



**Baker
McKenzie.**

ASIA PACIFIC EMPLOYERS' FORUM

16 May 2024

Swissôtel The Stamford, Singapore

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About the event

2024 Asia Pacific Employers' Forum

Navigating a changing work environment in an uncertain world

We are pleased to invite you to our **2024 Asia Pacific Employers' Forum**, which will be held this year in Singapore on Thursday, 16 May 2024. If you are located outside of Singapore, we encourage you to share this invitation with your locally-based colleagues who may be interested to attend.

This event provides an opportunity for key stakeholders in human resources, employment, and legal teams to come together and keep abreast of important employment law developments in the region. Our Employment & Compensation partners across 12 jurisdictions in the Asia Pacific region will lead insightful and thought-provoking discussions on current employment issues and trends, including sexual harassment and bullying in the workplace; and managing poor performance

This will be followed by smaller breakout sessions with more opportunity for attendee interaction and discussion, covering regulating employee behaviour outside the office; managing a regionally mobile workforce; and restrictive covenants and business protection.

Attendees are requested to choose two out of the three breakout sessions to attend. Please indicate your preference on the registration form.

We look forward to seeing you at the forum!

Best regards,



Jonathan Isaacs

Asia Pacific Chair, Employment & Compensation
+852 2846 1968
jonathan.isaacs@bakermckenzie.com



Celeste Ang

Principal, Singapore
+65 6434 2753
celeste.ang@bakermckenzie.com



Zhao Yang Ng

Local Principal, Singapore
+65 6434 2701
zhao.yang.ng@bakermckenzie.com

For conference inquiries or to request one-on-one meetings, please contact:

Joyce Guantero

maryjoyce.guantero@bakermckenzie.com

Gelo Casero

michael.casero@bakermckenzie.com

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Agenda

2024 Asia Pacific Employers' Forum

08:45 – 09:20 **Registration**

09:20 – 09:30 **Welcome Address**

Jonathan Isaacs

Asia Pacific Chair, Employment & Compensation

09:30 – 10:30 **Sexual harassment and bullying claims (60 mins)**

In this session, we will look at the different laws dealing with bad behaviour and possible key defences for employers. We will also mention recent jurisdictional trends and how employers can best protect themselves from harassment and bullying claims.



Michael Michalandos
Partner, Australia
Moderator



Tomo Muranushi
Partner, Japan



Eliseo Zuniga, Jr.
Partner, Philippines



Celeste Ang
Principal, Singapore



Howard Shiu
Partner, Taiwan



Nam-Ake Lekfuangfu
Partner, Thailand

10:35 – 11:35 **Managing employee poor performance (60 mins)**

The team will speak about common issues employers face when managing poor performers and share tips on how best to navigate such issues. We will explain key risks for employers in this area and potential consequences of failing to properly manage such cases.



Jonathan Isaacs
Asia Pacific Chair,
Employment & Compensation
Moderator



Zheng Lu
Senior Counsel, China



Tess Lumsdaine
Partner, Hong Kong



Rinaldo Aditya
Associate Partner,
Indonesia



Beomsu Kim
Partner, Korea



Trishelea Sandosam
Partner, Malaysia



Thuy Hang Nguyen
Partner, Vietnam

11:35 – 11:55 **Refreshment break**

Agenda *(cont'd)*

2024 Asia Pacific Employers' Forum

11:55 – 12:40

Breakout Session 1 (45 mins)

(Attendees to choose 1 of the 3 sessions to attend)

- **Breakout 1A: Regulating employee behaviour outside the office**

With the line between work and home life increasingly blurred, this session will look at case law exploring to what extent an employer can take action in response to employee behaviour that occurs outside the office. We will look at different contexts in which such issues may arise such as at social events outside the workplace, on business trips or when posting online.



Tess Lumsdaine
Partner, Hong Kong
Moderator



Kellie-Ann McDade
Partner, Australia



Beomsu Kim
Partner, Korea



Trishelea Sandosam
Partner, Malaysia



Pradeep Nair
Local Principal, Singapore

- **Breakout 1B: Managing a regionally mobile workforce**

A desire to tap into global talent pools and operate more leanly as well as having to respond to employee requests for more flexible working means more employers are navigating different structures to engage personnel. In this session, we will walk through a number of cross-border workforce scenarios that give rise to employment law implications.



Thuy Hang Nguyen
Partner, Vietnam
Moderator



Lucienne Gleeson
Partner, Australia



Jonathan Isaacs
Asia Pacific Chair,
Employment & Compensation



Rinaldo Aditya
Associate Partner,
Indonesia



Kenneth Chua
Partner, Philippines



Zhao Yang Ng
Local Principal,
Singapore



Howard Shiu
Partner, Taiwan

- **Breakout 1C: Restrictive covenants and business protection**

In this Q&A session, we will discuss enforceability of restrictive covenants and highlight some key differences across a number of Asia Pacific jurisdictions.



Celeste Ang
Principal, Singapore
Moderator



Ben Burke
Partner, Australia



Michael Michalandos
Partner, Australia



Zheng Lu
Senior Counsel, China



Tomo Muranushi
Partner, Japan



Eliseo Zuniga, Jr.
Partner, Philippines



Pamela Tsai
Partner, Taiwan



Theeranit Pongpanarat
Partner, Thailand

12:40 – 14:00

Lunch

Agenda *(cont'd)*

2024 Asia Pacific Employers' Forum

14:00 – 14:45

Breakout Session 2 (45 mins)

(Attendees to choose 1 of the 3 sessions to attend)

- **Breakout 2A: Regulating employee behaviour outside the office**

With the line between work and home life increasingly blurred, this session will look at case law exploring to what extent an employer can take action in response to employee behaviour that occurs outside the office. We will look at different contexts in which such issues may arise such as at social events outside the workplace, on business trips or when posting online.



Tess Lumsdaine
Partner, Hong Kong
Moderator



Kellie-Ann McDade
Partner, Australia



Beomsu Kim
Partner, Korea



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Partner, Malaysia



Pradeep Nair
Local Principal, Singapore

- **Breakout 2B: Managing a regionally mobile workforce**

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Partner, Philippines



Pamela Tsai
Partner, Taiwan



Theeranit Pongpanarat
Partner, Thailand

14:45 – 15:00

Refreshment break

Agenda *(cont'd)*

2024 Asia Pacific Employers' Forum

15:00 – 16:35

Regional legal employment update (95 mins)

Our team will provide key employment legislative updates across 12 jurisdictions in the Asia Pacific region.



Jonathan Isaacs
Asia Pacific Chair,
Employment & Compensation
Moderator



Van Trung Khuat
Special Counsel, Vietnam



Theeranit Pongpanarat
Partner, Thailand



Pamela Tsai
Partner, Taiwan



Pradeep Nair
Local Principal, Singapore



Kenneth Chua
Partner, Philippines



Trishelea Sandosam
Partner, Malaysia



Beomsu Kim
Partner, Korea



Tomo Muranushi
Partner, Japan



Rinaldo Aditya
Associate Partner, Indonesia



Tess Lumsdaine
Partner, Hong Kong



Michael Michalandos
Partner, Australia



Brigid Maher
Partner, Australia

16:35 – 16:45

Closing remarks

Jonathan Isaacs
Asia Pacific Chair, Employment & Compensation

17:30 – 20:00

Networking drinks

Additional Information

2024 Asia Pacific Employers' Forum

Date & Location

Thursday, 16 May 2024

Venue:

Swissôtel The Stamford

Atrium Ballroom, Level 4
2 Stamford Road, Singapore 178882

Followed by networking drinks at:

SKAI Loft

Level 71, Swissotel The Stamford,
2 Stamford Road, Singapore 178882

Key Contacts

Joyce Guantero

Asia Pacific Business Development Manager,
Employment & Compensation

maryjoyce.guantero@bakermckenzie.com

Gelo Casero

Asia Pacific Business Development Coordinator,
Employment & Compensation

michael.casero@bakermckenzie.com

Jean Montecillo-Romero

Global Meetings & Events Senior Coordinator

jean.montecillo-romero@bakermckenzie.com

Learning Credits

The following learning credits have been applied for the following:

Hong Kong CPD 5 points

For participants who need HK CPD, you must attend the whole event (9:20 am - 4:45 pm) and ensure to sign in and out on the printed HK CPD signing form to claim your HK CPD points.

Singapore CPD 5 private points

For participants who require Singapore CPD, please be mindful to comply with the [SILE attendance policy](#) as your time stamp during logon and logout will be considered for CPD verification. Please directly record your point/s in your [SILE ePortfolio](#) account. For Singapore CPD queries, please contact [Joyce Tarayao](#).

California & New York CLE credits

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***While CLE credit may be pre-approved in certain jurisdictions, final CLE accreditation approval is anticipated, but not guaranteed.*

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