

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

[Understanding reinstatement in light of irreparable working relationships](#)

In the recent decision of Golden Arrow Bus Services (Pty) Ltd v Commission for Conciliation Mediation and Arbitration and Others (CA10/2024) ZALAC 38 (19 June 2025), the Labour Appeal Court (LAC) confirmed that although reinstatement is the primary remedy in unfair dismissal disputes, reinstatement is not always appropriate, even where a dismissal is substantively unfair.

[Underlying cause in a section 197 transfer? Labour Appeal Court clarifies](#)

The recent Labour Appeal Court (LAC) decision in Zeda Car Leasing (Pty) Ltd t/a Avis Fleet v Belinda Perlee (JA01/24) provides further clarification on the interpretation of section 197 of the Labour Relations Act 66 of 1996 (LRA).

Contact Jean

+27 (0)11 562 1499

jean.ewang@cdhlegal.com

[Jean on LinkedIn](#)

Expertise

[Employment Law](#)

Location

Johannesburg

Language

English

Afrikaans

isiZulu

[Tender of services: A prerequisite for the enforcement of claims flowing from reinstatement awards](#)

In the recent Labour Appeal Court (LAC) case of South African Municipal Workers Union (SAMWU) obo Koopman v City of Cape Town and Others (CA5/2023) ZALAC (22 January 2025) the appellant sought to enforce an arbitration award ordering his reinstatement with backpay, by filing a contempt application against the City of Cape Town, 10 years after the arbitration award was issued. One of the defences relied on by the City of Cape Town was that it was not in contempt as the appellant had never tendered his services.

[To pay or not to pay? An employer's liability to pay severance pay where alternative employment is secured](#)

In the recent judgment of Khanya Cleaning Group (Pty) Ltd v South African Transport & Allied Workers Union and Others (PR32/2023) ZALCPE 39 (2 October 2024) the Labour Court clarified the extent of an employer's duty to make payment of severance pay to an employee dismissed for operational requirements (a retrenchment) in circumstances where the employer played an active role in securing alternative employment for the retrenched employee with a new employer.

[The role of conciliation in unfair dismissal disputes post-facilitation now settled](#)

"... all that comes before the Labour Court about unfair dismissal must pass first through the portal of conciliation ." In the recent Labour Appeal Court (LAC) judgment of National Union of Metalworkers of South African obo Members v SAA Technical SOC Ltd (JA109/23) ZALAC 41 (NUMSA) the LAC settled the longstanding controversy surrounding the conciliation of unfair dismissal disputes after a facilitated large-scale retrenchment.

Videos

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

Podcasts

[Youth Day reflections | The silent struggle of South Africa's youth today](#)

In this episode of CDH Conversations, Jean Ewang and Lee Masuku from CDH's Employment Law Department delve into the pressing issue of youth unemployment in South Africa.

[All news by Jean Ewang →](#)