

A blurred, long-exposure photograph of a modern office interior. Several people are captured in motion, walking through a glass-walled area. The background shows office desks, chairs, and a patterned carpet. The overall tone is professional and dynamic.

**Baker  
McKenzie.**

**Integrated solutions  
for a diverse workplace**

**Employment & Compensation Capabilities**

# Helping you to get the best results

## GLOBAL FORESIGHT AND STRATEGY

- Single point of contact
- Market-leading lawyers rooted in local culture
- Seamless communication and coordination
- Boots on the ground in more jurisdictions than most law firms in the world

## EXPERIENCE

- 12,000+ employment and compensation clients in 80+ countries
- 60+ years of experience
- Top ranked employment firm in Chambers 2022 practice and lawyer guides

## STRENGTH

- 17 offices in the region
- 12 jurisdictions
- 130+ employment lawyers and professionals
- 10+ languages spoken
- Integrated team with tax, IP, antitrust, compliance and litigation

## INNOVATION

- Alternative legal services
- Legal project management
- Innovative apps and tools at your fingertips
  - [Resource Suite](#)
  - [Global Equity Matrix](#)
  - [Contingent Worker Misclassification Risk Map & Comparison Tool](#)
  - [Global Pensions Heatmap](#)

**The only  
Chambers-ranked  
Band 1 firm for  
global employment**

**2010–2023**

# Workforce Redesign

## Build your flexible future

Helping organizations build their flexible future by embracing change in the types of work people do, how and where work gets done.

Organizations have moved quickly to transform their workforce but with the landscape still shifting, and facing a future that is hard to predict, it can seem that flexibility is incompatible with the law. Baker McKenzie's Workforce Redesign solution aligns business and people needs with legal reality – driving action and creating certainty by formulating answers to challenging legal questions.

## Act now—we can help you

### Created for workforce redesign

We have one of the deepest and strongest employment practices of any global law firm, supported by world-class expertise in tax, compliance & investigations, cybersecurity, IP and litigation – connected legal advice for workforce redesign.

### Flexibility at scale

Because we are not only present, but deeply embedded, in 45+ markets around the world, we find the synergies that make flexibility possible at scale and across borders.

### Advisors to trailblazers

We are the advisors to the companies shaping the future of work, including cutting-edge technology players and pioneers of modern working practices. By sharing this knowledge, we help clients confidently plan for what's coming next – formulating answers, not raising more questions.



Cross-practice expertise in employment, tax, cybersecurity, IP and compliance helps to answer clients' most challenging legal questions

**1 Future-proofing:**  
Where are we vulnerable to changes in business strategy, public opinion, policy, regulation or enforcement? How do we risk manage decision-making?

**3 Implementation:**  
How do we implement change and support our people while mitigating risk? Are we redesigning for now or for the long-term?



**2 Strategy:**  
How do we deliver the flexibility our people and the business need? Are new working arrangements legally and commercially viable?

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## Resilience and change

Navigating regulatory and HR/people issues resulting from business disruption at a global level can be challenging. As cost-cutting and cash-preservation measures continue, we're helping companies develop clear and consistent plans for restructurings, redundancies, RIFs, pay reductions, furloughs and alternative working arrangements.

### Act now—we can help you

- Comply with rules protecting employee rights across multiple jurisdictions
- Document employee selection and redundancy decisions according to best practices
- Review restrictive employment covenants and data privacy obligations
- Anticipate litigation from disgruntled or ex-employees
- Consider terms of government programs and incentives in making staffing decisions
- Upskill and reskill employees where possible

#### RESOURCES



[Global Employer Termination Handbook](#)



[Reductions in Force](#)

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## The ethical employer

Responsible, fair and compassionate treatment of a company's most important asset – its people – is rapidly becoming a brand equity issue, a measure of corporate performance and a key differentiator in the war for talent. To help you attract investors, customers and talent, we are creating ways to prove that you walk the talk.

### Act now—we can help you

- Review supply chains to ensure human lives and livelihoods are protected; rebuild chains as necessary
- Conduct pay equity audits for women and minorities
- Craft policies that ensure diverse representation in leadership
- Review industrial relations strategies to give workers a voice in the boardroom
- Ensure that policies on employee activism are consistent and fair.
- Provide inherent bias and other training to promote a supportive workplace for all
- Resolve employee complaints before they reach the dispute stage
- Protect whistleblowers
- Develop a protocol to conduct investigations remotely
- Review pension fund investments for consistency with the company's values

#### RESOURCES



[Inclusion, Equity & Diversity in the Workplace](#)



[Managing Risk – International Labor and Human Rights](#)

**"They have incredible bench strength at all levels and they are all extremely knowledgeable across all practice areas."**

**Client feedback, Chambers Global Employment 2022**

# Seamless advice from strategy to disputes and operations



## Business change and restructuring

- Strategic workforce planning
- Redundancies and reductions in force
- Alternative / contingent workforces
- Restructurings, reorgs and releveling
- Mergers, acquisitions, divestitures, spins and other business transfers
- Outsourcings
- Remote / flexible work



## Dispute resolution

- Wage and Hour
- ERISA
- Wrongful Termination
- Whistleblowers
- Trade Secrets
- Class / Collective Actions
- Breach of Contract
- Employee Discrimination
- Traditional Labor



## Day-to-day advisory

- HR policies and procedures
- Performance management
- Terminations
- Diversity and discrimination
- Data privacy
- Training



What others say...

Very knowledgeable, comprehensive and service-oriented.

Chambers Global Employment, 2022



Recruitment and reward

- Contracts and related documentation
- Compensation
- Incentive plans
- Global equity plans and employee benefits
- Pensions



Protecting business assets

- Confidentiality
- Restrictive covenants
- Data management
- Non-compete and non-solicitation agreements



Union/work council relations

- Industrial relations strategy
- Managing unions and works councils
- Information and consultation
- Crisis management





**What others say...**

**The work they do is of a very high standard, they think outside of the box.**

**Chambers UK Employment 2022**



### Human rights

- Sustainable workforce practices
- Protecting rights and livelihoods of supply chain workers
- Supply chain restructuring
- Employee activism
- Inclusion & Diversity program policies, practices and litigation support



### Immigration and mobility

- Immigration requirements
- Immigration compliance programs
- Immigration, tax and data privacy issues related to business travellers



### Global strategies

- Multijurisdictional compliance plans
- Strategic HR projects
- Scenario planning

“

**They are specialists, like brain surgeons, and they can see things because they have so many clients and deep experience.”**

**Client feedback, Chambers Global Employment 2021**

# Selected experience

## A major multi-national telecommunications company

Investigated whistleblower accusations and termination of whistleblower. The company's whistleblower protection policies often pose significant challenges in the termination of whistleblowers who subsequently turn hostile.

## High frequency trading company

Advised on an urgent investigation in relation to an employee who attempted to steal highly sensitive information. We successfully assisted the client in recovering the information and terminating the employee.

## A global corporation

Advised a global corporation specialising in electrical equipment on the termination of a high-level employee, including leading the discussion on the potential claims by the employee in Singapore, Argentina and Spain, and providing direction in terms of packaging the exit benefits for the employee for a release from claims in the jurisdictions where the employee may have a potential claim.

## Large wine company

Investigated all China employees for external businesses directly dealing with the company and kick-back arrangements with business partners and assisted with terminations of majority of employees.

## Major US airline

Acted for a major US airline in a situation in which the airline was closing down a number of bases around the world, including in Hong Kong. We advised and assisted the airline with respect to all labor and HR aspects of the base closure, which made hundreds of employees in Hong Kong redundant as a result.

## Global food product producer

Advised a global food product producer in relation to the retrenchment of several employees across Taiwan, Thailand and Vietnam, including providing legal advice in handling the termination of employment and preparation of termination documents.

## A major multinational pharmaceutical company

Conducted a large scale FCPA investigation in respect of its business activities in China. This includes interviewing key employees, conducting e-discovery, review evidence and providing recommendations.

## Global luxury brand

Conducted a comprehensive review of the client's Hong Kong employment contract templates for compliance with Hong Kong law and best practice. Also advised the client on the termination of a senior, highly contentious employee, who signed an employment contract based on the template we reviewed, and the matter was successfully settled.

**Baker McKenzie is noted for its exceptionally broad coverage with top-notch employment departments across the jurisdictions.**

**Chambers 2021**

# Shared Intelligence

Our Global Employment & Compensation Resource Suite acts as a central repository to store all of our relevant global employer thought leadership. The self-service database will provide your team with 24/7 access to our global employment resources on-demand, including employment guides for 35 jurisdictions, our Global Employer Handbooks on Termination and Mobility, and links to our workforce trend hubs with a suite of materials related to diversity & inclusion, the future of work and business change issues. The site also includes quick links to our regional employment blogs, video chats and on-demand webinars, podcasts and more. A sample of our resources can be found on the following pages.

## Global Employment Resource Suite >

Pages

Pages

Apps, Blogs and Videos

Building a New Workforce Reality: COVID-19 and Beyond

Employer Handbooks and Guides

Interactive Maps

Legal Updates

Pensions

Work Health and Safety

Workforce Trends

# Global Employment Resource Suite

Welcome to the Global Employment and Compensation Resources Suite, an online repository of complimentary HR knowledge resources. Please use the left-hand drop-down menu to quickly locate what you need and/or browse our range of thought leadership, handbooks, country-specific employment law guides to ensure your HR and legal counsel remain up-to-date on the latest employment law regulations globally.



# About our Firm

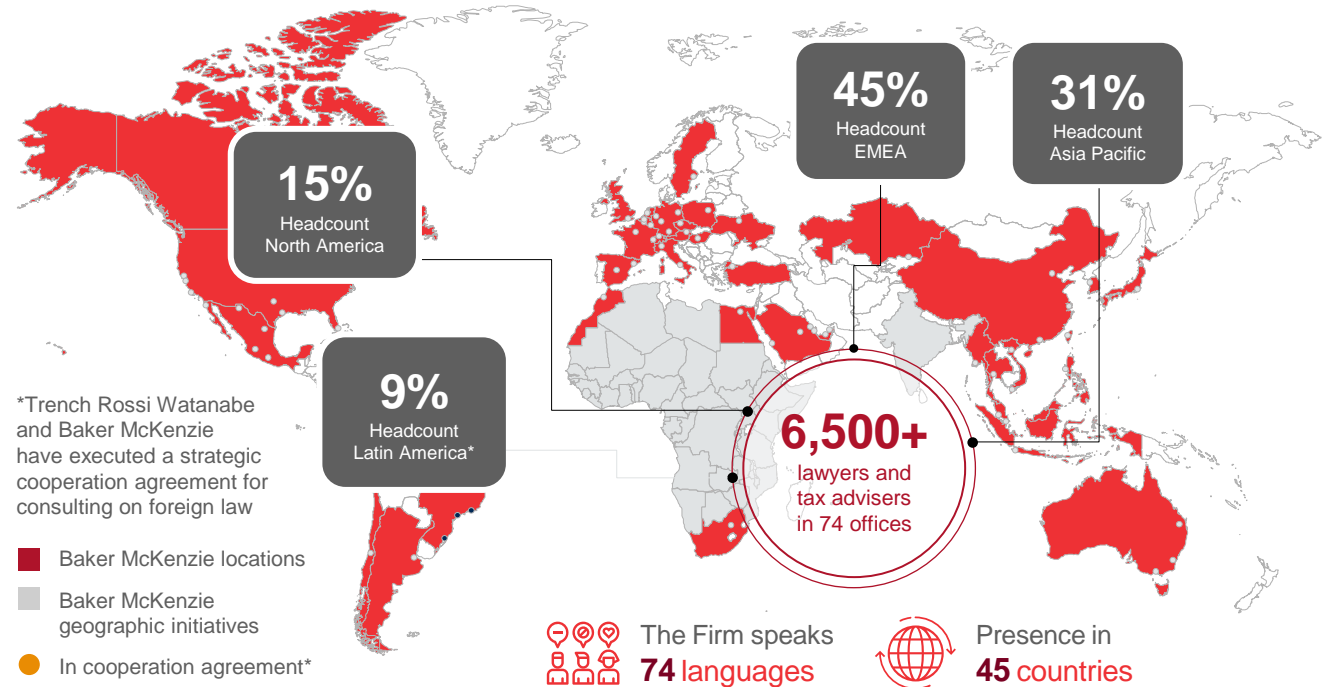
## Fluency across borders

Our clients want a new breed of lawyers with excellent technical skills who can look ahead to help them navigate a constantly changing world. It means having lawyers who can anticipate what is coming next and are comfortable with business level discussions. Baker McKenzie more than meets these challenges.

### Geographic initiatives

Drawing upon our global expertise and a strong network of leading local firms, we are able to help our clients navigate Indian markets as well as newly opening markets in Asia and Africa.

Our fluency in working across borders, issues and practices allows us to simplify legal complexity, foresee risks others may overlook and identify commercial opportunities that many miss. This makes us advisers of choice to some of the world's leading multinational corporations.



### Core practices

- Antitrust & Competition
- Banking & Finance
- Capital Markets
- Investigations, Compliance & Ethics
- Dispute Resolution
- Employment & Compensation
- Environment & Climate Change
- IT/Communications
- Mergers & Acquisitions
- Private Equity
- Real Estate
- Restructuring & Insolvency
- Tax
- International Commercial & Trade

### Client solutions

- Digital Transformation
- Energy Transition
- Strategic Transactions
- Supply Chains
- Sustainability
- Workforce Redesign

### Core sectors

- Consumer Goods & Retail
- Energy, Mining & Infrastructure
- Financial Institutions
- Healthcare & Life Sciences
- Industrials, Manufacturing & Transportation
- Technology, Media & Telecommunications

# Our regional presence: Asia Pacific

## Australia

**Brisbane**  
7 partners  
9 associates

**Melbourne**  
22 partners  
57 associates

**Sydney**  
58 partners  
135 associates

## East Asia

**Beijing**  
2 partners  
7 associates

**Hong Kong**  
56 partners  
133 associates

**Seoul**  
2 partners  
6 associates

**Tokyo**  
46 partners  
117 associates

**China – FenXun\***  
23 partners  
88 associates

**Shanghai**  
4 partners  
11 associates

**Taipei**  
43 partners  
34 associates

## Southeast Asia

**Bangkok**  
66 partners  
22 associates

**Ho Chi Minh City**  
5 partners  
23 associates

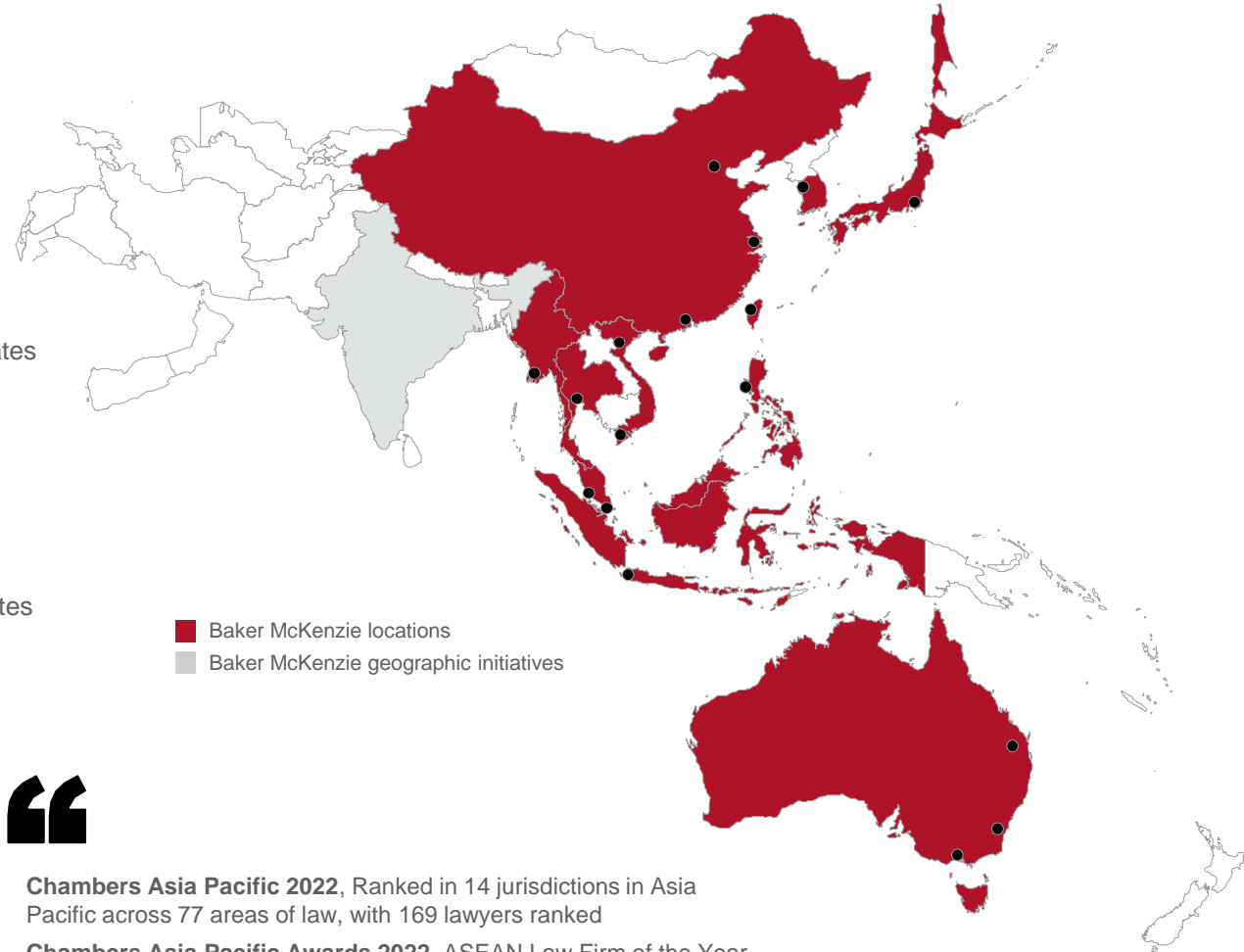
**Kuala Lumpur**  
15 partners  
31 associates

**Singapore**  
34 partners  
121 associates

**Hanoi**  
3 partners  
24 associates

**Jakarta**  
15 partners  
81 associates

**Manila**  
23 partners  
27 associates



**Chambers Asia Pacific 2022**, Ranked in 14 jurisdictions in Asia Pacific across 77 areas of law, with 169 lawyers ranked

**Chambers Asia Pacific Awards 2022**, ASEAN Law Firm of the Year for the 2nd consecutive year, Thailand Law Firm of the Year for the 3rd consecutive year, and Indonesia Law Firm of the Year

**Thomson Reuters Global Elite Law Firm Brand Index 2022**, strongest law firm brand for 12 consecutive years

*\*Baker McKenzie FenXun (FTZ) Joint Operation Office*

*Note: Headcount as of December 2022. Headcount for Associates includes Of Counsels.*

## Strength in numbers

 **424**  
Partners

 **926**  
Associates

# Our local offices

## Asia Pacific

### Australia

We are unique among law firms in Australia in our ability to deliver the knowledge, experience and capabilities of our global network to our clients in the local market. Our lawyers advise many of the ASX 200 as well as Australia's leading private companies and several layers of government.

We advise on market-leading transactions in key practice areas and industry sectors. We source and co-ordinate an increasing number of significant cross-border assignments emanating from Australia for market-leading companies. We are genuinely multi-cultural in our approach and passionate about open and highly collaborative relationships with each other and clients.

#### Key facts

**Established:** 1964

**Office/s:** Sydney, Melbourne, Brisbane

**No. of Partners:** 87

**No. of Lawyers:** 280+



### China

Established in the China (Shanghai) Free Trade Zone, it is the first that has been approved by the Shanghai Justice Bureau. For both Baker McKenzie and FenXun Partners, the Joint Operation is a historic step in providing clients with a joint global and local PRC law capacity from one single and uniquely aligned platform.

The Joint Operation allows Baker McKenzie and FenXun Partners to provide collaborative responses to client needs, including joint execution of client matters, secondments of lawyers between the firms and exchange of know how. Through the Joint Operation Office, they are able to provide PRC law related legal advice as well as legal opinions for our Chinese and Multinational clients.

#### Key facts

**Established:** 1993 (Beijing)

**Office/s:** Beijing, Shanghai

**No. of Lawyers:** 130+

**No. of Fee earners:** 170+

**Total staff:** 310+



### Hong Kong SAR

Consistently recognized as a leader in the region, Baker McKenzie has been doing business in Hong Kong for over 40 years. An integral part of the Firm's renowned China practice, our team in Hong Kong has the deep local roots and integrated global reach to help domestic and multinational financial institutions seamlessly manage even the most complex local and cross-border transactions. Our Hong Kong office has advised on market leading transactions in all key practice areas and industry sectors, coordinating significant cross-border assignments emanating from Hong Kong/China for market leading companies.

Our client base includes many FT100 companies as well as leading local conglomerates, which we advise on the region's constantly changing local regulations and market dynamics. Our ability to draw on our global network of lawyers across a wide range of practices enables us to bring the right team to every transaction.

#### Key facts

**Established:** 1974

**Offices:** Hong Kong

**No. of Lawyer/s:** 180+

**No. of Fee earners:** 250+

**Total staff:** 600+



### Indonesia

HHP Law Firm, a fully integrated member firm of Baker McKenzie, is widely recognized as one of the leading law firms in Indonesia. With more than three decades of local experience, our lawyers provide sophisticated advice on corporate and commercial transactions across a broad range of industries. We bring a rich understanding of Indonesia's unique business and legal culture to help our clients execute even the most challenging deals in Indonesia.

Our legal consultants have worked with some of the largest domestic and international corporations, creating effective, industry focused solutions for their transactions and investments. Our presence on the ground in Indonesia for more than a quarter of a century has allowed us to foster solid working relationships with Indonesian government agencies and regulators and key industry players, and bringing the benefit of these relationships to our clients is a value proposition which sets us apart from competitors.

#### Key facts

**Established:** 1989

**Office/s:** Jakarta

**No. of Partners:** 15

**No. of Associates:** 81





# Our local offices

## Asia Pacific

### Japan

Baker McKenzie (Gaikokuho Joint Enterprise) is now the largest integrated international law firm in Japan combining the talents of both locally admitted and overseas qualified lawyers. We believe that our abilities to combine Japanese and foreign legal expertise within a single organization and to deliver the value of Baker McKenzie's global network place us in a unique position to provide truly international service to our clients.

Our Tokyo office provides full legal service covering all major areas of law. The firm assists diverse companies in addressing a full spectrum of legal and business issues in Japan. In addition, most of the lawyers in our office are fluent in both English and Japanese, which is critical in skillfully handling different legal issues while effectively communicating with clients.

#### Key facts

**Established:** 1972  
**Office/s:** Tokyo  
**No. of Partner:** 46  
**No. of Lawyers:** 160+



### Malaysia

Wong & Partners is a Malaysian law firm dedicated to providing quality and solution-oriented legal services to its clients. Recognised for its ability to deliver sophisticated legal advice, Wong & Partners is trusted by diverse corporations for their needs in Malaysia and throughout Asia. Its lawyers are widely recognised as among the best in their fields, helping clients apply industry-specific, innovative and practical solutions.

The Firm prides itself on being a progressive law firm with international standards of quality and experience. In this regard, the Firm has a solid commitment to training its lawyers, with the aim of producing lawyers of global standard. As an award-winning law firm, we are well equipped to assist you across the entire spectrum of legal services.

#### Key facts

**Established:** 1998  
**Office/s:** Kuala Lumpur  
**No. of Partners:** 15  
**No. of Lawyers:** 45+



### Philippines

Our practice area and industry specializations enable us to provide clients with tailored and practical legal advice that considers the relevant industry, regulatory and operational issues applicable to their businesses and transactions.

We have been consistently recognized as a top-tier law firm in leading global and regional legal directories such as Chambers Asia Pacific, Chambers Global, The Legal 500 Asia Pacific and IFLR1000. This is a testament of our clients' appreciation of our services and our peers' respect for our capabilities.

Quisumbing Torres is a member firm of Baker & McKenzie International, a Swiss Verein with independent member law firms around the world.

#### Key facts

**Established:** 1963  
**Office/s:** Manila  
**No. of Partners:** 23  
**No. of Associates:** 27



### Singapore

With broad global coverage and comprehensive local knowledge, we offer a unique combination of skills to help our clients effectively manage the challenges and opportunities of doing business in Singapore and the rest of Asia. Baker McKenzie Wong & Leow is a joint law venture between Baker McKenzie and Wong & Leow LLC, a Singapore law firm. This enables us to advise our clients on both domestic Singapore law issues and cross-border issues.

As counsel of choice to many companies using Singapore as a hub for their regional operations, our lawyers are adept at managing multi-jurisdictional transactions and neutralizing cross-border risk. Our Singapore office is part of a network that offers experts based on the ground across ASEAN countries as well as access to Baker McKenzie's wider international network. This makes us ideally placed to support not only the domestic but also the cross-border needs of our clients.

#### Key facts

**Established:** 1981 (Wong & Leow LLC)  
**No. of Partners:** 34  
**No. of Lawyer/s:** 150+



# Our local offices

## Asia Pacific

### South Korea

Baker McKenzie's office in Seoul opened in May 2013, strengthening the Firm's coverage in Asia Pacific as well as globally, and reflecting our continued expansion into high-growth markets. Our office in Seoul is the Firm's 15th office in Asia Pacific.

Our team in Seoul and globally brings sophisticated knowledge and experience in areas of strategic importance to our Korean clients. The office focuses on advising Korean companies on their international investments and cross-border transactions, with a particular focus on energy, power, mining, steel, infrastructure, information technology and communications, electronics and manufacturing sectors. Our Seoul lawyers have worked on some of the most high profile cross-border transactions and outbound investments in the country.

The Firm's Korea outbound practice is consistently recognized by legal directories as one of the premier market-leading practices advising Korean companies on their outbound investments. Baker McKenzie was recognized as a leading law firm for M&A in ALB M&A Rankings in both 2020 and 2021. The Firm was also ranked highly in Corporate/M&A and Energy by Chambers and Legal 500, the two leading legal directories.

#### Key facts

**Established:** 2013  
**Office/s:** Seoul  
**No. of Partners:** 2  
**No. of Lawyers:** 8



### Taipei

Baker McKenzie's Taipei office provides the full range of commercial legal services to domestic, regional, and multinational clients in Taiwan and throughout the Asia-Pacific region.

As part of Baker McKenzie's global network of firms, our Taipei office delivers seamless legal service that is both global and local. We provide clients with the legal expertise needed to conduct complex, multijurisdictional business transactions.

With over 100 attorneys and legal professionals admitted to practice in multiple jurisdictions, including Taiwan, the United States, England, Singapore and New Zealand, the credentials of Baker McKenzie's lawyers in Taiwan speak for themselves.

#### Key facts

**Established:** 1975  
**Office/s:** Taipei  
**No. of Partners:** 33  
**No. of Associates:** 34



### Thailand

Since establishing here over 40 years ago, we have grown to be the largest law firm in Thailand.

We facilitated the successful entry of Fortune 500 brands into the country, and we have also helped local businesses thrive internationally. We provide practical support and innovative solutions that meet business needs and bottom line issues, and we are consistently recognized among the leading law firms in Thailand.

Our lawyers in numerous practice areas help companies in various industries manage their legal issues. We combine Thai knowledge and experience with a wide-ranging international perspective so essential in today's global economy.

#### Key facts

**Established:** 1977  
**Office/s:** Bangkok  
**No. of Partners:** 66  
**No. of Associates:** 22



### Vietnam

Baker McKenzie is one of the largest and most experienced international law firms in Vietnam — and consistently rated among the best. We have helped facilitate meaningful legal reform and shape policy in the jurisdiction by participating in the drafting process of laws related to securities, investment, intellectual property and competition, among others.

Our lawyers are fluent in English, French, Vietnamese, and the jurisdiction's laws, legal systems and business practices. We draw on our in-depth local knowledge — coupled with far-reaching resources in 45 other jurisdictions — to create effective, innovative solutions tailored to our clients' business strategies.

#### Key facts

**Established:** 1993  
**Office/s:** Hanoi, Ho Chi Minh  
**No. of Partner:** 8  
**No. of Associates:** 47



# Passionately client-centric

Our people are committed to excellence and driven by results. By combining a multicultural, collaborative culture with deep sector and practice knowledge, we help clients navigate local markets and multiple jurisdictions — from the world's largest economies to emerging players.

Our approach to innovation starts with what clients need to achieve. Through [Reinvent](#), we bring together change initiatives from across the firm to deliver the people, process and technology that can accelerate change and deliver speed, accuracy, flexibility and efficiency gains.

## #1

**World's strongest law firm brand 12 years running**  
Thomson Reuters

## Specialist Advice



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 similar outcomes.

# The values we live by

We are committed to serving our clients and communities by advancing diversity and inclusion, sustainability, and access to justice and opportunity. We take bold action, set ambitious goals and align with leading corporate social responsibility initiatives.



## Diversity & Inclusion — #WeAreNotNeutral

- **Global, inclusive approach:** 13,000+ employees, 46 countries, 80+ languages.
- **Ambitious targets for partners and leadership:** — 40% women, 40% men and 20% flexible (women, men or non-binary persons) by July 2025
- **Signatory to:** UN Women's Empowerment Principles, UN HeforShe, CEO Catalysts for Change
- **Recognition:** Stonewall Top Global Employer for LGBT+ inclusion and One of the Best Law Firms for Women (Law 360, Euromoney and Working Mother magazine)

[Learn more out about our commitment to Diversity and Inclusion.](#)

## Global Pro Bono And Community Service

We apply our legal knowledge and passion to advance fundamental rights and opportunities for persons in need throughout the world.

- **Supporting Refugees in the Workforce project:** Partnered with clients to secure work placements for refugees
- **The Real Rights Project:** City-specific guides on interactions with law enforcement to youth from communities of color
- **Global Rights for Women:** Analysis of domestic violence laws worldwide for use in trainings and advocacy

[Learn more about our CSR initiatives.](#)

## Sustainability — Supporting Our Clients, Protecting The Future

- **Signatory to UN Global Compact**
- **Global Carbon Emissions Reduction Targets:** 92% reduction by 2030
- **Recognition:** 10X Best Law Firm in the Voluntary Carbon Market Rankings; Climate Change Firm of the Year, Who's Who Legal Awards

[View our 2021 Communication on Progress to the UN Global Compact.](#)

# Appendix: Your team

# Your core team

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## Singapore | Asia Pacific



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## **Baker McKenzie helps clients overcome the challenges of competing in the global economy.**

We solve complex legal problems across borders and practice areas. Our unique culture, developed over 70 years, enables our 13,000 people to understand local markets and navigate multiple jurisdictions, working together as trusted colleagues and friends to instill confidence in our clients.

[bakermckenzie.com](https://bakermckenzie.com)

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