

**CURRICULUM VITAE**  
**DR. TABETH LYNN MASENGU**

**Personal Profile**

Name: Tabeth Lynn Masengu

Human Rights Lawyer and Socio-Legal Researcher

Areas of Interest/Expertise: Rule of Law, Equality and the Law, Gender and Judging, Good Governance, Intersectional Discrimination, Human Rights Systems, Policy Reform, Multi-sector Collaboration, and Partnership Development.

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Languages: English Bemba, Nyanja, Shona

**University Qualifications**

**2016-2020 Doctor of Laws and Doctor of Philosophy co-badged degree awarded by Ghent University (Belgium) and the University of Cape Town (South Africa).**

Published Thesis: *‘What Lies Beneath: The Complex Nature of Appointing Women Judges in Zambia and South Africa’*

Topic: Judicial Governance and Gender Equality

**2010-2011 Masters in Human Rights Law (Cum Laude); The London School of Economics and Political Science**

Published Thesis Title *‘Falling Through The Gaps of The Convention on the Elimination of all Forms Discrimination Against Women.’*

**2006 Bachelor of Laws (Cum Laude); Rhodes University, South Africa**

## Professional Qualifications

- 2020**      **Certificate in Results-Based Project Management: Monitoring and Evaluation; University of the Witwatersrand edX.**
- 2010**      **Admission as an Attorney of the High Court of South Africa.**
- 2009**      **Legal Education and Development: Completion of Mandatory Legal Skills Training, Studies, and the Attorneys Board Exam; Law Society of South Africa.**

## Work Experience

- Sep 2020-Sep 2021**    **Scientific Expert/Consultant; Council of Europe, European Commission for the Efficiency of Justice, GT-QUAL Working Group**

As a Scientific expert, I am conducting a study on gender equality in the European Council's 47 member states' judiciaries. Using qualitative research techniques such as questionnaires, I am tasked with producing an in-depth research report on gender equality in judges' recruitment process and access to positions of responsibility. Thereafter, I will provide the European Council with recommendations for reforming underperforming judiciaries and best practices for member states.

- Oct 2020-Dec 2020**    **External Collaborator; Global Citizenship Observatory (GLOBALCIT), European University Institute**

As an external collaborator for Malawi under the GLOBALCIT program, I was tasked with checking and updating the citizenship legislation in force in Malawi. Additionally, I also submitted a country report on citizenship law in Malawi for publication in the repository.

**2012-2019     Senior Research Officer and Academic Faculty member; Democratic Governance and Rights Unit, University of Cape Town**

1. Research and Advocacy Responsibilities

- I led the gender project in this Judicial Governance unit, and my primary focus was gender equality in the legal sector. I oversaw and coordinated various research, advocacy initiatives, and regional and international engagements that included facilitating and presenting at workshops and conferences in Southern, East, West Africa, the United States, Canada, and Hong Kong.
- I conducted legal research, empirical fieldwork, and analysis as part of a project on judicial appointments and the rule of law. The result was in-depth reports, policy recommendations, briefing notes for governments, multilateral funders, and judicial stakeholders, and material for relevant regional bodies such as the Southern African Chief Justice's forum.
- I worked on projects funded by and engaged with international organizations such as the Norwegian embassy, USAID, UNODC, Open Society Foundation, and Ford Foundation. These projects required that I organize or assist at various workshops, leadership training, and symposia as part of my responsibilities.
- I had a significant advocacy component, which entailed forming partnerships with members of Civil Society Organisations. We worked together to achieve common goals regarding strengthening the courts and access to justice, supporting good governance and equitable representation of women in judiciaries, the legal profession, and judicial appointing bodies. I also facilitated at Judge's forums organized by my unit, interacting with Magistrates and Legal professionals nationally, regionally, and internationally.
- I conducted workshops for women in the legal sector and provided technical assistance to the Judges Matter Coalition and the South African Chapter of the International Association of Women Judges.

2. Teaching Responsibilities

- From 2015- 2019, I guest lectured for several undergraduate and postgraduate programmes including and not limited to: the London School of Economics and Political Science and UCT Human Rights Summer School, the Women and Law in Society Masters class, the Law and Society in Africa residential school, the Women and Law Research seminars and the Governing Under the Constitution final year class.

### 3. Mentoring Responsibilities

- From 2015-2019 I led the Women's Pioneer Programme (WPP Leadership Programme), funded by the Norwegian government. Its focus was the capacitation of women law students and women judicial officers to equip them with relevant skills for leadership. This involved mentoring the law students and pairing them with women judicial officers, running and facilitating weekend writing and leadership retreats, and running skills acquisition programmes.

#### **2017-2018 PhD Fellow and Researcher; Human Rights Centre, Ghent University, Belgium**

As part of a joint Doctorate in Law and a BOF grant, I was employed on a research project focusing on gender and judging. During the research project, I organized and facilitated the inaugural Gender and Judging Experts seminar that included international speakers. The papers from this seminar form the basis for a special issue journal of the International Journal of the Legal Profession, which I also co-edited.

#### **Nov 2011 Consultant; AIDS and Rights Alliance of Southern Africa**

I was the Rapporteur for the Regional Partnership forum. This role required that I consult with relevant regional and international partners and monitor efforts to achieve universal healthcare access. This culminated in the submission of a report for the Annual African Partnership Forum.

#### **2009-2010 Project Manager (previously Researcher); Treatment Action Campaign (TAC)**

I supported the General Secretary and the National Chairperson's substantive and administrative duties in respect of advocacy initiatives focusing on the provision of adequate treatment to all people living with HIV/AIDS in South Africa. I coordinated civil society engagements, assisted with policy briefings, speech writing, and presentations at international conferences. I coordinated TAC's involvement with UNAIDS, DFID, The Global Fund, Bill Gates Foundation, Comic Relief, and EU HIVOS.

I created budgets for both my team and the Policy and Communications department concerning HIV/AIDS campaigns, advocacy work, and TAC and partner workshops. I was also responsible

for all HIV/AIDS advocacy and campaigns and literacy seminars emanating from the General Secretary's office.

### **2007-2009 Candidate Attorney; Tomlinson Mnguni James Attorneys**

I conducted legal research and drafted opinions on various pending legal issues and changing legislation. I presented this research to Senior Partners to clients and at workshops.

#### **Research Outputs and Other Outputs**

##### 1. Peer-Reviewed Published Academic Material

- 'One Sauce for the Goose, another for the Gander: Zambian Women Judges and Perceptions of Illegitimacy' in *Gender and Judging Across Africa* in Jarpa Dawuni (ed) (forthcoming Routledge 2020).
- 'Judicial Service Commissions and the Appointment of Women to Higher courts in Nigeria and Zambia' in S. Sterett and L. Walker (eds) *Research Handbook on Law and Courts*, 2019 (co-authored with Jarpa Dawuni).
- 'Josephine Dawuni and H. E Akua Kuenyehia (eds.): International Courts and the African Woman Judge: Unveiled Narratives', book review published in *Feminist Legal Studies*, (2019): 1-4.
- 'The Judicial Service Commission and the appointment of Women: more to it than meets the eye' *International Journal of the Legal Profession*, May 2019.
- 'Who nominates? Some issues underlying the appointment of judges in South Africa' (2017) 3, *Stellenbosch Law Review*, 541 (co-authored with Chris Oxtoby).
- 'The Vulnerability of Judges in Contemporary Africa: Alarming Trends' (2017) 63, 4 *Africa Today*, 3.
- 'Customary Law Inheritance: Lessons Learnt from *Ramantele v Mmusi and Others*' (2016) 24, 4 *African Journal on international and Comparative Law*, 582.
- 'Gender Transformation as a means of enhancing perceptions of impartiality on the bench' (2016) 133, 3 *South African Law Journal*, 475.
- 'It's A Man's World: Barriers to Gender Transformation in the South African Judiciary. Perspectives from Women Advocates and Attorneys' (2016) 23, 3 *International Journal of the Legal Profession*, 305.
- 'A Perspective on Women and Leadership in the South African Judiciary' (2015) 3 *South African Journal of Human Rights*, 655.

- ‘Standing on the Side-lines clapping; Women and Zambia’s Constitutional Process’ in Jaap de Visser and Nico Stelyer (eds) *Constitution Building in Africa* (2015), 48.

## 2. Professional Journals and Other Reports

- ‘Is the appointment of Acting Judges Transparent? *De Rebus the SA Attorneys Journal*’ (co-authored with Alison Tilley).
- Customary Law Inheritance: Lessons from *Ramanetle v Musi & Others*’ in the Oxford Human Rights Working Paper Series, no.6, April 2014.
- ‘Courting Controversy: Is judicial activism the only way to tackle gender inequality in southern Africa? *OSISA journal*, June 2013.
- ‘Submission and Research Report on the Judicial Records of Nominees for Appointment to the Supreme Court of Appeal, High Court, Competition Appeal Court, and Electoral Court April 2013’ co-authored with C. Oxtoby and L Wallis.
- ‘Comment on Private Member’s Bill: Draft Constitution Nineteenth Amendment Bill (PMB7)’ 2013 co-authored with Chris Oxtoby and Richard Calland.
- Legal Complaint on the lack of Gender Diversity in the Judiciary’ filed with the Commission on Gender Equality, 2012.

## 3. Editorial Experience

- ‘Special Issue on Gender and Judging across Jurisdictions’ *International Journal of the Legal Profession* forthcoming (2020) 27, 2; co-edited with Professor Ulrike Schultz.
- ‘A Warrior for Justice-Essays in Honour of Dikgang Moseneke’ *Acta Juridica Journal* 2017; co-edited with Professor Penelope Andrews and Judge Dennis Davies.

## **Selected Key Positions, Domestic and International Engagements**

- Editorial Board member for the South African Chapter of the International Association of Women Judges law journal.
- Rapporteur for the panel on Judicial Integrity and Ethics at the United Nations Office on Drugs and Crime, High-Level meeting on Judicial Integrity held in Doha, Qatar, February 2020.
- Honorary Research Associate of the University of Cape Town Law faculty, July 2019-June 2024.
- Organizer and speaker at the Leadership Training weekend for members of the Women's Pioneer Programme in Cape Town, April 2019.

- Discussant at the book launch of *International Courts and the African Woman Judge: Unveiled Narratives* held by the Center for Research on Law, Equality, and Diversity at Queen Mary University, London, September 2018.
- Presenter on the panel ‘Africa, Gender and Justice’ at the Annual Law Society Association Conference, Toronto, June 2018.
- Chair and Discussant of the panel ‘Gender and Legal careers’, at the Annual Law Society Association Conference, Toronto, June 2018.
- Organizer and Presenter at the Expert seminar on Gender and Judging, Ghent University, April 2018.
- Presenter on ‘Conceptualizing Gender in Legal research’ at the University of Zambia law school seminar, April 2017.
- Co-organizer and facilitator of the inaugural Judicial Exchange workshop, between the Malawian and South African chapters of the International Association of Women Judges held in Malawi, March 2017.
- Presenter of the paper ‘Perceiving Gender and Judging from an African Vantage Point’ at the inaugural Law and Society Conference in Africa, December 2016.
- Presenter at a gender workshop and a plenary session at the East African Magistrates and Judges Association annual conference, November 2016.
- Facilitator and Presenter at the Zimbabwean Lawyers for Human Rights workshop on Judicial Appointments hosted in Harare, June 2016.
- Presenter of a paper called ‘The Vulnerability of Judges in Contemporary Africa: alarming Trends’ at the Law and Society Association conference in New Orleans, USA, June 2016.
- Presenter of research results from the pilot project ‘Crimes of Passion: A Gendered Approach to Judging,’ at the AfricanLII Workshop in Ghana, February 2016.
- Facilitator and Presenter at the Tanzanian Judges Training hosted by Equality Now, October 2015 in Tanzania.
- Presenter of the paper ‘Is it possible to reconcile the place of ‘culture’ and women’s rights in judicial adjudication?’ on the panel Advancing Judicial Discourse on Gender and Human Rights, Konrad Adenauer Stiftung, Cape Town, October 2015.
- Presenter of the paper ‘It’s a man’s world: perspectives from the Magistracy, Advocates and Attorneys profession in South Africa’ SADC Lawyers conference in Tanzania, August 2015.

- Presenter of the paper ‘The appointment of Women to the Bench: best practices in Africa,’ SA-International Association of Women Judges continental Conference, 9th August 2015.
- Presenter of the paper ‘Transformation and Diversity of the Bench and the Legal profession,’ Free State Legal Sector Meeting, June 2015.
- Presenter of the paper ‘Transforming the Bench and the Legal Profession’ KwaZulu-Natal Legal Sector meeting, UKZN, December 2014.
- Facilitator for the session on ‘Equality and Interpretation’ at the South African Judges Forum hosted by DGRU at Mont Fleur Western Cape, November 2014.
- Presenter of the paper ‘Lessons from Mmusi v Ramantele in Customary law inheritance,’ Bill McClain Memorial workshop, Law Faculty UCT, October 2014.
- Presenter of the paper ‘Constitutional Court Appearances and diversity’, SA-IAWJ Annual Conference August 2014.
- Presenter of the paper ‘Engaging with the judicial appointments nomination process’ Public Interest Law Gathering, Johannesburg, July 2014.
- Presenter of the paper ‘Customary Law Inheritance: Lessons Learnt from Mmusi & Others v Ramantele’, Oxford Human Rights conference Kigali, April 2014.
- in the Judiciary,’ 25th February 2013.

<b>References</b>
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**Available Upon Request**