roundtable discussion panellist: *Virtually Absent: A Pan-African Feminist Dream Space on the Gig Economy* at a conference on Digitalisation, AI and Feminist Futures jointly hosted by Feminist Africa and the International Feminist Journal of Politics, Maputo, Mozambique (July 2024).

Mullagee F, contributor to "*Standing up for dignified work in the Gig Economy. Community Education and Advocacy Tool on the Gig Economy and Women's Economic Justice*. Action Aid (2024).

Osiki A, "Towards transition from an academic project to WeCare Workers enterprise: Lessons from the Digital Platform Cooperative Project (DPCP), South Africa" Workshop on Digital Intermediaries in Domestic and Care Work Sector, 2nd and 3rd May, 2024 Onati International Institute for the Sociology of Law (IISL), Spain.

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Osiki A, "*Feminisation of Labour Regulation*" Digitalisation, AI and Feminist Futures, A Joint Hybrid Conference of Feminist Africa and the International Feminist Journal of Politics, Maputo, Mozambique, and online, July 25 to 28, 2024.

Osiki A, "*Collectives of Resistance- Spotighting Advocacy on the Continent: Platform workers and their rights*", Forum on Internet Freedom in Africa (FIFAfrica24) 26th and 27th of September 2024, Dakar, Senegal.

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