

REGIONAL EMPLOYMENT AND LABOUR PRACTICE

DFDL's Employment & Labour Practice Group firmly believes that clear, legally compliant HR documentation creates a solid foundation for a good working relationship between employers and their people. We are dedicated to preparing that solid basis, and advising clients on employment and labour issues which arise.

Our varied client base includes global companies with subsidiaries throughout Southeast Asia, as well as embassies, international non-governmental organizations (INGOs), and international organizations operating in the region. We provide personalized and comprehensive services tailored to the unique needs of our clients.

KEY FACTS



KEY SERVICES

- Advice on trade unions
- Data protection requirements and obligations with personal information
- Disciplinary proceedings
- Employee Handbook, internal regulations and human resources manuals
- Employee share and option plans
- Employee transfers and secondments
- Employment and labour law advice and compliance with local law procedures, obligations, and entitlements
- Employment redundancies – employer options and risk assessments
- Immigration queries, including advice on visas and work permits for expatriates
- Independent contractor agreements
- Mutual separation agreement
- Retirement obligations and policies
- Severance payments and calculation of liabilities upon termination
- Termination procedures and liabilities

DFDL ACROSS ASIA AND BEYOND



SIGNIFICANT EXPERIENCES










- A huge American multinational conglomerate company, in relation to all of its employment matters across jurisdictions in **ASEAN** and **Bangladesh**.
- A well-known **French** sporting good retailer on its corporate and labour compliance including employee stock purchase plan and other legal and tax matters in **Cambodia**.
- A global leading automotive, equipment, services provider on its procedures, documentation and solutions to mitigate risk exposure in relation to labour-related liabilities, including unfair dismissal actions in **Thailand**.
- A worldwide leader in IT, networking, and cyber-security solutions in relation to a global review of its HR policies in various jurisdictions in **Southeast Asia**.
- An **American** multinational transportation network company on its employment assistance from the market exit activities pursuant to acquisition in **Myanmar**.
- A long-standing **French** concessions and construction company in the implementation and compliance of employee share and option plans extended to employees in **Cambodia**.
- One of the world's leading producers and providers of entertainment and information company on its labour utilization with the representative office in **Vietnam**.
- One of the world's largest **French** multinational corporations specialize particularly in facilities management services on their trade union regulations in **Thailand** and **Vietnam**.
- A multi-national ride-hailing company on its employment arrangements (mitigating the risks of having service contracts being deemed as employment agreements) in **Thailand** and **Vietnam**.

KEY SERVICES

KEY PRACTICE AREAS

- Aviation
- Banking, Finance and Technology
- Compliance and Investigations
- Corporate, Mergers and Acquisitions
- Dispute Resolution
- Employment and Labour
- Energy, Mining and Infrastructure
- Real Estate and Construction
- Restructuring and Insolvency
- Taxation and Accounting

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