

Sarah Chihi

Counsel

Paris
+33.1.58.44.15.10

Sarah.Chihi@klgates.com

OVERVIEW

Sarah Chihi is counsel in the firm's Labor, Employment, and Workplace Safety practice. Prior to joining the firm, Sarah served an associate for a French and an international law firm where she focused on litigation before labor jurisdictions and counseling.

PROFESSIONAL BACKGROUND

Prior to joining the firm, Sarah served an associate for a French and an international law firm where she focused on litigation before labor jurisdictions and counseling.

Counseling: Implementation of business reorganizations and downsizing, implementation of disciplinary procedures and individual dismissal procedures including senior executive employees, implementation of TUPE transfers, information and consultation of employees' representative bodies, audit in the context of restructuring operations, assistance with internal harassment investigations.

Litigation: Individual and collective claims before labor courts re: redundancy procedure, individual dismissal procedure including senior executive employees, fraudulent transfer of employment contracts, moral harassment, working time claims, professional elections, discrimination, negotiations with senior executives.

ACHIEVEMENTS

- Recognised by *The Legal 500 EMEA* as a Recommended Lawyer for Employment in France, 2025-2026

ADDITIONAL BACKGROUND

- Conference on disciplinary measures: update on recent case law, Paris, April, 26, 2017
- Conference on the reform of the procedure before labor jurisdictions, Paris, July, 7, 2016
- Conference with the International Bar Association, Mexico, April 2016

EDUCATION

- Law Certificate, Paris Bar School (EFB), 2013
- Master 2, Paris-Est Créteil Val de Marne, 2012
- Master 1, University of Paris 2 Panthéon-Assas, 2011
- Licence, University of Paris 2 Panthéon-Assas, 2010

ADMISSIONS

- Bar of Paris

LANGUAGES

- Arabic
- English
- French

THOUGHT LEADERSHIP *POWERED BY HUB*

- 19 May 2025, Harassment in the Workplace: A Major Challenge for Employers in France
- 27 June 2024, Internal Investigations of Harassment Claims
- 4 June 2024, Paris Olympic Games 2024: Reminder of The Main Rules Applicable to Non-French Employers
- 11 November 2023, Paid Leave in France: New Rules Applicable
- 17 August 2020, COVID-19: Return to Work and Partial Activity (II)
- 24 June 2020, COVID-19: Return to Work and Partial Activity
- 22 May 2020, COVID-19: Employees' Return to Work - How Employers Can Prepare for a Gradual and Safe Transition
- 7 May 2020, COVID-19: French Employer Checklist: Preparing for the Gradual Return to Work
- 27 March 2020, COVID-19: Q&A on Employment Implications in France
- 23 December 2019, Employee Video Surveillance: Position of the European Court of Human Rights

OTHER PUBLICATIONS

- Sequestered boss: how to face it, how to avoid it?, *BeABoss.fr*, 22 December 2022

- COVID-19: follow-up on the vaccination in the workplace, Journal Spécial des Sociétés, December 2020
- Employee video surveillance: position of the European Court of Human Rights (decision of the ECHR, 17 October 2019), December 2019
- The “Macron scale”: comments on the advice rendered by the French Supreme Court on 17 July 2019
- Misclassification of successive fixed-term contracts: no salary back pay is due except if the employee demonstrates that he was at the employer's disposal, 28 November 2017
- Difference in treatment between employees working in different establishments, 30 October 2017
- Vacation days under the recent « El Khomri » law, BRA Tendances Restauration, November 2016
- Employees and sexual harassment, BRA Tendances Restauration, March 2016
- Publications in the International Labor and Employment Law Committee Newsletter American Bar Association
- Publications in the EELA Journal, European Employment Law Cases

NEWS & EVENTS

- 18 June 2026, Doing Business in France: Working Time-Main French Rules
- 12 March 2026, Doing Business in France: Different Types of Employment Contracts
- 6 November 2025, Doing Business in France: Hiring and Employment Law Essentials

AREAS OF FOCUS

- Labor, Employment, and Workplace Safety