

Frances Raday

Academic appointments

- Professor of Law, Haim Striks Law School at COLMAN College of Management Academic Studies
- Director, Concord, Research Institute for Integration of International Law in Israel at College of Management Academic Studies

United Nations

- Special Rapporteur UN Human Rights Council, Chair of expert Working Group on Discrimination Against Women (2013-2015), currently member of WGDAW
- Expert Member, UN Committee for the Elimination of Discrimination Against Women (2000-2003)

Honorary and emeritus academic titles

- Elias Lieberman Chair in Labour Law (Emerita), Hebrew University of Jerusalem
- University College London, Honorary Professor
- University of Copenhagen, Doctor Honoris

Visiting professorships or academic appointments in academic institutions

- Oxford University, New College (2010, 2011)
- University of Copenhagen (2000)
- Tulane University (1996)
- University of Southern California (1985-86)
- University of East Africa, Dar-es Salaam, Tanzania (1966-1968)
- British Institute of International and Comparative Law (1965-66)

Chair of academic committees or journals

- Chair, Advisory Council for Equal Employment Opportunity Commission (2010-2014)
- Chair, Israeli Association of Feminist and Gender Studies (2000 – 2007)
- Chair, Academic Committee of the Minerva Center for Human Rights (1996 – 2000)
- Chief Editor, Israel Law Review (1996 – 2001)

- Chair, Lafer Center for Women's Studies, Hebrew University (1992-1996)

Chair of public committees or NGOs

- Chair, Committee for Advancement of Women Israel Bar Assoc. (2007 to 2010)
- Chair, Israeli Association for Freedom of Science, Religion and Culture (2003-2009)
- Founding Chair, Israel Women's Network Legal Center (1986-1992).

Membership on academic committees, public committees and NGO boards (selected)

- Member, Comptroller General's Advisory Committee on the Contact between Capital Owners and State Agents (2009-2013)
- Member, Academic Committee, Jerusalem Institute for Israeli Studies and Working Group on Jewish-Arab relations (from 2000)
- Member, Van Leer Economics and Society Group (from 2004)
- Member, Academic Board, The Jerusalem Technological College (from 2000)
- Member, Senior Appointments Committee, College of Management Academic Studies (2006-2014)
- Member, International Board, New Israel Fund (from 2000)
- Member of Board, Harry Sacher Institute for Legislative Research and Comparative Law, Hebrew University (1990 – 1998)
- Member, Governmental Committee to Determine Retirement Age (2000-1)

Counsel or expert witness in human rights and employment law litigation

- Counsel before the Supreme Court as High Court of Justice, in precedent-setting labour law, human rights and discrimination litigation (1979 to present)
- Unconstitutionality of governmental regulation:
 - violation of property rights in pension funds (pending)
 - creating unfair competition for wage setting
 - reduction of National Insurance benefits without full democratic process
 - Employees' rights in transfer of enterprises
 - Trade union rights:
 - collective bargaining function of representative union
 - activists' right to freedom of association and protection from dismissal
 - Palestinian employees' class action for full National Insurance rights
 - Women's constitutional rights to equality in religious ritual at public sites (Women of the Wall)

- Sex discrimination in retirement age
- Expert witness in US patent litigation
 - Israel Bio-engineering Project v. Amgen Inc – U.S District Court (C. District of California, Western Division) 2005
 - Aerotel v. IDT Corp – NY District Court (S.District of NY) 2007

Consultancies and arbitrations

- Labour law consultancies, since 1990, include:
 - Governmental Commission on Retirement Age
 - Ministry of Health
 - New Histadrut General Federation of Labour
 - Israel Medical Association
 - Israel Aircraft Industry Employees
 - Teachers Union
- Arbitrator in labour disputes

Academic qualifications

- LL.D., Hebrew University, 1975
- LL.B., London School of Economics, 1964

Professional qualifications

- Advocate: Israeli Law Society, 1979
- Barrister-at-law: United Kingdom Bar, Gray's Inn, 1965

Honours and awards

- Bar-Niv Prize for Labour Law
- Israel Bar Association Prize for Excellent Women Lawyers
- Israel Women Network Prize for Outstanding Contribution

PUBLICATIONS

Books and monographs

1. FAMILY – AN INTERNATIONAL AFFAIR, LAW IN CONTEXT SPECIAL ISSUE (co-editor and contributing author, with Alison Diduck, 2012).
2. THE SEPARATION BARRIER – INTERDISCIPLINARY ANALYSIS (co-editor and contributing author (with Yuval Shany), Concord Research Institute for Integration of International Law in Israel, 2004) (Hebrew).
3. WHISTLEBLOWERS IN THE LABOUR COURTS: DOES ANYONE HEAR THE WHISTLE? (co-author (with Avraham Friedman & Dani Ilan), Jerusalem Institute for Israel Research, 2003) (Hebrew).
4. TOPICS IN ISRAELI LABOUR LAW (co-editor and contributing author (with Justice Menachem Goldberg), Sacher Institute, Hebrew University of Jerusalem (1995).
5. WOMEN’S STATUS IN LAW AND SOCIETY (editor and contributing author, Shocken, Jerusalem, sub-editors: Shalev & Liban-Kobi, 1995) (Hebrew).
6. THE STATUS OF WOMEN – CONCEPTUAL PAMPHLET (Association for Civil Rights in Israel, 1989) (Hebrew).
7. ADJUDICATION OF INTEREST DISPUTES - THE COMPULSORY ARBITRATION MODEL, Institute for Legislative Research and Comparative Law, Hebrew University, Jerusalem (1983).
8. SPACE LAW DOCUMENTS (editor, International and Comparative Law Quarterly, Special Edition, 1965).

Refereed articles

1. Case Report 27 *UN Committee on the Elimination of Discrimination against Women: Anna Belousova v Kazakhstan, Communication No. 45/2012, 25 August 2015*
pp.: 363–368 (6)

2. *Gender and Democratic Citizenship – Confronting Traditionalism and Neo-liberalism: the Impact of CEDAW*, *Cardozo L. Rev.*, 10 *INTERNATIONAL JOURNAL OF CONSTITUTIONAL LAW* 512 (2012).
3. *Sacralisation of the Patriarchal Family in the Monotheisms*, *FAMILY – AN INTERNATIONAL AFFAIR*, 8(2) *LAW IN CONTEXT SPECIAL ISSUE* 187–195 (2012). Available at: <http://journals.cambridge.org.ezproxy.colman.ac.il/action/displayFulltext?type=1&pdf type=1&fid=8549829&jid=IJC&volumeId=8&issueId=02&aid=8549827>.
4. *From ILO Standards to EU Law: The Case of Equality Between Man and Women at Work (Eve C. Landau and Yves Beigbeder) – Book Review* 46 *COMMOM MARKET LAW REVIEW* 1343 (2009).
5. *Secular Constitutionalism Vindicated*, 30 *CARDOZO LAW REVIEW* 2769 (2009).
6. *Traditionalist Religious and Cultural Challengers – International and Constitutional Human Rights Responses*, 41 *ISRAEL LAW REVIEW* 596 (2008), available at SSRN at: <http://ssrn.com/author=628086>. The paper was recently listed on SSRN's Top Ten download list for LSPLCL: Constitutional Creation (Topic).
7. *Boundaries and Frontiers of Labour Law (Guy Davidov & Brian Langille eds.) – Book Review*, *PUBLIC LAW* 612 (2007).
8. *The Rights of Employees in Transfer of Enterprises*, 21 *HAMISHPAT* 597 (2007) (with Gilad Noam) (Hebrew).
9. *The Constitutionalisation of Social Rights*, 21 *HAMISHPAT* 641 (2007) (with Eran Golan) (Hebrew).
10. *The Neo-liberal Contribution to the Failed Treatment of Citizens in the Second Lebanon War: Questions to Eilon and Vinograd Committees*, 3 *THE PLAN FOR ECONOMY & SOCIETY* 12 (2007) (Hebrew).
11. *Claiming Equality in Religious Identity– the Case of the Women of the Wall: a Supreme Court*, 24 *HAMISHPAT* 10 (2007) (Hebrew).
12. *Trade Unions and Collective Bargaining –Prospects for the 21st Century*, (2004) *MISHPATIM* 39–90 (with Gilad Noam) (Hebrew).
13. *Self-Determination and Minority Rights*, 26 *FORDHAM INTERNATIONAL LAW JOURNAL* 453 (2003).
14. *Culture, Religion and Gender*, 1 *I.CON*, *INTERNATIONAL JOURNAL OF CONSTITUTIONAL LAW* 663 (2003).
15. *On Equality - Judicial Profiles*, 35 *ISR. L. REV.* 380 (2003).
16. *Army, Feminism and Citizenship – Catch 22*, 9 *PLILIM* 185 (Hebrew).

17. *Privatising Human Rights and the Abuse of Power*, 13 CANADIAN JOURNAL OF LAW AND JURISPRUDENCE 103 (2000).
18. *Religion, Secularism and Human Rights*, 7 MACHSHAVOT 22 (2000) (Hebrew).
19. *The Insider-Outsider Politics of Labour-Only Contracting*, 20 COMPARATIVE LABOUR LAW & POLICY JOURNAL 413 (1999).
20. *Policy of Labour Only Contracting – Legislature, Courts and the Histadrut*, (1998) INSTITUTE FOR ECONOMIC AND SOCIAL RESEARCH (Jerusalem) (Hebrew).
21. *Trials and Tribulations of Associated Newspapers in Foreign Forums*, 26 INDUSTRIAL LAW JOURNAL 235 (1997).
22. *Anatomy of Trade Unionism*, 26 MISHPATIM 585 (1996) (Hebrew).
23. *Women in Law in Israel - A Study of the Relationship between Professional Integration and Feminism*, 12 GEORGIA STATE UNIVERSITY LAW REVIEW 525 (1996).
24. *Judicial Definitions of Trade Union Purposes - from Collectivism to Individualism and Neoliberalism* (1995) JOURNAL DE DROIT COMPARE 193.
25. *Religion, Multiculturalism and Equality: The Israeli Case*, 25 ISRAEL YEAR BOOK ON HUMAN RIGHTS 193 (1995).
26. *Freedom to Strike and Third Party Claims*, 6 LABOUR LAW JOURNAL 143 (1995) (Hebrew).
27. *On Affirmative Action*, 3 LAW AND GOVERNMENT 145 (1995) (Hebrew).
28. *Privatisation of Human Rights and the Abuse of Power*, 23 MISHPATIM 21 (1994) (Hebrew).
29. *Political Strikes*, 2 HAMISHPAT 159 (1994) (Hebrew).
30. *On Equality*, 24 MISHPATIM 241 (1994) (Hebrew).
31. *Constitutionalisation of Labour Law*, 5 LABOUR LAW JOURNAL 153 (1994) (Hebrew).
32. *Is Contractual Egalitarianism Equitable?*, ISRAEL LAW REVIEW, Special Volume: Equity and Contemporary Legal Developments 659 (1992).

33. *Incorporation of Religious Patriarchy in a Modern State*, 4 INTERNATIONAL REVIEW OF COMPARATIVE PUBLIC POLICY, Family Law and Gender Bias: Comparative Perspectives 209 (1992).
34. *Forty Years of Israeli Labour Law*, 19 MISHPATIM 787 (1989) (Hebrew).
35. *Status and Contract in the Employment Relationship*, 23 ISRAEL LAW REVIEW 77 (1989).
36. *The Costs of Dismissal - An Analysis in Community Justice and Efficiency*, 9 INTERNATIONAL REVIEW OF LAW AND ECONOMICS 181 (1989).
37. *Unilateral Change of Employment Conditions – Prohibition, Permission or a Golden Mean?*, 19 MISHPATIM 47 (1989) (Hebrew).
38. *Individual and Collective Dismissal - A Job Security Dichotomy*, 10 COMPARATIVE LABOR LAW JOURNAL 121 (1989).
39. *Labour Law and Relations – Trends and Changes in 1988*, 1 LABOUR LAW JOURNAL 161 (1988) (Hebrew).
40. *Trade Unions – Privileges and Responsibilities*, 9 IYUNEI MISHPAT 435 (1985) (Hebrew).
41. *Equality of Women under Israeli Law?*, 27 JERUSALEM QUARTERLY 81 (1983).
42. *Rights and Interests - A Troublesome Distinction Reviewed in the Context of Labour Arbitration and Industrial Action*, 15 ISRAEL LAW REVIEW 496 (1980).
43. *Plurality of Solutions for Partial Strikes – Do Too Many Cooks Spoil the Broth?*, 10 MISHPATIM 279 (1980) (Hebrew).
44. *Torts Liability for Strike Action and Third Party Rights*, 14 Is.L.R. 31 (1979).
45. *The Power to Alter Personal Provisions in Collective Agreements*, 13 ISRAEL LAW REVIEW 326 (1978).
46. *Chronique de jurisprudence Israelienne (avec Professor Levontin et Dr. Goldwater)*, JOURNAL DE DROIT INTERNATIONAL 105 (1978).
47. *Transnational Maintenance Obligations*, 12 ISRAEL LAW REVIEW 525 (1978).
48. *Collective Dismissal*, ISRAELI REPORTS TO THE TENTH INTERNATIONAL CONGRESS OF COMPARATIVE LAW 129 (1978).
49. *The Unprotected Strike*, 12 ISRAEL LAW REVIEW 86 (1977).

50. *On the Right not to Join a Union*, 3 MISHPATIM 275 (1975) (Hebrew).
51. *A Cooling Off Period for Israel - Settlement of Labor Disputes Law Sec. 5A*, 6 Is.L.R. 569 (1971).
52. *Kenya - Worker, Government and Trade Unions*, EAST AFRICAN L.J. (1967).
53. *Indonesia - Withdrawal from the U.N.*, 14 INTERNATIONAL AND COMPARATIVE LAW QUARTERLY 637 (1965).

Chapters in books

1. *Religion and International Human Rights: Why Women's Rights Matter*, in *Gender, Religion and Equality in Public Life*, Eds Fareda Banda and Lisa F. Joffe (2015)
2. *Modesty Disrobed – Gendered modesty rules under the monotheistic religions*, in *Feminism, Law and Religion*, Eds Susan J. Stabile, Marie A. Failinger and Elizabeth R. Schiltz, Ashgate Publishing Ltd, 283–317 (2013).
3. *Profile of Justice Barak: Equality in a Jewish and Democratic State*, in *STUDIES IN AHARON BARAK LEGAL WORK* (Eyal Zamir, Barak Medina and Celia Fassberg Eds., 2009) (Hebrew).
4. *Human Rights and the Confrontation between Religious and Constitutional Authority: A Case Study of Israel's Supreme Court*, in *SECULARISM, WOMEN AND THE STATE: THE MEDITERRANEAN WORLD THE 21ST CENTURY* 213 (Barry A. Cosman and Ariela Keysar Eds., 2009).
5. *Commentary on Convention for Elimination of Discrimination Against Women, Art 4*, Oxford University Press (2012) 123–139.
6. *Commentary on Convention for Elimination of Discrimination Against Women, Art 11*, Oxford University Press (2012) 279–309.
7. *Israeli Labor Law*, in *INTERNATIONAL LABOR AND EMPLOYMENT LAWS*, ABA Section of Labor and Employment Law, Volume 2, International Labor Law Committee Section of Labor and Employment Law American Bar Association, The Bureau of National Affairs, 1-38 (chief William L. Keller ed., 2001, New Ed 2008).
8. *The Montheisms, Patriarchy and the Constitutional Right to Human Dignity in Israel Family*, in *GENDER AND LAW IN A GLOBALIZING MIDDLE EAST AND SOUTH ASIA* (Kenneth M.Cuno & Manisha Desai Eds., Syracuse University Press, 2008).
9. *Entries on CEDAW and CERD*, in *THE NEW OXFORD COMPANION TO LAW* (2007).
10. *Culture, Religion and CEDAW's Article 5(a)*, in *THE CIRCLE OF EMPOWERMENT: TWENTY-FIVE YEARS OF THE UN COMMITTEE ON THE ELIMINATION OF DISCRIMINATION*

AGAINST WOMEN (Hanna Beate Schöpp-Schilling & Cees Flinterman eds., The Feminist Press at CUNY, 2007).

11. *Feminist Legal Theory, Legislation and Litigation in Israel – a Retrospective*, in *STUDIES IN LAW, GENDER AND FEMINISM* (Daphna Barak-Erez, ed. Nevo Publ) 16 (2007) (Hebrew).
12. *Claiming Equal Religious Personhood: Women of the Wall's Constitutional Saga*, in *RELIGION IN THE PUBLIC SPHERE, A COMPARATIVE ANALYSIS OF GERMAN, ISRAELI, AMERICAN AND INTERNATIONAL LAW* 255 (Winfried Brugger & Michael Karayanni Eds., Max Planck Institute, Heidelberg, 2007).
13. *CEDAW'S Substantive Equality and its Ideological Challengers*, in *EQUALITY AS A SOCIAL RIGHT: TOWARDS A CONCEPT OF SUBSTANTIVE EQUALITY IN COMPARATIVE AND INTERNATIONAL LAW* (coordinated by Judy Fudge, Onati International Institute for the Sociology of Law, 2006).
<http://www.iisj.net/antBuspre.asp?cod=3657&nombre=3657&prt=1>
14. *Women's Human Rights: Dichotomy between Religion and Secularism in Israel*, in *ISRAELI DEMOCRACY AT THE CROSSROADS* (Raphael Cohen-Almagor ed., London: Routledge, 2005).
15. *Religion, Secularism and Human Rights*, in *WILL TOLERANCE PREVAIL? MORAL EDUCATION IN PLURALISTIC WORLD* (Yermiyahu Yovel & Ishai Menuchin eds., Magnes, Jerusalem, 2005) (Hebrew).
16. *Systematizing the Application of Different Types of Temporary Special Measures under Article 4 of CEDAW*, in *TEMPORARY SPECIAL MEASURES* 35 (Ineke Boerefijn et al. eds., Intersentia, Antwerp, Oxford, New York, 2003).
17. *The Fight Against Silencing*, in *WOMEN OF THE WALL, CLAIMING SACRED GROUND AT JUDAISM'S HOLY SITE* (Chesler et al. eds., Jewish Lights Publishing, New York, 2002).
18. *The Decline of Union Power – Structural Inevitability or Policy Choice?*, in *LABOUR LAW IN A PERIOD OF GLOBALIZATION* 353 (Joanne Conaghan, Michael Fischl & Karl Klare eds., Oxford University Press, 2002).
19. *The Israeli Perspective on Gender, Labour and the Family*, in *THE STATUS OF WOMEN AT THE BEGINNING OF THE 21ST CENTURY – PROCEEDINGS* Chapter 10 (UNESCO, 2001).
20. *Equality for Women - a Changing Axiom*, in *THE STATUS OF WOMEN AT THE DAWN OF THE TWENTY-FIRST CENTURY – PROCEEDINGS* 13 (UNESCO, 2001).
21. *Religion and Equality through the Perspective of Jurisprudence*, in *SEPPER BERENSON* 34 (Aharon Barak ed., Nevo Jerusalem, 2000) (Hebrew).
22. *Labour Only Contracting*, *ISRAELI REPORTS TO THE XV INTERNATIONAL CONGRESS OF COMPARATIVE LAW* (Rabello, Alfredo Mordechai eds., Sacher Institute, Jerusalem, 1999).

23. *Women's Voice in Democracy*, in BASIC ISSUES IN ISRAELI DEMOCRACY 143 (Raphael Cohen Almagor ed., Siphriat Poalim, 1999) (Hebrew).
24. *The Concept of Gender Equality in a Jewish State*, in SHIMON SHETREET, WOMEN IN LAW (1998).
25. *On Equality*, in THE STATUS OF WOMEN IN LAW AND SOCIETY 19-63 (Frances Raday ed., Carmel Shalev and Michal Liban-Kobi sub-eds., Shoken, Israel, 1995) (Hebrew).
26. *Women in the Workforce*, in THE STATUS OF WOMEN IN LAW AND SOCIETY, 64-116 (Frances Raday ed., Carmel Shalev and Michal Liban-Kobi sub-eds., Shoken, Israel, 1995) (Hebrew).
27. *Changes in the Structure of the Firm and Labour Law*, in LABOUR MARKET STUDIES 129 (Harari & Tamari eds., 1993) (Hebrew).
28. *Constitutionalisation of Labour Law?*, in THE CHANGING FACE OF LABOUR LAW AND INDUSTRIAL RELATIONS, LIBER AMIRCORUM FOR CLYDE SUMMERS 83 (Blanpain & Weiss eds., Nomos Verlagsgesellschaft, Bader Bader, 1993).
29. *Judicial Review of Economic Power – Autonomous Legislation in Labour Law*, in SEPHER LANDAU 869 (Aharon Barak ed., Boursi, Tel Aviv, 1993) (Hebrew).
30. *Socio-dynamic Equality - the Contribution of the Adversarial Process*, in THE CONSTITUTIONAL BASIS OF POLITICAL AND SOCIAL CHANGE IN THE UNITED STATES 141 (Shlomo Slonim ed., Praeger Publ, 1990).
31. *Pragmatism versus Principles*, in MEMORIAM ZVI BAR NIV 110 (Ramot Publishing Hse., Tel-Aviv, 1987).
32. *Strike Law in Israel: From 'Sacred Tradition' to Collective Bargaining Liberty*, in INCHIESTE I DIRITTO COMPARATO, LO SCIOPERO 391 (Guiffre Ed., S.p.A., 1987).
33. *Administrative and Judicial Review of Trade Unions in Israel - Towards a Law of Trade Union Governance*, ISRAEL REPORTS TO THE ELEVENTH INTERNATIONAL CONGRESS OF COMPARATIVE LAW 214 (1982).
34. *Women and law*, in A DOUBLE BIND (co-editor and contributing author (with Daphna Izraeli et al.), Kibbutz HaMeuhad, 1982) (Hebrew).
35. *Law and the Layman*, in ESSAYS ON LOCAL GOVERNMENT (Hillman ed., 1966).

Some selected presentations at international conferences and as invited lectures

- Gender and Democracy – the Impact of CEDAW, UCL, February 2012

- Freedom from Religion – the Gender Perspective, Concord Research Center, Israel, December 2011
- “Religious challenges to human rights - Can secularism contribute to peace-making in the Middle East?”, 2009 Australian Human Rights Centre Annual Public Lecture, Sydney University, November, 2009.
- “Constitution for All”, Chatham House, London, October 2008
- “CEDAW’s Substantive Equality and its Ideological Challengers”, IISL Workshop, Onati, Spain, June 2006.
- “Disposable People and International Law on Trafficking in Persons”, INTELL Bi-annual Conference, Mexico, June 2006.
- “Feminist Ritual in Orthodox Judaism – a Constitutional Saga”, Institute for Advanced Legal Studies, London, October 2006.
- “Religious Freedom: Whose freedom, Whose Autonomy?”, University of Oslo, Human Rights at the Interface Conference, March 2006.
- “Economic and Social Rights – their Interaction with Labour Relations”, Keynote lecture, Israel Industrial Relations Association, April 2006.
- Women of the Wall – the Fight Against Silencing”, Yale University, May 2005 (invited lecture).
- “Religion, Culture, Race and Gender”, University of Oslo, Scandinavian Crossroads Conference, Keynote Lecture, May 2005
- “Equality and Post Equality”, 9th International Interdisciplinary Conference on Women, Women’s World Congress, Seoul, South Korea, June 2005.
- “Religion, Culture and Human Rights – Empathy and the Other”, Max Planck Institute, Heidelberg University, July 2005.
- “Self-Determination and Minority Rights – the Israeli-Palestinian Case”, University of Illinois, Oct. 2004.
- "Human Rights as Empathy – Beyond Religion and Liberalism", Cornell University, invited lecture, Oct 2004.