

Grey Stopforth - CV

Bloemfontein, Free State
9301
South Africa
Work: (051) 401 2107
stopforthg@ufs.ac.za

Grey Stopforth, LLB, LLM (Labour Law), LLD
University of the Free State
Lecturer in Law
Faculty of Law
Department of Mercantile Law

1. Personal details

Languages Afrikaans – Speak / read / write
English – Speak / read / write

2. Personal Contact Details

Work phone (051) 401 2107
Email (preferred) stopforthg@ufs.ac.za

3. Qualifications

LLB NWU (Potchefstroom Campus)
LLM in Labour Law NWU (Potchefstroom Campus)
LLD UFS (December Graduation 2023)

4. Employment History

Temporary Lecturer NWU (Potchefstroom Campus)
Period: 2008 – 2012.
Temporary Lecturer NWU (Vaal Triangle Campus)
Period: 2013.
Lecturer NWU (Vaal Triangle Campus)
Period: 2014/03/01 – 2016/10/31.
Programme Director:
Postgraduate Diploma in
Labour Law UFS (University of the Free State)
Period: 2017/03/01 – 2018/07/31.
Lecturer UFS (University of the Free State)
2016/11/01 – Current.

5. Teaching and Learning Experience

2013
Undergraduate modules: JURI 216 (Family Law), JURI 214 (Constitutional Law), IURI 173 (Family Law: year module), and JURI 224 (Labour Law)
2014
Undergraduate modules: JURI 216 (Family Law), IURI 111 (Law of Persons), IURI 173 (Family Law: year module), and IURI 222 (Labour Law)

2015 - 2016	
Undergraduate modules:	IURI 111 (Law of Persons), IURI 173 (Family Law: year module), IURI 174 (Language Skills in the Legal Context), and IURI 222 (Labour Law).
2017	
Undergraduate modules:	LLBR2614 (Labour Law), LIOP3724 (Instrument of Payment)
Postgraduate modules:	LLAA5815 (Labour Law), and LLPE7920 (Social Security Law).
2018 - 2019	
Undergraduate modules:	LIOP3724 (Instrument of Payment).
Postgraduate modules:	LLAA5815 (Labour Law), LLPE7920 (Social Security Law).
2020 - 2021	
Undergraduate modules:	LITL2514 (Introduction to Law) and LITL2524 (Introduction to Law II).
Postgraduate modules:	LLPE7920 (Social Security Law).
2022	
Undergraduate modules:	LITL2524 (Introduction to Law II) and LSKL 1524 (Legal Skills II).
Postgraduate modules:	LLPE7920 (Social Security Law).
2023	
Undergraduate modules:	LITL2524 (Introduction to Law II); LSKL 1524 (Legal Skills II); and LFSL 4810 (Facilitation Skills for Law Students)
Postgraduate modules:	LLPE7920 (Social Protection Law).

6. Teaching and Learning Awards

2018	Awarded 1 st place winner in the Excellence in Teaching and Learning awards for the category Student Engagement and Learning at the University of the Free State, 2018.
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7. Teaching and Learning Experience with Short Learning Programmes

Part-time lecturer for specific study units in the short learning programmes offered by the Centre for Labour Law, UFS, Department Mercantile Law -

2017 - 2018	Certificate in Basic Principles of Labour Law (BPLL).
2017	Certificate in Advanced Principles of Labour Law (APLL).
2019 - 2020	Certificate in Commercial Law (CCML).

8. Papers Delivered at Conference Proceedings

2014	Contemporary Mediation Conference, September, 2014, Potchefstroom, South Africa Paper delivered: Mediation Approaches in Multiparty Environmental Disputes.
2015	Ireland International Conference on Education (IICE-2015), October 26-29, 2015, Dublin, Ireland Paper delivered: Facilitating Collaborative Learning in Law through Wiggio.
2017	Fourth Annual International Mercantile Law Conference (AIMLC-2017), November 1-3, 2017, Bloemfontein, South Africa. Paper delivered (Co-presenter): The changing role of the construction dispute mediator in South Africa.

2018	University of the Free State, 2nd UFS Teaching and Learning Conference: Quality Teaching and Learning: Improving Student Success, March 28, 2018, Bloemfontein, South Africa. Paper delivered: Facilitating student engagement for student success: Creating opportunities beyond the traditional law classroom
2020	SASLAW (South African Society for Labour Law) 23rd Annual Conference, November 5-6, 2020 Linbro Park, Johannesburg, South Africa. Paper delivered (Co-presenter): Structural Vulnerability of On-Demand Workers in a New "Work" Dispensation.
2023	University of the Free State, UFS Annual Learning and Teaching Conference: Quality Blended Learning and Teaching: Enhancing graduate attributes through assessment, September 11 - 15, 2023, Bloemfontein, South Africa. Paper delivered: Empowering student learning: Unleashing the potential of Blackboard learning modules. University of the Free State, UFS Annual Learning and Teaching Conference: Quality Blended Learning and Teaching: Enhancing graduate attributes through assessment, September 11 - 15, 2023, Bloemfontein, South Africa. Paper delivered: Using reflective techniques within a collaborative learning activity to develop law students' ethical reasoning concerning the potential misuse of generative AI.

9. Additional Courses/ Workshops/ Seminars/ Training Programmes

2010	NWU (Potchefstroom Campus) - Supplemental Instruction Leader.
2010	NWU (Potchefstroom Campus) - Consultant Training: Workshop in Academic Writing.
2012	Institutional Course for New Lecturers: NWU (Potchefstroom Campus) ICNL: Assessment and Moderation Course. (Phase 1).
2013	Institutional Course for New Lecturers: NWU (Vaal Triangle Campus). Completed ICNL Course: Phase 2.
2013	Friends of Design ADOBE X Pro Training: E- guide Development. NWU (Vaal Triangle Campus).
2013	Academic Development Services Training: SMART Podium. NWU (Vaal Triangle Campus).
2013	Academic Development Services Training: eFundi: Wiki (Let's collaborate!) NWU (Vaal Triangle Campus).
2013	The Family Life Centre Training Course in Divorce and Family Mediation. The Family Life Centre – FAMSA.
2014	Training for Articulate Storyline 101 (Aimed at eLearning content developers) - The African eLearning Academy
2016	Academic Development Services Training: Teaching On The Go NWU (Vaal Triangle Campus).
2017	Centre for Teaching and Learning - Blackboard Training (Centre for Teaching and Learning – UFS, Bloemfontein Campus).
2017	CTL Questionmark – Online Assessment Program (Centre for Teaching and Learning – UFS, Bloemfontein Campus).
2018	CTL Developing of e-learning Study Guides for Law Modules (Centre for Teaching and Learning – UFS, Bloemfontein Campus).
2020	LLRN seminar on on 'Covid-19 impact on the labour market - Experiences from Colombia, Hong Kong and South Africa' 21 July, 2020).

2020	WORKOD workshop on 'Work on Demand' 2 July 2020. (Labour Law Research Network).
2020	SALLR 36th seminar on 'South African Labour Reports' 12 August 2020.
2020	Funda Ustek-Spilda on fair work in the gig economy after COVID-19, 29 September 2020. (WIDER Webinar Series).
2021	WORKOD Workshop on 'Work on Demand: Contracting for Work in a Changing Economy', LLRN (Labour Law Research Network), 2 and 4 June 2021.
2022	CTL Blackboard Assessment – Grade Centre and Adaptive Release (UFS), 15 March 2022.
2022	CTL Teaching Portfolio Workshop (UFS), 4 – 5 May 2022.
2023	CTL Minimize cheating in online assessment (UFS), 10 March 2023.
2023	CTL Curriculum Renewal Programme (UFS), 5 – 9 June 2023.

10. Conference Attendance

2011	Van Zyl, Rudd and Associates (VZR), South African Labour Law Reports' 27th Annual Seminar.
2013	Alexander von Humboldt Kollege- On being human in the 21 st Century: where is scientific thinking taking us?
2013	NWU (Vaal Triangle Campus) - Mind your STUDENTS: A journey to understanding a new generation student.
2014	South African Association of Mediators (SAAM) - Conference on Family Dispute Resolution: Skills, Blunders and Process Options.
2015	South African Association of Mediators (SAAM) - Conference on Mediation and the Courts – Extending the scope of mediation – Exploring new opportunities in mediation.
2015	SAAPS UFS/NWU Regional Symposium - Trends in Global Political Development and Constitutionalism.
2017	The Third Annual Innovations in Teaching and Learning Conference - Leveraging the use of teaching and learning technologies in exciting and innovative ways.
2017	University of the Free State, Department Mercantile Law - Fourth Annual International Mercantile Law Conference (AIMLC-2017), November 1-3, 2017, Bloemfontein, South Africa.
2018	University of the Free State, 2 nd UFS Teaching and Learning Conference - Quality Teaching and Learning: Improving Student Success.
2019	Juta's Annual Labour Law Seminar, 27 August 2019, Bloemfontein, South Africa.
2019	Rhodes University, HELTASA 2019 - Pedagogies in Context.
2019	University of the Free State, Department Mercantile Law - Sixth Annual International Mercantile Law Conference (AIMLC-2017), November 6-8, 2019 Bloemfontein, South Africa.
2020	SASLAW (South African Society for Labour Law) - 23rd Annual Conference, November 5-6, 2020, Linbro Park, Johannesburg, South Africa.
2021	Institute for Labour Law of the University of Göttingen - iRel - 4th international conference on smarter industrial relations to address new technological challenges in the world of work. Conference held via Zoom, 22 April 2021.
2021	GENEVA MARCO LABS, The Future of Work and AI: A solutions-oriented conference series, 3 June 2021.
2022	University of the Free State, Department Mercantile Law - Seventh Annual International Mercantile Law Conference

	(AIMLC-2017), November 2-4, 2022 Bloemfontein, South Africa.
2023	University of the Free State, UFS Annual Learning and Teaching Conference: Quality Blended Learning and Teaching: Enhancing graduate attributes through assessment, September 11 - 15, 2023, Bloemfontein, South Africa.
2023	Stellenbosch University, Labour Law Colloquium, 31 August – 1 September, 2023, Stellenbosch, South Africa.
2023	Kebble College, Industrial Law Society: Annual Conference, 8 – 9 September, 2023, Oxford, United Kingdom.

11. Additional Academic Experience (Moderation, external examination, interviews, postgraduate supervision and peer review of accredited articles)

- **Postgraduate Supervision Experience:**

Full Masters Dissertation

2021	Supervisor – LLM Dissertation. LLM Title: "Collective Bargaining and the binding effect of Workplace Forum Agreements in the Workplace", Faculty of Law, UFS.
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Mini-Dissertations

2016	Supervisor – LLM Mini-Dissertation. LLM Title: "A demarcation of majoritarianism within the South African and German labour law context", Faculty of Law, NWU.
2017	Co-supervisor – LLM Mini-Dissertation. LLM Title: "The use of the ICC Mediation Rules in resolving South African commercial disputes", Faculty of Law, NWU.
2018	Supervisor – LLM Mini-Dissertation. LLM Title: "The right of religious organisations to restrict trade union activity within its workplace", Faculty of Law, UFS.
	Supervisor – LLM Mini-Dissertation. LLM Title: "The use of mediation in the workplace: A comparative study if the CCMA and DDPR", Faculty of Law, UFS.
2021	Supervisor – LLM Mini-Dissertation. LLM Title: "Protection against the Discrimination of Transgender Workers in the Workplace", Faculty of Law, UFS.
2022	Supervisor – LLM Mini-Dissertation. LLM Title: "A legal analysis of the classification of on-demand gig workers in South Africa: '#an_uber_class_in_chicanery'", Faculty of Law, UFS.
2022	Supervisor – LLM Mini-Dissertation. LLM Title: "A legal reflection of the changing role of trade unions in the future world of work", Faculty of Law, UFS.

- **External Moderator for Undergraduate Modules**

I acted as an external moderator for several undergraduate LLB modules, such as Labour Law, Alternative Dispute Resolution, and the Research Project module (LLB mini-dissertation).

- **External Moderator for Postgraduate Modules**

I acted as an external moderator for several postgraduate Labour Law modules from 2017 – 2019. This includes modules relating to individual labour law, dismissals and unfair labour

practices, the management of conflict, award drafting, and principles of legal practice and unfair labour practices.

- **Internal Moderator for Undergraduate Modules in other Faculties at UFS**

I acted as an internal moderator for various undergraduate modules presented in the Department of Mercantile Law and at the UFS Business School.

- **Internal Moderator for Postgraduate Modules in other Faculties at UFS**

I acted as an internal moderator for various postgraduate modules presented in the Department of Mercantile Law and at the UFS Business School.

- **External Examiner**

Modules

I acted as an external examiner for the NWU in 2017 and 2020 for Introduction to Law and Language Skills in the Legal Context modules.

Research Reports

I acted as an external examiner for multiple LLM & LLB mini-dissertations from various universities such as UP, UCT, UKZN, UWC and the NWU.

- **Peer Reviewer**

I acted as a peer reviewer for manuscripts from several accredited and respected journals.

- **Radio Interviews**

2017	RSG interview regarding the labour law implications with regard to violent strikes and protest action experienced in South Africa due to poor service delivery.
2018	RSG interview about the lack of labour protection afforded to individuals employed in the gig economy.
2020	RSG interview relating to the negative impact of COSATU's nationwide protest actions on the South African labour market. The interview also focused on the role of female representation within the trade union structures.
2021	PowerFM interview about the dual face of the gig economy and Uber in South Africa.
2022	RSG interview relating to the Minister of Trade and Industry's power to identify economic sectors where transformation is lacking.

- **News Articles**

2021 –	Smit DM and Stopforth G in Bizcommunity – Available at https://www.bizcommunity.com/Article/196/548/217144.html
2021 –	Smit DM and Stopforth G in Sunday Independent – Available at https://www.gate5.co.za/read/116886/clip/93008332
2021 –	Smit DM and Stopforth G in Sunday Weekend Argus – Available at https://www.gate5.co.za/read/116886/clip/93008349
2021 –	Smit DM and Stopforth G in Sunday Tribune – Available at https://www.gate5.co.za/read/116886/clip/92997015

12. Research Publication

- **Peer-reviewed journal articles**

Smit DM and Stopforth G “An overview of categories of vulnerability among on-demand workers in the gig economy (Part 1)” LDD (2022) vol 26, 364-394. Available at <https://law.uwc.ac.za/journals/law-democracy-and-development/ldd-current-volume>

Smit DM and Stopforth G “An overview of categories of vulnerability among on-demand workers in the gig economy (Part 2)” LDD (2023) vol 27, 149-182. Available at <https://law.uwc.ac.za/all-publications/ldd-items/an-overview-of-categories-of-vulnerability-among-on-demand-workers-in-the-gig-economy-part-2-pp-142-189>

- **Student textbook contribution**

2022. Introduction to Law and Legal Skills. 2nd edition. LexisNexis (Maisel P, Greenbaum L, and Stopforth G).

13. Contactable References

Prof Elizabeth Snyman-van Deventer
Head of the Department of Mercantile Law, UFS.
051 401 2268
SnymanE@ufs.ac.za

Prof Denine Smit
Colleague and LLD promotor, Department of Mercantile Law, UFS
051 401 3593
smitdm@ufs.ac.za