



Owino-O & Associates

Legal | Business | Advisory

Strategic disputes and regulatory risk advisors for complex matters.

Identity

Who we are

Owino-O & Associates is a premier disputes and advisory law firm which operates at the intersection of dispute resolution, strategic advisory and commercial risk, with a clear focus: delivering precise, commercially grounded outcomes in demanding environments.

Our lawyers come from a diverse range of backgrounds, having trained and practiced in leading law firms and international professional services firms recognized by leading directories. This background shapes our standards, our expertise, and outlines our professional footprint of building a modern regional practice capable of handling sophisticated, cross-border legal challenges.

Our lawyers understand that our clients operate in different sectors, have complex issues and varying needs which do not only require legal solutions, but also solutions that cut across commerce. This is the ultimate clarity, precision, and strategic depth which we offer to our clients. We have continuously developed deep expertise, forged lasting relationships and gathered commercial insight to tailor client services based on their unique needs and sector so that they may thrive in Kenya, the region and beyond.

We work with businesses, institutions, and individuals navigating disputes, regulatory exposure, and complex legal risk to not only resolve disputes, but also to position our clients to operate confidently within increasingly complex, multifaceted legal and regulatory environments and ensure that they are well prepared for the future.

Clients come to us for our deep knowledge of Kenyan law as well as our breadth of international exposure and expertise.

Core Practice Areas

Dispute Resolution

We advise and represent clients in complex disputes across multiple sectors, including:

- Commercial and contractual claims
- White collar crimes and economic recovery
- Employment and labour disputes

- Shareholder and partnership conflicts
- Regulatory and compliance disputes
- Tax disputes

Our work covers the full lifecycle of disputes from early risk assessment and strategy development to pleadings, hearings, negotiations, and resolution.

Commercial & Strategic Advisory

Many disputes begin long before litigation. We assist clients by providing structured legal advice that helps them:

- Assess legal exposure
- Evaluate litigation risk
- Structure positions before disputes escalate
- Navigate regulatory or governance challenges
- Make informed commercial decisions

Our advisory work often involves analysing complex situations and translating them into clear, actionable legal strategies.

Employment advisory and workplace disputes

We regularly advise clients on a wide range of complex employment related matters, including general advisory, litigation, contract drafting, corporate governance, employee incentives, collective bargaining and pensions. Our team provides strategic advice and commercially relevant legal solutions necessary to help clients maintain robust labour relations, minimize litigation risk and get compensation through effective workplace strategies.

Tax & Regulatory Litigation

We assist clients in navigating disputes with regulators, including tax assessments, compliance investigations, and administrative decisions. We develop litigation and settlement strategies that balance legal merit with regulatory relationships and financial exposure.

Strategic Advisory & Risk Assessment

Beyond disputes, we provide advisory support where legal risk intersects with business decisions. This includes pre-transaction risk reviews, dispute prevention strategies, and legal exposure assessments to support informed executive decision-making.

Cross-Border and Multi-Jurisdictional Matters

Modern disputes increasingly involve multiple jurisdictions, international counterparties, or cross-border elements. Our work frequently involves coordination with regional and international counsel, regulators, and counterparties. We act as Kenyan law counsel within multi-jurisdictional workstreams, ensuring local law alignment with global strategy, whether in litigation, investigations, or transactions with dispute exposure.

Our experience includes working within multi-jurisdictional teams alongside international counsel, where we:

- Provide Kenyan law input on global matters
- Align local legal strategy with broader international objectives
- Coordinate with international law firms and legal teams
- Support cross-border dispute and transaction-related mandates

This exposure enables us to operate comfortably within international legal frameworks and expectations.

Thought Leadership & Emerging Issues

Owino-O & Associates maintains a strong interest in developing areas of law like AML, technology, regulation, digital evidence, white collar crimes (economic crimes) public interest litigation, consumer protection, product liability, and fintech. We track developments in digital evidence, data governance, regulatory enforcement trends, and evolving commercial risk patterns to ensure our clients receive forward-looking advice rather than purely reactive solutions.

Contact

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Our Values

As the legal and regulatory landscape evolves particularly in areas such as governance, technology, and complex commercial risk, Owino-O & Associates is deliberately built to handle sophisticated matters, and develop into a leading practice within the region and beyond.

We are continuously looking to build a practice aligned with international standards and positioned for recognition in leading legal directories. The foundation of the firm rests on several core values:

Strategic dispute thinking

We approach disputes not only as legal problems but also as strategic challenges requiring careful positioning, timing, and risk management.

Research and legal writing excellence

Our work places strong emphasis on structured argumentation, persuasive writing, and clarity of analysis which are essential in complex litigation and advisory work.

Accountability

Clients rely on us during high-pressure situations. We prioritize responsiveness, reliability, and disciplined matter management.

Commercial awareness

Our advice aims to align legal solutions with business realities and client objectives.

Our Clients

We work with:

- Companies and founders
- Financial and commercial institutions
- Professional service firms
- International partners requiring local counsel
- High net worth individuals involved in complex disputes

FIRM PROFILE: TOP MATTERS

Commercial Disputes and Contract Enforcement

Acting for a leading player in institution-based catering services, in a multifaceted dispute involving commercial leasing, contract enforcement, cyber forensics, data protection and IT interference, and business protection against a leading international university. The high-value commercial dispute arose from allegations of contractual breach, threatened lease termination, interference with business operations, and disruption of the client's commercial interests. We have managed to preserve our client's interests by ensuring that more than a year after the initial threats of termination and eviction, our client remains in possession and continues to operate its business, and is currently pursuing full enforcement of their violated rights.

Advised and acted for a renowned catering and food services provider in Kenya, in a misrepresentation claim against a prominent international music and cultural event franchise, which is involved in the promotion of international and local hip-hop, reggae and island music arts. We successfully pursued the claim in favor of the Restaurant leading to contract rescission and financial recovery in a commercial dispute arising from a business arrangement entered into on the basis of material representations that were subsequently established to be false.

Advised on a high-value shareholder dispute involving allegations of fraud, beneficial ownership, and control of landholding entities.

Banking, Finance and Debt Recovery Disputes

Acted for a borrower in a landmark debt recovery and lender liability dispute involving unlawful recovery measures against one of the prominent digital lenders in Kenya, failure to honour restructuring and buy-off arrangements, and irregular realization of charged assets. We successfully secured a recovery exceeding five times the value of the client's original claim and vindicated the client's contractual and proprietary rights.

Tax

Acting for a client, one of the largest sports betting companies in Kenya, at the Tax Appeals Tribunal (TAT) in connection with a tax dispute with the Kenya Revenue Authority (KRA) in relation to a newly introduced taxation provision on "winnings" won by punters/players in the betting and gaming industry.

Employment Advisory and Litigation

Acting for a Kenyan subsidiary in connection with a complex multifaceted employment dispute with overlapping legal elements, including constitutional breaches, employment law, and fundamental rights.

Advised the Kenyan branch, which is also the East Africa Regional Headquarters of an international non-profit social enterprise on the legal and regulatory framework governing

Employer of Record (EOR) arrangements under Kenyan employment law, with particular focus on enforcement risk, misclassification exposure, and structuring safeguards.

Advising a multinational NGO in connection with a planned restructuring of its operations in Kenya.

Acting for a Kenyan NGO in connection with compliance matters, reporting requirements, and employment claims.

Advising a Kenyan subsidiary in connection with redundancy process in Kenya, compensation for its employees and coordinating correspondence with the labour officer.

Advising and acting for a former employee against a leading multinational in relation to an employment dispute based on unfair termination and targeted treatment where the employer had entered into an employer of record arrangement with a third party.

Advising and acting for an employer against a former management-level employee on claims of unfair termination based on vague show-cause notices, providing inadequate performance appraisals, and maintaining poor disciplinary records.

Advising and acting for a client against a former employer, a leading award-winning up-scale hotel in Nairobi at the Labour Office and successful compensation for unfair termination, discrimination and retaliation.

Cross border practice

Supported cross-border mandates as local counsel alongside international firms where we prepared strategic litigation memoranda assessing merits, evidentiary strength, and commercial risk and client's exposure within the Kenyan market.

Awards and accolades

Owino-O & Associates is recognized for its commitment to practical, high quality legal service. Our lawyers have been ranked in recognition of their work, their professionalism, and ability to tailor make solutions for our clients. These accolades are a testament to our ability to navigate complexity and provide innovative solutions.

News and Insights

Careers

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