

Bird & Bird

Delivering First Class International HR Services

Our Asia Pacific employment and labour law capabilities



Our international reach

Our international Employment group spans 28 offices across Europe, the Middle East and Asia. We offer clients a seamless integrated service which is efficient and cost-effective. In key jurisdictions where we do not yet have offices we have developed strong relationships with prominent local law firms enabling us to assist our clients no matter where they do business.

“The employment group enjoys a good presence internationally, handling work that spans multiple jurisdictions.”

Chambers and Partners



Employment Law – what we can do for you

Employment contracts and procedures

- Employment structures, employment regulations.
- Employment agreements, including employment offers, handbooks, policies, consultants' contracts, international assignment agreements, changes to employment terms
- Company protection, including confidential information, non-competition and non-solicitation of customers and personnel, intellectual property protection
- International assignments and secondments
- Investigations and inquiries into suspected misconduct
- Terminations, including grounds for termination, procedures, documentation, investigations, suspensions, garden leave, redundancies, severance payments and settlement agreements
- Redundancies, procedures, severance payments
- Transfers of employment and employee integration including pursuant to business sales, international assignments, company reorganisations
- Independent contractors

Employee benefits

- Employment incentive plans, bonus plans, commissions
- Equity incentive plans, including share options, share purchase, share appreciation rights, phantom share plans

Industrial relations

- Trade union recognition, collective agreements negotiations and interpretation
- Industrial relations regulations
- Industrial relations disputes

Business immigration

- Visas, work permits, entry clearances, residence, citizenship and other kinds of business immigration applications
- Representation before national immigration authorities



Trade secrets

- Breach of confidentiality actions
- Customs enforcement
- Copyright and design litigation
- Computer hacking (unauthorised access or interference) actions
- Customer solicitation and employee poaching cases
- Database rights enforcement
- Domain name protection
- Drafting of restrictive covenants and IP/confidentiality agreements
- Employment duty claims
- Fiduciary duty claims
- Garden leave injunctions (enforced compliance with notice periods)
- Portfolio audits and management
- Non-compete and restrictive covenant enforcement

HR Legal Training

- Compliance training for legal & HR teams on a range of issues, from overviews to in-depth training
- Compliance training for managers & team leaders on dos & don'ts for recruitment, employment management and termination.

Business transactions

- Employment due diligence, due diligence reports for sale and purchase transactions
- Advice on provisions affecting employees in sale and purchase agreements, including employment warranties, obligations regarding transfer of employees to purchaser, indemnities
- Pre and post-completion employee integration planning

Employee data privacy

- Compliance programs, policies, consent statements.
- Training on employers' obligations under personal data protection laws





International HR Knowledge Zone

Knowledge Zone is an easily accessible online resource for HR professionals and in-house counsel and which enables you to:

- quickly find answers to common yet time-consuming questions concerning employment, compensation and benefits and business immigration;
- make multi-country comparisons, or find the answers to a range of topics concerning a single country; and
- the service is supported by in-depth advice from HR and tax lawyers who are experts in employment, immigration, incentives and benefits law.

For further information on Knowledge Zone please email: knowledgezone@twobirds.com

To register directly please visit: knowledgezone.twobirds.com



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