

## Doe Tsikata

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### Accra

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Doe Tsikata has been in legal practice for over 34 years. She has extensive dispute resolution experience, representing clients before all the superior courts of Ghana as well as other bodies such as the National Labour Commission. She has advised clients on a wide range of employment law issues including redundancies, terminations and employee benefits and represented them in collective bargaining negotiations with labour unions. She has advised clients in the real estate business on construction contracts and clients in the hospitality business on management and marketing agreements with international hotel groups and regulatory issues relating to them.

Her clients include major multinational mining companies, banks, insurance companies and hotel companies.

Doe has a keen interest in the development of the law and she co-authored the International Council for Commercial Arbitration Handbook Country Report for Ghana for 2018 and contributed a chapter to Chambers and Partners' Anti-corruption Global Practice Guide for 2017.

She has also contributed to articles on the use of restrictive covenants in employment contracts in Ghana, an employment law guide titled "From Recruitment to Retirement across Africa" and "What a New Investor Should Consider When Entering the Ghanaian Property Market."

## Experience

Experience has included advising:

- A Dutch construction company in litigation before the three superior courts in Ghana, in respect of a claim in the region of USD7 million relating to construction work done by the client for a contractor in respect of the West Africa Gas Pipeline.
- Gold Fields Ghana Limited in litigation brought against it by a labor union over its decision to engage in contract mining resulting in the retrenchment of its employees.
- Newmont Golden Ridge Limited in court in relation to arbitration involving construction contracts instituted by a contractor against the company and in challenging in one case and resisting in the second case, the enforcement of the arbitral award made against the client.
- Ghana's first 5-star hotel in relation to its redevelopment and refurbishment and the relevant construction agreement, marketing and procurement contracts.
- A major shareholder in relation to the construction, management and marketing agreements of a 3-star hotel in accordance with the Protea brand.
- On the provision of legal support to the human resource department of a 5-star hotel in relation to employer / employee issues.

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### Related services

[Litigation, Arbitration and Regulatory](#)

[Employment](#)

[Real Estate](#)

### Related sectors

[Real Estate](#)

[Insurance](#)

[Infrastructure, Construction and Transport](#)

### Languages spoken

English

- A client in enforcement proceedings in court in relation to two substantial arbitral awards obtained against a Ghanaian company in Dubai.
- Newmont Ghana Gold Limited in an appeal before the Court of Appeal in a wrongful dismissal suit involving 9 former employees, now pending before the Supreme Court.
- An international hotel with over 100 hotels worldwide on operating its franchise in Ghana.

## Credentials

### Professional Qualifications

- Enrolled on the Roll of Lawyers to practise as Solicitor and called to the Ghana Bar (1984)

### Education

- Harvard Law School, LL.M (1992)
- Alliance Française, Ghana, Diploma, French Language (1989)
- Cambridge University, LL.M (1988)
- University of Ghana, LL.B (1981)

### Prior Experience

- 1990 to present, Associate and subsequently Partner, Reindorf Chambers, DLA Piper Africa member firm in Ghana
- 1986 to 1990, Associate, Accra-based law firm
- 1984 to 1986, Assistant State Attorney on national service, Attorney General's Office, Ghana

### Memberships

- Ghana Bar Association
- International Council for Commercial Arbitration
- African Arbitration Association
- International Federation of Women Lawyers (FIDA), Ghana