

Labour and Employment Solutions

Asia Pacific

Introduction

We are a tightly knit team of highly collaborative, commercial employment lawyers who specialise in delivering a truly integrated global employment law service. We are able to service any jurisdiction with the coordination, connectedness and first-class service for which our firm is well known.

Our lawyers can help you to steer a safe course through the issues, from the day-to-day local, regional and global workforce issues and risk, to the largest risk and reputational issues, such as investigations, international restructurings, negotiations and disputes.

We are also one of very few full-service law firms with a global business immigration team to deliver best-in-class service on the global movement of key personnel.

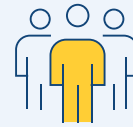


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Integrated Regional Team

Our Asia Pacific Labour & Employment team provides comprehensive services to employers across the region.



Team of 10+ employment lawyers



Operating from seven offices



Throughout Asia Pacific



Providing coverage across 14 jurisdictions

Our Ethos

- Exceptionally collaborative team that takes the time to know you, understands your drivers and works together effectively to bring about highly focused outcomes
- Shared entrepreneurial and collaborative ethos, as well as relationships built on many years of working together
- Dynamism and connectedness in the way we work together as a team that not only adds value, but also builds synergies with our clients' teams, which further adds to the positive momentum
- Truly global in the way we work and have the team infrastructure, technology and products to deliver an effective and efficient service to our global clients

“One-stop Shop” Across the Asia Pacific

With seven offices across Asia Pacific, we provide full-service, quality legal advice to businesses across the region and beyond.

Recognised for our international reach and diverse sector expertise, we advise a wide variety of businesses in Asia Pacific and around the globe.

As one of the first international legal practices to enter the Asia Pacific marketplace in the 1950s, our commitment to the region is unparalleled. We represent some of the finest legal expertise in the region and are experienced in working with world-renowned businesses across a broad range of industries nationally, regionally and globally.

We act as a “one-stop-shop” for employment needs across the region. Our Asia Pacific team provides advice on the full spectrum of contentious and non-contentious labour law issues. We also have the added benefit of dual qualified team members who are able to advise on additional jurisdictions such as India, Malaysia and other Southeast Asian countries.



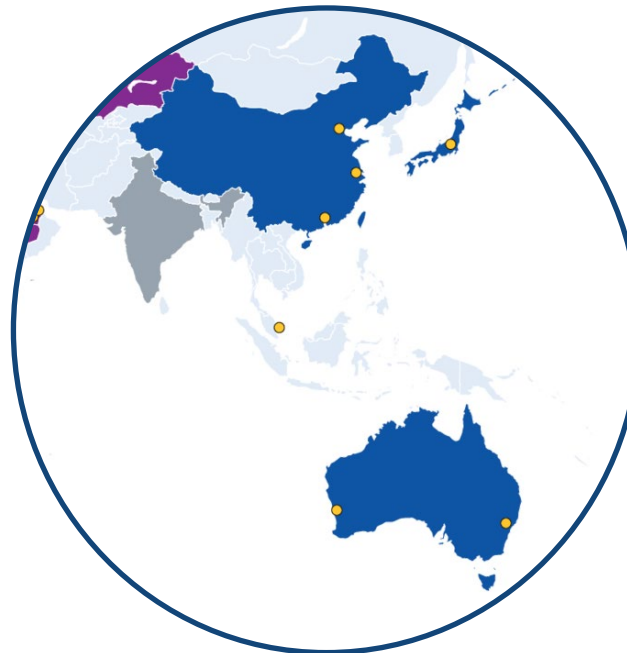
Our Asia Pacific Labour & Employment team delivers specialist knowledge and experience across all aspects of labour and employment law, and we pride ourselves on innovative and commercially oriented legal advice.

We also understand the value of practical advice, given that workplace issues usually require more than legal diagnosis. As a leading practice with access to global employment insights, we are perfectly positioned to support our clients across as many jurisdictions as they need.

Our expertise covers:

- Audit and compliance
- Internal Investigations/disciplinary inquiries
- Transactional work
- Employee relations
- Global mass redundancy management
- Labour disputes and post termination restraints
- Global mobility and immigration support
- Crisis management
- Privacy and data security
- Disputes
- Workplace health and safety

Offices in Seven Cities Across Asia Pacific



● Squire Patton Boggs Locations

● Regional Desks and Strategic Alliances

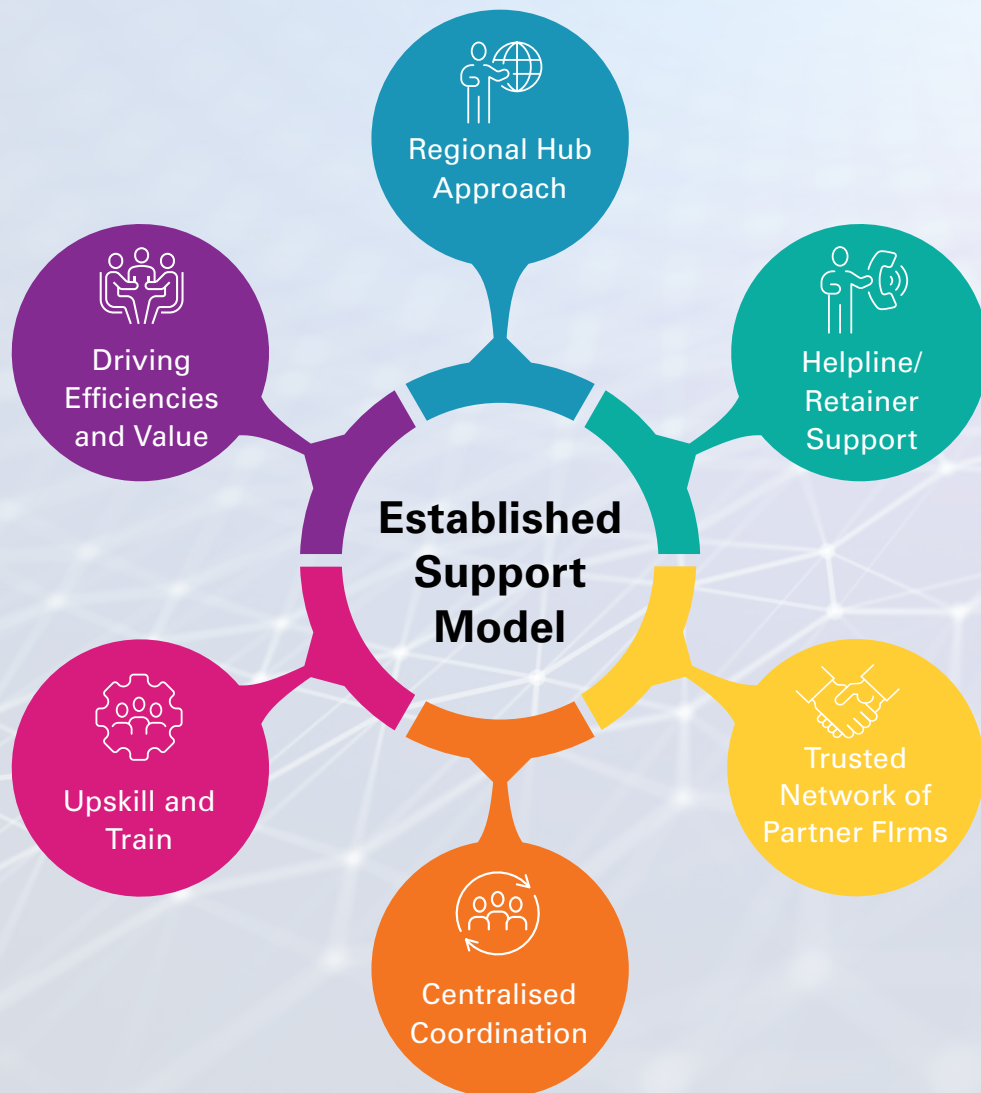
Our Locations

Beijing, China	Singapore
Hong Kong	Sydney, Australia
Perth, Australia	Tokyo, Japan
Shanghai, China	

Additional Jurisdictions We Cover

Cambodia	Taiwan
India	Thailand
Indonesia	Philippines
Malaysia	Vietnam
South Korea	

Established Regional Support Model



"They have an excellent grasp of complex legal matters and an ability to position legal risk in a pragmatic way. The team can mobilise to respond to critical employment issues quickly."

Chambers Asia Pacific

"Praised by clients for its "excellent and timely work", the labour and employment team at Squire Patton Boggs draws on its strong global and domestic presence to assist a host of clients across a diverse range of sectors, from oil and gas, and mining, to aerospace and entertainment."

The Legal 500 Asia Pacific

"The advice is very detailed and balanced. The steps are clear, concise and practical to employers. There is a very good appreciation of the business landscape and operational constraints included in the provision of legal advice."

Chambers Asia Pacific

"I know that I can work with them on cross-border projects covering multiple jurisdictions and they will provide a joined-up approach, both in terms of how the work is presented, and how it is billed."

The Legal 500



Regional Hub Approach

For global mandates, we use regional hub leads, who act as single points of contacts across multiple countries; for example, leads will be identified for the Asia Pacific, Americas, Europe and the Middle East. With our hub approach:

- We funnel all regional employment and immigration work through a single point of contact.
- We advise in-house where we have the capability, or we reach out to local counsel where necessary.
- Clients benefit from such a model because of the convenience of a single go-to legal contact point instead of having to manage multiple lawyers with different levels of English proficiency and cultural understanding.
- We ensure a much more consistent level of service, but we also get to know our clients' business far better.
- We are able to provide a better service through having a greater appreciation of what our clients do regionally, not just an isolated view in one jurisdiction,
- We are able to support our clients more effectively in aligning their practices and policies in the region, red flag any internal disparity or cultural sensitivities and mitigate risks in how they operate in the region.



Helpline/Retainer Support

For many of our global clients, we have put in place a helpline/retainer arrangement to cover general day-to-day advice, but this excludes project work and employment litigation. This could be based on a fixed price monthly retainer, based on a certain number of hours or queries and on a use it or lose it-type arrangement, or on a rollover basis, depending upon your specific requirements, of which we would scope out in more detail with you. The retainer would cover all jurisdictions, including those countries where we do not have a presence and are serviced by our partner firms. Alternatively, we can put this in place per jurisdiction. This can be supported by a dedicated extranet site (MyMatter), which would be tailored to proactively support the retainer/helpline arrangement.



Trusted Network of Partner Firms

We are not tied to a formal network of international lawyers, so, in jurisdictions where we do not have a direct office, we can choose the firms we feel are not only best for the job, but can also deliver the pragmatic and strategically focused advice you need. Given our long tenure in working internationally, we have strong relationships with our partner firms built over the many years working collaboratively on countless large-scale multijurisdictional mandates and joint initiatives. We have also developed innovative knowledge-based products and services together (e.g. Global Edge and our global guides), but also partner on flagship events, such as our global labour and employment virtual clinic.



Centralised Coordination

We coordinate and centralise administration and billing so the process is more streamlined, thereby providing transparency on spend.



Upskill and Train

We can provide bespoke training and development sessions on hot topics tailored and relevant to your business, which would pick up on issues and trends identified. In addition, we can attend team meetings to provide updates or host Q&A sessions, provide free-of-charge access to our global and Asia Pacific clinic events, access to our added value and technology based-services, access to our global hot-topic virtual events and provision of our unique global guides.

Please see [page 7](#) for further information on our value-added solutions.



Demonstrating Efficiency and Value

We appreciate that driving efficiencies form a major part of the HR and legal functions in global businesses. We can assist you to generate value from your legal spend by:

- Monitoring the nature of queries and providing training to address recurring themes
- Regular communications and reporting to identify any learnings for the business
- Taking a proactive approach to the management of litigation and agreeing upon the best commercial strategy from the outset
- Ensuring we take the time to get to know your business so that the time taken on matters is productive and relevant
- Ensuring work is undertaken by the right level of lawyer
- Horizon scanning to help you plan for changes that will impact your business well in advance

GLOBAL EDGE

Employment Law Resource for Legal and HR Professionals

Global Edge, our award-winning subscription-based technology product developed exclusively by our global network of leading employment lawyers, gives instant access to the latest employment law developments. Global Edge has been designed to reduce your legal spend, by helping to answer straightforward *ad hoc* queries that will minimise the need to speak to our lawyers about day-to-day issues, ensuring that you use us instead for more complex queries.

We can provide visibility to senior HR leadership and employment counsel on who is using it and can implement quarterly reports on the regular questions being asked and answered.

To find out more, please visit the [Global Edge website](#).

Track Record

Our strong track record for providing labour and employment services successfully for global clients speaks for itself, as demonstrated in this selection of our work across the Asia Pacific. We are more than happy to provide references or ask our clients to speak to you, if this would be helpful.

In addition, together with our global colleagues, we run more than 200 multijurisdictional employment projects each year, which means our lawyers are skilled in dealing with the nuances and complexities of project managing these types of projects and are able to triage global issues where appropriate. Most recently, the focus of these projects has included DEI data collection, pay equity, gender pay gap, global bullying and harassment policies and training and the future of work working arrangements and global mobility.

Examples of our employment work include:

- **Global telecommunications company** – Advising on:
 - Extracting employees detained in Indonesia for allegedly incorrect visas
 - The management of a sensitive employee termination in Japan
 - Bespoke training on the prevention of sexual harassment (PoSH) for the company's India-based workforce.
- **Maritime industry client** – Advising on strategic disclosure, risk mitigation, crisis management and potential unfair dismissal claims in an urgent and highly sensitive instruction arising from potential criminal prosecutions and penalties that have severe business implications.
- **Aerospace and defence contractor** – Advised on a range of employment matters including employee contracts, employee transfers, management of employee terminations, compliance with local labor and employment laws, management of trade union disputes and business migration matters across Hong Kong, India, Indonesia, Japan, South Korea, Malaysia, Singapore and Taiwan.
- **US-headquartered multinational** – Advising on a long-term project advising on equal opportunity, diversity and inclusion compliance requirements, "out of bounds" (OB) markers and cultural sensitivities across Mongolia, Malaysia, Papua New Guinea, the Philippines, Indonesia, Thailand, New Zealand, Indonesia, South Korea and Japan.
- **European fintech company** – Advising on employment-related queries and ensuring compliance with the changing laws for Singapore, Thailand, the Philippines, Malaysia, Japan, Australia and the UAE to assist with the client's expansion into Asia, particularly as it relates to the privacy of employee data, intellectual property rights and enforceability of restrictive covenants.
- **FTSE250 company** – Advising on senior level redundancies in Singapore and the Philippines arising from the global restructuring of their business and on the sensitive negotiation of terms for the Hong Kong CEO.
- **Manufacturing client** – Advising on a year-long process to terminate long serving leaders, resolving entrenched interests, protecting business interests in the Philippines and enhancing employee engagement in order to conduct a succession and renewal exercise.
- **US-headquartered multinational** – Advising on compliance with local employment laws in connection with establishing new operating entities, employee transfers and employment contracts including compensation and benefits structures.
- **Technology sector client** – Advising on a range of matters including employee terminations, harmonising of employment terms post-acquisition, reviewing compliance of confidentiality and intellectual property undertakings, and reviewing employee compensation programs across Indonesia, Malaysia, the Philippines, Singapore, Thailand, Taiwan and Vietnam.
- **Global communications company** – Advising on various matters including employee retirement benefits, overtime pay and allowances, employment contracts, business migration and visa matters, harmonising employee benefits across jurisdictions to assist with ease of internal secondments and transfers, and aligning of internal policies and procedures across Australia, Hong Kong, Indonesia, Japan, the Philippines and Singapore.

Other Value-added Services

Asia Pacific Employment Clinic

Our exclusive Asia Pacific clinic provides an opportunity for you to have private one-to-one meetings, for half an hour, with immigration, employment and HR-related specialists from a range of jurisdictions. By invitation only, it covers topics such as immigration, employment, data privacy, employment tax, benefits and pensions, as well as other topical issues. They are a cost-effective and time-efficient way of obtaining advice on current issues, covering many jurisdictions.

Global Guides

Our global guides and information for global companies provide practical answers to key legal questions facing employers operating in a rapidly changing global environment. Please [contact us](#) for a copy of the full guides, or to find out more.

- [Global Guide on Overseas Remote Working](#)
- [Global Snapshot – Hot Employment Law Topics for 2024](#)
- [Global Snapshot on Workplace Investigations](#)
- [Global Snapshot on Collecting and Monitoring Diversity and Inclusion Data](#)
- [Forthcoming Employment Law Developments in Europe: What Global Companies Need to Know](#)
- **Federal and 50-state Employment Policies/Handbook (US Only)** – Comprehensive federal- and multistate-compliant and user-friendly employee handbook that covers every US jurisdiction, which can be tailored on a cost-effective flat-fee basis. Annual updating service at minimal cost, to keep up with ever-changing state and local employment laws.

Bespoke Training

We offer training designed to keep HR professionals and in-house counsel current on the latest developments on a range of employment issues, and this can be tailored to your needs. We will help identify trends and knowledge gaps across your business and use this to train and upskill your people. We are also able to provide bespoke training by webinar, locally or regionally, depending on the requirement.

Seminars and Workshops

Our annual programme of employment law seminars and workshops, either in person or virtual, covers our full range of practice areas and tends to focus on changes in legislation or current issues/hot employment law topics (including immigration).

Global Employment Law Webinars

We hold a number of global employment law webinars throughout the year, containing commentary and analyses of key legal developments and hot employment issues in jurisdictions around the world. They are delivered by local employment law experts who know the issues, and can be delivered and accessed remotely from anywhere in the world.

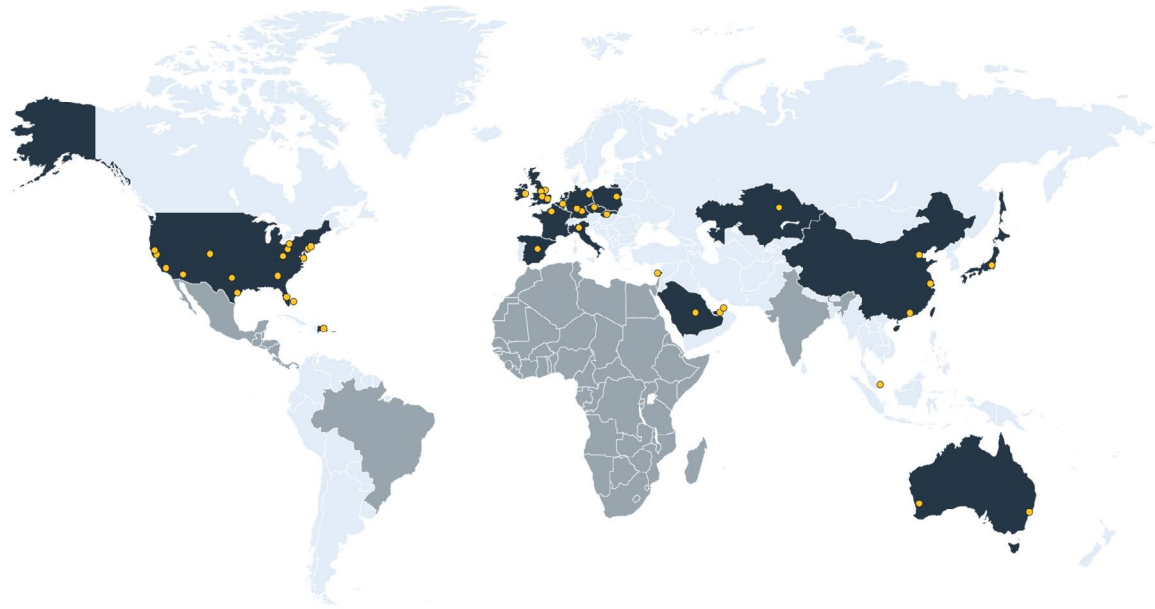


Our Locations

Abu Dhabi	Los Angeles
Amsterdam	Madrid
Astana	Manchester
Atlanta	Miami
Beijing	Milan
Beirut	New Jersey
Berlin	New York
Birmingham	Palo Alto
Böblingen	Paris
Bratislava	Perth
Brussels	Phoenix
Cincinnati	Prague
Cleveland	Riyadh
Columbus	San Francisco
Dallas	Santo Domingo
Denver	Shanghai
Dubai	Singapore
Dublin	Sydney
Frankfurt	Tampa
Hong Kong	Tokyo
Houston	Warsaw
Leeds	Washington DC
London	

Regional Desks and Strategic Alliances

Africa
 Brazil
 Caribbean/Central America
 India
 Israel
 Mexico



● Squire Patton Boggs Locations

● Regional Desks and Strategic Alliances



Practising across 140
jurisdictions



More than 500
partners



More than 1,500
lawyers across four continents



More than 40
languages spoken



Operating for
More than 130 years

Top 45
by headcount

Top 15
by geographic footprint

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