



## Damiens Aw

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Damiens Aw heads GENI & KEBE's Employment team. He advises on employment matters for both employers and employees. Prior to joining GENI & KEBE, Damiens worked with the Senegalese Ministry of Labor and Social Security as a labor inspector and as a human resources director in the private sector.

Damiens advises on HR management, contracts, wages, dismissals, cross-border employment, pensions and social security. He supports clients on redundancies and corporate restructuring, human resource issues in relation to mergers and acquisitions and negotiations with trade unions and staff representatives.

### Related services

[Employment](#)

### Related sectors

[Consumer Goods and Retail](#)

[Financial Services](#)

[Industrials](#)

### Languages spoken

French, Wolof

## Experience

Experience has included advising:

- A leading international news carrier on the dismissal of a high profile correspondent
- Emirates Airlines on employees' rights under Senegalese law
- Mastercard Foundation on local and expatriate employment contracts
- An international pharmaceutical company on employment obligations relating to office closures and dismissals
- An international IT consultancy on the termination of employment in Senegal
- NGOs Water Aid and Child Fund on social audits
- The Japanese International Cooperation Agency on human resources management
- Action Aid on the termination of employment contract
- KPMG on immigration employment

## Credentials

### Professional Qualifications

- Jurist, Senegal (2004)

### Education

- National Institute of Administration, Diploma of Labor Law and Social Security (2004)

- University of Cheikh Anta Diop, LL.B. (2011)

## Insights

### COVID-19 and the right to work

23 April 2020

The purpose of this note is to (i) shed light on the content of this ordinance, and (ii) analyse how it restricts the power of employers to dismiss or to suspend employment contracts in Senegal, as outlined in the Labor Code.