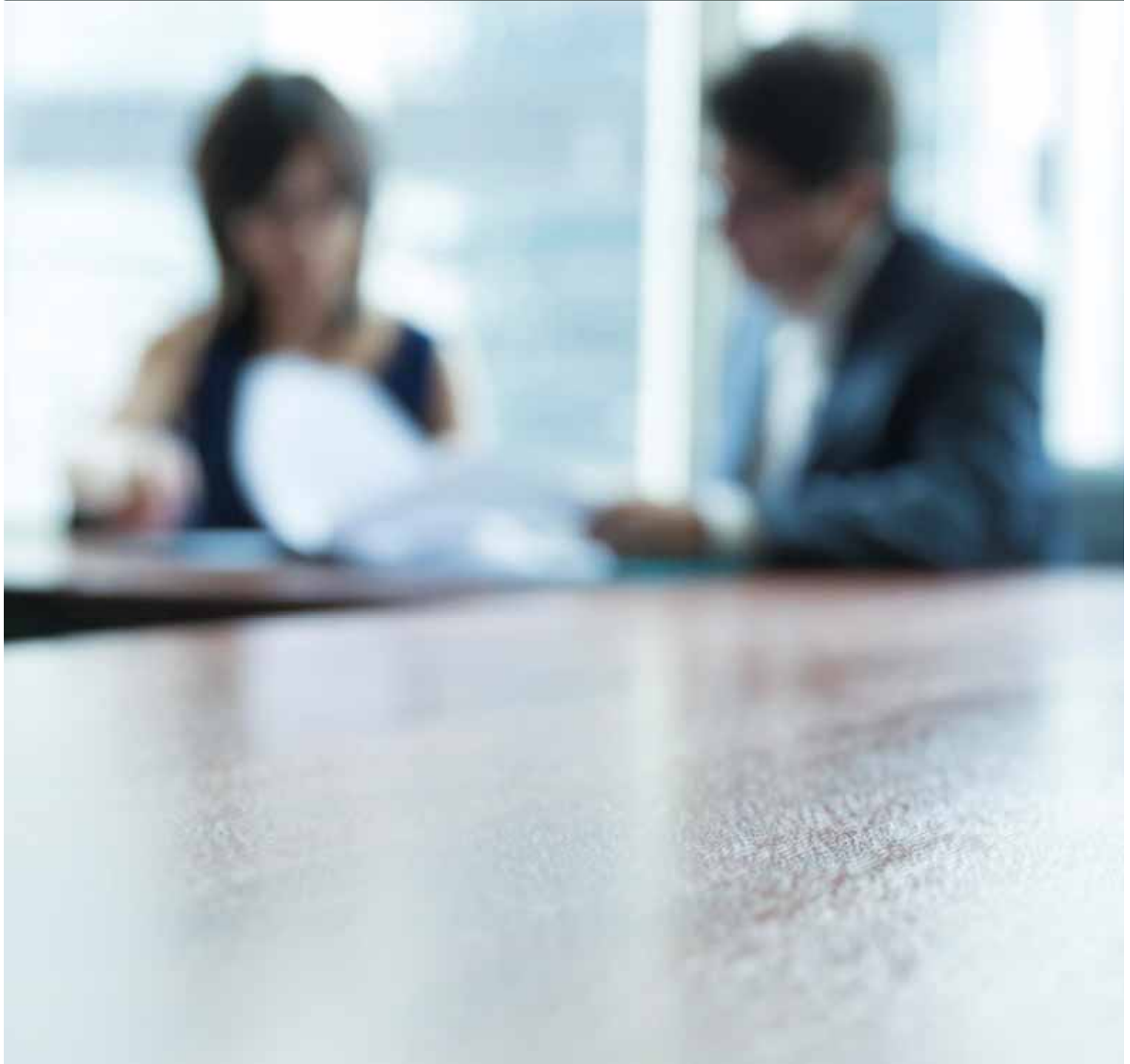


WATSON FARLEY  
&  
WILLIAMS

DUBAI EMPLOYMENT



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## WATSON FARLEY & WILLIAMS: KEY FACTS

140+  
PARTNERS

FOUNDED  
1982

14  
OFFICES

500+  
LAWYERS

11  
JURISDICTIONS

20+  
LANGUAGES  
SPOKEN

## OUR DUBAI EMPLOYMENT PRACTICE

Advising corporations, entrepreneurs and individuals, Watson Farley & Williams' Dubai-based employment lawyers provide pragmatic advice in relation to a range of matters – from day-to-day queries to strategic business planning.



“EMPLOYMENT TEAM WITH BROAD EXPERTISE. NOTED FOR THE INTERNATIONAL FOCUS OF ITS PRACTICE.”

CHAMBERS UK 2015

Approachable and commercially astute, our specialist employment lawyers advise on both contentious and non-contentious labour law matters. We work with clients to avoid disputes by finding creative solutions to workplace problems.

Worldwide, our employment lawyers provide practical advice in relation to contracts of employment, remuneration schemes, workplace policies (including working time schemes, codes of conduct, confidentiality, intellectual property, pension schemes), secondment and repatriation, collective bargaining, board proceedings, business transfers and M&A – including post-transaction integration issues – EU directives and government proposals, termination and compromise, and employment litigation.

We are trusted to deliver a responsive and cost-effective service in the UAE and wider MENA region. Our offering is complemented by our close dealings with the UAE Ministry of Human Resources and Emiratization and our familiarity with federal labour law and the rules/procedures of the UAE free-zone authorities.

Where necessary, we work with Emirati- or GCC-qualified counsel to deal with court proceedings and specialist areas of advice to ensure that our clients' interests are protected.

With clients including in-house lawyers, HR professionals, finance directors, managing directors, entrepreneurs and individuals, we take the time to fully understand businesses and working cultures in order to deliver high-quality bespoke services.

Our Dubai employment team regularly undertake training sessions for clients on UAE employment and compliance issues.

## SELECTED EXPERIENCE

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Owing to the sensitive nature of many of the mandates on which we advise, much of our experience in this area remains confidential.

### MULTI-NATIONAL MEDIA RESEARCH COMPANY

Advising in connection with allegations of unfair/arbitrary dismissal made by a former senior director.

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### LEADING US DEFENCE COMPANY

Advising in connection with the transfer of senior employees to the UAE and Qatar (including share option rights).

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### CH2M HILL

Advising in connection with share option schemes and GCC employee participation in global incentive schemes.

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### EUROPEAN OIL SUPER MAJOR

Advising in connection with the re-organisation of its UAE headcount and the dismissal of employees located in Iraq.

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### KPMG (GLOBALLY)

We act as UAE counsel for KPMG, working alongside them as part of an integrated team on HR assignments.

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### EUROPEAN-LISTED COMPANY

Advising on the preparation of UAE HR compliance manuals and in connection with GCC labour laws.

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### EMPLOYMENT LAW TRAINING

We routinely provide coaching to HR managers and employment professionals on matters of GCC labour law.

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### GLOBAL TELECOMS OPERATOR

Advising in connection with the compliance-related matters arising from employees being located in the DIFC, Dubai Internet City and in the UAE mainland.

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### M&A TRANSACTIONS

Advising in connection with the transfer of UAE-based employees on the sale of a business/assets as a going concern and structuring the continuity of employment under applicable law.

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"...EXPERTISE IN MIDDLE EAST-RELATED TRANSACTIONS IS PARTICULARLY NOTABLE."

CHAMBERS UK 2014

## DUBAI EMPLOYMENT TEAM PROFILES



**SUHAIL MIRZA**  
Partner  
Dubai

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Suhail is the head of our Dubai corporate team. His practice also includes extensive employment and HR experience. He is active advising multinational corporates (across all sectors) doing business in the GCC and wider region in connection with the HR implications of relocating often senior employees into the region. He also advises on directors' (and managers') duties and obligations as a matter of local law (including corporate governance).

Increasingly, he is involved in drafting share incentive schemes in lieu of gratuity as the UAE becomes a more long-term employment option for individuals and companies.

Suhail is qualified to practice law in England and Wales and has been based in the region for over eight years.



**CAROLYN ANG**  
Senior Associate  
Dubai

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[cang@wfw.com](mailto:cang@wfw.com)

Carolyn's practice focuses on M&A, joint ventures, fund raisings and general corporate and commercial work. She represents corporations, international investment funds and financial institutions across a wide range of sectors globally. Having worked extensively with clients in Asia and Europe, she has developed a flexibility of approach and a keen eye for the issues associated with cross-border transactions and regulatory work.

Carolyn's experience of working directly with business units and commercial teams on client secondments in-house has given her a unique insight and acute sensitivity to her clients' commercial needs.

Carolyn is qualified to practice law in Singapore and England and Wales.



**MUSTAFA DARWICH**  
Paralegal  
Dubai

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Mustafa is a bilingual Paralegal in the firm's Corporate group. Mustafa's practice focuses on UAE corporate law, and shipping and aviation finance.

As a fluent Arabic speaker, Mustafa acts as our liaison contact with all of the UAE governmental authorities and keeps us, and our clients, informed on policy direction in the region.

## REPUTATION

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"...EFFECTIVE, DECISIVE AND PROVIDES HELPFUL AND CONSTRUCTIVE ADVICE..."

CHAMBERS UK 2016



"PROACTIVE AND RESPONSIVE, AND THEY FOCUS ON A CLIENT'S COMMERCIAL INTEREST."

CHAMBERS GLOBAL 2016

"A BROAD AND VARIED PRACTICE WITH THE ABILITY TO DEAL WITH A RANGE OF BOTH CONTENTIOUS AND NON-CONTENTIOUS EMPLOYMENT MATTERS."

CHAMBERS UK 2014

"AMAZING. THEY WERE EXTREMELY PROFESSIONAL, HIGHLY RESPONSIVE AND IT WAS A REAL PLEASURE WORKING WITH THEM."

CHAMBERS UK 2016

"REALLY GOOD PERFORMANCE; IT IS AN EXTREMELY HARD-WORKING TEAM."

CHAMBERS EUROPE 2015

"THEY ARE SPECIALISTS AND THEY ARE GOOD AT WHAT THEY DO."

CHAMBERS UK 2016

"AN EXCELLENT FIRM, IT IS AMONG THE VERY BEST. IT IS VERY DEDICATED TO ITS CLIENTS AND UNDERSTANDS THEIR BUSINESS AND COMMERCIAL POSITIONS VERY WELL."

CHAMBERS ASIA PACIFIC 2015



"THE TEAM MEMBERS ARE VERY FLEXIBLE AND CLEVER."

CHAMBERS EUROPE 2015



"'RESPONSIVE, VERY POLITE,' WITH A 'COMMERCIAL APPROACH AND GOOD KNOWLEDGE OF THE RELEVANT ISSUES'."

IFLR1000 2015

"THEY ARE ALWAYS IMPRESSIVE."

CHAMBERS UK 2016

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