Baker McKenzie.

2025 Asia Pacific Employers' Forum

7 May 2025 | Conrad Singapore Marina Bay



Agenda

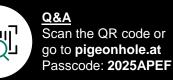
Handling Emerging Workplace Challenges in the 21st Century

Time	Торіс	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









<u>Feedback Form</u> Scan the QR code to provide event feedback





Jonathan Isaacs Asia Pacific Chair, Employment & Compensation



Miguel Galvez

Quisumbing Torres

Daichi Kiriyama

@bakermckenzie.com

Counsel, Tokyo

daichi.kiriyama

Brigid Maher

Partner, Sydney

@bakermckenzie.com

Thuy Hang Nguyen

brigid.maher

@quisumbingtorres.com

Partner, Manila

miguel.galvez

Celeste Ang Principal, Singapore





Partner, Sydney lucienne.gleeson

Emily Lawrence

emily.rayner

Local Principal, Singapore

Michael Michalandos

Partner, Sydney

michael.michalandos

Partner, Bangkok

@bakermckenzie.com

@bakermckenzie.com



Matt Gorman Associate, Washington, DC matthew.gorman @bakermckenzie.com

Zhao Yang Ng

zhao.yang.ng

Local Principal, Singapore

Nam-Ake Lekfuangfu

Partner, Bangkok

Betsy Morgan

Partner, Chicago

@bakermckenzie.com

Patrick Salazar

Quisumbing Torres

patrickhenry.salazar

@quisumbingtorres.com

Partner, Manila

betsy.morgan

nam-ake.lekfuangfu

@bakermckenzie.com

@bakermckenzie.com



Boris Hall Associate, Ho Chi Minh City boris.hall @bakermckenzie.com

Rinaldo Aditya

@hhplawfirm.com

HHP Law Firm

rinaldo.aditya

Associate Partner, Jakarta



@bakermckenziefenxun.com



Trish Sandosam

Partner, Kuala Lumpur Wong & Partners

trishelea.sandosam @wongpartners.com

Tess Lumsdaine Partner, Hong Kong tess.lumsdaine @bakermckenzie.com

Pradeep Nair Local Principal, Singapore

Kenneth Chua

Quisumbing Torres

@quisumbingtorres.com

Partner, Manila

kenneth.chua

Seok Jun Kim

@klpartners.com

Attorney, Seoul

KL Partners

sikim

@bakermckenzie.com



Associate, Seoul Baker McKenzie KLP JV







howard.shiu @bakermckenzie.com





Theeranit Pongpanarat



Eliseo Zuñiga, Jr. Partner, Manila **Quisumbing Torres**

eliseo.zuniga @quisumbingtorres.com







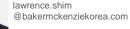


Tomo Muranushi Partner, Tokyo tomohisa.muranushi @bakermckenzie.com











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.

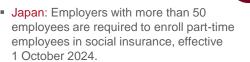
(FS)

- 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 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



- 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.

Value Adds: How we keep employers in Asia Pacific ahead of the curve



© 2025 Baker McKenzie. All rights reserved. Baker & McKenzie International is a global law firm with member law firms around the world. In accordance with the common terminology used in professional service organizations, reference to a "partner" means a person who is a partner or equivalent in such a law firm. Similarly, reference to an "office" means an office of any such law firm. This may qualify as "Attorney Advertising" requiring notice in some jurisdictions. Prior results do not guarantee a similar outcome.