

Employment Law Asia 2008

21st & 22nd February 2008

9.00am - 5.00pm

Holiday Inn ParkView



Forward-thinking businesses are eager to gain a competitive edge by establishing operations in Asia. More than ever, professionals who have or expect to have responsibility for staff in Asia are faced with the challenge of finding timely quality information on relevant employment law and practice.

For 'best practice' advice on employment laws in Asian countries and clear explanations of how these laws work in practice, Employment Law in Asia 2008 is unmatched. It outlines the practical aspects of managing a regional cross-cultural workforce, as well as providing an accurate, timely picture of critical employment issues in the region of China, India, Vietnam, Philippines, Malaysia and Singapore.

This seminar will clarify the legislative framework and new legal developments in Asia. It will also address the practical aspects of managing a cross-cultural workforce, and provide you with an accurate understanding of critical employment issues to consider when setting up and maintaining operations in Asia.

Participating Organisations

Event Supported by

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HURRY!!!
SIGN UP NOW!
Early bird ends
24 January 08

Who Should Attend

Senior Level Executives, MDs, GMs, Directors, VPs, In-house Legal Counsels, HR Directors, HR Managers, HR Executives, HR Consultants, HR Advisors, Employee Relations professionals, All those involved in advising on employment issues

Programme Agenda Day 1

9.00am – 10.00am

Biswajit Chatterjee - HR Head, Asia Pacific
TATA Consultancy Services

HR in India

- Management structures in Indian companies
- Recruitment agents in India
- Interviewing candidates – the practicalities

10.00am – 10.30am: Coffee Break

10.30am – 11.30am

Gregory Crovo - Partner
Kelvin Chia Partnership

Labour Laws & Employment issues in Vietnam

- **Source of law: Labour Code, its amendment and regulations**
- **Labour contract: type, substance, terms and conditions, the issue of collective labour agreement**
- **Wage: minimum wage, overtime payment**
- **Working hours**
- **Labour discipline and liability**
- **Work safety and hygiene**
- **Recruitment: foreign employer, expatriate employee**
- **Social Insurance**
- **Labour Dispute resolution and Trade Union**

11.30am – 12.30pm

Darrell Low - Senior Associate
Drew & Napier

Recent developments in the Singapore Employment Law

- **Overview of Employment Law in Singapore**
- **Analysis of Trends and Issues on Restraint of Trade Clauses in Employment Contracts**
- **Case Analysis of the Singapore Court of Appeal decision in Stratech Systems Ltd v Nyam Chiu Shin [2005] 2 SLR 579**
- **Case Analysis of the Singapore Court of Appeal decision in Man Financial (S) Pte Ltd v Wong Bark Chuan David [2007] SGCA 53**

12.30pm – 1.30pm: Networking Lunch

1.30pm – 2.30pm

Suhaimi Lazim - Partner
Shook Lin & Bok

Dispute resolution: grievances, disciplinary issues and dismissals

- **Termination of employment in Singapore**
- **Grounds for dismissal**
- **Disciplinary procedures**
- **Redundancies and reorganisations**
- **Workmen Compensation in Singapore**
- **Consultation procedures**
- **Case Study**

2.30pm – 3.00pm: Coffee Break

3.00pm – 5.00pm

Joint Presentation by A/Prof Catherine Tay & Chin Hooi Yen
NUS & Gateway Law Corporation

Recent Developments in Workplace Safety and Health Laws in Singapore

- **The duty of care of employers, suppliers and manufacturers**
- **Tort of occupier's liability**

Drafting of Employment contracts

- **Types of employment contracts**
- **Key Clauses to be included in an employment contract**

Programme Agenda Day 2

9.00am – 10.00am

Amanda Zhen Chen - Foreign Lawyer
KhattarWong

The Employment law updates & New Labour Contract Law in China

- **Introduction to Chinese employment law**
- **Examining the key Changes & their impact**
- **Loopholes & fallacies of the new employment contract law**

10.00am – 10.15am: Coffee Break

10.15am – 12.15pm

Joint Presentation by Vikram Shroff & Vivek Kathpali
Nishith Desai Associates

Employment Law in India

- **Overview of Employment law regime in India**
- **Expatriates working in India**
- **Drafting employment contracts**
- **Obligations & liabilities when terminating employment contracts**
- **Managing employment disputes in India**

12.15pm – 1.15pm: Networking Lunch

1.15pm – 2.15pm

Gerard Louis Ambrose - Partner
Chooi & Co

Drafting of Malaysian Employment Contracts

- **Key clauses to be included**
- **Types of employment contracts**

2.15pm – 3.15pm

Steven Thiruneelakandan - Partner
Shook Lin & Bok

Key Issues In Malaysian Employment Law : The Adjudication process & recent developments

- **Disciplinary procedures**
- **Consultation procedures**

3.15pm – 3.30pm: Coffee Break

3.30pm – 4.30pm

Trevor George De Silva - Partner
Lee Ong & Kandiah

Termination of Employment under the Malaysian Law

- **Brief overview of statutory protection for employees / workmen**
- **Valid grounds for termination : what is 'just cause and excuse'**
- **Constructive Dismissal : the concept and its consequences.**
- **Mutual termination: Is it effective?**

4.30pm – 5.30pm

Leslie C. Dy - Partner
SyCip Salazar Hernandez & Gatmaitan

Employment Law Issues in Philippines

- **Sources of Philippine Labour Law**
- **Overview of Labour Standards & Labour Relations**
- **Immigration laws for foreign workers**
- **Recent law on labour organisation**
- **Termination & Dismissal in Philippines**

End of Conference

Speaker's Profile

Associate Professor Catherine Tay Swee Kian
National University of Singapore (NUS)
Department of Business Policy

Catherine Tay lectures business law at the NUS Business School. A/Prof Tay is an Advocate and Solicitor, Singapore. She is also a barrister-at-law (of Lincoln's Inn, United Kingdom). A/Prof Tay holds both a Master of Laws degree and a Bachelor of Laws (Honours) degree from the Queen Mary College, University of London. She is an author of 28 law books. A/Prof Tay has published numerous legal articles in peer-reviewed international journals, such as BIOETHICS, the Hong Kong Journal of Emergency Medicine, the (United Kingdom) Journal of Business Law, (UK) Business Law review, the (UK) Company lawyer, the (UK) Insolvency Law & Practice, the Securities Industry Review, The Singapore Law Gazette (official publication of The Law Society of Singapore) and the APLAR Journal of Rheumatology. She has been an invited speaker to various legal and medical conferences both overseas and in Singapore.

Leslie C. Dy

Partner

Sycip Salazar Hernandez & Gatmaitan

Leslie Dy has been a partner at Sycip Salazar Hernandez & Gatmaitan since 2000. Her main practice area is employment and labor, which includes arbitration, litigation and collective bargaining negotiations, among others. She also handles family litigation. Ms. Dy provides advice to both local and foreign investors on Philippine labor laws in general, and assists various multinational companies on employee related issues and concerns. She gives lectures to personnel managers in top corporations, and has served as legal advisor to the Filipino Chinese Chamber of Commerce and the Taiwan National Association in the Philippines. Ms. Dy received her Bachelor of Arts degree from the Dela Salle University and obtained her Bachelor of Laws degree from the Ateneo de Manila University in 1989.

Gregory Crovo

Partner

KelvinChia Partnership

A member of the firm's corporate and commercial department since 2004, Gregory handles a range of corporate and commercial matters throughout the Southeast Asia region, with a particular emphasis on investment and doing business in Vietnam. Gregory's experience includes inter alia mergers and acquisitions, joint venture and other investment structures, corporate reorganizations and restructurings, equity and capital planning, financing and banking transactions, property development, distribution agreements, management contracts, franchise agreements and sale and purchases of businesses. Gregory has handled a variety of complex cross-border transactions and acquisitions involving Vietnamese companies, and has developed an extensive knowledge of the laws of Vietnam, particularly with respect to the foreign investment regime and Vietnam's accession to the World Trade Organization. Gregory has assisted in setting up several foreign invested companies in Vietnam, ranging from large scale industrial complexes and manufacturing centres to various service industries, hotels and resorts.

Darrell Low

Senior Associate

Drew & Napier

Darrell graduated from the National University of Singapore in 2005 and is an Associate with Drew & Napier LLC. He is a member of the Litigation and Dispute Resolution Business Group. Darrell is a part-time tutor for the course on International Commercial Arbitration at the Faculty of Law, National University of Singapore. His areas of practice range from civil, criminal and commercial litigation to insolvency and landlord & tenancy disputes. He has also been involved in advisory and drafting work with respect to employment contracts. Darrell has also acted in various employment disputes in the High Court and the Subordinate Courts which deal with the effect of restraint of trade clauses and the use of confidential information.

Suhaimi Lazim

Partner

Shook Lin & Bok

Suhaimi's practice is banking and general commercial litigation, international arbitration, insolvency and restructuring, trusts and wealth management (and related Islamic issues) communications, media and technology. He is one of two Singapore country correspondents for Global Competition Review, an IFLR publication.

Chin Hooi Yen

Associate Director

Gateway Law Corporation

Hooi Yen heads the Corporate and Commercial Department of Gateway Law Corporation, a boutique legal practice with associated offices throughout Asia Pacific. Her practice focuses on (a) venture capital, investments and mergers and acquisitions, (b) technology, info-communications and e-commerce, (c) the travel and hospitality industry and (d) intellectual property, media and the arts. Her past experience includes practicing law with Rodyk and Davidson after graduating from the National University of Singapore ("NUS"). There, she advised on the sale and purchase of businesses, venture capital and private equity placements, shareholders' agreements, employment law and employee share incentive schemes. In 2001, she joined the management team of ZUJI, which grew ZUJI from a start-up to an Asia Pacific wide MNC within 5 years. Hooi Yen is regularly invited to judge business plan competitions and entrepreneurship classes to tap on her experience with corporate finance and fast growing companies.

Amanda Chen Zhen

Foreign Lawyer

KhattarWong

Ms Amanda Chen Zhen is a Foreign Lawyer qualified in the PRC. Prior to joining KhattarWong, she had been working with a few law firms both in the PRC and Singapore. Amanda graduated with a Bachelor Degree in International Economic Law from Huaqiao University, PRC in 1998 and a Master Degree in Commercial Law from Macquarie University, Australia in 2004. Amanda has been primarily involved in China related corporate work, including Initial Public listing of China-origin companies, mergers and acquisitions and Foreign Direct Investment into the PRC.

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Michelle@+65 63320210 or
michelle@ahralseminars.com

Speaker's Profile

Trevor George De Silva

Partner

Lee Ong & Kandiah

Trevor was called to the Malaysian bar in 1995 and practiced in a large partnership law firm in Kuala Lumpur until December 2003. He retired from that partnership and joined Messrs. Lee Ong & Kandiah as a General Partner in January 2004. Trevor is principally involved in the areas of general civil litigation (trial and appellate) and employment & industrial matters. Trevor also presently sits on the Malaysian Bar Council Industrial Court Practice Committee and Legal Profession Committee and also delivers lectures for the Malaysian Bar Council Ethics Lecture Committee.

Steven Thiruneelakandan

Partner

Shook Lin & Bok

Steven's practice is commercial litigation, banking and finance-related litigation and arbitration, trusts and estate matters and employment law. Member of a number of law review committees, including a committee reviewing the Moneylenders Act, the Hire Purchase Act and the Pawnbrokers Act; a committee that reviewed the proposal for a Fair Trading Act and a committee reviewing legal provisions relating to the prevention of money laundering. His articles on the law of evidence and international law have been published in Law Quarterly Review, Criminal Law Review and the Indian Journal of International Law.

Vikram Shroff

Partner

Nishith Desai Associates

Vikram Shroff is the head of the firm's Human Resources Law practice group and focuses on various aspects including employment & labour laws, employment agreements, training bonds, confidentiality and intellectual property assignment agreements, termination and severance arrangements, company policies and handbooks, employee stock option / share purchase plans and immigration laws. He has authored several articles covering employment / labour laws, policies, and confidentiality aspects etc. which have been published in leading Indian business newspapers. Vikram is a member of the Bar Council of Maharashtra & Goa.

Vivek Kathpali

Partner

Nishith Desai Associates

Vivek Kathpalia heads the Singapore office of Nishith Desai Associates. He heads the Litigation & Dispute Resolution Practice and is a senior member of the Technology Law Practice. His areas of specialization include litigation and dispute resolution, commercial laws, intellectual property, telecom, technology laws, real estate, franchising and media and entertainment. He is a Solicitor affiliated to the Bombay Incorporated Law Society and a registered Patent & Trade Mark attorney. He is also a member of the Bombay Bar Association, Bar Council of Maharashtra & Goa and the International Bar Association

Biswajit Chatterjee

HR Head, Asia Pacific

Tata Consultancy Services

With a Master's degree in Computer Science from Indian Institute of Technology, Kanpur and over 28 years experience at TCS (he joined TCS on December 15, 1975) Ravi Shah is responsible for large projects service practice and the Financial Services industry practice and Chennai Operations. He is associated with the national and international securities market segment for more than a decade and is responsible for business development, asset creation and project development for the Financial Services industry segment covering depositories, stock exchanges and settlement organizations.

Gerard Louis Ambrose

Partner

Chooi & Co

Gerard Louis Ambrose is a partner in the litigation department of Chooi & Company and heads the employment and industrial relations unit. He has experience of a wide range of civil advisory and litigation matters including appellate matters, and concentrates primarily on employment advisory and litigation matters. Ambrose graduated in law from the University of London, England in 1990. After obtaining his Certificate of Legal Practice (Malaya) he joined Chooi & Company as a pupil in 1992. He was admitted to the Malaysian Bar in 1993 and became a partner in 2000. Ambrose speaks English and Bahasa Malaysia.

Registration Please send your cheque/bank draft made payable to Ahrals' Pte Ltd.

Yes, I would like to register for: "Employment Law Asia 2008"

Early Bird Fee **SGD 1290** (for payment & registration received by 24 January 2008)

Conference Fee **SGD 1490**

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