Employment and Labor

Over the past three decades, Shahid Law Firm’s employment and labor law practice group has drawn upon the Firm’s longstanding experience in all areas of the Egyptian labor law, including litigation and arbitration.

We have a reputation for successfully assisting our clients in obtaining Egyptian work permits and visas for foreign nationals, which is a service underpinned by our firm’s tradition of maintaining excellent professional relationship with the Egyptian Ministry of Manpower, in addition to our deep understanding of the immigration authorities’ focus and concerns. We also assist our clients in obtaining certain exemptions with respect to recruiting expatriates, whenever possible.

Due to our profound knowledge of the Egyptian social security system, our employment and labor law practice’s multi-disciplinary approach can handle all aspects of regulatory labor law and social insurance for our clients, from the registration and maintaining of files with the authorities, to providing advice on how to settle disputes in the most effective manner including dealings with labor unions.

We provide legal advice on all areas of the labor law, including:

- Negotiation, drafting and review of employment contracts, termination agreements, secondment, personnel handbooks, relocation policies, expense policies, and all contractual documents related to laws and regulations;
- Advising on employment contracts for executives, including compensation packages, and non-compete covenants;
- Advising on labor-related matters in the events of business transfers, mergers and acquisitions;
- Structuring of remuneration and bonus schemes such as deferred compensation, employee participation (share or stock option plans, etc.), or other schemes;
- Conducting administrative investigations in relation to labor dismissal cases;
- Preparation and enforcement of individual or collective dismissals, employment-related consequences of work schedule reductions; and
- Handling Labor Law litigation before courts and governmental committees.

Also, our key clients include AstraZeneca, GlaxoSmithKline, Eli Lilly, Scatec Solar, Abbott, AbbVie, Ariston Therma S.p.A., Avery Dennison, Credit Suisse, Edison International S.p.A., ENI, European Investment Bank, Ferro Corporation, Impresub International LLC, Mace Group, Nokia Networks, Norgine, NRC, Reckitt Benckiser, Roche Diagnostics, SAS LLC, Saipem, SIAE Microelettronica, Sonesta, SWR TV and Radio (German TV and Radio), Takeda, ThyssenKrupp Industrial Solutions, Julius Baer, Qatari Diar, Total Safety, Frank’s International, Vegas Oil, Moody’s, Mundipharma and Yahoo!

We continue to represent major corporates concerning their day-to-day ongoing business concerns including employment and labor matters.

We have ample experience in litigating multi-faceted employment and labor law issues in court, and in representing clients before administrative agencies. We have the knowledge and experience to resolve the most complex labor law matters, including those requiring interaction with the local authorities.

Shahid Law Firm is the only Firm in Egypt that is listed on Who’s Who Legal 2014 in the areas of work permits and migration.

Shahid Law Firm’s involvement in Employment and Labor cases includes:

- Advising AbbVie on employment investigation matters under employment law, and conducting investigations;
- Providing AstraZeneca with a comprehensive overview of the Egyptian Labor Law;
- Drafting employment contracts for Scatec Solar and providing legal advice on various labor matters;
- Advising Nokia on employee secondment under
Egyptian law;

- Advising Frank’s International on labor law concerning termination and redundancy;
- Advising Moody’s on labor, employment and privacy matters;
- Representing Mundipharma in their day-to-day ongoing business concerns including employment matters, termination of employment and advising on amicably settling employment-management matters;
- Representing Ariston and SWR on day-to-day employment matters including drafting of employment contracts, executing staff members’ termination and handling social insurance matters;
- Representing Yahoo! in the amicable termination of 110 employees’ employment contracts as part of Yahoo!’s ceasing its activities in Egypt;
- Representing IEOC, a subsidiary of ENI, in the arbitration case filed by its employees on the grounds of laws and regulations applicable to employees’ profit-sharing schemes in general and in the oil and gas field in particular and filing challenges before the Egyptian Constitutional Court;
- Negotiating settlements with the employees of Total Safety and conducting employees’ termination in the context of the company’s ceasing its activities in Egypt;
- Drafting employment contracts and reviewing HR handbook for Impresub International LLC;
- Providing pensions and employment support in relation to the transfer of GSK and Novartis as well as advising on the legal underpinnings of the transfer of employees between the two companies;
- Assisting in drafting and reviewing employee handbooks and HR policies for GSK;
- Counselling Abbott and AbbVie on Egyptian law aspects of labor and employment in the context of their global business split;
- Obtaining an exceptional approval for the 9:1 rule for 300 expats for ThyssenKrupp Industrial Solutions;
- Reviewing the code of conduct for Qatari Diar;
- Assisting Sonesta with employment and labor matters with respect to hotels and resorts managed by it in Egypt;
- Assisting Julius Baer on obtaining work permit for an executive manager as well as exempting him from 9:1 rule; and
- Assisting a major sand bricks producer in finalizing capital increase and restructuring plans. Shahid Law Firm assisted the client through the aforementioned amidst the General Authority for Investment and Free Zones (“GAFI”) suspending the execution procedures over complaints filed by the Company’s Workers Union with respect to the capital increase.

Key Contacts

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