

## Labour & Employment 2017: Analysis

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We are pleased to introduce *Who's Who Legal: Labour & Employment 2017*, an exhaustive guide to the world's leading labour and employment lawyers, featuring 1,051 lawyers from 542 firms around the world.

The top of the legal market reflects an increasingly international employment bar. US stalwarts Littler Mendelson, Ogletree Deakins Nash Smoak & Stewart and Proskauer Rose are the top three most highly rated firms in our research. They are followed by UK employment specialists Lewis Silkin, international full-service firm Baker McKenzie and Spanish outfit J&A Garrigues.

Herzog Fox & Neeman retains its position as Israel's premier labour and employment law firm. In Africa, ENSafrica and Bowmans in South Africa do particularly well, alongside Indian firms Trilegal and Nishith Desai Associates.

In Asia, Deacons in Hong Kong and Lee & Ko in Seoul field an impressive array of lawyers. In Australia, Corrs Chambers Westgarth and Clayton Utz continue to make up a sizeable proportion of Australia's employment experts.

Latin America sees regional powerhouse Marval O'Farrell & Mairal leading the pack, with stiff competition from smaller outfits Funes de Rioja & Asociados in Argentina and Munita & Olavarría in Chile.

Needless to say, the bar set by the lawyers at these firms is incredibly high. We have identified the best-regarded individuals in Europe, North America, Latin America, the Middle East and Africa, and the Asia-Pacific region. We also recognise the leading UK barristers, with Blackstone Chambers, Matrix Chambers and Cloisters Chambers continuing to perform highly in our research.

### Asia-Pacific

#### Thought Leaders

1. Cynthia Chung	Deacons, Hong Kong
2. Ajay Raghavan	Trilegal, Bangalore
3. Vikram Shroff	Nishith Desai Associates, Mumbai
4. Jenny Tsin	WongPartnership, Singapore
5. Selvamalar Alagaratnam	Skrine, Kuala Lumpur

## LEADING FIRMS

**LEE & KO** in Seoul sees three practitioners listed.

**Changsoo Jin** has vast experience handling labour and employment matters that have a significant impact on the sector. One respondent says, "Mr Jin is a well-known practitioner in the Korean legal market. He has a deep understanding of the law and provides an excellent service."

**Hyun Seok Song** is an expert in labour litigation where he provides "balanced advice taking into account both the legal and commercial standpoint. He is a specialist in labour lawsuits."

**Sang Hoon Lee** is "an excellent attorney" who focuses on both individual and collective labour relationships and represents clients in all aspects of employment law.

**ANDERSON MORI & TOMOTSUNE** in Japan achieves three listings.

**Kazutoshi Kakuyama** is "a superb employment lawyer with a roster of top-tier clients. He specialises in compliance and corporate matters and litigation.

**Hideki Thurgood Kanoh** is a market authority on employment law and frequently advises employers and companies on collective bargaining and individual employment matters.

**Nobuhito Sawasaki** is highly regarded for his labour dispute and compliance expertise, including deep knowledge of the Private Information Protection Act.

China's **JUNHE** has two practitioners recommended.

**Jeffrey Wilson** in Shanghai is a recognised authority on PRC labour law. One peer says, "Jeffrey has been an invaluable resource to clients with matters in China. He is a trusted adviser to whom I do not hesitate in making a referral."

**Jianjun Ma** in Beijing acts in labour disputes and is a noted specialist in the region.

**RIBEIRO HUI** in Hong Kong achieves two listings.

**Dominic Hui** is one of Asia's leading employment lawyers, particularly in the commercial space. He also has experience of dealing with governmental bodies in relation to employment matters.

**George Ribeiro** is one of the region's foremost commercial employment lawyers including matters relating to transactions and joint ventures.

Two lawyers are recognised at **WONGPARTNERSHIP** in Singapore.

**Jenny Tsin** is an authority on employer-employee disputes and is recognised in our research as a thought leader. One peer says of her: "She gives very timely responses, offers high-quality advice and demonstrates deep subject matter knowledge."

**Sim Bock Eng** is "a disputes expert" with significant expertise in company management and the rights and duties of directors alongside restructuring matters.

## OTHER LEADING LAWYERS

### Australia

**CLAYTON UTZ** sees **Graham Smith** listed as an expert in industrial disputes and workplace relations. He regularly advises national and multinational corporations on sophisticated employment issues.

**John Tuck** of **CORRS CHAMBERS WESTGARTH** advises on national employment strategies and manages workplace investigations. He is a national authority and is “very competent and easy to deal with”.

Founding partner **Joydeep Hor** at **PEOPLE + CULTURE STRATEGIES** is one of Australia’s leading workplace relations lawyers and has experience in termination of employment and harassment matters.

**HERBERT SMITH FREEHILLS** sees **John Cooper** listed as a leading legal mind in industrial disputes litigation and disputes more generally ranging from executive claims and fraud to workplace issues.

### China

**FANGDA PARTNERS** sees **Zheng Xie** listed for his commercial and regulatory employment expertise. One source says, “He is always great to work with and gives relevant answers that are to the point.”

### India

**TRILEGAL**’s **Ajay Raghavan** in Bangalore is “terrific, responsive and attentive to our clients' needs”, according to one client. He specialises in compliance, management negotiations and disputes.

**NISHITH DESAI ASSOCIATES**’ **Vikram Shroff** in Mumbai advises multinational corporations on Indian labour law and is “very active; a serious player in the market”.

### Hong Kong

At **DEACONS**, **Cynthia Chung** is recognised as a thought leader in our research for her stellar HR practice including employment visas for overseas workers. One respondent remarks, “Cynthia is incredibly bright, responsive and has a practical approach to labour and employment matters. She adds value to every client encounter.”

### Indonesia

**SSEK LEGAL CONSULTANTS** sees **Richard Emmerson** in Jakarta recommended as a leading commercial employment lawyer who is “very responsive and able to provide practical and prompt advice to clients”.

### Malaysia

**SKRINE**’s **Selvamalar Alagaratnam** in Kuala Lumpur is recognised as one of Malaysia’s leading employment lawyers and is a thought leader in our research.

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