



# Employment

We advise on all aspects of UAE labour law in support of your strategic objectives through the structuring, management and organization of your workforce. We also work closely with our dispute resolution team on employment disputes before the Ministry of Labour and Social Affairs, the UAE courts and the DIFC.

Employment, labour and benefits issues are complex and challenging for every business — more so when operations cross borders and cultures as part of a multinational presence. Steering safely through complicated laws and regulations in home markets and abroad is critical to maintaining a competitive advantage.

Our coordinated approach serves to help you identify risks before they arise and spot opportunities to make your workforce strategies more flexible and competitive.

## How we can help:

- **Staying competitive and compliant.** Execute employment strategies efficiently and with fewer complications, whether locally or across borders. Proactive management of labour-related tax, privacy and other issues will help you stay compliant on all fronts.
- **Managing business change.** Take advantage of opportunities presented by corporate transactions to rationalise staffing needs, control employment and labour costs and promote operational flexibility during post-acquisition integration and restructurings.
- **Staying ahead.** Keep abreast of changing trends, new laws affecting your workplace with updates regarding ongoing dialogue among labour authorities.

## What others say about us:

For the seventh year in a row, our Global Employment Practice was ranked Band 1 by Chambers Global in 2016.

*"Baker McKenzie is known for Premier global employment practice that regularly assists multinational corporations with the employment aspects of corporate transactions."*  
**Chambers Global, 2016**

- Tier 1 - Middle East-wide  
*Legal 500, 2015*

- **Quick resolution for employment-related disputes.** Respond swiftly and effectively to employee actions, administrative agency enforcement and cases with leading labour counsel who have successfully defended employers in numerous labour disputes.
- **Winning and retaining valuable talent.** Successfully compete for, and retain, talent with customised, cost-effective employee benefit plans — such as pension, profit-sharing and stock-based plans.
- **Moving talent where you need them.** Transfer executives and staff across borders with ease through foreign assignment strategies that meet business demand and conform to legal requirements. Rule 144A offerings; Private placements; and Regulation S debt offers (investment grade and high yield).

## Representative Deals

### ✧ A large UAE-based company

- Advised on UAE labour laws and drafted various types of employment agreements for all staff employed in the UAE.

### ✧ Abbott Laboratories / AbbVie

- Advising, structuring and implementing employee transfers subsequent to the spin of Abbvie out of Abbott. Work included all GCC countries as well as other Arab countries (Jordan, Egypt).

### ✧ Abercrombie & Fitch

- Advising on all employment aspects and drafting employment contracts in relation to their new Kuwait and UAE presence.

### ✧ A defendant

- Represented an employee of ADWEA (Abu Dhabi Water & Electricity Company) in a high value criminal case before the Abu Dhabi courts. The employee was charged with wasting public money and profiteering in the amount of AED297 million.

### ✧ UAE industrial company

- Advised on settling the employee entitlements to his legal heirs where the employee has met with an accident outside work.

### ✧ A defendant

- Representing an employee of the largest postal company in the UAE charged with wasting public money and the seizure and facilitation of a takeover for public money before the Abu Dhabi criminal courts. Charges amounting to AED34 million.

### ✧ A defendant

- Representing a client (UAE national) in a high profile fraud case brought against them in their capacity as an ex-board member of a leading construction company in the UAE.

### ✧ Global consumer electronic goods manufacturer

- Advised on all employment aspects and drafting employment contracts in relation to its presence in the UAE.

### ✧ Global online travel company

- Advised on local implementation of its pension plan in the UAE and effectively bypassing the provisions of end of service gratuity in accordance with UAE labour laws.

### ✧ Fortune 500 oil and gas company

- Advised on aligning and amending its code of conduct in compliance with local UAE labour and other laws.

### ✧ US Public company

- Advised on dawn raids in the UAE.

### ✧ Global technology company

- Advised in successfully terminating an employee having employment rights in both UAE and Saudi jurisdictions.

### ✧ Federal public authority

- Advised on labour regulations governing its employees and drafted various types of employment agreements (expatriates and nationals, permanent and temporary).

### ✧ Large multinational company

- Advised in connection with a large scale Ministry of Labour Investigation into visa sponsorship, overtime policy & practice, and work from home arrangements.

### ✧ Public joint stock company

- Advised on the legal status of its employees and the law governing the employment relationship.

### ✧ Global company

- Advised a company engaged in testing, inspection and certification services on a comprehensive restructuring of their wages and incentive schemes.

## Key Contacts

### Advisory:



**Omar Momany**  
Partner, Dubai / Abu Dhabi  
+971 4 423 0019  
omar.momany  
@bakermckenzie.com



**Joanna Matthews-Taylor**  
Senior Associate, Dubai  
+971 4 423 0044  
joanna.matthews-taylor  
@bakermckenzie.com



**Hani Naja**  
Senior Associate, Abu Dhabi  
+971 2 696 1200  
hani.naja  
@bakermckenzie.com



**Laya Aoun Hani**  
Associate, Dubai  
+971 4 423 0048  
laya.aoun  
@bakermckenzie.com



**Sabaa Alyanai**  
Associate, Dubai  
+971 4 423 0064  
sabaa.alyanai  
@bakermckenzie.com

### Litigation:



**Dr. Habib Al Mulla**  
Chairman & Co-Managing  
Partner, UAE, Dubai  
+971 4 423 0001  
habib.almulla  
@bakermckenzie.com



**Mohamed El Khatib**  
Partner, Dubai  
+971 4 423 0056  
mohamed.elkhatib  
@bakermckenzie.com



**Tarek Mohamed**  
Senior Associate, Dubai  
+971 4 423 0087  
tarek.mohamed  
@bakermckenzie.com



**Hussein Al Momani**  
Senior Associate, Dubai  
+971 4 423 0009  
hussein.almomani  
@bakermckenzie.com