

Human resources play a crucial role in determining business strategy.

Comprising more than 100 lawyers, Mayer Brown’s global employment & benefits team advises on the full range of employment law issues, both contentious and non-contentious, from recruitment to termination to restructuring, and all matters in between. Our international practice is renowned for steering clients through complex, multi-jurisdictional legislation and for delivering shrewd commercial advice.

We operate in the world’s principal financial centers—in the US, Europe, Asia and the Middle East—and collaborate with a carefully nurtured selection of internationally experienced lawyers in other countries with whom we have worked closely for many years.

Our advice extends from proactively anticipating and avoiding issues to navigating and resolving matters once they become concerns.

Our strengths in employment law include employment counselling, employment litigation, employee benefits, executive compensation, global restructuring, outsourcing of human capital, employment and severance agreements, pensions plans, including fiduciary duties of employers and plan trustees, employee stock ownership and other incentive-based compensation, labour relations and union matters.

We advise on employment-related topics such as HR regulation, risk management and compliance, personal data privacy, the use of social media in the workplace, global employee mobility, diversity and inclusion, immigration, mediation, arbitration and litigation.

CONTRIBUTORS

**Australia**  
John Tuck  
CORRS CHAMBERS WESTGARTH  
T: +61 3 9672 3000  
E: john.tuck@corrs.com.au

**China**  
Duncan Abate  
MAYER BROWN  
T: +852 2843 2203  
E: duncan.abate@mayerbrown.com  
  
Hong Tran  
MAYER BROWN  
T: +852 2843 4233  
E: hong.tran@mayerbrown.com

Jennifer Tam  
MAYER BROWN  
T: +852 2843 2230  
E: jennifer.tam@mayerbrown.com

**Hong Kong**  
Duncan Abate  
MAYER BROWN  
T: +852 2843 2203  
E: duncan.abate@mayerbrown.com  
  
Hong Tran  
MAYER BROWN  
T: +852 2843 4233  
E: hong.tran@mayerbrown.com  
  
Jennifer Tam  
MAYER BROWN  
T: +852 2843 2230  
E: jennifer.tam@mayerbrown.com

**India**  
Swarnima  
TRILEGAL  
T: +91 80 4343 4646  
E: swarnima@trilegal.com

**Indonesia**  
Syahdan Z. Aziz  
SSEK  
T: +62 21 2953 2000  
E: syahdanaziz@ssek.com

**Japan**  
Junichi Ueda  
ANDERSON MORI & TOMOTSUNE  
T: +81 3 6775 1123  
E: junichi.ueda@amt-law.com

**Macau**  
Tiago Vilhena  
MdME  
T: +853 2833 3332  
E: tv@mdme.com.mo  
  
Helena Kok  
MdME  
T: +853 2833 3332  
E: helenakok@mdme.com.mo

**Malaysia**  
Wong Kian Jun  
SHEARN DELAMORE  
T: +603 2027 2727  
E: wongkj@shearndelamore.com

Americas | Asia | EMEA | [www.mayerbrown.com](http://www.mayerbrown.com)

**Myanmar**  
Chester Toh  
Lester Chua  
RAJAH & TANN NK LEGAL MYANMAR COMPANY LIMITED  
T: +959 7304 0763  
E: chester.toh@rajahtann.com  
E: lester.chua@rajahtann.com

**New Zealand**  
Phillipa Muir  
SIMPSON GRIERSON  
T: +64 9 977 5071  
E: philippa.muir@simpsongrierson.com

**Pakistan**  
Salim Hasan  
MEER & HASAN  
E: mail@meerhasan.com  
T: +92 42 3723 5812 - 2

**Philippines**  
Enriquito J. Mendoza  
ROMULO MABANTA BUENAVENTURA SAYOC & DE LOS ANGELES  
T: +632 555 9555  
E: enriquito.mendoza@romulo.com

**Singapore**  
Jennifer Chih  
MAYER BROWN PK WONG & NAIR PTE. LTD.  
T: +65 6922 2335  
E: jennifer.chih@mayerbrown.com

**South Korea**  
Hoin Lee  
KIM & CHANG  
T: +822 3703 1682  
E: hoin.lee@kimchang.com

**Taiwan**  
Elizabeth Pai  
Dr. Chung-Teh Lee  
LEE, TSAI & PARTNERS  
T: +886 2 2378 5780  
E: elizabethpai@leetsai.com  
E: ctlee@leetsai.com

**Thailand**  
Pimvimol (June) Vipamaneerut  
TILLEKE & GIBBINS  
T: +66 2056 5555  
E: june.v@tilleke.com

Chomanut Arif  
TILLEKE & GIBBINS  
T: +66 2056 5706  
E: chomanut.a@tilleke.com

**Vietnam**  
David Harrison  
MAYER BROWN  
T: +84 28 3513 0310  
E: david.harrison@mayerbrown.com

MAYER | BROWN

Diversity and Discrimination

Traffic Lights

ASIA 2023

This Mayer Brown publication provides information and comments on legal issues and developments of interest to our clients and friends. The foregoing is not a comprehensive treatment of the subject matter covered and is not intended to provide legal advice. Readers should seek legal advice before taking any action with respect to the matters discussed herein.

Mayer Brown is a global services provider comprising associated legal practices that are separate entities, including Mayer Brown LLP (Illinois, USA), Mayer Brown International LLP (England & Wales), Mayer Brown (a Hong Kong partnership) and Tauil & Chequer Advogados (a Brazilian law partnership) and non-legal service providers, which provide consultancy services (collectively, the “Mayer Brown Practices”). The Mayer Brown Practices are established in various jurisdictions and may be a legal person or a partnership. PK Wong & Nair LLC (“PKWN”) is the constituent Singapore law practice of our licensed joint law venture in Singapore, Mayer Brown PK Wong & Nair Pte. Ltd. Details of the individual Mayer Brown Practices and PKWN can be found in the Legal Notices section of our website. “Mayer Brown” and the Mayer Brown logo are the trademarks of Mayer Brown.

© 2023 Mayer Brown. All rights reserved.

Attorney Advertising. Prior results do not guarantee a similar outcome.

1 This column was prepared with the assistance of Meng Bo Law Office, a PRC law firm based in Shanghai, with which Mayer Brown has a close working relationship.

This class/category is not protected by legislation, case law or an institutional mechanism