**GAVIN HARTFORD**

**Industrial Sociologist holding a BSoc Sci (hons) UCT degree**

**57 yrs old**

Gavin worked as a trade unionist and regional ANC office bearer during the anti apartheid struggle years from the early eighties through to the mid nineties, After the democratic transition he was appointed as a national senior CCMA commisioner responsible for mediating industry wide industrial disputes. He then consulted as a strategic transformation professional faciliating change processes in mining and manufacturing in multi stakeholder enviroments. Through this work Gavin founded The Esop Shop to advise labour and corporates on the design and establishment of employee ownership and broad based empowerment schemes for poor communites. He successfully established some of the largest worker ownership schemes in the country.

He is a Director of the Mjejane Home Owners Association and an owner of a stand in the Mjejane Game Reserve where he spends much of his enviromental leisure time. Gavin is an avid ornithologist and leasrning to be botanist. Professionally he is a labour analyst, consultant on transformation processes and a writer and public speaker.