

## Eu Li Lian

**Senior Associate**

**Singapore**

T +65 6922 8672

**[lilian.eu@squirepb.com](mailto:lilian.eu@squirepb.com)**

**Languages spoken**

English | Chinese (Mandarin) | Malay



## About Eu

Eu Li Lian is a senior associate with our Labor & Employment team in our Singapore office. As a dual-qualified lawyer, having been admitted to Singapore and Sabah, Malaysia, Li Lian has extensive experience advising clients on a wide variety of employment and immigration matters arising from their regional offices across Asia.

Prior to joining the firm, Li Lian spent more than six years in the litigation and dispute resolution departments of both large and mid-sized firms. With her litigation background, she is well suited to advising clients on risks and contentious employment issues.

Li Lian is also an accredited mediator with the Singapore Mediation Centre and has handled disputes as a mediator. With her training and experience in mediation, she is able to provide insight on the mediation process and has helmed a successful in-house workshop for clients of the firm.

In addition to her work experience in Singapore, Li Lian is familiar with laws in Malaysia (as they apply in the state of Sabah) and has advised on employment related issues in Malaysia.

Li Lian is fluent in English, Mandarin and Malay, and also speaks Chinese dialects Cantonese and Hakka.

## Experience

- Advising clients on recruiting and hiring in Japan, Malaysia, Singapore, Taiwan, Thailand and Vietnam.
- Advising and assisting clients on their employment and corporate policies in various jurisdictions, including China, Japan, Hong Kong, Philippines, Singapore, Taiwan and India.
- Advising clients on cost-saving measures across the Asia region, including Korea, Taiwan, China, Indonesia, Japan, Thailand, Malaysia, Singapore and India.
- Advising a client on its courses of action for exiting employees as a result of a restructuring and redundancies in Australia, Korea, Malaysia, Singapore and Thailand.
- Advising a client on the termination of employees due to performance issues in Indonesia, Malaysia, Philippines, Taiwan and Thailand.

- Advising clients on complicated senior management terminations in China, Korea and Japan.
- Advising on and managing claims by disgruntled employees in Malaysia, Indonesia and Singapore.
- Advising clients on diversity and inclusion matters, including data privacy concerns, in Japan, Taiwan, Australia, Singapore, Hong Kong, Korea, Malaysia, Philippines, New Zealand, Indonesia and Papua New Guinea.
- Advising a client on an employee stock option plan for employees and relevant tax considerations in Malaysia.
- Advising a client in the recruitment space on the employment issues relating to the amalgamation of companies.
- Successfully appealed against Employment Pass application rejections in Singapore.

## Credentials

### Education

- National University of Singapore LL.B., Honours, 2011

### Admissions

- Sabah, Malaysia, 2019
- Singapore, 2012

## Recognitions

- "(Julia Yeo) and Eu Li Lian are both knowledgeable and well-connected with partner firms in the region to be able to support in various jurisdictions and provide clear advice on how to deal with employment matters." *The Legal 500 Asia Pacific*
- "(Julia Yeo) and Eu Li Lian assisted us with an employment matter. They were both very responsive and supportive, and provided clear guidance on the best way forward. They were exemplary in the handling of the matter." *The Legal 500 Asia Pacific*

## Expertise

### Services

- Labor & Employment

## About our firm

One of the world's strongest integrated law firms, providing insight at the point where law, business and government meet. We deliver commercially focused business solutions by combining our legal, lobbying and political capabilities and invaluable connections on the ground to a diverse mix of clients, from long-established leading corporations to emerging businesses, startup visionaries and sovereign nations. More than 1,500 lawyers in over 40 offices across four continents provide unrivaled access to expertise.