

Dr Johana Kambo  
Dean and Senior Lecturer  
University of Embu, School of Law  
P.O Box 6-60100, Embu Kenya  
[john.gathongo@gmail.com](mailto:john.gathongo@gmail.com)

## **RE: DR. JOHANA KAMBO' PROFILE**

Dr. Dr. Johana Kambo is a distinguished labour law scholar, academic leader, and policy expert currently serving as Senior Lecturer and Dean of the School of Law at the University of Embu. With over a decade of recognized experience in research, teaching, academic leadership, and policy-oriented consultancy, he has established himself as a leading voice in labour law, social protection, and human rights within both Kenyan and international contexts. He is a professional member in good standing of the African Labour Law Society.

Dr. Kambo possesses extensive expertise in Kenyan and international labour law frameworks. He holds a Doctor of Laws (LLD) in Mercantile Law with a specialization in Labour Law, a Master of Laws (LLM) in Labour Law (First Class, by research dissertation), and a Bachelor of Laws (LLB), all from Nelson Mandela University, South Africa. He further holds a Postgraduate Certificate in Labour Law Practice from the Commission for Conciliation, Mediation and Arbitration (CCMA), South Africa.

His areas of specialization include international labour standards, labour rights protection and enforcement, labour dispute resolution (mediation, arbitration, and conciliation), labour migration and migrant worker protection, employment law and industrial relations, child labour and vulnerable worker protection, comparative labour law, and labour policy analysis. He is also highly experienced in legal research, teaching, and postgraduate supervision.

Dr. Kambo serves as an Extraordinary Research Fellow at North-West University and as a Labour Law Research Associate at Nelson Mandela University, where he contributes to international collaborative research initiatives. He has strong methodological expertise in qualitative and doctrinal research, with significant experience in the collection, analysis, and interpretation of primary and secondary data on labour rights, social protection, and vulnerable populations. His scholarly portfolio includes numerous peer-reviewed publications in reputable journals and presentations at international conferences on labour law and social security.

He has also contributed to international development and policy research through consultancy work with the United Nations Economic Commission for Africa (UNECA), particularly within the Climate Change, Food Security and Natural Resource Division and the African Land Policy Centre, supporting initiatives aimed at strengthening land governance systems across Africa.

In addition to his research credentials, Dr. Kambo has demonstrated strong academic leadership and mentorship. He has successfully supervised over 20 Master of Laws (LLM) students to completion and is currently supervising doctoral (LLD) candidates in labour law. He serves as an External Examiner at Tharaka University, School of Law, and as a peer reviewer for several reputable

academic journals, including the Potchefstroom Electronic Law Journal, Journal of Comparative Law in Africa, Journal of Conflict Management and Sustainable Development, and the Journal of Law and Ethics of Kabarak University.

Dr. Kambo has previously held key administrative and advisory roles, including serving as Acting Employee Relations Manager at Rhodes University, South Africa, where he advised institutional leadership on labour law compliance, represented the university in dispute resolution processes, and contributed to policy development and legal compliance frameworks.

He possesses excellent analytical, drafting, and communication skills and is proficient in English, Swahili, and IsiXhosa, enabling him to work effectively in multicultural and multidisciplinary environments. His professional and research engagements across Kenya, South Africa, and with international organizations have fostered a deep appreciation for diversity, inclusion, and global collaboration.

Dr. Kambo is widely recognized for his professionalism, integrity, strong teamwork, and unwavering commitment to advancing labour rights and protecting vulnerable populations. He is available to provide expert guidance and to contribute to individual and collaborative research projects, as well as to policy formulation and legislative development initiatives aligned with his specialized expertise in labour law.

Thank you.

Yours sincerely,

Dr Johana Kambo,

**LLD (Mercantile Law/ Labour Law), LLM (Labour Law), LLB, Pg. Certificate (Labour Law)**

Senior Lecturer and Dean, School of Law

University of Embu.

Labour Law Research Associate: Nelson Mandela University, South Africa.

Extraordinary Research Fellow: North-West University, South Africa.

Professional Membership: African Labour Law Society

Email address: [john.gathongo@gmail.com](mailto:john.gathongo@gmail.com)

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# CURRICULUM VITAE

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## DR. JOHANA KAMBO

(LLD / LLM / LLB / PGDip Labour Law (Nelson Mandela University, South Africa).

**Senior Lecturer:** *University of Embu, School of Law.*

**Research Associate & Post:** *Nelson Mandela University, Faculty of Law, South Africa.*

**Extraordinary Research Fellow:** *North West University, Faculty of Law, South Africa.*

**Professional Membership:** *African Labour Law Society.*

**Email:** [john.gathongo@gmail.com](mailto:john.gathongo@gmail.com)

### 1 CAREER OBJECTIVES

- To continue making significant contribution towards an in-depth knowledge of labour law and practice through comparative research.
- To promote the achievement of equity and social justice consistent with constitutional imperative and current societal realities.

### 2 EDUCATIONAL AND PROFESSIONAL QUALIFICATIONS

Qualification	: <b>Doctor of Laws (LLD – Labour Law)</b>	2017
Name of Institution	: Nelson Mandela University, South Africa	
Thesis titled	: <i>Labour Dispute Resolution in Kenya: Compliance with International Standards and a Comparison with South Africa</i>	
Qualification	: <b>Master of Laws (LLM - Labour Law)</b>	2014
Name of Institution	: Nelson Mandela University, South Africa	
Treatise ( <i>Cum Laude</i> ) titled	: <i>Substantive and Procedural Limitations on the Constitutional Right to Strike</i>	
Qualification:	<b>Post Graduate Certificate: Labour Law Practice</b>	2014
Name of Institution	: Nelson Mandela University, South Africa	
Qualification	: <b>Post Graduate Certificate: Practical Legal Training</b>	2013
Name of Institution:	LEAD - Cape Law Society Law School	
Qualification:	<b>Baccalaureus Legium (LLB)</b>	2012
Name of Institution	: Nelson Mandela University, South Africa	
Qualification: Certificate	: <b>Business Management</b>	2006
Name of Institution	: Damelin College Satellite Campus, South Africa	
Qualification:	: <b>Kenya Certificate of Secondary Education</b>	2001
Name of Institution	: Kolanya Boys High School	
Qualification	: <b>Certificate Worldview Facilitator</b>	2018
Name of Institution	: Worldview Academy	

Qualification : Certificate Supervisor Trainer 2015  
Name of Institution : Supplemental Instruction National Office  
Nelson Mandela University

Qualification : Certificate: Leader Trainer 2012  
Institution: Supplemental Instruction National Office.  
Nelson Mandela University

### **3 EMPLOYMENT HISTORY**

**Name of Institution** : **University of Embu**  
**Position** : **Senior Lecturer**  
**Duration** : **2019 to date**  
**Responsibilities** : Teach Bachelor of Laws units  
: Supervise Masters and PhD students  
: Conduct research in area of specialisation  
: Publish journal articles in peer reviewed journals  
: Attend research conferences  
: Community service  
: Developing and reviewing curricula  
: Attending scheduled departmental meetings

**Name of Institution** : African Nazarene University  
**Position** : **PT Lecturer (School of Business)**  
**Duration** : **2020 to date**  
**Responsibilities** : Teach Business law units (Post graduates & under graduates)  
: Conduct research in area of specialization  
: Publish journal articles in peer reviewed journals  
: Attend research conferences  
: Community service  
: Developing and reviewing curricula  
: Attending scheduled departmental meetings

**Name of Institution** : **Nelson Mandela University, Faculty of Law, South Africa**  
**Position** : **Research Associate & Assistant Lecturer**  
**Duration** : **Fixed-Term Contract (2014 –to date)**  
**Responsibilities** : Teach Bachelor of Laws units (supplemental instructions)  
: Supervise Masters and PhD students  
: Conduct research in area of specialization  
: Publish journal articles in peer reviewed journals  
: Attend research conferences  
: Community service  
: Developing and reviewing curricula  
: Attending scheduled departmental meetings

**Name of Institution** : **North West University, Faculty of Law, South Africa.**  
**Position** : **Extra Ordinary Research Fellow**  
**Duration** : **Fixed-Term Contract (2014 –to date)**  
**Responsibilities** : Conduct research in area of specialization  
: Publish journal articles in peer reviewed journals

- : Attend research conferences
- : Community service
- : Developing and reviewing curricula
- : Attending scheduled departmental meetings

**Name of Institution** : **Rhodes University**  
**Position: Senior Administrator:** **Support, Projects and Legal Services**  
**Duration** : **July 2018 – June 2019**  
**Responsibilities** : Provided support and direction to Employment Equity & Employment Relations Office.  
 : Provided advice, legal opinion and direction on ER issues  
 : Responsible for conducting exit interviews of staff members who Resign or retire.  
 : Compiled exit reports for presentation to relevant committees.  
 : Assisted with benchmarking of policies.  
 : Reviewed policies and keep register of all HR policies.  
 : Assisted with Organisational Development related projects.  
 : Provided legal advice relating to the Skills Development Act.  
 : Assist in training and facilitation.  
 : Provided legal advice and support to the HR Director  
 : Conducted benchmarking exercises in preparation for projects.  
 : Investigate and analyse reports as and when requested by the HR Director.  
 : Assisted with updating of Protocols and Policies.  
 : Lead projects in the office of the HR Director.  
 : Fixed Term Contract ended.

**Current employer**

**Name of Institution** : **Rhodes University**  
**Position Held** : **Employee Relations Manager (Ag. - SLA)**  
**Duration** : **April 2015 – March 2018**  
**Responsibilities** : Conducted thorough, confidential investigations of complex employee issues, provide written case summaries. Recommended course of action with effective resolutions that applied knowledge and understanding of HR guidelines and employment laws, ensuring employment compliance while reducing liability to the University. :  
 : Responsible for managing and conducting grievance and formal disciplinary hearing.  
 : Responsible for developing and maintaining positive working relationships with both management and union to foster harmonious Labour and Employee Relations environment.  
 : Handled all Labour Relations, internal and external legal matters at the CCMA.  
 : Coordinated and conducted Labour Relations trainings for University staff.  
 : provided legal opinions on various ER matters.  
 : Reviewed and amended the university internal policies accordingly.  
 : Participated in the formulation of university policies and procedure.  
 : Advised on amendments to various labour legislation.  
 : Ensured adherence to the internal policies, labour & other related legislation.  
 : Examined employment contracts to ensured legal compliance with amendments to various labour legislation.  
 : Case management and regular reporting to the HR Director.  
 : Developed and managed training programs regarding major policy

<b>Reason for leaving</b>	changes, regulatory compliance such as Code of Conduct and Disciplinary Code and Procedure. : Promoted to Senior Administrator: Support, Projects and Legal.
<b>Name of Company</b>	: <b>DIMASTEPP (Pty) Ltd</b>
<b>Department</b>	: <b>Varsity Park Student Residence</b>
<b>Position Held</b>	: <b>Assistant Manager</b>
<b>Duration</b>	: <b>October 2014– December 2017</b>
<b>Responsibilities</b>	: Carried out day-to-day management of the residence : Liaised with internal and external parties on matters relevant to the upkeep of the residence. : Ensured compliance with and enforcement of residence policies. : Provided residence orientation to new staff members. : Enforced discipline, rules and order of the residence. : Chaired internal grievance meetings in the residence. : Liaised with the management on matters arising from students House Committee. : Liaised with the students House Committee on students’ issues. : Ensured that high standards of cleanliness and hygiene are maintained in the residence whilst making sure that all operations comply with health and safety regulations : Supervised janitorial staff to ensure appropriate cleaning activities. : Market the Residence at the beginning of the year to attract new tenants. : Liaised regularly with Manager and Shareholders; submitted annual reports and necessary follow-up.
<b>Reason for leaving</b>	: Contract ended.
<b>Peer Reviewer Positions</b>	: <i>Obiter Law Journal</i> , South Africa. : <i>Potchefstroom Electronic Law Journal</i> (PELJ) of the Faculty of Law : North-West University, South Africa. : <i>Journal of Comparative Law Africa</i> . : <i>Journal of Conflict Management and Sustainable Development</i> ,

## 5. POST GRADUATE SUPERVISION (LABOUR LAW)

### Master of Laws (LLM) Supervision

S/No	Student Name	Student No.	Thesis Title	Graduation
1.	De Lange C	204044316	Legal Liability under the Occupational Health and Safety Act 85 of 1993	April 2025
2.	Dikobo Koti	s227115546	Sexual Misconduct by Educators Against Learners in the Limpopo Province	April 2025
3.	Merile S	s216262151	Legal Regulation of Sick Leave of Employees	April 2025
4.	Nombila Elliot	224546627	Unfair Discrimination Based on Arbitrary Ground	April 2025
5.	Maqungo Ayanda	219329192	Balancing the Constitutional Right to Strike with the Right of Access to Health Care: A Comparative Study	April 2025
6.	Allnutt Angela	183097470	Inordinate Delays in the Finalisation of Labour Disputes	Dec 2025
7.	Nangu Sonwabise	228278198	Reasonable Accommodation of Employees with Mental Health Conditions at the Workplace	Dec 2025
8.	PC Thathoba	s218203748	The Enforcement of Settlement Agreements and Arbitration Awards	April 2023
9.	Mbongwana P	s215332172	Unfair Discrimination Against Pregnant Women in the Workplace	April 2023
10.	Mpambani NR	s221259848	Affirmative Action and People with Disabilities in the Workplace	April 2023
11.	Zono-Gxoyiya T	s212493124	Towards an Efficient Labour Dispute Resolution System in South African State-Owned Enterprises	Dec 2023
12.	Cakwebe LS	s214352579	Mandatory Vaccination Policies and Employees' Right to Refuse Vaccination	Dec 2023
13.	LLV Marele	s207094351	The Transfer of a Business, Trade or Undertaking, and Its Effect on the Contract of Employment	Dec 2023
14.	A Mafuya	s223220671	Inherent Requirement of the Job as a Defence to Unfair Discrimination	Dec 2023
15.	N Ndabeni	s212486632	The Regulation of Fixed-Term Employment	Dec 2023
16.	T Nonyukela	s214341089	Misconduct Committed Outside the Workplace and on Social Media	Dec 2023
17.	RC Masaya	s217937306	Statutory Conciliation as a Labour-Dispute-Resolution Mechanism	April 2024
18.	V Sibhene	s223527823	Vicarious Liability of Employers for Privacy Breaches	April 2022
19.	F Njuze	s223112267	Regulatory Challenges Relating to Social Media Misconduct in the Workplace: A Comparative Study	April 2022
20.	ABP Mahlomuza	s215376706	Section 197 of the Labour Relations Act and Insourcing at Tertiary Institutions	April 2021
21.	NT Nongogo	s211253847	Mechanisms for Implementing Affirmative Action	April 2020
22.	TA Makina	s9800255	Sexual Misconduct by Educators Against Learners	April 2020
23.	DS Mabenge	s208011274	Dismissal for Ill-Health or Injury and Reasonable Accommodation of Disabled Employees	April 2019
24.	XYD Xakaxa	s205023649	Ratifying the ILO Convention No. 102 Social Security (Minimum Standards) Convention, 1952 by South Africa.	Dec 2019

### Doctor of Laws (LLD) Supervision

S/No	Student Name	Student No.	Thesis Title	Status
1.	T Nonyukela	s214341089	Ratifying the Social Security Minimum Standard Convention, 1952 (No. 102) to Establish Minimum Levels of Social Security	Ongoing
3.	A Mafuya	s223220671	An Analysis of South Africa's Compliance with the International Labour Organisation Convention 2019 (No.190) on Harassment	Ongoing

### **6. PUBLICATIONS IN PEER REVIEWED JOURNALS (LABOUR LAW)**

- 1) JK Gathongo "A Critical Review of The Unwelcome Element in the Determination of Sexual Harassment in Kenya: Guidance From South Africa." 2025 *Obiter Law Journal* 27.
- 2) JK Gathongo "Hate the Sin and Not the Sinner: Addressing Unfair Discrimination Against Ex-Convict Job Applicants in Kenya and Insights from International Law" 2024 *Obiter Law Journal* 16.
- 3) JK Gathongo "Critical Analysis of The Proposed Law on The Employees Right to Disconnect in Kenya" 2025 *Potchefstroom Electronic Law Journal* 23
- 4) JK Gathongo "Unequal Pay for Education of Equal Value: A Subtle Discrimination Against Non-SADC International Undergraduate Students - Lessons from Larbi-Odam v MEC for Education (North-West Province) 1998 1 SA 745 (CC), South Africa (2022) *Journal of CMSD* Volume 8(2).
- 5) JK Gathongo JK "Internship: A Bridge to Employment or a Trap to a Disguised Employment Relationship?" (2021) *Journal of CMSD* Vol 7(1) page 1-22
- 6) JK Gathongo, "Strikes in Essential Services in Kenya: The Doctors, Nurses and Clinical Officers' Strikes Revisited and Lessons from South Africa". *Potchefstroom Electronic Law Journal* (2020) 23
- 7) JK Gathongo "Sexual Harassment in the Workplace" 2019 Vol 39 No.5 *Journal of the Institute of People Management* 14-25.
- 8) JK Gathongo "Towards a fair hearing for all Kenyan employees: A case of probationary employee's right to be heard prior to dismissal." *Obiter Law Journal* Vol 23 2019.
- 9) JK Gathongo "Equality and Freedom from Discrimination: A Critical Evaluation of section 5(3) (a) Employment Act 14 of 2007 and the Proposed Amendment." *Journal of Law & Ethics* 2019.
- 10) JK Gathongo "Towards an effective Kenyan labour dispute resolution system: A comparison with the South African labour dispute resolution system and International Jurisprudence" 2018 Vol 2 *Obiter Law Journal* 27.
- 11) JK Gathongo "International Conference on Peer Assisted Study Sessions (PASS)" UK 4th – 6th November 2014. University of Manchester Teaching and Learning Support Office Directorate for the Student Experience, Manchester, United Kingdom.
- 12) JK Gathongo "The future of Peer Support: International Conference for UK Peer Assisted Study Sessions." University of Edinburgh Teaching and Learning Support Office Directorate 10th – 11th November 2014, University of Edinburgh, Scotland, United Kingdom.
- 13) Workshop "Peer Reviewing Journal Articles" by Prof Nonnie Botha on 31 May - 1 June 2017 from 08h00-16h00hrs. A workshop organised by Nelson Mandela University, Research Capacity Development (RCD) and held at Dolphins Leap Conference & Events Centre, Corner of La Roche Drive and Beach Road, Humewood, Port Elizabeth.
- 14) Workshop "Introduction to Qualitative Research Methodology" by Dr Janin Vansteenkiste on the 28th to 29th October 2015 from 08h00 – 16h30hrs. A workshop organised by Nelson Mandela University, Research Capacity Development (RCD) and held at Protea Marine Hotel, between 5th and 6th Avenue, Marine Drive, Summerstrand, Port Elizabeth.

## 7. LEADERSHIP POSITIONS & COMMUNITY SERVICE

Successfully completed a professional Transformative Leadership Training at the Kenya School of Government for all Deans of Schools at the University of Embu.

	<b>Administrative/ Leadership positions</b>	<b>Institution</b>	<b>Period</b>
1	Dean, School of Law	University of Embu	2020 to date
2	Member of the Deans Committee	University of Embu	2020 to date
3	Member of the Court Users Committee (CUC)	Embu Law Courts	2022 to date
4	Member of Senate	University of Embu	2020 to date
5	Member of the Board of Post Graduate	University of Embu	2020 to date
6	Member of the Elections Appeals Committee	University of Embu	2020 to date
7	Member of the Library Advisory Committee	University of Embu	2020 to date
8	Member of the Registration and Records Committee	University of Embu	2020 to date
9	Member of the Graduation Planning Committee	University of Embu	2020 to date
10	Member of the Appointment and Promotion Committee meeting	University of Embu	2020 to date
11	Member of the Mentorship Committee	University of Embu	2020 to date
12	Employee Relations Manager	Rhodes University, South Africa	April 2015 – March 2018
13	Assistant Manager	DIMASTEP (Pty) Ltd, South Africa	October 2014– December 2016

## 8. COMMUNITY SERVICE

	<b>Position</b>	<b>Institution</b>	<b>Period</b>
1	Life Skills Teacher	Church of God Seventh Day Medium Youth	March 2021 to date
2	Secretary	COGMEA Nairobi Village	April 2021 to date
3	Donor	Foreign Mission Group	February 2019 to date
4	Legal Advisor (pro bono)	Messianic Healthcare Association (MEHA)	January 2020 to date
5	Member	Miss KOCH Community Based Organisation	June 2021 to date

## 10. AWARDS

Name of Institution : School for Legal Practice (PLT) - Cape Law Society  
Accredited.Award : Post graduate academic merit award  
Year 2014

Name of Institution : School for Legal Practice (PLT) - Cape Law Society Accredited.  
Award : Certificate: Best overall performer in Constitutional Legal  
PracticeYear 2013

Name of Institution : School for Legal Practice (PLT) - Cape Law Society  
Accredited.Award : Certificate: Best overall performer in the Introduction to  
Practice  
Management  
Year 2013

Name of Institution : School for Legal Practice (PLT) - Cape Law Society  
Accredited.Award : Certificate for the Introduction to Trial Advocacy  
Year 2013

Name of Institution : School for Legal Practice (PLT) - Cape Law Society  
Accredited.Award : Certificate for Effective Risk Management  
Year 2013

Name of Institution : Nelson Mandela University  
Award : Golden Key International Honour award  
Year 2006

Name of Institution : Nelson Mandela University Campus Football  
LeagueAward : Winner of the Gold and Silver medallist award  
Year 2010

## 9 LIST OF REFERENCES

### **Professor Adriaan Van Der Walt**

Position: Head of Department, Mercantile Law & Social Security  
UnitDepartment: Faculty of Law, Nelson Mandela University  
Phone no: +27 (041) 504 2199  
E-mail: [Adriaan.VanDerWalt@mandela.ac.za](mailto:Adriaan.VanDerWalt@mandela.ac.za)

### **Justice Dr. Kibaya Imaana Laibuta**

Position: Judge: Court of Appeal of  
KenyaPhone:  
Email: [laibuta@adrconsultants.law](mailto:laibuta@adrconsultants.law)

### **Prof. Muigua David Kariuki**

Positions: Senior Lecturer School of Law, University of Nairobi.

Advocate of the High Court of Kenya.  
Senior partner of Kariuki Muigua & Co.  
Advocates.Environmental Consultant and  
Mediator.  
(CIArb) Board of Trustees: Regional Trustee for Africa.  
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