

EMPLOYMENT

GCC Capability

GCC EMPLOYMENT

Addleshaw Goddard has a reputation for providing outstanding quality and certainty of service to international and local clients across the Middle East.

Our dedicated team of specialist employment lawyers, based in the region, have significant experience of advising businesses in the United Arab Emirates, the Sultanate of Oman, the Kingdom of Saudi Arabia, Qatar and the Kingdom of Bahrain.

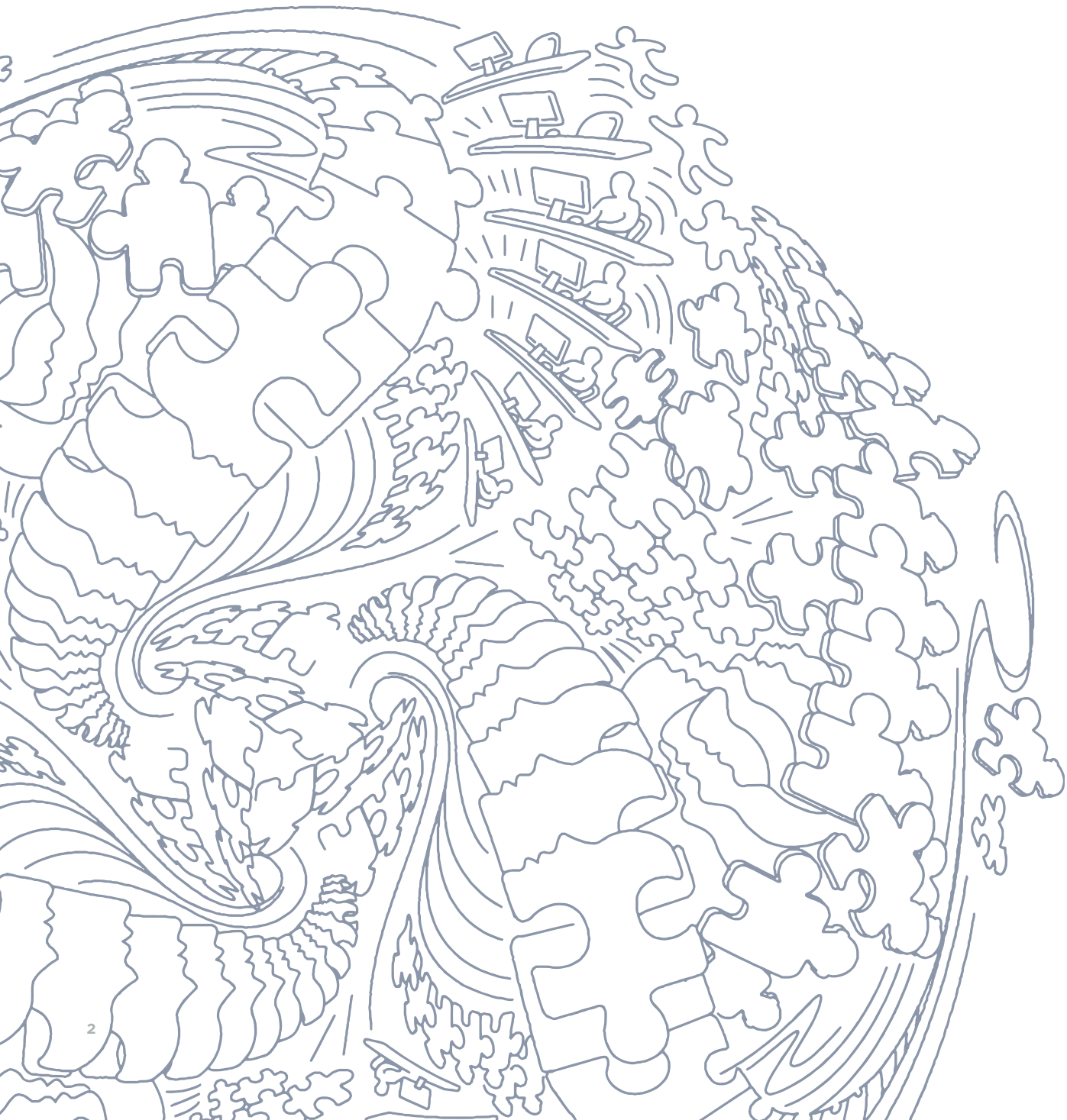


Illustration: A perfect fit for your team by Sam Hadley

AREAS OF EXPERTISE

Our employment team provides our clients with day-to-day support with the full range of employment issues including:

- Complying with local labour and immigration laws
- Issues arising on recruitment
- Complying with nationalisation
- Day-to-day HR issues
- Drafting and implementing employment contracts and policies
- Handling disciplinary matters
- Local pension obligations
- Undertaking dismissals
- Protecting confidential information and trade secrets
- Complying with data protection obligations
- Workplace and regulatory investigations
- Employment issues arising out of restructurings, mergers and acquisitions and divestitures
- Handling employment disputes and local labour court litigation

SECTORS

OUR EMPLOYMENT SPECIALISTS HAVE SIGNIFICANT EXPERIENCE OF ADVISING INTERNATIONAL AND LOCAL CLIENTS IN THE FOLLOWING SECTORS:



FINANCIAL SERVICES



RETAIL



EDUCATION



HEALTHCARE



TRANSPORTATION



CONSTRUCTION AND INFRASTRUCTURE



OIL & GAS



ENERGY AND UTILITIES



REAL ESTATE



IT AND MEDIA



INSURANCE



OUR EMPLOYMENT SPECIALISTS' EXPERIENCE

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UNITED ARAB EMIRATES (NON-DIFC)

- Advising a global insurance provider on its Emiratisation obligations
- Advising an international management consultancy on structuring their complex consultancy arrangements and operating model to ensure compliance with UAE immigration laws
- Advising a global cosmetics company on the employment issues arising out of its divestiture of two business lines in the UAE
- Advising a global bank on its obligations under UAE pension legislation and to the UAE General Pension and Social Security Authority
- Advising an Abu Dhabi-based construction company on undertaking a large-scale redundancy exercise
- Defending a UAE-based oil company in the Dubai Court of Cassation (the UAE's highest court)
- Defending a UAE-based international construction company against claims of arbitrary dismissal brought by a number of senior employees in the Dubai Court of First Instance and Dubai Court of Appeal
- Advising a global consultancy on the transfer of employees between a number of different free zone and onshore entities
- Advising a media company in relation to criminal charges filed against its employees
- Advising numerous international and local companies on seconding overseas employees into the UAE and structuring dual employment arrangements
- Advising an international manufacturer of industrial equipment on internal investigations into bribery, corruption and other misconduct
- Advising employers on criminal complaints filed by employees arising out of workplace disputes
- Advising international and local companies on the enforcement of post-termination restrictions and protection of confidential information
- Advising a free zone authority on the drafting and implementation of its employment regulations
- Defending a US industrial company in Sharjah labour court proceedings

DUBAI INTERNATIONAL FINANCIAL CENTRE

- Advising the DIFC Authority on DIFC Law No.2 of 2019 (the DIFC Employment Law)
- Representing employers and employees in a range of DIFC Court employment litigation, including:
 - defending an insurance company in the DIFC Court of First Instance (CFI) against claims for damages and a significant financial penalty under Article 18 of the previous DIFC Employment Law
 - defending a health insurance company in the CFI against claims for breach of contract and a financial penalty under Article 18 of the previous DIFC Employment Law
 - defending a global telecoms company in the CFI against claims for unfair dismissal, outstanding salary, breach of contract and a financial penalty under Article 18 of the previous DIFC Employment Law
 - representing the defendant to an application for a springboard injunction in the CFI
 - Advising the defendant in SCT 328/2018
 - Advising the defendant in SCT 104/2018
 - Representing the claimant in an appeal of SCT 331/2017
- Advising a global company regulated by the Dubai Financial Services Authority on an internal investigation into serious misconduct by a senior executive
- Advising a global insurance company on compliance with local data protection legislation
- Advising a global bank on a high value personal injury claim
- Advising numerous international and local companies on complying with their obligations in respect of the DIFC Employee Savings Scheme plan
- Advising a number of international financial and professional services firms in relation to allegations of sexual harassment and discrimination
- Advising numerous international and local companies on compliance with the DIFC Employment Law
- Advising a team of senior executives in relation to the termination of their employment by an international bank and claims for significant financial penalties under Article 18 of the previous DIFC Employment Law

OUR EMPLOYMENT SPECIALISTS' EXPERIENCE

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SULTANATE OF OMAN

- Defending an international oilfield services company in a class action filed by employees following unlawful stoppages and backdated overtime claims
- Defending a local power plant company in a prosecution against its senior executive concerning allegations of discrimination filed by an employee due to union membership
- Advising a large state-owned company on termination issues in respect of its chief executive officer facing prosecution in relation to bribery and corruption offences
- Representing a power company before the Ministry of Manpower on visa violation complaints in relation to its senior management team working in Oman without the requisite employment visas
- Representing the chief executive officer of an airline before the public prosecutor and criminal trial in relation to allegations of neglect of duty
- Advising a ports company on performance management issues and the performance management process relating to an Omani senior executive manager
- Advising a multinational company on all Oman employment aspects of its global restructure and spin-off of its Wellsite business
- Advising a major national telecoms company on its potential acquisition of a mobile telecoms company in Oman and reviewing the employment documentation and advising on all employment aspects of the transaction.
- Advising a potential investor on Omanisation and visa issues in Oman in relation to a potential share acquisition of a utilities company
- Advising a global leading independent fire and security testing company on the extra territorial impact of the UK's Modern Slavery Act on shift working patterns in its Oman, UAE and KSA operations

KINGDOM OF SAUDI ARABIA

- Advising international companies on complying with their obligations under the KSA labour law and the requirements of the General Organisation for Social Insurance
- Advising numerous companies on complying with Saudisation
- Advising on the employment issues arising from the post-completion integration process following the merger of two domestic banks
- Advising an international management consultancy on labour court proceedings
- Advising a number of global banks on all employment-related matters
- Advising on the enforcement of post-termination restrictions
- Advising a diplomatic mission on its workplace policies

QATAR

- Advising a London-based merchant bank on structuring secondment arrangements
- Advising a UK based consultancy engineering firm on its medical insurance obligations
- Advising a fire safety company on issues arising out of the termination of senior executives
- Advising an international company on the misappropriation of confidential by an ex-employee and the enforcement of post-termination restrictions

KINGDOM OF BAHRAIN

- Advising international companies on complying with their obligations under the Bahrain labour law
- Advising a global telecoms company on legal risks arising from recruiting individuals in the Middle East, including Bahrain
- Advising an international law firm on the dismissal of local and expatriate employees in Bahrain
- Advising a global company on resourcing its local distributors in Bahrain
- Advising an international law firm on the dismissal of a Bahraini national

OUR EMPLOYMENT TEAM IS LED BY:



BEN BROWN

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Ben is recognised in **Legal 500** (“really worth his salt”) and in **Chambers & Partners Global**, which commented:

“Market insiders say he is “very good on the law...The law is changing quite a bit and he is very up to speed with new developments.” One client particularly appreciated his ability to “understand Middle Eastern culture and the sensitivities involved in dealing with employees in the region.”



GORVINDER PANNU

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Gorrinder is recognised in **Chambers Global** for her:

“excellent employment and HR practice” [and for being] “knowledgeable, precise and responsive in her approach.”

Legal 500 comments that Gorrinder:

“brings to bear robust experience in recruitment, employment contracts, disciplinary matters, due diligence and litigation.”



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**PROBLEMS. POSSIBILITIES.
COMPLEXITY. CLARITY.
OBSTACLES. OPPORTUNITIES.
THE DIFFERENCE IS IMAGINATION.
THE DIFFERENCE IS **AG**.**

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