

# ELITE PARS

Law Firm

Legal Update Prepared for  
Elite Pars Clients



## Introduction

Established in 2019, Elite Pars is a boutique law firm with professional lawyers and legal minds as its core team. Lawyers at Elite Pars render legal advice on a wide range of matters in parallel to dealing with various local, regional and international arbitration and litigation cases.

Elite Pars draws strength from its diversity. We recruit from a wide variety of backgrounds, seeking out the best and those with the highest potential and we invest in their development. Our profound knowledge of assorted legal areas, enables us to efficiently guide our clients through the most complex matters they are facing. Furthermore, our practical experience provides us with insights that help us assist our clients in achieving their legal goals.

In case you have any queries regarding this document or would like to inquire as to how we could serve you best, please feel free to contact our partners Dr. Navid Sato and/or Dr. Nima Nasrollahi via [n.sato@elitepars.com](mailto:n.sato@elitepars.com) and/or [n.nasrollahi@elitepars.com](mailto:n.nasrollahi@elitepars.com).

## LEGAL UPDATE: AUGUST 2022

### PERMANENCY OF SOME LABOUR CONTRACTS WITH EMPLOYEES

A member of the Supreme Labor Council suggested the necessity of concluding permanent labor contracts with employees in certain professions. It means that in jobs that are continuous in nature, the employer can sign a temporary contract with the worker for up to four years, and after four years, the employee's contract automatically becomes permanent. Road construction, bridge construction, and building construction are recognized as jobs of non-continuous nature. These jobs are completed in the form of a project in a short period of time, so it is not correct to consider them as permanent jobs.

This step to reform the Iranian labor law is still in a general political discussions stage but if the plan goes ahead, it would be a step towards standardization of labor protection in Iran. Currently, employers have a free reign regarding the duration of employment agreements and this has created a precarious situation for many employees.

### EU MEDIATION IN IRAN - US NUCLEAR TALKS

In August 2022, a breakthrough happened in the stalemated Nuclear Deal negotiations. After lengthy negotiations, the European Union drafted a "final text" of restoration deal to which USA subscribed. The Europeans and USA presented this text as the last chance for restoration of JCPOA and asked Iran to give them a "yes or no" answer. The Iranian response was lengthier than a simple "yes or

no", however, according to insider sources quoting European officials, Iran's response did not present a serious challenge to restoration of the deal. Borrel considered Iran's answer to EU proposal as "reasonable". While Russian authorities have stated that they stand ready for constructive talks in order to finalize the agreement, the US response to Iran's suggestion have been less than promising.

On August 19, 2022, Aljazeera reported that according to the insider sources a deal is already reached and it will be announced shortly. According to Aljazeera, "the proposal stipulates on the day after the agreement is signed, sanctions on 17 Iranian banks as well as 150 economic institutions will be lifted" and within 120 days of signing the deal, in addition to permission to increase its oil exports, Iran will get access to \$7 bn of its blocked funds in South Korea.

CNN also reported that Iran has retracted one of its more challenging conditions but cautioned that although both sides are closer than ever to reach an agreement but some differences remain. CNN did not elaborate on the retracted condition, but some observers believe that it relates to Iran's demand of a guarantee by USA not to withdraw again. However, according to Aljazeera, based on the European text, USA will be fined if it leaves the deal.

Josep Borrell, the High Representative of the European Union for Foreign Affairs and Security Policy mentioned that most of the countries that were part of 2015 nuclear talks with Iran agree with EU proposal.

During the past few months, talks to revive the nuclear pact stalled due to Iran demands to remove Islamic Revolutionary Guard Corps from the formal US list of terrorist organizations, as well as closing International Atomic Energy Agency investigations into Iran nuclear sites. However, another round of negotiations has been started as a result of European Union mediation to revive the JCPOA by drafting a new text.

Iran has now declared its readiness to swap prisoners with the United States and discuss the release of prisoners in exchange of jailed Iranians, many of whom are held for violating United States unilateral sanctions, in case of revival of nuclear deal. Iranian Foreign Minister Hossein Amir-Abdollahian shared Iran final thoughts with European officials in response to the proposal, hoping for sanctions lifting in return for non-proliferation.

While the EU Proposal may not have addressed all concerns from both sides, EU emphasized that it addresses the concerns that go beyond the nuclear issue, such as human rights which was not considered in JCPOA. Reaching an agreement is expected to deliver significant economic and financial benefits for Iran as well as strengthen regional and global security.

As a result of recent talks, the free market rate of the US dollar has started a continuous downward trend in the past few weeks. After the latest round of Iran's nuclear negotiations with world powers in Vienna, with the mediation of the European Union and the indirect presence of the United States, the

price of the dollar had decreased from IRR 320'000 to around IRR 290'000.

### **RETURN OF UAE AMBASSADOR TO IRAN AFTER SIX YEARS TO RESUME DUTIES**

According to the UAE Ministry of Foreign Affairs and International Cooperation; Saif Mohammed Al Zaabi will return to the Iranian capital as United Arab Emirates Ambassador in the coming days to help advance bilateral relations and ease political tensions by coordinating and collaborating with Iranian authorities in conformity with the diplomatic norms that govern the bilateral relations between the two nations, in order to accomplish the mutual interests.

After years of hostility on opposing sides, a phone call was made in July 26 between H.H. Sheikh Abdullah bin Zayed Al Nahyan (Minister of Foreign Affairs and International Cooperation of United Arab Emirates) and Dr. Hossein Amir-Abdollahian (Minister of Foreign Affairs of the Islamic Republic of Iran) as part of the UAE's essays to re-establish commercial ties with Iran and in accordance with their prior decision to elevate diplomatic representation with Tehran. As a result of this discussion concerning boosting ties, UAE Ambassador will resume his duties within the next several days in Tehran.

In that respect, Anwar Gargash UAE Presidential Advisor said in a tweet via his Twitter account that "the wise leadership's decision to return the country's Ambassador to Tehran comes within the UAE's regional orientation towards restoring bridges, strengthening relations, maximizing the common and building on it to create an

atmosphere of trust, understanding and cooperation.”

It should be noted that the primary reason for the termination of diplomatic cooperation between the two countries was the 2016 attack on the Saudi Arabia diplomatic missions in Iran which led to a setback in diplomatic relations as well as in commercial ties.



**Dr. Navid Rahbar Sato**  
**Managing Partner**

Dr. Navid Rahbar Sato is a founding partner and the managing director of Elite Pars Law Firm. He is a qualified international and domestic lawyer in the Iranian market with a primary focus on cross border transactions and oil and gas law. With several years of experience, he has extensive comprehension of the national, regional and international commercial legal systems. He also handles litigation and arbitration cases where he sets out the legal strategies and heads the team in the process. He particularly advises clients on energy law, foreign direct investment, incorporation, mergers and acquisitions as well as import and export regulations in the region including sanctions' compliance matters.

Navid holds an SJD from Washington College of Law and is a Vanderbilt LL. M. graduate of NYU School of Law and an International Trade Law LLM graduate of the American University of Washington D.C. He is an assistant professor at Shahid Beheshti University of Tehran.

Navid speaks fluent Farsi and English, as well as basic French and Japanese.  
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**Dr. Nima Nasrollahi Shahri**  
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Dr. Nima Nasrollahi Shahri is a founding partner at Elite Pars Law Firm and heads the energy, investment law and arbitration practices of the firm. He is a seasoned lawyer in the field of oil and gas and renewable energies and has advised major international oil companies with respect to their participation in Iranian oil and gas projects. He holds a PhD in International Investment Law and has completed the LL. M. program of University of Dundee in Petroleum Law and Policy. He has a long list of Persian and English publications and is currently the director of oil and gas law LL. M. program at the University of Science and Culture in Tehran where he is now supervising several dissertation theses, mostly related to the same field as well as commercial arbitration. Nima regularly does pro bono educational activities. He speaks Farsi, fluent English and intermediate French and Arabic.

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