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2023 Asia Pacific Employers' Forum

The Future World of Work: Mitigating Risks and Responding to Change



1 Workforce redesign and the future of work

Panellists

Guest Speakers



Melissa Tham
Senior Legal Employment
Counsel, Asia Pacific

Dyson



Andrew Choi
Senior Counsel,
Employment Law &
Employee Relations for
Asia Pacific

Nike



Melynnie Rizvi
Global Head of
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Baker McKenzie Speakers



Celeste Ang
Head of Employment
Asia Pacific

Moderator



Jonathan Isaacs
Head China
Employment Group



Kenneth Chua
Partner
Manila



Nam-Ake Lekfuangfu
Partner
Bangkok

Hybrid working – the push for greater flexibility

Key employer considerations

Health & Safety

- Assessing health & safety obligations to employees both in the office and at home

Implementation

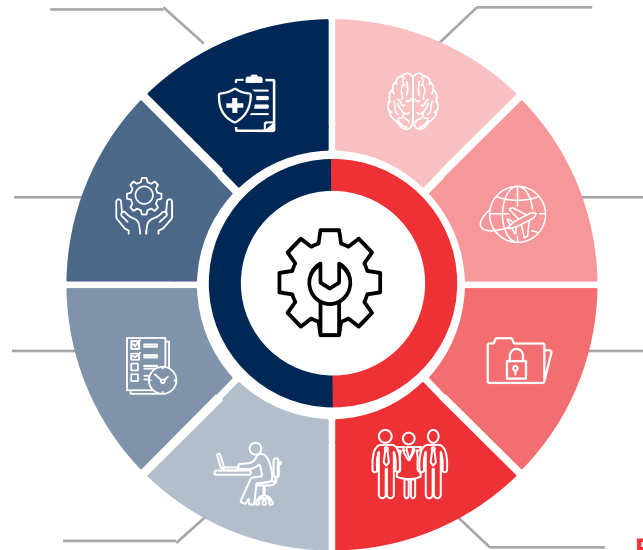
- Eligibility criteria?
- Who is able to work under a hybrid model?

Documentation - key terms

- Variation to existing terms?
- Timekeeping and rest breaks
- Costs/equipment/expenses
- Monitoring?

Office set up

- Office set up for hybrid working employees?
- Designated desks?



Mental health

- Blurring of lines between home and work spaces leading to digital fatigue and isolation

International work

- Restrictions on where work can be performed

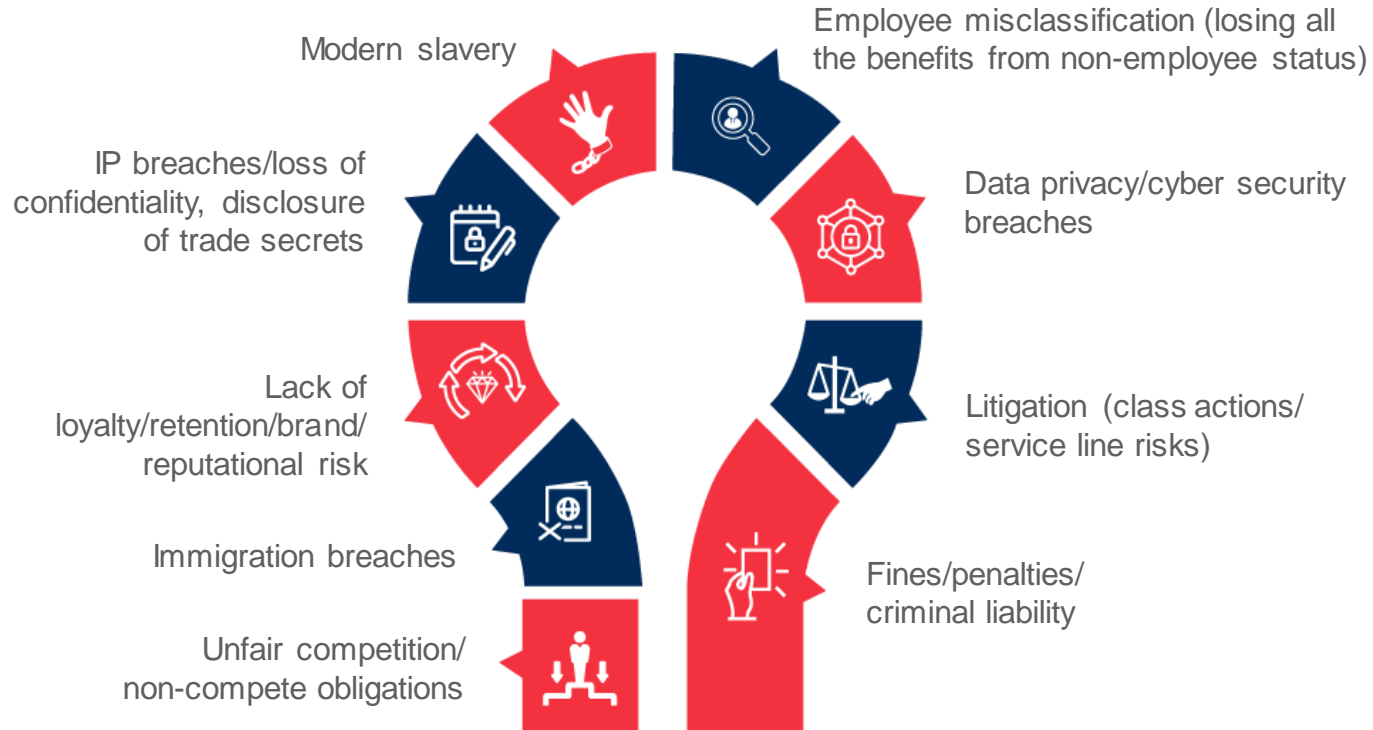
Data privacy/confidentiality

- Data privacy and transfer issues
- Increased risk of data/information being compromised
- Employee training
- Ensure policies are fit for purpose

Employee relations

- Challenges of managing a remote workforce
- May require an update to management styles

Risks and challenges facing global businesses



Artificial Intelligence



Intellectual Property



Discrimination



Data privacy



Confidentiality



**How to manage the
employee's use?**



**What if the company
wants to replace
employees with AIs?**



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