

11th Annual Employment Law Asia Congress 2017

Capturing the Changing Legal Risks and Obligations across APAC

Singapore, 13-14 June 2017

Abstract

Amidst the economic downturn, various corporates are facing the unavoidable mass redundancy and termination cases. It is important for the employers to get the termination compliance process right to avoid costly litigation. Besides, the pro-employees movement brings forward various labour law amendment across Asia namely Singapore New Employment Claims Tribunal, Hong Kong Revised Guidance for Personal Data Privacy and Indonesia New Work Permit Regulations. How do we make sure to stay aware of those changes and legal nuances?

The changing employment landscape presents a variety of challenges to be added on regional HR's radar:

- How Singapore, as the reliable Asia's regional corporate hub, can ensure its regional employers to remain up to date with the dynamic employment law changes?
- What are the effective processes to handle unavoidable mass redundancy and termination cases amidst economic downturn?
- How the rising technological-enabled mobile workspace can ensure cyber security, and data compliance to protect the business intelligence?
- What are the practical strategies to handle the rising visibility of trade labour union in Asia to avoid unexpected disputes?

Returning from the success of our 10th annual flagship employment event, [11th Annual Employment Law Asia Congress 2017](#) will address those latest concerns with refresh perspectives and updated, hands-on case studies from legal experts.

Who should attend?

Regional VPs, Directors, Heads & Managers of:

- Regional HR Manager/ Business Partner
- Business owner
- Employee Relations

- Legal Counsel
- Compensation & Benefits
- Industrial Relation
- Remuneration/ Compensation & Benefits
- Workplace Relations & Compliance
- Mediators & Arbitrators of Employment Law
- Learning & Development
- Talent & Recruitment

Draft Agenda

Disclaimer: The orders of countries are in no specific priority.

Congress Day One, Tuesday 13th June, 2017	
8:30	Registration and Coffee
9:00	Opening Remark by Chairperson
9:10	<p>Opening HR Panel Discussion</p> <p>Join the peer-led panel, which will highlight the changing dimensions of the employment law landscape across APAC.</p> <ul style="list-style-type: none"> • Exploring the regions covered under the spectrum of regional HR • Highlighting latest top legal employment challenges that require immediate attention in the abovementioned regions • Advice for regional HR professionals to stay up to date and knowledgeable in their respective regions
9:40	<p>APAC Focus</p> <ul style="list-style-type: none"> • Assessing regional wage differences and legal compliance nuances to assist with recruitment and staff mobility • International assignment (elaborate) • Understanding the rising need for carrying out employee surveillance: how to stay compliant and the effective process • Exploring flexible workplace arrangements: how to ensure cybersecurity and mitigate risk • The emerging aspects of interview compliance, long absence and disciplinary management • Managing redundancy and termination: what are the common trends across the region? • Trade labour/ union handling: What to look out for and avoid in different countries
10:20	<p>China Spotlights</p> <p>Navigating China's Idiosyncratic and Ever-Changing Employment Regulations</p> <ul style="list-style-type: none"> • China employment law overview and issues: the pro-employee, open-ended law

	<p>and evolving trends</p> <ul style="list-style-type: none"> • Navigating the complex diversified legislations across different cities to ensure standardised practices • Developing action schemes to soundly handle unexpected labour disputes • Termination and redundancy: getting it right – exploring due diligence preparation in different unique scenarios • Handling employee transfers during M&A activities: issues, risks and resolution frameworks • When and how to conduct an HR audit to identify emerging problems in advance
11:00	<p>Singapore Spotlight</p> <p>Capturing Local Best Practices of Singapore’s Employment Law to Stay Compliant and Attract Talent: Non-competition Agreement, Tripartite Practical Guidelines and Disciplinary Management</p> <p>Singapore’s employment laws are known for being business-friendly. Yet for the past few years, we have witnessed a shift towards being pro-employee. Thus, it is essential for HR leaders to stay aware of local best practices and strengthen their capability to stay compliant and talent-attractive.</p> <ul style="list-style-type: none"> • Mastering practical tripartite guidelines outlining good employment practices • How HR can ensure the non-competition agreement works to protect business intelligence • Redundancy and termination management: best practices and recent case studies • Long absence, poor performance and disciplinary management: the rising concerns
11:40	<p>Hong Kong Highlight</p> <p>Developing Data Privacy Compliant Practices to Avoid Privacy Frauds</p> <p>Restructuring-process compliance and data privacy compliance are the two growing concerns in Hong Kong. The Revised Guidance Issued for Employers under Personal Data (Privacy) Ordinance gives guidelines to combat data privacy frauds and breaches.</p> <ul style="list-style-type: none"> • Case Studies: Safeguarding data privacy to avoid employee’s misconduct and cyber security frauds • Balancing business legitimate interests with employee privacy compliance • A practical framework to stay privacy compliant during recruitment, employment and termination • Forward planning for the restructuring process: legal advice on headcount and re-location
12:20	<p>Lunch Break</p>
13:20	<p>Japan Spotlight</p> <p>Embracing Fair and Effective Employment Relationships</p> <ul style="list-style-type: none"> • Introducing Japanese employment law, including: latest trends, expected reforms and current labour issues

	<ul style="list-style-type: none"> • Understanding the common practices for recruitment, hiring and the non-competition agreement upon termination • Managing termination and redundancy in Japan: potential issues and strategic approaches • Adhering to the recently amended "Succession Act Ordinance" with enhanced communication plans to assist employee's awareness during company split • Discrimination, abuse and harassment: what should HR do to prevent and resolve?
14:00	<p>Thailand Landscape</p> <p>Understanding the New Labour Protection Act, and Cultivating Termination Best Practices to Avoid Costly Litigation</p> <ul style="list-style-type: none"> • An update on the amended Labour Protection Act and the direct impacts to employers • Understanding employer's key obligations prior to and during termination or transfer process • Preparing diversified solutions and fair severance packages to ensure the smooth separation process • Mastering useful negotiation frameworks for favourable settlement with executive versus management personnel
14:40	<p>Indonesia Corner</p> <p>Driving Productivity and Compliance for Global Employers Dealing with Employment Law Issues</p> <ul style="list-style-type: none"> • New Work Permit Regulations in Indonesia: Fulfilling stricter legal requirements to legitimately hire foreign employees • Exploring practical frameworks to manage poor performance and quality compliance to increase quality • Understanding difficulties in employment termination and how to expedite the settlement process and avoid costly litigation • Promoting productivity improvement with enhanced training policies • Managing various leave, leave allowances and holiday categories in Indonesia to achieve optimal performance
15:20	<p>Afternoon Break and Networking Session</p>
15:50	<p>Malaysia Landscape</p> <p>Understanding the Malaysia Employment Legal Landscape to Seize Local Workforce Advantages</p> <ul style="list-style-type: none"> • Managing misconduct, poor performance and disciplinary issues to ensure productivity • Hands-on practices to manage unenforceable non-competition clauses to protect business confidentiality • Managing the bottom-line impacts of mandatory social security contributions and minimum wage changes

	<ul style="list-style-type: none"> Mastering employee mobility, transfers and secondment to ensure optimal appointment Termination of the employment relationship in Malaysia: avoiding the common pitfalls
16:30	<p>“Ask-A-Lawyer” - HR Legal Clinic A</p> <p>Each delegate will be granted 3 customised 30-minute consultation slots of your choices, out of the total 6 country-specific roundtables. Prepare your top challenges to deep dive into the expert-led discussions and find your customised solutions.</p> <p>Grab this exclusive opportunity of the carefully designed legal consultation corner with top-notch employment legal experts in their respective jurisdiction.</p>
17:45	End of Congress Day One
<p>Congress Day Two, Wednesday 14th June, 2017</p>	
8:30	Registration and Coffee
9:00	Opening Remark by Chairperson
9:10	Opening Panel Discussion
9:40	<p>Taiwan Outlook</p> <p>Gaining Legal Knowledge of Taiwan’s Employment Workforce: Exploring the Amended Labour Standard Act, New Data Protection Law, and the Employment Termination Procedure</p> <ul style="list-style-type: none"> An update on Amended Labour Standards Act (2016) and the Amended Employment Service Act: managing the new leave categories, overtime pay, and hiring of foreign workers, and the impacts on business operations Practical case studies on handling termination and disciplines procedures in Taiwan Managing industrial relations to pre-empt unexpected disputes Strengthening data privacy policies with the Personal Data Protection Act Amendment
10:10	<p>The Philippines Focus</p> <p>Staying Aware of Philippines Local Employment Environment to Capture Advantages and Optimise Productivity</p> <ul style="list-style-type: none"> An update on Philippines Labour Code’s key attributes Contracting/outsourcing and employment management: Distinguishing various employment types to clearly define labour obligations Understanding local HR compliance best practices on employment benefits, allowances and welfare to attract and retain talent Managing poor performance and exploring disciplinary remedies to optimise productivity and remain compliant Enhancing co-operative tripartite relationships with local unions to receive necessary support

10:50	<p>Vietnam Insights</p> <p>Navigating the New Employment Law Landscape in Vietnam: Internal Trade Union, Labour Law Amendment and Work Permit Eligibility</p> <p>Foreign companies operating in Vietnam will experience the upcoming labour changes effective in 2017. These changes, coupled with the local legal environment in Vietnam, require regional HR leaders to stay prepared.</p> <ul style="list-style-type: none"> • Preparing for the proposed labour law amendment– exploring the opportunities and risks for employers • Handling the establishment of internal trade unions to ensure seamless operations and relationships with local governments • Understanding work permit regulations to effectively manage personnel mobility • Managing 3rd party talent outsourcing for foreign representative offices
11:30	<p>Korea Perspective</p> <p>Understanding South Korea’s Legal Employment System: Recent Amendments, Challenges and Corresponding Advice</p> <ul style="list-style-type: none"> • Understanding Korea’s Labour Standard Act and other key labour laws to ensure compliance • Complying with restrictive data privacy laws to avoid legal claims: what are the employer’s obligations? • Handling tripartite and trade unions in Korea: Pragmatic approaches to sustain business operations • Understanding the standard practices on termination and redundancy in Korea
12:10	<p>Lunch Break</p>
13:10	<p>Myanmar Snapshots</p> <p>Myanmar Employment Regulations: an Insider’s Guide for Foreign Employers</p> <ul style="list-style-type: none"> • Avoiding common pitfalls in employment contracts: drafting and registering the correct agreement • Complying with complex overtime pay and minimum wage requirements: how to stay compliant and keep costs down • Termination management: practical and legal strategies for foreign employers • Hiring tips in Myanmar
13:50	<p>Australia/ New Zealand</p> <p>Promoting Flexible Modern Work Practices and the Efficient and Productive Performance of Work</p> <ul style="list-style-type: none"> • Employment law update: key legislative updates on the new jurisdictions of the Fair Work Commission in Australia amendments • Full-Time, Freelance, Contract And Remote Working: Carefully planning for the changing dynamics of workplace arrangements to mitigate legal risks and protect business interests

	<ul style="list-style-type: none"> • Optimising opportunities for workforce mobility: the new Australia–Singapore Comprehensive Strategic Partners program • Handling the rising issues of workforce harassment, abuse and the role of social media • Exploring the checklist for compliant employment termination
14:30	Afternoon Break and Networking Session
15:00	<p>India Overview</p> <p>Understanding The Employment Code of Conduct to Align with The Local Workforce</p> <ul style="list-style-type: none"> • An update on Indian employment law including the proposed amendment of the labour code, termination and dispute settlement • Hiring and contracting with different employment options: local and foreign labour • Developing proper legal guidelines for outsourcing processes: exploring practical best practices • Demystifying the grey areas on recent workmen classification: definition and practical handling • Staying stringent with the new sexual harassment law and exploring its impacts on businesses
15:40	<p>“Ask-A-Lawyer” - HR Legal Clinic B</p> <p>Each delegate will be granted 3 customised 25-minute consultation slots of your choices, out of the total 6 country-specific roundtables. Prepare your top challenges to deep dive into the expert-led discussions and find your customised solutions.</p> <p>Grab this exclusive opportunity of the carefully designed legal consultation corner with top-notch employment legal experts in their respective jurisdiction.</p>
17:10	End of Congress Day Two