

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

+27 (0)11 562 1333

asma.cachalia@cdhlegal.com

[Asma on LinkedIn](#)

Expertise

[Employment Law](#)

Location

Johannesburg

Language

English

News

[Queer women, vulnerability, and exclusion in the SA workplace](#)

Nadeem Mahomed, Director in the Employment Law practice, and Knowledge Management Department, and Asma Cachalia, Director in the Employment Law practice were featured in The Star where they discussed Queer women, vulnerability, and exclusion in the SA workplace.

[Misconduct confessions: When are they voluntary and admissible?](#)

In the case of Brauns and Others v Wilkes N.O and Others 4 BLLR 365 (LAC), the three appellants sought to appeal the Labour Court judgment which dismissed their application to review an arbitration award which had found that their dismissal for dishonesty was substantively fair.

[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.

Videos

[Webinar recording | Retrenchment law turned on its head](#)

Podcasts

[Legal protections for LGBTQ+ women in the workplace](#)

CDH is excited to bring another episode in our CDH Conversations Women's Empowerment series as part of commemorating Women's Month this year.

[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 →](#)