

**TALITA LAUBSCHER**

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Overview

Talita Laubscher is a partner in our Johannesburg office Employment & Benefits Practice.

She specialises in all aspects of employment law, including the employment consequences of commercial transactions, dismissals and the drafting of employment contracts, policies and procedures. She is particularly interested in discrimination law and has published extensively in this field.. In addition to employment law, Talita advises on data protection matters.

Talita is a member of the South African Association for Labour Law (SASLAW) and serves on its National Committee.

She has B.luris and LLB degrees (both awarded cum laude) from the University of Free State and an LLM from the University of Emory, USA.

Experience

Talita was the instructing attorney in one of the ground-breaking cases on second generation outsourcing. She is also currently involved in section 197 litigation where, for the first time, the South African labour court will be required to develop the test for determining which employees ought to transfer to the new employer. One of Talita's keen interests is law of unfair discrimination. Her exposure to foreign discrimination law (as a participant in the International Human Rights Training Programme in Montreal, Canada, in 1996 and later as a student of Employment Discrimination and International Law at Emory, USA) has equipped her with the ability to do comparative analyses and to find practical solutions to clients' discrimination questions. She was part of the team who advised Business Unity South Africa on the amendments to the Employment Equity Act and the Regulations pertaining to equal pay which took effect in 2014.

- Africa Employment Law Firm of the year – This was awarded in recognition of the Firm's advice in the formation of Coca-Cola Beverages Africa and its subsidiaries, a transaction in which Talita and her team was intimately involved.

Publications & Insights

- Breasting the discrimination divide
- Compensation in Unfair Discrimination Cases
- Cross Border Employment Law: Mergers & Acquisitions and Employee Transfers
- Equal Pay – Three Years on
- Fixed term employees – Stricter regulations
- Labour broker deeming provisions interpreted to create a position of 'sole' employment
- No man can serve two masters
- Non-permanent employees afforded greater protection
- The employment relationship and how it is affected by business transfers in countries across Africa
- Voluntary retrenchment: what you need to know to stay legal
- Youth wage subsidy a delicate balancing act

