

Globally effective, locally compliant

Offering you integrated solutions and practical advice to effectively manage your workforce, reduce your exposure to legal risks, increase the flexible use of labor, improve workforce performance and protect your business.

Fluency across borders

Social media, privacy concerns, globalization of labor standards, mobility, talent retention, telecommuting, equity compensation, whistleblowing, employment compliance, health and safety, outsourcing, the abuse of business information, and the poaching of business and clients - only a few of the modern workforce issues confronting employers.

Seamlessly managing these challenges has earned us a reputation as a leading employment practice in more markets than any other law firm.

You'll be well covered - everywhere.

- 17 offices in 12 countries across Asia Pacific, bringing you unrivalled employment law capabilities
- More than 80 employment lawyers in Asia Pacific and a global network of more than 500
- Incomparable reach and experience to help you plan and implement effective and locally compliant labor strategies
- Sophisticated cross-border expertise to deliver your international strategies
- Deep local knowledge to ensure you maintain a cost-effective global workforce whilst ensuring appropriate risk management

Market profile

Band 1 by Chambers Global in Employment (seven consecutive years) and band 2 in Immigration.
Chambers Global 2016

Recommended in 25 countries for employment practice, twice as many as any other Global 20 law firm in *PLC Which lawyer?*'s annual yearbook.
PLC Which lawyer?

Ranked **tier 1** in 6 out of 8 jurisdictions in Asia Pacific: China, Hong Kong, Indonesia, Philippines, Singapore and Taiwan.
Legal 500 2016

Leading the market in 5 out of 9 jurisdictions in Asia Pacific: China, Indonesia, Philippines, Singapore and Taiwan.
Chambers Asia Pacific 2016

Did you know?

We provide employment and labor advice to more than 900 clients in more than 10 jurisdictions

Employment Firm of the Year in Singapore, Thailand, China and Hong Kong (Asian-MENA Counsel)

"Standout" in Complex Employment Litigation: BTI Litigation Outlook
Best Labor Law Consulting Team: China Staff Awards

Legal 500:

“The best network of employment specialists in the region.”

Chambers:

“Sources say: Baker & McKenzie was fantastic at managing us. Their service was really valuable and well priced. They had the infrastructure to make it easy for us.”

“ Chambers:
 They are always available and they are responsive; I would not change firms...They have access to a large pool of international clients. ”

Employment Compliance

We can advise you on employment compliance work, employment standards and regulations, employment due diligence work and global and regional reduction in force.

Employment Litigation

We can advise you in all aspects of employment and occupational health and safety law and industrial disputes.

Business Protection

We can provide you both domestic and international employment counseling on protection of confidential information and trade secrets and the enforcement of post-employment restraints.

Collective industrial relations

We develop industrial relations strategies, prepare and advise on collective workplace agreements and deal with union related issues, such as industrial disputes and rights of entry.

Equal Opportunities

We advise both employers and goods and services providers on anti-discrimination and equal opportunity laws, acting in associated anti-discrimination and exemption approval processes.

Mobility and Immigration

We assist on inbound and outbound immigration issues. Our services provide end-to-end advice throughout the provision of visa services and advising on immigration processes and policies. We also advise on negotiations for individual and group relocations.

Occupational Health & Safety

We can advise you on all aspects of occupational health and safety legislation as well as defending prosecutions.

Whistleblowing and Investigations

We conduct or assist with internal workplace investigations relating to whistleblower and workplace misconduct.



Your key contacts



Gil Zerrudo
 Asia Pacific Employment Head
 T: +63 2 8 19 4916
 gil.zerrudo@quisumbingtorres.com



Michael Michalandos
 Australia
 T: +61 2 8922 5104
 michael.michalandos@bakermckenzie.com



Paul Tan
 China/Hong Kong
 T: +852 2846 1921
 paul.tan@bakermckenzie.com



Rowan McKenzie
 Hong Kong
 T: +852 2846 2103
 rowan.mckenzie@bakermckenzie.com



Susie Beaumont
 Indonesia
 T: +62 21 2960 8608
 susie.beaumont@bakernet.com



Tomohisa Muranushi
 Japan
 T: +81 3 6271 9532
 tomohisa.muranushi@bakermckenzie.com



Wei Kwang Woo
 Malaysia
 T: +60 3 2298 7898
 weikwang.woo@wongpartners.com



Celeste Ang
 Singapore
 T: +65 6434 2703
 celeste.ang@bakermckenzie.com



Seraphim Mar
 Taiwan
 T: +886 2 2715 7252
 seraphim.mar@bakermckenzie.com



Suriyong Tungsuwan
 Thailand and Myanmar
 T: +66 2 6362 000 ext. 4111
 suriyong.tungsuwan@bakermckenzie.com



Thuy Hang Nguyen
 Vietnam
 T: +84 8 3520 2641
 thuyhang.nguyen@bakermckenzie.com