

Dr Neville Bews



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Neville has consulted in the SIA field for over 10 years and regularly lectures as guest lecturer in the Department of Sociology at both the Universities of Johannesburg and Pretoria. At the University of Johannesburg he collaborated with Prof. Henk Becker of Utrecht University, the Netherlands, in a joint lecture to present the Social Impact Assessment Master's Course via video link between the Netherlands and South Africa. He has also presented papers on Social Impact Assessments at both national and international seminars and published in the field.

Qualifications:

B.A. (Honours) Degree, 1984 – University of South Africa;
The Henley Post-Graduate Certificate in Management, 1997 – Henley Management College, United Kingdom;
M.A. (cum laude), 1999 – Rand Afrikaans University
D. Litt. et Phil., 2000 – Rand Afrikaans University
Awarded Chancellor's Medal for best masters student in 1999

Affiliations:

Senior Fellow, Centre for Sociological Research, Department of Sociology, University of Johannesburg;
Member of the International Association for Impact Assessment Southern Africa;
Registered on database for scientific peer review of iSimangaliso GEF project outputs.

Projects:

- The Gautrain Rapid Rail Link SIA – Bohlweki Environmental (Pty) Ltd;
- Australian – South African sports development programme impact – University of Johannesburg;
- Kumba Resources Sishen South Project – Bohlweki Environmental (Pty) Ltd;
- The United Nations Office on Drugs and Crime – Evaluation of a Centre for Violence Against Women in Upington;
- Exxaro Resources Ltd – SIAs at Leeuwpan Coal Mine Delmas, Glen Douglas Dolomite Mine Henely-on-Klip, Grootegeeluk Open Cast Coal Mine;
- South African National Road Agency Limited – Social Impact of tolling the Gauteng Highway System;
- South African National Road Agency Limited – Social Impact of the N2 Wild Coast Toll Highway;
- University of Johannesburg – Research into research outputs of the University;
- Waterfall Wedge housing and business development in Midrand Gauteng – Felehetsa Environmental (Pty) Ltd;
- SIA for the Environmental Management Plan for Sedibeng District Municipality – Felehetsa Environmental (Pty) Ltd;

- Exxaro Resources Limited – Social and Labour Plan for the Belfast Project;
- Golder Associates Africa (Pty) Ltd – SIA for the Transnet New Multi-Product Pipeline (Commercial Farmers);
- Golder Associates Africa (Pty) Ltd – SIA for the Proposed Vale Moatize Power Plant Project in Mozambique;
- Kumba Resources Limited – SIA for the Proposed Dingleton Resettlement Project at Sishen Iron Ore Mine;
- Gold Fields West Wits Project – EcoPartners (Pty) Ltd;
- Exxaro Resources Limited – Belfast Project;
- Eskom Holdings Limited’s Proposed Ubertas 88/11kV Substation – KV3 Engineers;
- Golder Associates Africa (Pty) Ltd – SIA reviews for Kuka Aerial Ropeway Project and the Anglo Coal proposed Waterberg Gas 37-spot coalbed methane (CBM) bulk yield test project;
- N3 Toll Concession (Pty) Ltd – N3 Toll Road Route Location Initiative – Tugela Plaza to Warden;
- Eskom’s Nuclear 1 Power Plant assessed with the SIA on behalf of Arcus GIBB Engineering & Science;
- Mokolo and Crocodile River (West) Water Augmentation Project (MCWAP) – Nema Consulting on behalf of the Trans Caledonian Water Authority and the Department of Water Affairs;
- Proposed 150MW Photovoltaic Power Plant and Associated Infrastructure – Kalahari Survey Solutions cc on behalf of Italgest Energy (Pty) Ltd.
- Eskom Holdings Limited, Transmission Division’s Neptune-Poseidon 400kV Power Line – Nema Consulting.

Selected Journal Articles

- Bews, N. 2010. Gaining Credibility through Competence – Professionalizing a practice? IAIA Newsletter Forthcoming (Winter 2010).
- Bews, N. 2009. A matter of trust – Gaining the confidence of the public and client. IAIA Newsletter Forthcoming (Spring 2009).
- Bews, N. 2009. Does he who pays the bill call the shots? Sitting astride client and public interest – the dilemma of maintaining credibility in impact assessments. IAIA Newsletter Winter – 2009.
- Bews, N. 2002. Reducing your company’s risk of sexual harassment claims. HR Future. (2) 2 10-11.
- Bews, N. & Martins, N. 2002. An evaluation of the facilitators of trustworthiness. SA Journal of Industrial Psychology. 28(4), 14-19.
- Bews, N. Martins, N. & von der Ohe, H. 2002. Editorial. Journal of Industrial Psychology. 28(4), 1.
- Bews, N. & Martins, N. von der Ohe, H. 2002. Organisational change and trust: Experiences here and abroad. Management Today, (18) 8 34-35.
- Bews, N & Rossouw, D. 2002. A role for business ethics in facilitating trustworthiness. Journal of Business Ethics. 39: 377-390.
- Bews, N. & Rossouw, D. 2002. Contemporary organisational change and the importance of trust. SA Journal of Industrial Psychology. 28(4), 2-6.
- Bews, N. & Uys, T. 2002. The impact of organisational restructuring on perceptions of trustworthiness. SA Journal of Industrial Psychology. 28(4), 21-28.
- Martins, N. Bews, N. & von der Ohe, H. 2002. Organisational change and trust. Lessons from Europe and South African organisations. HR Future, (2)9 46-47.
- Rossouw, D. & Bews, N. 2002. The importance of trust within a changing business environment. Management Today. 18(2) 26-27.
- Bews, N. 2001. You can put a value to trust in the new economy. HR Future, (1)1 48-49.

- Bews, N. 2001. Maintaining trust during organisational change. *Management Today*, (17) 2 36-39.
- Bews, N. 2001. Business ethics, trust and leadership: how does Africa fare? *Management Today*, (17) 7 14-15.
- Rossouw, D & Bews, N. 2001. Trust is on the decline in the workplace, yet it's vital for modern organisational success. *People Dynamics*. (18) 6 28-30.
- Bews, N. & Uys, T. 2001. The effects of restructuring on organisational trust. *HR Future*, (1)8 50-52.

Book Chapters

- Rossouw, G. J. & Bews, N. F. 2010. Building Trust with Ethics. In Rossouw, G. J. and van Vuuren, L. *Business Ethics - Made in Africa 5th Edition*. Cape Town: Oxford University Press.
- Bews N. 2005. Teamwork within the world-class organisation. In Slabbert J.A. de Villiers, A.S. & Parker A (eds.). *Managing employment relations in South Africa*. Durban : Butterworths.
- Bews, N. F. 2005. Human resource planning. In Muchinsky, P. M. Kriek, H. J. & Schreuder, A. M. G. 2005. *Personnel Psychology 3rd Edition*. Cape Town; Oxford University Press.
- Bews, N. F. 2005. The changing nature of work. In Muchinsky, P. M. Kriek, H. J. & Schreuder, A. M. G. 2005. *Personnel Psychology 3rd Edition*. Cape Town; Oxford University Press.
- Bews, N. F. 2005. Chapter 9 & 13. In Muchinsky, P. M. Kriek, H. J. & Schreuder, A. M. G. 2005. *Instructor's Manual. Personnel Psychology 3rd Edition*. Cape Town; Oxford University Press.
- Bews, N. F., Schreuder, A. M. G. & Vosloo, S. E. 2000. *Performance Development. Study guide for Industrial Psychology 3*. Pretoria: University of South Africa.

Seminars/Conferences

- Bews, N. 2003. 'Social Impact Assessments, theory and practice juxtaposed – Experience from a South African rapid rail project.' *New Directions in Impact Assessment for Development: Methods and Practice Conference*. University of Manchester, Manchester, England.
- Uys, T. and Bews, N. 2003. "Not in my Backyard": Challenges in the Social Impact Assessment of the Gautrain. *Department of Sociology Seminar, RAU*. 23 May 2003.
- Bews, N. 2002. Sharing perspectives on the practical application of a conceptual model of Social Impact Assessment in the Development Field. *Social Impact Assessment in the Transforming socio-economic landscape of the Public and Private sectors in South Africa*. Hosted by The Renaissance Network in conjunction with Dr. Neville Bews & Associates. April 2002.
- Bews, N. 2002. The value of trust in the new economy. *Industrial Relations Association of South Africa (Irasa)*. Morning seminar 21 August 2002.
- Bews, N. 2002. The issue of trust considered. *Knowledge Recourses seminar on Absenteeism*. The Gordon Institute of Business. 27 August 2002.
- Bews, N. & Uys, T. 2001. The impact of organisational trust on perceptions of trustworthiness. *South African Sociological Association Conference*. Pretoria.
- Bews, N. 2001. Business Trust, Ethics & Leadership:- *Made in Africa*. *International Management Today/Productivity Development Conference*. Hosted by Productivity Development (Pty) Ltd & Management Today. *Best Knowledge in Leadership Practice Conference* 23-24 July 2001.
- Bews, N. 2001. Charting new directions in leading organisational culture and climate change. *Workplace Transformation and Organisational Renewal*. Hosted by The Renaissance Network. November 2001.
- Bews, N. 2000. Towards a model for trust. *South African Sociological Association Conference*. Saldanha.