

Bird & Bird

Our Asia Pacific
Employment and
Labour Law
Capabilities

2024



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About Bird & Bird

Bird & Bird is a truly international firm, organised around our clients. We match our passion and practical expertise to your vision to achieve real commercial advantage.

Globally connected

With more than 1,700 lawyers and legal practitioners across a worldwide network of 32 offices, Bird & Bird specialises in delivering expertise across a full range of legal services. Our specialisms include advising on corporate, real estate commercial, EU and competition, intellectual property, dispute resolution, finance and employment matters.

The key to our success is our constantly evolving sector-focused approach. Our clients build their businesses on technology and intangible assets and operate in regulated markets. To better meet their needs we have developed deep industry understanding of key sectors, including education, retail & consumer, financial services, media, entertainment & sport, automotive, aviation & defence, energy & utilities, life sciences & healthcare and tech & comms.

Our International Reach

Bird & Bird has offices in key business centres across the globe:



Asia: Beijing, Shanghai, Hong Kong, Shenzhen, Singapore, Sydney, Tokyo

Europe: Amsterdam, Bratislava, Brussels, Budapest, Copenhagen, Düsseldorf, Dublin, Frankfurt, The Hague, Hamburg, Helsinki, London, Lyon, Madrid, Milan, Munich, Paris, Prague, Rome, Stockholm and Warsaw

Middle East: Abu Dhabi, Dubai

Africa: Casablanca (Satellite office)

North America: San Francisco

Bird & Bird in Asia Pacific

We have been guiding our clients in Asia Pacific for almost 30 years, helping them navigate the legal and regulatory landscape to achieve their business goals. During this time we have established a network of offices and now have teams in the key business centres of Beijing, Hong Kong, Shanghai, Shenzhen, Singapore (via our global association with Bird & Bird ATMD LLP) and Sydney.

Our full service offering across the region is provided by a team of over 200 highly qualified and multi-lingual lawyers. Many of our lawyers in the region have worked in industry, meaning we can advise with an understanding of the commercial environment in which our clients operate.

In addition to our full-service office in Singapore, established more than a decade ago, we have formed a solid network of non-exclusive, long lasting working relationships with carefully selected and highly respected local legal counsel in Indonesia, Malaysia, Thailand, Vietnam and the Philippines, as well as Cambodia, Laos, Myanmar and Brunei. Our seven regional offices and formal co-operation firm, as well as our strong links with other firms across the region, means we are particularly well placed to support our clients throughout Asia Pacific no matter where they may require support.

Bird & Bird *Plus* Programme

Our unique Bird & Bird *Plus* programme provides you with a seamless, joined-up legal service in jurisdictions where we don't have an office. We have developed strong, long-standing relationships with 500+ recommended firms across 175+ jurisdictions, combining Bird & Bird service and knowledge with specialist local expertise. This allows you to benefit from the consistent high-quality service you would expect from us, as well as centralised communication, management and billing.

What does this mean for you?

- **Simplified international service:** We coordinate work with *Plus* firms on your behalf, meaning you benefit from a joined-up, 'one service' approach, with centralised communication, management and billing.
- **Guaranteed quality:** You benefit from the consistent, high-quality service you would expect from us. When coordinating multijurisdictional work, we maximise our added value offer, across project management, legal tech and knowledge sharing, meaning all firms work to the same high standards and outcomes.
- **Local knowledge:** Our 20 steering groups - made up of partners with relevant jurisdictional knowledge, cultural connections and language skills - research regional trends with local counsel to stay ahead of opportunities.

Deep industry knowledge

- Expertise in the legal and regulatory framework relating to each sector.
- A more practical, commercial approach, supported by advisors with decades of experience working in the relevant industries international reach

Excellence in client service

Bird & Bird operates as one truly international partnership: our goals, accounting and profit pool are all shared, as is our commitment to providing our clients with advice from the right lawyers, in the right locations. Our open and flexible business culture allows us to configure ourselves to respond as quickly and effectively as possible to the commercial pressures faced by our clients. Our priority is providing excellent client service, however they themselves define excellence.

Our Employment Expertise

Our differentiating factor

Our International Employment group is a full-service, stand-alone, practice, with over 150 employment lawyers globally. We handle all contentious and non-contentious aspects of employment law, which means that you never have to change teams if an employment matter becomes contentious.

Working with both international and domestic corporations of all sizes in both private and public sectors, as well as acting for individuals, we offer clients a comprehensive range of legal advice across the full spectrum of contentious and non-contentious employment law.

Our teams in APAC area forms part of Bird & Bird's International Employment Law Group and are able to coordinate domestic and international employment and labour law advice across our network of offices in Asia Pacific, Europe, and the Middle East.

Our areas of expertise include:



Multi-jurisdictional projects

- Handling and coordinating projects across the globe on a wide range of issues including policies, data privacy, workforce mobility, diversity and inclusion, workplace harassment and discrimination, workplace investigations, annual leave, sick leave, terminations, severance, etc.



Workplace grievances and investigations

- Acting as independent investigators handling and advising on employment complaints.
- Preparing investigation reports for Legal, HR and senior management.
- Advising on related legal issues, strategies and resolutions, including in relation to whether investigation-related materials are protected by legal professional privilege.



Employment disputes

- Managing employment claims in the courts and tribunals, including related shareholder and director disputes and the theft or misappropriation of high value property (including intellectual property).
- Regularly dealing with high value breach of contract claims.
- Handling contentious terminations, enforcement of post-termination restrictions and negotiating resolutions.
- Advising clients on investigations by regulators, including the Equal Opportunities Commission, Privacy Commissioner and Labour Department, the Fair Work Ombudsman, and various other safety and labour law-related regulators across multiple jurisdictions.
- Representing clients in labour-related prosecutions, unfair dismissal and unlawful termination proceedings, discrimination and contractual breach claims.



Labour compliance

- Advising on and handling labour compliance audits, including providing a legal register with relevant legal requirements, providing a questionnaire on payroll practices, reviewing employment contracts and payroll data, advising on payroll calculations as well as legal risks, liability and remedial actions.
- Advising on compliance with labour hire requirements (both in relation to 'same job, same pay' rules and also licensing requirements), and engagement with regulators regarding same.
- Reviewing and advising on the adequacy of existing risk management frameworks, including in relation to employer safety obligations.



Performance Management

- Advising on the handling of poor performance issues including appraisals, performance improvement plans, disciplinary measures, bonus issues and terminations.
- Defending claims related to alleged mismanagement of the performance management process.



Contracts, policies and training

- Advising on strategic issues, such as the impact of new and forthcoming legislation.
- Drafting new and revised contracts, policies, procedures and guidelines for employees and contractors.
- Explaining the nuances of all aspects of employment law to assist clients in determining optimal strategies to minimise risks and liability.
- Drafting and delivering training to managers and employees on the full range of issues including but not limited to investigations, workplace conduct (including discrimination and harassment), data privacy, risk management, and the management of all forms of termination.



Employee incentives & benefits

- Advising on all forms of compensation delivered to employees, executives or consultants, whether in the form of cash, stock-based compensation or other forms of remuneration, incentive or benefit. This includes everything from initial plan structuring, design and implementation to advice on filing, reporting taxation and on-going compliance.
- Advising on complex multi-jurisdictional arrangements, including immigration, tax and social security implications.
- Advising on strategies and legal obligations relating to all forms of leave and the accrual of same.



Absence Management

- Advising on the handling of absenteeism, sick leave and other forms of absence.
- Advising on legal risks and obligations including absence-related discrimination issues.
- Providing steps plans, strategies and communications to be used in progressing absence management strategies.



Transfers, secondments and outsourcing

- Advising on transfers of employment, secondments and outsourcing of workers including intra-group, to third parties and cross-jurisdictional entities.
- Preparing transfer, secondment, contractor and labour hire agreements.



Privacy and data protection

- Drafting and advising data protection and employee monitoring policies and practices.
- Handling data leakage issues, data access requests, privacy complaints and breaches, Privacy Commissioner investigations, data redaction and reports to authorities.
- Advising on the collection, use and disclosure of sensitive employee information.
- Advising on the legality of actual and/or proposed workplace surveillance arrangements, including concurrently across multiple jurisdictions.



Restructuring

- Advising on redundancies and redundancy programmes, including selection criteria, step plans, communications, separation packages and legal issues.
- Advising on employment-related issues in mergers and acquisitions, including employee retention programs, post-acquisition harmonisation and communications.
- Advising on harmonisation of roles, salaries and incentives.
- Defending claims related to the alleged illegality of redundancy processes.



Senior level appointments

- Advising on board level issues including the appointment and removal of directors, executive packages and post-termination restrictions.
- Handling and advising on executive level, director and shareholder disputes.



Confidentiality and trade secrets

- Providing an integrated approach to advising on confidentiality, restrictive covenants and intellectual property
- Handling business protection disputes, including injunctions and settlement negotiations.
- For more information, please see our recent Tech & Comms sectorised



[Global Guide on Confidential Information, Trade Secrets and Post-Termination Restrictions here.](#)



Business immigration

- Handling business immigration matters including different types of visa applications and renewals, as well as business sponsorship applications.
- Advising on cross-border employment issues, including in relation to taxation obligations, commuting obligations, employee and employer rights and obligations and working rights.



Terminations

- Handling and advising on the full spectrum of termination issues, including termination strategies, communications, scripts, termination documentation, separation packages, payment obligations, together with related risks and liabilities.
- Defending claims related to terminations, including claims for unfair dismissal, discrimination, breach of legal protections and/or breach of contract.

Our recent experience

Greater China

Employment Documentation

- Reviewing, amending and drafting a suite of documents for a **leading multinational investment bank** including fixed term and open-ended employment contracts, promotion letters for different job levels, termination letters for different forms of termination, separation agreement, transfer letter, secondment agreement, retirement letter and employment certification letter.
- Advising a global **Employer of Record** on and drafting a comprehensive range of employment documents and questionnaires including employment agreement, remote working arrangement, restrictive covenant agreement, termination letter, confidentiality and IP agreement and HR guide.
- Advising a **telecom company** on various employment matters including reviewing and revising all employment-related letters and contracts, including fixed-term contracts, open-ended contracts, apprenticeship contract, etc., advising on implied term of anti-avoidance in employment contracts, advising on protective agreements and post-termination restrictions, and advising on HR letters, including onboard letter, promotion letter, total compensation statement, transfer letters, retirement letter, employment certification letter, etc.

Payroll Regulations

- Advising an **international airline** on labour law compliance across all its subsidiaries. This included: completion of a comprehensive compendium of Hong Kong employment laws, devising a detailed questionnaire for completion by each subsidiary, interviewing personnel on payroll and benefits practices, reviewing handbooks, policies and contracts, conducting a detailed legal compliance analysis, drafting a risk ratings report and advising on remediation of high-risk areas.
- Advising a **leading fire and security services company** with the review of its wage calculations for all past and current employees across its Hong Kong businesses, which included advice on mitigation strategies and remedial actions around statutory violations.
- Representing a **financial technology provider** in labour prosecutions against the

company and its directors resulting from late payment of wages and annual leave pay.

Trade Secrets

- Acting for a **French multinational construction company** on the enforceability of its restrictive covenants and seeking an injunction to prevent its former employees in Hong Kong from establishing a competing business by poaching its employees and using its proprietary information.
- Representing a **luxury fashion house** in obtaining an injunction preventing a former C-suite executive from working for a competitor in China during her non-compete period and obtaining payment of 6 months' of her wages.
- Advising a **leading life sciences company** on the recovery of confidential information misappropriated by a former employee including notifying the individual's new employer and requiring the former employee to sign a statutory declaration with criminal consequences for any breach. We also conducted confidentiality training for the entire workforce in Hong Kong following this incident.
- Advising an **international bank** on misappropriation of its confidential information by a senior executive, including advising on the investigation, recovery of data, remediation and termination of employment.

International Projects

- Our Hong Kong team coordinated a global project across 113 jurisdictions for a **multinational networking and telecommunications company** on employment and data protection laws when conducting internal investigations into potential policy violations.
- Coordinating a global project for a **Chinese gaming company** on the legal requirements and restrictions around the collection of payroll data during recruitment of job candidates.
- We act as global counsel for a **Hong Kong-headquartered online payments provider**. With the Hong Kong team acting as a global point of contact, we acts as the conduit for many of the employment matters handled internationally by the firm. Examples of matters we have worked on include:

- confidentiality and business protection issues in the US.
- tax, immigration and employment issues for a dual-employed C-suite executive being investigated by the HK and PRC tax authorities.
- transfers of employment following the acquisition of another business.
- sick leave and discrimination issues relating to an employee in intensive care.
- cross-border employment involving candidates in various jurisdictions in EMEA and APAC.

Corporate Restructuring

- Advising a **global MedTech company** on its employment issues in relation to the global sale of one of its businesses. This is a project spanning 4,000+ employees in 38 countries. Our scope of work includes but is not limited to:
 - reviewing and drafting transfer documentation including employment contracts, notifications, offer letters and tripartite agreements.
 - attending regular calls and advising key stakeholders on employment issues and providing regular country-by-country progress reports on local developments.
 - attending regular calls with the network of local counsel, the global advisory teams, the client's HR and Legal teams to advise on country-by-country developments and ad-hoc employment issues as they arise.
 - advising on the mode and timing of employee transfers, consultation requirements, communication strategies, termination requirements and restrictions, severance, transitional services arrangements and potential show-stoppers.

Investigations

- Acting as independent investigators for a **global fashioner retailer** in respect of alleged breaches of travel and entertainment expenses policies by senior executives in Hong Kong, including a review of policies and expense reports, conducting interviews and drafting a detailed investigation report.
- Acting as independent investigators for a **US-headquartered supplier of life sciences solutions** in relation to a complaint of sexual harassment against a country head based in China, including conducting interviews, implementing legal privilege protection

strategies and drafting a detailed investigation report.

Executives

- Advising an **international waste solutions and recycling company** on a variety of issues including:
 - Drafting CEO employment contract with directorship responsibilities and tailored incentives, pension issues, including advising on directors' duties.
 - Drafting expatriate employment contract including relocation package and tailored incentives.
 - Advising on and drafting separation documents for complex C-suite termination with Hong Kong employment contract and directorships in Hong Kong, China and Singapore.
- Advising a **global provider of investment advisory services** on the dual employment arrangements for a CEO based in Hong Kong and China, including advising on remuneration split, statutory and contractual benefits, retention compensation, post-termination restrictions and risk mitigation.

Labour Litigation

- Acting for a **Hong Kong-listed clinical stage biopharmaceutical company** in litigation commenced by a former C-suite employee in a claim for restricted share awards valued at around HKD200 million, share options and further unpaid bonuses. The matter has been transferred from the Labour Tribunal to the High Court.
- Acting for a **US online financial services company** in the Hong Kong Labour Tribunal in proceedings commenced by a former director for alleged unpaid bonuses and severance.

Singapore

Employment Documentation

- Advising an **Employer on Record organisation** on its business structure and set-up in Singapore and drafting the relevant commercial and employee documentation.
- Advising **Circles Life** on their services agreement with a professional employer organisation.

Corporate Restructuring

- Advising **Asia's leading technology focused company** on its recent workforce restructuring/reduction project in 11 jurisdictions and other day-to-day ad hoc employment issues (Singapore, Malaysia, Indonesia, India, Vietnam, Philippines, Thailand, Myanmar, Cambodia, China, and US).
- Acting as counsel to advise **Asia's leading tech focused company** on their new project in relation to restrictive covenants. Also advising on its workforce restructuring/reduction project in 11 jurisdictions and other day-to-day ad hoc employment issues (Singapore, Malaysia, Indonesia, India, Vietnam, Philippines, Thailand, Myanmar, Cambodia, China, and US).
- Assisting a **U.S headquartered company** specialising in call centre technology on various employment issues in Singapore, Indonesia, and the Philippines, including retrenchment and negotiating difficult exits.
- Advising an **NYSE-listed American manufacturer** in relation to its reductions in force in Korea, Taiwan, and Singapore, following a recent acquisition announcement by a major Chinese player.
- Advising an **SGX-listed Singapore-based regional leisure, hospitality and integrated resorts developer** on a full-scale restructuring of their HR documentation to achieve compliance, administrative efficiency and harmonisation across the group.

International Projects

- Advising a **renewable energy company** on its employment law issues in Singapore, Vietnam, Korea and Japan, the most recent project being the redrafting of its employee handbooks and Work Rules.
- Advising and acting as the go-to global (excl. United States) labour and employment legal advisor for an **American multinational company providing avionics and information technology systems** service to

governmental agencies and aircraft manufacturers. The team handles and manages all of the company's Asia Pacific and Latin America matters, which include advising on multiple multi-jurisdictional projects concerning terms of employment, on-going global restructuring, works council consultation, policy changes and encompassing up to 20+ countries per project. The China team regularly advises on daily employment issues and on-going global restructuring issues and assisted in drafting employment-related documents, changes to policies and secondment agreement with Chinese parties.

- Advising a **US-based search platform** on its retrenchment in APAC and Europe, including:
 - supporting its global restructuring and office closure exercise across 9 jurisdictions.
 - assisting with drafting of country-specific addendums in respect of separation agreements to help smoothly transition employees across selected jurisdictions.
 - advising on the immigration requirements in respect of the exit of employees across all jurisdictions.
 - advising the change of office location requirements.
- Assisted a **leader in technological solutions for the global aerospace and defence industry** to manage all of its employment matters across Asia Pacific, Middle East and Latin America, including:
 - advising on multijurisdictional projects concerning terms of employment, on-going global restructuring, works council consultation, policy changes and encompassing up to 30+ countries per project.
 - advising on post-merger integration for a merger spanning over 30 jurisdictions, including the restructuring of senior level positions, reductions in force and the implementation of various contractual terms and policies across each of the jurisdictions.
- Advising a **global investment management company** on a range of employment within APAC including the following:
 - Drafting bespoke Hong Kong and PRC contracts for a dual-employed C-suite executive and advising on related immigration issues, compensation and benefits split, as well as the interaction of

benefits such as annual leave, sick leave and statutory holiday between jurisdictions.

- Advising on a multitude of leave issues for Hong Kong, Singapore and the PRC as part of a global PTO project.
- Drafting and advising on separation agreements and retention letters for employees involved in restructuring exercises in Hong Kong, Singapore and the PRC.
- Advising on complex PRC legal issues arising from international mobility, senior executive contract negotiation, employee layoff, contract renewal, etc.
- Advising a **leading UK technology** company on a range of employment including:
 - daily HR Issues - Advising a leading UK technology company on complex legal issues arising from training bond arrangement with group company, cancellation of offer letter, retirement arrangement, etc.
 - data Compliance Project - Designing a compliance questionnaire for HR data flow, reviewing the HR data clauses with third parties, drafting employee privacy notice, protective clauses, etc.
- Advising a **leading UK IT services company** on a range of employment including:
 - advising on complex legal issues arising from a work-related injury due to traffic accident in the PRC, preparing the application documents and assisting in application for workplace injury recognition and the work ability assessment process in the local labour bureau, etc.
 - advising on communications, data privacy requirements and direct marketing issues related to a tech bootcamp, drafting bespoke personal information collection statement, and advising on FAQs.
- Advising a **global satellite company** with a diverse workforce, by coordinating a multi-jurisdictional advice across 8 jurisdictions throughout Asia, and by developing and advising on the legality of a diversity questionnaire for its employee population.
- Advising a **large global client in the tech sector** on the implementation of planned redundancies in Australia, which formed a key plank in a highly publicised global restructure affecting its workforce in several jurisdictions. Alongside colleagues from other Bird & Bird offices (who advised on the project as relevant to their jurisdictions), the Sydney team

provided Australia-specific legal advice on the selection of appropriate roles for redundancy, the redundancy process, performance-related terminations, drafting documentation and negotiating settlements.

Labour Litigation

- Successfully representing **Shell Eastern Trading Limited** in defending a wrongful dismissal claim brought by a former commodities trader.

Investigations

- Assisting a **fintech unicorn** founded in Singapore in employee misconduct investigations in Indonesia relating to serious ethical violations; we were also asked to consider the extra-territorial effect of Singapore's Prevention of Corruption Act and its implications for senior executives.
- Advising an **automation software company** on three simultaneous investigations involving the same two parties:
 - a complaint of bullying by a subordinate against the Regional Head, her manager.
 - a complaint by the same subordinate that her manager had violated the company's Code of Conduct by engaging a vendor in which he had a personal interest.
 - a complaint by the manager that the subordinate had behavioural issues which were negatively impacting her relationships with her colleagues.

Employee Incentives & Benefits

- Advising a **Fortune 500 e-commerce company** on a diverse range of employment matters in Singapore, including statutory benefits and payment obligations, immigration and international assignments, employee performance plans and engagement of independent contractors.
- Advising a **Singapore airline company** expanding into Indonesia for the first time on its employer obligations and assisted with complex business immigration issues.
- Acted for a **Fortune 500 IT corporation** in advising on its strategy in engaging with a Singapore union which had sought recognition for the Company's professional, managerial and executive employee.

Terminations

- Assisting a **mass media and entertainment conglomerate** with the review of their furlough policies across ASEAN, including Singapore, Malaysia, Indonesia, Vietnam, and Thailand.

Australia

Investigations

- Conducting multiple workplace investigations in relation to allegations of sexual harassment and misconduct on behalf of a **global commercial real estate services provider**.
- Conducting an investigation for a **global information technology company** in relation to allegations of a hostile work environment.

Labour Litigation

- Advising a **leading software company** in proceedings in the Australian Federal Court defending claims by two former employees for non-payment of commissions, redundancy and breaches of the Fair Work Act.
- Acting for a **global information technology services and consulting company** in complex restraint of trade litigation in the Supreme Court of NSW and NSW Court of Appeal.
- Advising and defending **Quantcast Australia Pty Ltd** in proceedings brought in the Federal Circuit Court by a former employee.
- Defending a **leading financial services company** in unfair dismissal proceedings brought by a senior former employee. Those proceedings were resolved in our client's favour.

International Projects

- Advising a **global telecommunications client** on collection of diversity data and pre-employment background screening across multiple APAC jurisdictions.
- Advising a **global identity security business** in relation to the merger of two of its related entities, across various jurisdictions.
- Assisting a **global online consumer business** in preparing its global HR policies, across jurisdictions.
- Advising a **global biopharmaceutical company** in relation to employee classifications and entitlements.

Corporate Restructuring

- Advising a **global communications platform company** on a global restructure program including selection of roles for redundancy, advice surrounding consultation, compliance with Modern Awards, drafting/reviewing internal client communications and letters to employees, advising on benefits on termination and retention bonuses and advising on employee disputation.
- Advising **Guesty** on the employment related aspects of a corporate acquisition of HiRUM. This included new offers of employment, integration of people and systems and a restructure.
- Advising a **global information technology company** on the sale of part of its business, across various APAC jurisdictions.

Labour Compliance

- Advising **BBC Studios** with employment law advice in relation to its Australian operations, including in relation to performance and terminations, restructuring and redundancy programs and day to day entitlements queries.
- Advising an **international sports team** in relation to NES and Modern Award compliance, arising as a result of the team's stay in Australia as a result of the COVID-19 pandemic.
- Advising **Caesarstone** on developing an internal audit and compliance process, to ensure compliance with the new modern slavery legislation in Australia.
- Advising a **multinational information technology and consulting company** on compliance with labour hire licensing requirements.
- Advising a **multinational technology services and consulting company** in its response to an investigation commenced by WorkSafe Victoria.
- Assisting a **Finnish software company** and a **global media company** in preparing their modern slavery statements.

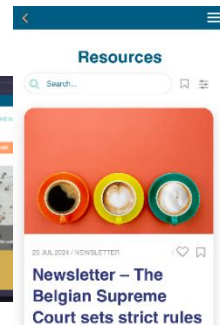
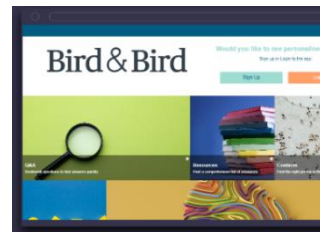
Tools & Services

Employment Law Zone App

The Employment Law Zone app is a one-stop source of essential employment law information in the 19 countries around the globe where Bird & Bird offers employment law advice. It also houses all of our international content (multi-country guides, event recording etc.) No login details required!

It is useful for HR-professionals and in-house legal counsel who often need to understand the legal landscape in many countries and sets out to create a quick reference guide, which is easily accessible anywhere from your mobile phone. The ELZ app can be found [Online](#) and available to download on both [Apple](#) and [Android](#).

Visit our International HR Services Practice page [here for more information](#) or scan the QR code to access our Employment Law Zone app



Bespoke training, seminars and webinars

- Our support is focused on sharing our knowledge and teaching your team. In addition to our diverse programme of seminars, hosted across our network of offices, we can create **bespoke legal guides** for your team so that they are aware of the relevant legal requirements and processes to follow.
- We also offer webinars focused on hot topics and key legal developments affecting the HR community.

HR Data Essentials

Data privacy increasingly touches all aspects of a business, perhaps none more so than HR and employee management where those responsible will necessarily be handling and managing significant amounts of personal, and often sensitive, data.

Our microsite is intended to bring together key resources for HR and privacy teams in tackling key data-related issues in the employment context, from country specific analysis and a comparison tool to cross-border and regional focus pieces to help you understand HR data from every angle. We look at the real-life issues facing HR and privacy teams, such as diversity, staff monitoring and business protection, and the gig economy, flexible working and remote working arrangements, taking into account both data privacy and employment considerations. Watch sessions from our latest HR Data Essentials event Demystifying Data Protection in the HR Space below:

- [Data in a downturn: what to consider when downsizing your business](#)
- [Access requests - what is changing and what you need to do](#)
- [Prefer not to answer? How to run an effective cross-border EDI programme](#)
- [Workplace monitoring](#)
- [AI, the Metaverse and the workplace](#)

Legal updates

- The legal landscape is constantly evolving and it can be a challenging task to stay in the loop. We keep you up to date on the latest employment law developments through our monthly newsletter '**Frontline**'.
- We have also developed a **Horizon Scanning product**, released annually, to provide our clients with clear visibility over the shifting HR legal landscape, through a traffic-light overview of upcoming trends and legislative changes across all Bird & Bird jurisdictions.

Meet the core team



Diana Purdy

Partner, Greater China

+85222486074
diana.purdy@twobirds.com



Kristy Peacock-Smith

Partner, Australia

+61292269871
kristy.peacock-
smith@twobirds.com



Seow Hui Goh

Partner, Singapore

+6564289419
seowhui.goh@twobirds.com

Abu Dhabi ● Amsterdam ● Beijing ● Bratislava ● Brussels ● Budapest ● Casablanca ● Copenhagen
● Dubai ● Dublin ● Dusseldorf ● Frankfurt ● The Hague ● Hamburg ● Helsinki ● Hong Kong
● London ● Lyon ● Madrid ● Milan ● Munich ● Paris ● Prague ● Rome ● San Francisco ● Shanghai
● Shenzhen ● Singapore ● Stockholm ● Sydney ● Warsaw

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