



Hugo Pienaar

Director

Professor Hugo Pienaar is a Director in our Employment Law practice. He has vast experience in employment law and litigation and dispute resolution matters and represents most of the major corporations in South Africa. Hugo publishes on a regular basis on various employment law topics and has done a number of television and radio interviews.


Practice areas


Employment Law


Sectors


Agriculture, Aquaculture & Fishing

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Career

Hugo Pienaar acted as a judge in the Labour Court, lectures part time in employment law subject to post-graduates at various tertiary institutions, the Da Vinci Institute, and similarly, for the Law Society of South Africa. He has contributed to textbooks and served on the government task team established to compile labour legislation for the State. Hugo has lead a study group to Malaysia and Australia to research the application of affirmative action. He has also advised on and helped to develop a labour framework for a major institution in the United Arab Emirates. In addition, Hugo has advised on labour framework for a Japanese based motor manufacturing company and visited the Jakarta, Bangkok and other international plants for such purpose.

Experience

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- Establishing new legal principles in labour law with regard to strikes and enforcing of restraint applications
- Advising on mergers and acquisitions as well as restructuring of companies
- Collective bargaining and facilitating negotiations
- Employment equity, equal pay and discrimination disputes
- Implementation of affirmative action programmes
- Facilitating and mediating disputes



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- Handling and interdicting of strikes and strike related actions
- Labour court, labour appeal court and CCMA appearances
- Managing retrenchments and redundancies
- Strategising on all employment related matters

Presentations and Publications

- Runs training workshops on various topics such as disciplinary enquiries, arbitrations etc
- A speaker at the Annual Labour Law Conference; the IMPSA Conference; SASLAW; the HR Conference as well as the Law Society
- Publishes chapters in the SABPP Women's Report for the University of Johannesburg
- Contributes to articles to the Road Freight Industry Newsletters
- Contributes to articles in the Without Prejudice Magazine.
- Regular contributor to Lexis Nexus

Market Recognition

- Chambers Global 2014-2021 ranked Hugo in Band 2 in Employment.
- The Legal 500 EMEA series 2014 - 2021 recommended Hugo for employment.
- He was the exclusive South African winner of the ILO Client Choice Awards 2017 and 2019 in the employment and benefits category.

Education

- BJuris *Cum Laude*, LLB, North West University
- Extraordinary Professor, North West University, Visiting Professor, University of the Free State
- Admission as an attorney: 1983
- Enrolled with the Legal Practice Council

Membership

- The South African Society for Labour Law (SASLAW)
- A member of the Board of the Road Freight Association

Languages

English,Afrikaans