

Anli Bezuidenhout

Director



Anli Bezuidenhout is a Director in our Employment Law practice. Anli has advised both local and international clients on all aspects of South African employment law. Anli specialises in individual labour law and has vast experience in assisting clients with employment related due diligences for the purpose of potential mergers and acquisitions.

About Anli

Anli joined CDH as a Candidate Attorney in 2012. She was appointed as an Associate in 2014 and was promoted to Senior Associate in 2016. Anli has extensive experience in all matters employment related and has advised both local and international companies in various sectors. Anli specialises in individual labour law and is based in Cape Town, while working for a Johannesburg team. Anli was appointed as a Director in 2021.

Credentials

Education

- LLB, University of Stellenbosch
- Admission as an attorney: 2014
- Post-graduate diploma in Labour Law, University of Cape Town.
- Executive and Management Coaching, University of Cape Town: 2020
- Registered with the Legal Practice Council

Memberships

- South African Society for Labour Law
- Member of the Western Cape Management Committee of SASLAW (2016 – 2019)

Experience

- CCMA and Labour Court disputes

Anli has advised clients in disciplinary proceedings, suspensions, investigations and defending CCMA or Labour Court disputes. She has chaired and prosecuted disciplinary enquiries, including mass disciplinary enquiries. She also has experience in advising on large scale and small-scale retrenchments and defending any subsequent disputes.

Contact Anli

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Expertise

[Employment Law](#)

Corporate & White Collar Investigations

Education & Training

[Mining & Minerals](#)

[Technology & Communications](#)

Location

Cape Town

Language

English

Afrikaans

- **Employment related due diligences**

Anli has conducted numerous employment related due diligences for various public and high profile mergers and acquisitions. She has experience with urgent applications to interdict unprotected strikes, picketing and breach of restraints of trade.

- **Drafted several legal opinions**

Anli has also drafted several legal opinions for local and international clients on compliance, procedure and strategies regarding all aspects of South African employment law, including the drafting of contracts of employment and employment related policies.

- **Presents training**

Anli presents training on developments in the law, best practice for industrial relations and how to decriminalise disciplinary proceedings, both at internal webinars, but also on various media platforms.

News

[Jurisdiction in cross-border employment disputes: A clarification by the Labour Court](#)

With some businesses and entities moving towards an increasingly globalised workforce, questions surrounding jurisdiction in labour disputes involving employees working abroad for domestic employers have become both complex and critical. South African labour law has, until recently, grappled with the issue of whether domestic dispute resolution forums, such as bargaining councils or the Commission for Conciliation, Mediation and Arbitration (CCMA), retain jurisdiction where an employee is domiciled or performs their duties abroad, but remains employed by a South African entity or entered into an employment agreement in South Africa, or through, a South African entity. The Labour Court provides important clarification in the case of *Naidoo v Khosa NO and Others* (JR1346/22) ZALCJHB 131.

[Does being \(falsely\) accused of racism amount to unfair discrimination?](#)

Section 6 of the Employment Equity Act 55 of 1998 (EEA) prohibits unfair discrimination and provides that harassment of an employee is a form of unfair discrimination.

[Inconsistent application: A roadblock to enforcing restraint agreements](#)

To enforce a restraint of trade agreement, it must be reasonable. The recent decision of *Altron Nexus (Pty) Ltd v Fowler and Another* (2024/112022) ZALCJHB 507 (6 December 2024) turned on the point of reasonableness of the application of a restraint of trade agreement.

[Unequal pay for equal work: When is it discrimination?](#)

Can paying your employees the same wage or salary amount to unfair discrimination? What does one have to prove in order to satisfy the court that such an allegation indeed constitutes unfair discrimination in terms of the Employment Equity Act 55 of 1998 (EEA)? The Labour Court in *AMCU obo Members v Aberdare Cables (Pty) Ltd* (P135/2021) ZALCPE 3 (15 February 2024) was called on to answer these questions in the scenario where an employer was alleged to have discriminated unfairly against its employees.

[Take care before you share: The dangers of social media use in the workplace](#)

Advancements in technological gadgets such as smart phones and laptops, as well as the recent breakthroughs made with artificial intelligence, have undoubtedly made our lives easier by enabling us to access information seemingly at the speed of light. Furthermore, social media platforms such as Facebook, Instagram and X (formerly Twitter) have enabled users to connect and communicate with people who are on the other side of the world with a few strokes on a keyboard.

Videos

[Webinar Recording | Protecting schools and learners in a digital age: Tackling cyberbullying and understanding your legal responsibilities](#)

As private schools increasingly adopt online teaching and learning platforms, students are spending more time engaged in digital social interactions as well as social media.

[Webinar recording | Social media and the workplace](#)

Our experts discuss when conduct on social media has a bearing on the workplace.

[A Changing Workplace: Diversity, Retention and Flexibility](#)

Employment Law experts hosted a webinar titled - A Changing Workplace: Diversity, Retention and Flexibility.

Podcasts

[Accelerate Action – The state of gender equality in the African legal sector – Part 2](#)

In celebration of International Women's Day, we gathered a powerhouse panel of women in law to discuss the evolving role of women in the African legal sector.

[The dangers of social media use in the workplace](#)

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[Boardrooms not court rooms](#)

Boardrooms are not court rooms! In today's podcast, Anli Bezuidenhout and Malesela Letwaba discuss the differences, advantages, disadvantages, and application of formal disciplinary procedures vis-a-vis informal disciplinary procedures.

[Mandatory vaccinations in the workplace](#)

Anli Bezuidenhout, Director in the Employment Law practice joined Channel Africa to discuss mandatory vaccinations in the workplace. She explains the importance for employers to conduct risk assessments before implementing mandatory vaccinations, and that there are still grounds for employees to object to having the vaccination.

[Disciplining of employees for activities outside of the workplace](#)

Anli Bezuidenhout, Director in our Employment Law practice joined Channel Africa to discuss the disciplining of employees for activities outside of the workplace. She explains that if there is a link between the conduct and the workplace, this could lead to a disciplinary process.

[All news by Anli Bezuidenhout →](#)

Recognition

- Market recognition
 - The Legal 500 EMEA 2021 - 2025 recommended Anli for employment.