

Nadeem Mahomed

Director



Nadeem Mahomed is a Director in our Employment Law practice, and Knowledge Management Department.

About Nadeem

Nadeem joined CDH in 2022. Prior to that, Nadeem worked in the employment law department at a corporate law firm and consulted independently in the area of employment law. He served as a legal clerk to Justice Chris Jafta at the Constitutional Court and has occupied research positions at the University of Cape Town and the University of Johannesburg.

Nadeem was promoted to Director in 2024.

Credentials

Education

- BA Law (Philosophy & Law), University of the Witwatersrand
- LLB, University of the Witwatersrand
- Year of admission as an Attorney: 2011
- Hons (Semitic Languages and Cultures), University of Johannesburg
- Masters (Religion Studies), University of Johannesburg
- PhD (Religion Studies), University of Johannesburg
- Registered with the Legal Practice Council

Experience

- Nadeem has advised clients, in both the private and public sector, on an array of employment related aspects including transactional, litigious, dispute resolution, regulatory, compliance and human resources matters. In addition, Nadeem has lectured and held positions at academic institutions where his research was published and mentored students.

News

Labour & Employment Compliance Guide for International Investors

Aadil Patel, Practice Head and Director: Employment Law, and Nadeem Mahomed, Director: Employment Law, have authored the South Africa labour and employment law chapter in a forthcoming guide for Chinese global investors published by Anli Partners, one of China's Top 20 law firms.

Contact Nadeem

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Expertise

[Employment Law](#)

Location

[Johannesburg](#)

Language

[English](#)

[Contractual rights and procedural fairness in disciplinary process](#)

In *Mpembe v University of Zululand and Others* (2025/248322) ZALCD 49, the Labour Court urgently intervened in ongoing disciplinary proceedings after the employer converted an adversarial hearing into a “paper hearing”. The judgment clarifies the limits of procedural flexibility where a disciplinary code is incorporated into the contract of employment. It confirms that employers who contract for a formal process must honour that agreement, including oral evidence and cross-examination, and that convenience or speed cannot justify unilateral deviation.

[Constitutional Court redefines parental leave: Key implications for employers and professionals](#)

On 3 October 2025, the Constitutional Court delivered its landmark judgment in *Van Wyk and Others v Minister of Employment and Labour* ZACC 20. As South Africa’s highest court, its decision sets the definitive standard for parental leave, ensuring equal treatment for all parents—regardless of gender, family structure, or parental status.

[Lessons on dismissal for incapacity due to ill-health](#)

In *SACCAWU obo Bologo v JD Group (Pty) Ltd* 8 BALR 904 (CCMA) the Commission for Conciliation, Mediation and Arbitration (CCMA) upheld the dismissal of a long-serving salesperson for incapacity due to ill-health. Although the employer initially convened the process using a disciplinary hearing notice, the inquiry substantively addressed incapacity.

[How algorithmic bias in AI hurts your business and what you can do](#)

A highly qualified jobseeker applies for a role you’re desperate to fill. Their application is screened out by an automated system. You’ve lost the perfect candidate and you don’t even know it. How could this have happened?

Videos

[Webinar Recording | Forensic and workplace investigations in practice](#)

Watch our webinar, which explored the intersection of forensic and workplace investigations.

[Webinar Recording | Equal leave, equal dignity: Parental leave entitlements after Van Wyk vs Minister of Labour](#)

The Constitutional Court has declared the parental leave provisions of the Basic Conditions of Employment Act 75 of 1997 invalid and inconsistent with the Constitution.

[Men as Allies in the Fight for Women’s Empowerment - The value of understanding others](#)

We close out our Men as Allies series with a powerful conversation on why continuous learning, reflection, and empathy are crucial for achieving true inclusion in the workplace.

[Men as allies in the fight for women’s empowerment | Part 2 - The role of humility](#)

In our latest “Men as allies in the fight for women’s empowerment” conversation, Director Nadeem Mahomed, Director and Practice Head, Chris Charter and Senior Associate, Gift Kaba explore the importance of humility in advancing women’s empowerment.

[Men as allies in the fight for women’s empowerment - Part 1 - Nothing about us without us](#)

In the first part of our Men as allies in the fight for Women’s Empowerment discussion, our panel unpacks what true allyship means in the struggle for women’s empowerment.

Podcasts

[Men as allies in the fight for women’s empowerment](#)

As we commemorate Women’s Month, we reflect not only on the historic march of 1956 but also on the ongoing journey toward equality in our workplaces and communities.

[Strategies to combat workplace harassment and promote an equal and safe working](#)

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

[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.

[Year-end bonuses and benefits](#)

Professional Support Lawyer, Nadeem Mahomed from CDH's Employment Law practice joined SAFM Weekend View Show to discuss whether companies are liable by law to pay employee bonuses.

[Part 1 - The Employment Equity Act](#)

This is the first episode of a series of short podcasts where our Employment Law experts unpack the implications of the recent Employment Equity Amendments on employers. This episode features Practice Head Aadil Patel, and Professional Support Lawyer Nadeem Mahomed.

[All news by Nadeem Mahomed →](#)