

**Natasha Behary Paray**

Senior Associate | intellectual property (IP), real estate / property, banking and finance, corporate commercial, insolvency, restructuring and business rescue, employment
nbeharyparay@ENSafrica.com

"no boundaries"

practical experience

Natasha Behary Paray is a Senior Associate in the litigation team at ENSafrica | Mauritius. She specialises in employment law, international arbitration law and commercial dispute resolution, public procurement law and insolvency law. She also has experience in real estate and property disputes. She regularly appears before different judicial fora, including statutory tribunals.

Natasha's public procurement practice involves assisting clients since the early stages of the procurement process, including to formulate requests for clarification, to conduct due diligence/compliance of any proposed bid submission, to advise on different aspects relating to the proposed contract to be signed by the successful bidder, to appear in public procurement challenges. Natasha has successfully challenged a number of public procurement awards before the Independent Review Panel in the construction, agricultural, and IT sectors and has experience in the green energy sector. She has further appeared for the alleged public body in one case (successfully arguing that the entity was not in fact a public body for the purposes of procurement legislation).

Natasha has experience assisting employers through different stages of the employment process. She regularly advises on the employment contract prior to recruitment, including the private international law implications of international employment contracts. She also provides guidance on managing various legal aspects of the employer-employee relationship, including providing advice on the rights and obligations of the parties to the employment contract. She has experience in dealing with the labour issues arising during restructuring exercises, including retrenchments, and in advising on transfer of employment between companies of the same group, as well as structuring secondment of employees to related companies. She frequently represents employers during disciplinary hearing and she is also called upon to chair disciplinary hearings on a regular basis.

Natasha's insolvency practice includes appearing in applications for seizure of immovable assets, applications to court for insolvency petitions and providing advice in relation to existing or contemplated insolvencies, including duties of directors in such situations and related employment law matters.

In relation to real estate and property disputes, Natasha has appeared as a junior in arbitration proceedings and has led litigations on construction matters on behalf of the employer, the contractor and the client. She further has experience dealing with shareholder disputes arising in the context of joint ventures for development of land into residential properties and schemes.

Natasha has a keen interest in the study and development of international arbitration law, including international investment arbitration. She has followed an advanced course on

international arbitration delivered jointly by the Grotius Centre for International Legal Studies/Leiden University and the Permanent Court of Arbitration and has attended two sessions of the private international law summer course of the Hague Academy of International Law. In terms of practical experience, Natasha has advised clients and appeared in cases before the Supreme Court in the context of the recognition and enforcement of arbitration clauses, actions for interim measures in support of arbitration, recognition and enforcement of foreign arbitral awards and ensuing enforcement measures. She also has assisted legal research for an investment law arbitration arising under the France-India bilateral investment treaty.

qualifications

- LLB (The University of Nottingham, United Kingdom)
- LLM International Law (The University of Nottingham, United Kingdom)
- Summer Course on Private International Law (The Hague Academy of International Law)
- International Arbitration Training Course (University of Leiden and Permanent Court of Arbitration)
- Bar Professional Training Course (Nottingham Law School)
- Called to the Bar of England and Wales at the Honourable Society of the Inner Temple
- Admitted to the Bar of Mauritius

A handwritten signature in black ink, appearing to be 'enJ.' with a flourish.