

# Asma Cachalia

Director



Asma Cachalia is a Director in our Employment Law practice. Asma has experience in all employment law related matters ranging from industrial action to retrenchments and restructures.

## About Asma

Asma was admitted as an attorney in 2016 where she worked as an Associate in a small firm before joining CDH as an Associate in 2020. Asma was also admitted as a conveyancer in 2019. Asma was appointed Senior Associate in 2022.

Asma was promoted to Director in 2024.

## Credentials

### Education

- BA(LLB), University of the Witwatersrand
- Year of admission as an attorney: 2016
- Year of admission as a conveyancer: 2019
- Registered with the Legal Practice Council

## Experience

### • Legal advice

Asma has experience and has assisted with various employment law litigation and dispute resolution matters within various industries including corporate, mining, and construction. She has worked on several matters involving the interdicting of strikes and strike related actions, as well as numerous CCMA appearances for various disputes.

### • Legal advice

Asma has also appeared at the Labour Court and consistently assists counsel in matters at the Labour Court, and most recently at the Labour Appeal Court. She has also chaired and prosecuted numerous disciplinary hearings including a mass disciplinary hearing as well as a grievance hearing.

### • Employment law

Asma has also done a number of radio interviews on many topics related to employment law and continues to share her knowledge regarding employment law through various publications and other media.

## Contact Asma

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[Asma on LinkedIn](#)

## Expertise

[Employment Law](#)

## Location

Johannesburg

## Language

English

## News

### [The right to disconnect from work-related communications outside of working hours](#)

In today's modern workplace – driven by technology and the increasing prevalence of remote work – employees frequently find themselves entangled in work-related responsibilities outside of working hours.

### [Justice delayed could mean suspension without pay](#)

In the case of *Mark Strydom v ArcelorMittal South Africa J17647/2023*, Mr Strydom approached the Labour Court on an urgent basis for an order that the decision taken by ArcelorMittal on 5 December 2023 to suspend him without pay, be declared unlawful and null and void, alternatively be set aside.

### [Scab labour - Yes or no?](#)

On 18 April 2023, the Constitutional Court (CC) handed down a unanimous judgment in *National Union of Metalworkers of South Africa v Trenstar (Pty) Ltd (CCT 105/22) ZACC 11 (Trenstar)* relating to the use of replacement labour during a lock-out.

### [Think before you ink: How your tattoos could affect your employment](#)

Discrimination based on one's appearance is an ever-changing area of law that impacts employees and potential candidates worldwide. Subconscious appearance preferences that are founded on societal norms lead to employees and potential candidates being the subject of discrimination when they fail to meet certain, unilaterally imposed standards. In a country that has a constitutionally guaranteed right to personal autonomy and freedom of expression, one has to wonder how Minister of Police Bheki Cele's comments about tattoos are viewed.

### [To sue, or not to sue? Accountability of unions in respect of unprotected strikes in essential services](#)

Stage 6 loadshedding descended upon the country abruptly on Tuesday, 28 June 2022 and sent many into a panic due to the dire consequences that prolonged stage 6 will have for business and the public at large. Sadly, this will also impact the income and job security of innocent workers.

## Podcasts

### [Implications of load shedding when working from home](#)

Associate in the Employment Law practice joined SA FM to discuss the implications of load shedding when working from home. She highlights the responsibilities for employers and employees.

### [Retrenchments during the pandemic: The practical way](#)

This podcast looks briefly at the practical way to approach retrenchments during the Covid-19 pandemic in order to effectively conduct consultation procedures in line with legislation

### [Banked leave burdening employers](#)

Asma Cachalia, Associate in the Employment practice joined Channel Africa to discuss banked leave burdening employers. She explains the importance of changing leave policies and employers encouraging employees to take statutory leave during the lockdown.

### [Access to the CCMA during the current COVID-19 lockdown](#)

Employment Associate Asma Cachalia joined the Kaya FM Breakfast show to discuss access to the CCMA during the current COVID-19 lockdown.

[All news by Asma Cachalia →](#)