

EMPLOYMENT

We are a forward thinking and dynamic employment practice with an emphasis on finding solutions for our clients and enjoying the relationships we forge with them. We are committed to providing value to our clients by adapting our service to meet our clients' specific needs and the challenging business environments in which our clients operate.

We are a friendly, approachable team providing proactive, pragmatic and commercial advice to local and international organisations in the GCC and its free zone areas across all sectors, including energy, construction, retail, industry, financial services, education, telecoms, transportation, IT and media.



There are very few law firms and lawyers who can be reached literally 24 hours a day, 7 days a week and deliver quality and output as good as Gorvinder Pannu, Legal Director at 'Addleshaw Goddard'. Her insights are practical, commercially astute and legally dependable.

Significant experience

- ▶ Advised an international consultancy company on employment obligations under DIFC Employment Law, in particular, maternity entitlements, and drafted a short term fixed term consultancy style contract;
- ▶ Advised a UK based services company on redundancy termination under DIFC Employment Law;
- ▶ Advised an international seafood manufacturer on end of service gratuity liability, pension set off, and jurisdictional issues arising from secondment of UK based employee from UK to the Dubai Multi Commodities Centre (DMCC) Free Zone;
- ▶ Drafted secondment and consultancy agreements in relation to cross border employee postings from KSA and the UAE to Oman for an independent power and water project company;
- ▶ Advised on the legal restrictions for introducing a gender reassignment policy under DIFC Employment Law and UAE Federal Law for a multinational investment banking firm;
- ▶ Defended an international oilfield services company in Oman in a class action filed by employees following unlawful work stoppages and backdated overtime claims;
- ▶ Defended an Oman power plant company in a prosecution against its senior executive concerning allegations of discrimination filed by an employee due to union role and membership;

- ▶ Advised a large Oman state owned company on termination issues in respect of its chief executive officer facing prosecution in relation to bribery and corruption offences;
- ▶ Advised a London based merchant bank on structuring employment arrangements for secondment to Qatar and drafted the senior executive employment contract for Qatar Labour Law compliance;
- ▶ Advised a well known UK based consultancy engineering firm on medical insurance requirements in Qatar and the UAE and other compliance requirements; and
- ▶ Advised a public listed company specialising in fire safety on the separation arrangements for one of its senior executives under Qatar and UAE Labour Laws and drafted separations agreements terminating the dual employment relationship in both jurisdictions.

Key Contact



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