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Our Presence in Africa

Recognising the size and enormous diversity of Africa, our approach to providing legal services across the continent is intended to offer on-the-ground advice in the countries that matter for our clients. Our presence in Africa is always evolving to meet the changes that are shaping the future of this vast continent.

Currently, we have our own offices in six African countries: Kenya (Nairobi), Mauritius (Moka), South Africa (Cape Town, Durban, Johannesburg), Tanzania (Dar es Salaam), Uganda (Kampala) and Zambia (Lusaka).

We work closely with our Bowmans Alliance firms in Ethiopia (Aman Assefa & Associates Law Office) and Nigeria (Udo Udoma & Belo-Osagie). These are two of the leading corporate and commercial law firms in their jurisdictions.

We have special relationships with competent practitioners in Malawi and Mozambique. We also have a non-exclusive co-operation agreement with French international law firm Gide Loyrette Nouel that provides our clients access to assistance in francophone west and north Africa and Gide’. The arrangement provides complementary access for Gide’s clients and lawyers to markets in central, southern and eastern Africa.

We ensure that, whenever our clients need legal advice in other parts of Africa, we can assist them by tapping into our comprehensive database of contacts of the best firms and practitioners across the continent.

On the global front, Bowmans has long-standing and excellent relationships with a range of international law firms with whom we often work on Africa-focused client mandates. We are also a member firm of Lex Mundi, a global association of more than 160 independent law firms in all the major centres across the globe. Lex Mundi gives us the ability to connect our clients with the best law firms in each of the countries represented.
The drive by governments in Sub-Saharan Africa to stimulate employment, protect workers’ rights and address historical imbalances has produced a variety of distinct regulatory systems for employment in the region. This is made more complex by a strong culture of collective bargaining, and an overlap between labour and social issues, between strikes and social protest across the region.

We have been at the forefront of employment law in the region for many years. We offer a breadth and depth of knowledge and experience in the fields of industrial relations, employment, employee benefits and pensions law in Africa that is hard to match. Legal 500 (2015) believes that we have “unrivalled public sector experience”; advise “a vast array of multinationals and blue-chip South African corporates”; and have built “a strong record in strikes and retrenchment exercises”.

We keep our clients at the forefront of developments in employment laws, regularly contribute to employment law publications and provide training and present lectures in a variety of forums.

We deliver a wide range of employment law services across both the public and the private sectors in the African countries in which we operate.
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