With a population of 1.4 billion people in the world’s fastest growing economy, companies entering and doing business in China would do well to equip themselves with reputable professional advisors that can offer around the clock practical legal solutions at a cost competitive price. Many multinational corporations and savvy senior business leaders make the most out of the stable and predictable “One China Two Systems” common law based legal system and low tax regime in the Hong Kong Special Administrative Region.

**Why Choose Us**

Our award-winning Labour & Employment team in Hong Kong, Beijing and Shanghai can guide clients through Hong Kong and mainland China’s complex cross-border employment and labour issues. The Hong Kong team in particular advises on complex labour, employment, discrimination, visa and immigration law matters in Greater China and throughout Asia Pacific, working with a vast network of tried and tested local counsel and government officers on the back of personal relationships and experiences built over the past few decades. We advise on Hong Kong and mainland China employment and labour law in a wide range of areas including termination of employees, team moves, redundancy situations, discrimination claims, national, provincial and municipal regulations and administrative rules adopted by government ministries. Our team can demystify the legal and cultural complexities facing employers in Hong Kong and mainland China and lead clients through the immigration, employment and staff management arenas.

Protecting the rights and interests of workers has become a major issue in both Hong Kong and mainland China, especially reflected by growing pressure for leading international companies to recognise China’s trade unions. Our labour and employment team advises leading global companies on how to respond to such pressures while remaining within applicable laws.

**Highly Recommended**

Nick Chan, a partner based in the Hong Kong office, has been recognised in the AsiaLaw Leading Lawyers award annually since 2004. He is currently serving as Member, Passport Appeal Board, for the Hong Kong Government. Several of our other members have also been personally named as AsiaLaw Leading Lawyers, with the team being ILO Client Choice Award winners in 2010, 2011 and 2012.
Our Experience

- **Employers** – Advising on methods to legally terminate an employee's contract without attracting negative publicity, especially in light of the various discrimination laws that have developed in the recent years.

- **High net worth individuals** – Advising on the enforceability of restraint of trade clauses and ways to terminate their employment and to join a competitor without being accused of orchestrating a team move.

- Advising on human resources issues and preparation/localisation of the following documents for use in various countries across Asia Pacific for different levels and nature of staff in compliance with local law requirements: letters of appointment, employment agreement, termination agreement, employment handbook, confidential information and invention assignment agreement, employee share option schemes, policy for disability insurance, policy for group health insurance, policy for provident/pension funds, policy for employee compensation insurance, policy for equal opportunity, policy against sexual harassment or improper use of company proprietary information, policy for a safe and secure working environment, grievance policy, restrictive covenants for employees and directors, trust agreements and employees’ tenancy agreements.

- **San Francisco-based engineering firm** – Advising on its formation of an affiliate company in Hong Kong. Our work included advising on various employment, work visa, tenancy and general business issues.

- **International conglomerate** – Localising employment contracts and employee handbooks for the conglomerate providing financial services and recruitment services for use in Hong Kong.

- **Educational corporation** – Providing a comprehensive package of training and materials with respect to employment practices in China.

- Advising on the rights and obligations of, registration of, filing requirements for, and minimum conditions relating to, employers and employees in various countries across Asia Pacific and beyond including but not limited to Australia, Canada, China, Hong Kong, Japan, Korea, Malaysia, New Zealand, Philippines, Singapore, Taiwan, Thailand, the UK and US.

- **China-based subsidiary of a leading pharmaceutical company** – Advising on the conduct of internal investigations into possible violations of China’s antibribery law.

- **US-based company** – Helping to adapt its discrimination policies to reflect Chinese law and cultural contexts, and in the training of its China-based employees on those policies.

- **World leader in the manufacture of speciality trucks and truck bodies** – Advising regarding employment issues at its China plant, particularly with respect to its rights and obligations concerning pregnant employees.

- **US-based global manufacturer of residential and commercial building materials** – Advising regarding the liquidation of its operation in China, including the dismissal of staff, liquidation of the company, and payment of taxes and other assessments.

- **One of the world’s largest automotive component manufacturers** – Advising regarding employment contracts in China including non-disclosure, non-disparagement and non-competition obligations.

- **Global medical services provider** – Representing on employment issues including the temporary reassignment of overseas medical professionals and related immigration matters.

- **Leading NYSE-listed telecommunications software company** – Advising regarding various employment law issues in China including code of ethics, terminations and labour arbitrations.