



Agenda

Handling Emerging Workplace Challenges in the 21st Century

Time	Topic	Venue
8:30 am – 9:00 am	Registration	Foyer, Level 2
9:00 am – 9:10 am	Welcome address	Ballroom
9:10 am – 10:10 am	Plenary: Grappling with mental health in the workplace	Ballroom
10:10 am – 10:30 am	Refreshment break	Foyer, Level 2
10:30 am – 11:15 am	Plenary: Regional employment update (Part 1)	Ballroom
11:30 am – 12:30 pm	Breakout 1A: Complex issues in recruitment	Ballroom
	Breakout 1B: Employees and tech: Opportunities and challenges	Grand Salon
	Breakout 1C: Implementing ID&E initiatives in the APAC region	Salon IV
12:30 pm – 2:00 pm	Lunch	Foyer, Level 2
2:00 pm – 3:00 pm	Plenary: HR Health checks: Managing risk	Ballroom
3:15 pm – 4:15 pm	Breakout 2A: Complex issues in recruitment	Salon IV
	Breakout 2B: Employees and tech: Opportunities and challenges	Grand Salon
	Breakout 2C: Implementing ID&E initiatives in the APAC region	Ballroom
4:15 pm – 4:45 pm	Refreshment break	Foyer, Level 2
4:45 pm – 5:30 pm	Plenary: Regional employment update (Part 2)	Ballroom
5:30 pm – 5:45 pm	Closing remarks	Ballroom
6:00 pm – 9:00 pm	Networking drinks	The Pavilion, Level 4



Resources



Q&A

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Feedback Form

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Key Employment Law Trends and Developments (Q2 2025)

Changing geo-political landscape



- Employers making changes to "right size" their businesses. Particularly challenging in jurisdictions where unilateral termination of employment is difficult e.g., **Japan, Indonesia, South Korea, mainland China** and **Philippines**.
- Immigration law/policy changes to protect local workforces e.g.:
 - Indonesia**: Constitutional Court Decision No.168/PUU-XXI/2023: Prioritizing employment of Indonesian workers.
 - Singapore**: Fair Consideration Framework: Job advertising requirements and requirement to consider workforce in Singapore fairly for job opportunities.
 - Malaysia**: 1:3 Internship Policy: companies with approval for certain expatriate employment passes are required to offer up to three internship or work-based learning placements for local talent for each employment pass approved. Official implementation commences on 1 January 2026.
- Minimum wage increases in 2025 in **Hong Kong, Indonesia, South Korea, Malaysia, Taiwan, Thailand** and **Philippines**.

ID&E related enhancements



- Singapore**: Second part of Workplace Fairness Act expected to be introduced soon, with the whole legislation to come into force in 2026/27.
- Several APAC jurisdictions require employers to take proactive steps to prevent sexual harassment in the workplace e.g., **Australia, Hong Kong, Japan, mainland China, Taiwan**.
- Japan**: Anti Customer Harassment Ordinance in Tokyo (effective April 2025): employers expected to take measures to protect employee health and safety.
- Thailand**: The Marriage Equality Act came into effect on 23 January 2025, legalizing same-sex marriages and granting same-sex spouses the same legal rights as those in a heterosexual marriage.
- Taiwan**: Guidelines for Preventing Illegal Harm While Performing Duties 4th Edition (effective Feb 2025): specifies potential workplace harm behaviors with examples.
- Increase in family friendly rights e.g.:
 - Australia**: Increase in Paid Parental Leave from 22 weeks to 24 weeks, effective 1 July 2025.
 - South Korea**: Enhancements to childcare, paternity, maternity and infertility treatment leave, effective 23 February 2025.
 - Japan**: Expansion of childcare benefits under the childcare and family care leave regulations, effective 1 April 2025.

Expansion of benefits



- Japan**: Employers with more than 50 employees are required to enroll part-time employees in social insurance, effective 1 October 2024.
- Vietnam**: The New Law on Social Insurance, effective 1 July 2025 broadens the scope of compulsory social insurance subjects including foreign employees.
- Philippines**: Automatic coverage of solo parents and their children/dependents to the National Health Insurance Program pursuant to PhilHealth Circular in September 2024.
- Malaysia**: Increase in wage ceiling for Social Security Organization (SOCSO) related contributions effective 1 October 2024. Additionally, effective 1 July 2024, all foreign employees in Malaysia must contribute to the SOCSO Invalidity Scheme. Employees' Provident Fund contribution rate for foreign employees to be introduced soon and set at 2%.
- Mainland China**: Statutory retirement age will gradually increase over 15 years (starting from 1 January 2025). Also, an increase in statutory public holidays from 11 to 13 days, effective 2025.
- Hong Kong**: Abolishment of MPF set-off mechanism, effective 1 May 2025.
- Thailand**: Employers with more than 10 employees must register their employees with the Employee Welfare Fund (unless the employer has already set up a provident fund for its employees or a separate support program for its employees in the event of employment cessation or death). Fund contributions commence on 1 October 2025.

Movements to grant protections to non-employees



- Singapore**: The Platform Workers Act provides new protections for platform workers covering work injury compensation, CPF contributions and representation rights, effective 1 January 2025.
- Australia**: Same job, Same pay for labour hire workers, effective 1 November 2024. Further, "employee-like" workers who are engaged through digital employment platforms are also being extended certain rights, including minimum standards.
- Philippines**: Pending Bills on freelance workers' rights, aiming to enhance protections for freelancers.
- Japan**: Freelance Act (effective 1 November 2024), sets out certain protections for freelancers including clarification of terms and conditions and timely payments of service fees.

Managing workplace relations



- Changes in union laws: **Vietnam's** New Trade Union Law comes into effect on 1 July 2025. **Malaysia's** trade union laws were amended in September 2024 easing trade union formation and supporting workers' right to freedom of association.
- Right to disconnect introduced in **Australia**.

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