

Representative Legal Matters

Aqsa Khan-Sadiq

- Advising a UK financial institution on discrimination claims raised by two former employees under the DIFC Employment Law.
- Advising a large joint venture company operating in the UAE, Kingdom of Saudi Arabia and Qatar in relation to ethical recruitment, human rights and labour law practices.
- Advised an automotive smart systems provider on the employment aspects of a major restructuring of its UAE operations, including termination and redundancy matters.
- Advising on both onshore and DIFC contentious and non-contentious employment matters.
- Drafting Human Resources policies, staff handbooks and Settlement Agreements for international and regional clients.
- Providing strategic advice to corporate clients on managing/mitigating employment litigation risks.
- Liaising with external counsel in the MENA region regarding employment matters.
- Providing guidance and assistance to Human Resources teams on workplace investigations, including handling grievances and disciplinary hearing.
- Conducting various employment law training sessions for corporate clients.
- Reviewing/drafting employment contracts and various Human Resources policies for corporate clients.
- Drafting pleadings in DIFC matters, liaising with external counsel and preparing for Court Hearings.
- Advising employees and corporate clients on various employment law matters, such as end of service entitlements, redundancies/restructuring, arbitrary dismissal and the disciplinary procedure under the UAE Labour Law.
- Assisting clients with negotiating, reviewing and drafting settlement agreements in employment matters.
- Undertaking due diligence during M&A share acquisition and asset acquisition transactions.
- Advising on managing the risk arising out of dual employment regimes in connection with multiple groups of consultancy employees working across UAE and the MENA region.
- Advising on the employment aspects of corporate deals (local and international) including with regard to the implications of transferring employees from one company to another.