



The Risk *Review*

Our work in the *Middle East*

Employment regulation and workplace culture across the Middle East are undergoing a period of significant and sustained reform. Simultaneously, the growth in the region is attracting unprecedented levels of talent.

Businesses like yours must ensure you are equipped to be more proactive to these changes than ever before.

The strain on HR professionals and in-house counsel in navigating these developments should not be underestimated; support from a trusted partner is crucial to ensure that you remain compliant, aware of and protected from the key areas of risk whilst evolving best practices and processes to constantly improve the workplace culture.

Our International Employment law team combines on-the-ground, global as well as regional expertise to deliver pragmatic advice to employers operating within the Middle East, across the full range of strategic advisory and contentious employment matters. Our network of international offices and local counsel means that we can also deliver cross border advice in all of the major jurisdictions of the world.



The Risk Review - *First of its kind and a different approach*

Very few lawyers in employment law talk about risk. They concentrate on compliance and remedy. We take a different approach. We appreciate how full compliance is often not in line with business needs. Instead, a commercially sensible strategy is needed which minimises risk and understand what your objectives are and how you can achieve them.

Our “*Risk Review*” service seeks to do just that in terms of the wider business – for a fixed fee, our team will provide a clear, practical assessment of your employment policies, contracts, and workforce practices.

How it works

The review will assess your current employment documentation and practices against key areas of risk, including:

- Investigations, grievances, and disciplinary processes;
- Employment contracts;
- Policies on working hours, remote working, leave, incentive schemes and benefits;
- Protection and mechanisms to deal with whistleblowing;
- Protection and mechanisms to prevent harassment in the workplace and from third parties;
- Termination procedures and end-of-service entitlements;
- Compliance with nationalisation requirements;
- Use of contractors, consultants and agency workers; and
- Anti-discrimination, Diversity, Equality and Inclusion, and safeguarding frameworks.

The Outcome

We will deliver a concise, prioritised red-flag analysis highlighting areas of legal, operational, and reputational exposure - giving you confidence that your employment framework aligns with both local requirements and international best practice.

The Risk Review reduces the business risk of facing costly and time-consuming employment claims, and results in lower staff turnover, a reduction in management time spent on unnecessary employment related issues and a more open and productive relationship between staff and managers..

The Follow-up

Once we have completed this review you will have the opportunity for our team to provide you with a bespoke workshop that will cover:

- A walk through of our key findings with your HR and/or leadership teams;
- Recommended prioritisation of remediation steps and an agreement on an action plan;
- Establishing what training is required on key risk areas and emerging legal developments; and
- Where necessary, dedicated support on the design, or updating of key policies and processes.

This bespoke session will ensure you understand the issues, the implications, and the practical steps required to bring your employment framework into alignment with local expectations and requirements.

Michael Powner
Head of Middle East Employment, Lead Contact
michael.powner@crsblaw.com
+971 4 246 1912

Our Firm at a glance

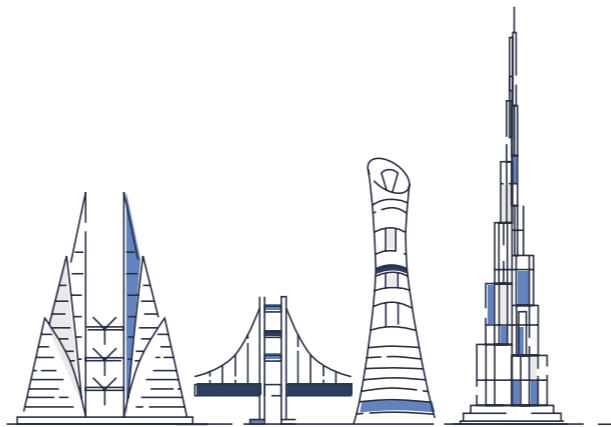
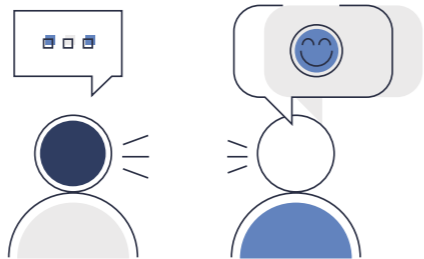
With both English and Arabic speaking lawyers, our experienced Middle East team *understand your specific requirements and the nuances of each marketplace in the region.*

Renowned for handling some of the region’s most significant transactions and litigation cases our partners in the Middle East are consistently ranked as leading lawyers in their respective fields in independent directories such as Chambers Global and The Legal 500. We are particularly proud of our investment in lawyers with local law qualifications, which brings an important multi-cultural dynamic to our Middle East team.

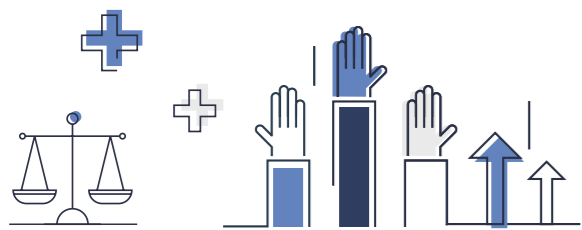


10 Middle East partners ranked in Chambers Global 2025

+40 languages, multilingual teams, including Arabic speaking lawyers



+20 years duration of time in the region



Common Law and Civil Law **qualified** lawyers

Representation

in international and local courts including DIAC and ADGM



Ranked in 10 categories of The Legal 500 EMEA 2025



Charles Russell Speechlys helped us manage a very delicate situation and they were always prompt in their responses.”

Employment respondent Global.