

Jean Ewang

Counsel



Jean Ewang is Counsel in our Employment Law practice. She focuses on employment law. Jean has advised state entities, multinational companies, and employers on all aspects of employment law, both contentious and non-contentious.

About Jean

Jean Ewang was admitted as an attorney in 2010. Jean joined Cliffe Dekker Hofmeyr as a Consultant in 2020. With over 10 years' experience, Jean advises on all aspects of employment law ranging from transactions to litigation to compliance. She also regularly advises across the continent has acted on behalf of state entities in precedent setting cases at the Constitutional Court of South Africa.

Credentials

Education

- LLB, University of the Witwatersrand
- Certificate in Human Rights Advocacy and Litigation, University of Witwatersrand

Memberships

- The South African Society for Labour Law (SASLAW)

News

[Vicarious liability claims arising out of sexual harassment and the passage of time](#)

The High Court recently emphasised the impact of prescription on a claim for vicarious liability arising out of sexual harassment in LM and South African Broadcasting Corporation . (2024) 45 ILJ 189(GJ)

[Agency shop agreements and the principle of fairness](#)

In the recent case of Association of Mineworkers and Construction Union v UASA (Formerly named the United Association of South Africa) and Others 11 BLLR 1134 (LAC) the Labour Appeal Court (LAC) considered whether members of a minority union that is a bargaining agent recognised within a bargaining council should be liable for the payment of agency fees and whether an agreement to this effect (known as an agency fee agreement) is invalid.

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Expertise

[Employment Law](#)

Location

Johannesburg

Language

English

Afrikaans

isiZulu

[Automatically unfair dismissal for refusing to take the COVID-19 vaccine? The Labour Court's first decision](#)

The law regarding automatically unfair dismissals is trite and has been tested by our courts on various occasions. Recently, however, in the case of *Burton Maasdorp v University of Free State JS647/2022*, the Labour Court handed down the first decision regarding an automatically unfair dismissal claim resulting from an employee's refusal to adhere to a workplace COVID-19 vaccination policy.

[Mental Health in the workplace: Constructive dismissal based on mental ill health?](#)

In the post covid landscape there has been a warranted increased awareness on mental health in the workplace. In *Sanlam Life Insurance Ltd v Mogomatsi and Others (CA 12/2022)*, the Labour Appeal Court (LAC) considered the interplay between a claim for constructive dismissal and mental health.

[Taking liberties: Unmasking of an employee's sick leave trickery](#)

In the recent judgment of *SARS v Benneth Mathebula and Others (JR 2243/21) ZALCJHB 222 (21 July 2023)* the Labour Court was called upon to reconsider the fairness, or otherwise, of Mr Mathebula's dismissal from the South African Revenue Service (SARS) due to his dishonesty regarding his sick leave.

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