

The Legal Arena of Regional Employment



– Latest Legal Employment Issues in Singapore, India & China

Monday, 7th May 2007, 9.00am - 6.00pm, Marina Mandarin Hotel, Singapore

Employment Law is a “must-know” crucial asset of every organisation, both Regional and International. Attend this conference and LEARN to identify & prevent a crisis in the workplace by understanding good management practices, KNOW how to tackle disputes effectively, UPDATE yourself on recent developments on Employment & HR Practices, QUESTION Legal Issues in hiring foreign talent, IMPROVE your understanding on employee privacy rights and ENLIGHTEN yourself on employment issues & outsourcing in India & China, the two fastest growing & promising economies in Asia.

This conference is your “ONE-STOP ANSWER” to critical employment issues faced by organisations today. With in-dept examples, case studies and an interactive workshop, attending this conference would definitely enhance a better understanding of HR Policies, Issues & Guidelines, the key to fostering healthier “employer-employee relationships” to ensure success in your organisation.

Conference Topics by 12 Leading Experts

Essential Clauses & Recent Updates In Employment Contracts

Jeffrey Lim, Partner
Shook Lin & Bok

- Essential clauses in employment contracts
- Some mandatory employment laws in Singapore
- Termination of contract
- Transfer of employees
- Avoiding pitfalls and case studies

Industrial Relations in Singapore

Roslina Baba, Partner
Ramdass & Wong

- Industrial relations act and trade unions act
- Establishing a trade union
- Collective bargaining
- Industrial disputes and the Industrial Arbitration Court
- Industrial action

Restrictive Covenants In Contracts of Employment

Soo Ling See Tow, Partner
Colin Ng & Partners

- What is a restrictive covenant?
- Examples of restrictive covenants
- Enforceability of restrictive covenants

Employee Privacy Rights

S.Suresh, Partner
Harry Elias Partnership

- Hidden surveillance-when lawful monitoring turns illegal
- Lifestyle discrimination at the workplace
- Discrimination arising from medical examinations, drug testing & employment screening
- How privacy policies can be implemented & communicated to all employees

Dispute Resolution / Termination of Employment

Eric Chew Yee Teck, Director
Archilex Law Corporation

- Sources of employment friction & dispute avoidance
- Disciplinary proceedings-common types of discipline & their infractions
- Holding an Inquiry – Procedures before resorting to dismissal
- Right of staff to appeal for wrongful dismissal
- Consequences of wrongful dismissal
- Case studies – Why, How and When does legal framework come into effect

HIGHLIGHTS OF THE EVENT

- Latest updates & developments concerning legal employment issues in Singapore, India & China
- Case studies and in-dept analysis by a distinguished panel of speakers from Singapore, India & China for ALL your solutions to your employment needs
- A Local Experts advice & perspective on cross-borders issues & perspectives in outsourcing in India & China

Participating Companies

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Incentive Schemes

Chin Hooi Yen, Associate Director
Gateway Law Corporation

- Overview of the various Incentive Schemes
 - Employee share grants schemes
 - Employee share option schemes
 - Phantom share schemes
- What are they and how are they different from each other?
- What are the pros and cons of each?
- Case Studies

Interactive Workshop

Sandra Seah, Partner
Alban Tay Mahtani & de Silva

- Restrictive Covenants
- Retrenchment
- Termination
- Transfer of employees



Cross - Border Issues In Employment Law

Nanda Kumar, Partner
Rajah & Tann

- Enforceable terms of employment
- Difficulties faced in cross-border employment
- Managing risk in cross-border employment
- Provisions for conflict resolution

Understanding Employment Law Framework & Outsourcing In India

Kanti Mohan Rustagi, Managing Partner
Patanjali Associates Law Firm & Corporate Advisors
– New Delhi

- Overview of the statutory framework for employment in India
 - Type of manpower
 - Employment of foreign and Indian nationals
- Exit restrictions for workmen employed
- Outsourcing of manpower-contract labour (regulation & development)
- Recent legal developments

Employment Laws & Outsourcing In The Mainland of The People's Republic Of China

Nicholas Chan, Partner
Squire, Sanders & Dempsey, Hong Kong

- Importance of understanding PRC labour law
- Hiring and dismissing employees in China
- Protection of trade secrets, inventions & intellectual property rights
- Outsourcing in China
- Case Studies

Updates & Developments of Employment Law & Practices In China

Ralph Koppitz, Partner
Taylor Wessing, Shanghai

- Overview of the "Revised Draft Labour Law Contract"
- Current status of the draft
- Potential impact of this draft for workforce management
- Understanding how the draft affects Foreign-Invested Enterprises

HR Outsourcing To China - Current Situation & Coming Change

William Liu, Senior Associate
Boss & Young Attorneys at Law, Shanghai

- Understanding chinese cultural views & legal system on employment
- The employer's obligations & liabilities under Chinese labour laws
- Rules for labour administration & dispute resolution in China
- Case Studies

Who Should Attend

- Managing Directors & Partners
- General Managers
- CEOs
- Operation Directors/Managers
- Business Development Directors/Managers
- Business Consultants
- Legal Counsels
- HR VP's/Directors/Managers

All information correct at the time of printing. Organiser reserves the right to change the content without prior notice.

CONFERENCE REGISTRATION FORM

FEES: S\$834.75
(includes 5% GST, documentation, refreshments & lunch)

Please confirm _____ seat/s for 'The Legal Arena of Regional Employment' Conference

Total payment due: S\$ _____

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