



Samah Salah

Partner, IMMMA Advocates

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Samah Salah is a practicing Advocate of the High Court in Tanzania mainland and Tanzania Zanzibar. Samah is a Partner at IMMMA Advocates and is currently the Head of the Zanzibar branch office. Samah specializes in corporate and commercial litigation, arbitration, employment and labor relations. She is Deputy Head of the firm's Litigation Department and heads the firm's Employment and Labor Practice.

Samah has successfully represented and advised several top-tier commercial banks, mining companies, oil and gas companies, national and international non-governmental organizations in arbitration, litigation, employment and labor relations. Additionally, she has successfully represented and advised various local and international companies in arbitration and enforcement proceedings of foreign arbitral awards both in mainland Tanzania and Zanzibar.

Related services

[Litigation, Arbitration and Regulatory](#)

[Employment](#)

[Intellectual Property and Technology](#)

Languages spoken

English, Swahili

Experience

Experience has included advising:

- Standard Chartered Bank Tanzania in a claim of USD490 million
- Acacia Mining and its subsidiaries in claims at the high court involving more than USD33 million
- A non-governmental organization in a class action by 140 employees
- A tobacco company in an employment claim involving USD6.6 million
- A Chinese construction company in a settlement of a claim of USD7 million
- A local hunting company in an arbitration involving more than USD1 million
- Oil and gas companies and mining companies in employment and labor matters
- A local hunting company at the High Commercial Division in a claim of more than USD2 million
- Puma Energy in a class action by 145 employees following retrenchment
- Various national and international organizations on compliance, employment and labor relations

Credentials

Professional Qualifications

- Advocate of the High Court of Tanzania and all courts subordinate thereto (except primary courts) (2007)
- Advocate of the High Court of Zanzibar and all courts subordinate thereto (except primary courts and Kadhi's Courts) (2011)

Education

- University of Dar es Salaam, Bachelor of Laws (2005)

Recognition

- Leading individual in the area of General Business law: Dispute resolution, Chambers and Partners, 2012 and 2013

Prior Experience

- 2013 to date, Partner, IMMMA Advocates, DLA Piper Africa member firm in Tanzania
- 2011 to 2013, Senior Associate, IMMMA Advocates, DLA Piper Africa member firm in Tanzania
- 2007 to 2011, Associate, IMMMA Advocates, DLA Piper Africa member firm in Tanzania
- 2005 to 2007, Pupil / Legal Officer, Tanzania-based firm
- 2005, Intern, Tanzania-based firm

Memberships

- Tanganyika Law Society
- East Africa Law Society
- Law Society of Zanzibar

Insights

Regulations on the Use of Foreign Currency 2025

17 April 2025

Impact on employment contracts in foreign currency and the way forward

Transforming Labour Relations: A Closer Look at the Amendments to the Employment and Labour Relations Act (ELRA)

28 March 2025

The ELRA is the main legislation that regulates labour and employment relations, safeguard rights, and establishes standards for a fair and productive workplace in Tanzania Mainland.

Tanzania: managing the employment relationship during COVID-19

16 April 2020

To help businesses navigate the labour challenges caused by the pandemic, we have highlighted a few measures that may be applied to limit the impact of the COVID-19 pandemic crisis to businesses in Tanzania.