

HONG KONG EMPLOYERS' FORUM

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Jonathan Isaacs

Asia Pacific Chair, Employment & Compensation
jonathan.isaacs@bakermckenzie.com

Jonathan Isaacs heads Baker McKenzie's China Employment Practice. Jonathan is listed as a leading lawyer for China employment law in various legal publications and has shared insights on labor and employment issues with many publications and media outlets, including The Financial Times, The Wall Street Journal, Washington Post, LA Times, Reuters, The Economist Intelligence Unit, Voice of America, RTHK, LA Times and Fortune Magazine. He has also co-authored the leading treatise on Chinese employment law in English, *Employment Law & Practice in China*. He is admitted as a lawyer in the state of New York, USA.

Jonathan is experienced in advising multinational companies on labor unions, collective bargaining, overtime compliance, termination issues, and data privacy issues, as well as the employment aspects of M&A transactions in the PRC.



Tess Lumsdaine

Partner, Hong Kong
tess.lumsdaine@bakermckenzie.com

Tess Lumsdaine is a partner of Baker McKenzie's Hong Kong office and the head of Employment & Compensation Practice Group in Hong Kong. She advises clients on the full spectrum of employment and regulatory compliance issues, as well as assisting clients with employment-related disputes and investigations.

Tess acts for clients in all aspects of employment law, including contentious matters such as contractual disputes, restraint litigation, safety related prosecutions, as well as civil claims and claims relating to termination, information theft, discrimination and harassment. She has extensive experience advising on executive employment, remuneration and regulatory issues in the context of hiring, mobility and exits. She also has broad credentials in managing multijurisdictional compliance and restructuring projects and is regularly engaged to conduct complex workplace investigations. Tess supports clients in tech, banking and financial services, consumer goods and retail and the pharmaceutical sector.



Venus Man

Senior Associate, Hong Kong
venus.man@bakermckenzie.com

Venus Man is a senior associate in Baker McKenzie's Hong Kong office and a member of the Firm's Employment & Compensation Practice Group.

Her practice focuses on a wide range of employment law matters including advising on formation and termination of employment relationships, policy creation and implementation, employment structures and mobility arrangements, implementing downsizing and redundancy programs, conducting employment due diligence and reviewing transactional documents and handling employment related investigations and litigations including discrimination and sexual harassment claims.



Tomo Muranushi

Partner, Tokyo
tomohisa.muranushi@bakermckenzie.com

Tomohisa Muranushi is a member of the Firm's Employment & Compensation group in Tokyo and has eighteen years of legal experience working in Japan. He co-authored M&A Handbook on Conducting Business Practically and the Japan chapter on Cross-border Labour and Employee Benefits Handbook. Tomohisa has also worked at the San Francisco and Bangkok offices of Baker McKenzie.

Tomohisa has extensive experience on any matters relating to labor/employment laws including designing terms and conditions of employment, reduction in force, and labor disputes. Also, he has been involved in many mergers and acquisitions, including due diligence, structuring, documents drafting, negotiation, and integration, especially from employment and labor law perspective. He also handles internal investigation relating to compliance, litigation/disputes resolution and counsels on general corporate/commercial matters including matters relating to company act and regulations, unfair trade regulations and data privacy.

**Ken Ng**

Senior Associate, Hong Kong
ken.kw.ng@bakermckenzie.com

Ken Ng is a senior associate in Baker McKenzie's Hong Kong office and a member of the Firm's Employment & Compensation Practice Group. He has extensive experience advising on all aspects of employment law, with focuses on advisory and contentious work. He advises clients on employment contracts, termination of employment relationships, severance and retrenchment, bonus and incentive schemes, and data privacy matters.

Ken is also well versed on contentious matters, assisting clients in claims for breach of employment contracts, equal opportunities and discrimination, MPF issues, and conducting employment due diligence and investigations. He also has extensive experience in handling litigation related to employment and data privacy issues. Ken provides regular training to clients on managing and handling staff issues, disciplinary issues and employment protection.

**Zhao Yang Ng**

Local Principal, Singapore
zhao.yang.ng@bakermckenzie.com

Ng Zhao Yang is a local principal in the Employment Practice Group of Baker McKenzie Wong & Leow in Singapore. He has over 10 years of experience advising regional and multinational clients on employment law and immigration matters in Singapore.

Zhao Yang focuses on employment law and immigration issues in Singapore. He is experienced in assisting clients through the life cycle of employment from both the legal and the commercial perspectives. Further, he also advises clients with respect to the various immigration issues relating to their foreign workforce in order to assist clients in achieving the desired outcome in an increasingly tricky space.

**Lawrence Shim**

Associate, Seoul
Baker McKenzie KLP JV

Lawrence Shim is an associate at Baker McKenzie & KL Partners in Seoul. He focuses on advising multinational corporations operating in Korea, ensuring compliance with internal, local and international regulations. He has extensive experience in internal investigations, advising on corporate governance and conducting comprehensive workplace audits to help global companies enhance operational alignment and mitigate legal risks.

Lawrence specializes in labor and employment law, providing in-depth legal support to multinational corporations and their Korean subsidiaries. He has advised clients across a range of industries—including luxury brands, cosmetics, automotive, chemicals, F&B and entertainment—on compliance with Korean workplace health-and-safety regulations, dispatch and outsourcing arrangements, internal workplace policies, day-to-day operations, redundancies and restructuring, and onboarding and termination processes.



Howard Shiu

Partner, Taipei

howard.shiu@bakermckenzie.com

Howard Shiu is a partner at Baker McKenzie's Taipei office, where he is well-versed in labor and employment law.

His practice primarily involves advising both domestic and international corporate clients on employment-related matters, including resolving labor disputes, navigating employment issues in mergers and acquisitions, conducting investigation into the employees' alleged misconducts (sexual harassment, workplace bullying, corruption, etc.), negotiating collective bargaining agreements with unions, handling mass redundancies, and ensuring compliance with employment regulations.



Sonia Wong

Special Counsel, Hong Kong

sonia.wong@bakermckenzie.com

Sonia Wong is a special counsel in Baker McKenzie's Hong Kong office and a member of the Firm's Employment Practice Group. She is known for her knowledge of employment and labor related laws. She has advised numerous clients across multiple industries such as consumer goods & retail, information technology, pharmaceutical, insurance, and banking and finance, on various employment issues.

Sonia assists clients with advisory and contentious work as well as transactional support. She has extensive experience in defending employment litigation (including those involving senior executives), conducting complex employee investigations (such as harassment, procurement fraud, bribery and other misconduct), coordinating regional employment advice across multiple jurisdictions for multinationals, and advising on employment structures and mobility arrangements for executives with regional responsibilities.