



Iain Skinner

Partner

Dubai

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Iain Skinner advises clients based in the UAE and Middle East region on all aspects of the employment relationship. His practice covers a variety of different sectors with a particular focus on Technology, Life Sciences, Energy and Resources, and Infrastructure, Construction and Transport.

RELATED SERVICES

- Employment

He regularly advises clients on non-contentious matters such as assisting in the transfer of employees, reviewing contracts of employment and handbooks and advising on the recruitment of employees into the Middle East region. Iain also assists clients with senior executive terminations and exit strategies and has particular experience in the areas of restrictive covenants, protecting client's confidential information, workplace harassment, workplace investigations, the use of social media and employee incentives.

On contentious matters Iain has been involved in both free zone and onshore UAE labour disputes and litigations, covering all types of employment (and criminal) claims. Iain also appeared regularly before the Scottish Courts and employment tribunal prior to relocation to UAE. In addition to the above, Iain is an experienced trainer and presenter.

EXPERIENCE

- Advising in house legal and senior personnel within an Investment Bank on their rights and remedies following the mass resignation and departure of a team of investment managers from their office
- Advising clients in relation to the enforcement of restrictive covenants and the misuse of confidential information including obtaining remedies in the courts
- Principal advisor to various companies on all strategic employment matters covering issues such as employment litigation, diversity, whistleblowing, executive terminations, contract change, global mobility and secondments
- Advising an international company on the implementation of redundancy procedures and handling employee relations in connection with the closure of a site
- Advised well known company on the implementation of new terms and conditions of employment including termination and re-engagement
- Advising on the employment issues arising out of administrations and insolvencies
- Advising a multinational company on a sensitive investigation concerning a dignity at work issue

- Investigation of complaints for international clients relating to workplace issues, business and ethics conduct
- Advising a company on the dismissal of a large number of senior employees following investigation into inappropriate workplace conduct
- Securing clients confidential information and good will through the use of contractual clauses and court intervention, in the form of criminal complaints

CREDENTIALS

Prior Experience

- 2017 – Date, Legal Director, DLA Piper Middle East
- 2013 – 2017, Senior Legal Consultant, DLA Piper Middle East
- 2005 – 2013, Assistant, Associate and Senior Associate, DLA Piper
- 2004 – 2005, Assistant, law firm based in Glasgow
- 2003 – 2004, Assistant, law firm based in London
- 1999 – 2003, Trainee and Assistant, law firm based in Edinburgh

Education

- University of Strathclyde, Diploma in Legal Practice, 1999
- University of Glasgow, LLB, 1998
- University of Stirling, BA Hons 1st Class History and Political Science, 1996

INSIGHTS

Publications

- Ramadan in the GCC, 23 Apr 2019
- The UAE 'hate law': Application and abuse, 17 Feb 2019
- GCC Roundup labour law developments and public holidays, 15 Nov 2018
- Ramadan in the GCC, 15 Apr 2018
- Restrictive covenants in the UAE, 22 Nov 2017
- Article on Federal Law No.2 of 2015 - on Combating Discrimination and Hatred, Jan 2016

NEWS

DLA Piper announces partnership promotions for 2019

1 APR 2019

DLA Piper is proud to announce that 77 lawyers have been promoted to its partnership. The promotions are effective as of April 1, 2019 in the United States and May 1, 2019 for EMEA and Asia Pacific. The promotions were made across many of the firm's practice areas in 43 different offices throughout 20 countries.
