



**You are Invited to a Free 90-Minute Video Webinar Sponsored by the  
Employment Law Alliance**

## **REDUNDANCIES IN ASIA AND THE PACIFIC: KEY ISSUES FOR EMPLOYERS**

**This webinar will be offered twice  
Both sessions will cover the same information**

### **NORTH ASIA SESSION: November 20, 2013**

**2:00-3:30 a.m. GMT  
10:00-11:30 a.m. (local CST; HKT)  
11:00 a.m.-12:30 p.m. (local JST; KST)  
4:00-5:30 p.m. U.S. HAST**

### **SOUTH ASIA SESSION: November 26, 2013**

**4:00-5:30 a.m. GMT  
9:30-11:00 a.m. (India)  
11:00 a.m.-12:30 p.m. (Indonesia)  
12:00-1:30 p.m. (Malaysia; Singapore)  
3:00-4:30 p.m. (Australia)  
5:00-6:30 p.m. (New Zealand)**

**North Asia session covers: China, Hong Kong, Japan, Korea, and Taiwan**

**South Asia session covers: Australia, India, Indonesia, Malaysia, New Zealand, Philippines, and Singapore**

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One of the major issues that employers continue to face globally is how to effectively restructure their workforces. This can be particularly challenging for global businesses where employees are in multiple jurisdictions, with differing redundancy (or lay-off) requirements. This webinar will discuss the legal obligations that apply to redundancies in the Asia-Pacific region. Our speakers, who hail from nearly every Asia/Pacific country, will offer practical advice and guidance on:

- The circumstances under which employers can make redundancies
- Whether employers are obligated to consider redeploying employees to other/lesser roles, adjust shifts, etc. before making them redundant
- The process employers need to follow before making redundancies, including notice, compensation, and mediation
- Remedies that are available to employees if the employer breaches its obligations

## Who Should Attend?

The webinar is an invitation-only event exclusively for clients of ELA member law firms. The information presented will be of particular interest to:

- In-house Counsel
- Human Resources Professionals
- Corporate Executives and Business Owners

## Speakers for “Redundancies in North Asia” (November 20):

- **Anna Elento-Sneed**, Moderator, Alston Hunt Floyd & Ing, Honolulu, Hawaii, USA
- **Cynthia Chung**, Deacons, Hong Kong
- **Matthew Jones**, Kim and Chang, Seoul, South Korea
- **Kenichi Kojima**, Ushijima & Partners, Tokyo, Japan
- **Sean Liu and Elizabeth Pai**, Lee, Tsai & Partners, Taipei, Taiwan
- **Jeffrey Wilson**, Jun He Law Offices, Shanghai, China

## Speakers for “Redundancies in South Asia and the Pacific” (November 26):

- **Matthew Jones**, Moderator, Kim and Chang, Seoul, South Korea
- **Leslie Dye**, SyCip Salazar Hernandez & Gatmaitan, Manila, The Philippines
- **Richard Emmerson**, Soewito Suhardiman Eddymurthy Kardono, Jakarta, Indonesia
- **Phillipa Muir**, Simpson Grierson, Auckland, New Zealand
- **Ajay Raghavan**, Trilegal, Bangalore, India
- **John Tuck**, Corrs Chambers Westgarth, Melbourne, Australia
- **Vijayan Venugopal**, Shearn Delamore & Co., Kuala Lumpur, Malaysia
- **Khelvin Xu**, Rajah & Tann, Singapore

## Register

To register for this webinar, [click here](#) and then click the “register now” link under the webinar title on the right side of your computer screen. Please be certain to verify the corresponding start time in your local time zone.

## About the Employment Law Alliance

The [Employment Law Alliance](#) is the most comprehensive network of labor and employment attorneys in the world. Our members provide employment, labor, and immigration expertise in all 50 U.S. states and Canadian provinces, and in more than 300 cities in over 135 countries around the globe. They work closely together to ensure that their clients’ legal matters are handled seamlessly wherever they do business. We provide a smarter, more efficient and effective alternative to using a single multi-state or multi-national law firm. For more information about the ELA, please visit: [www.employmentlawalliance.com](http://www.employmentlawalliance.com).

## **Questions?**

For additional information or questions about this webinar, please contact Linda Henderson at the Employment Law Alliance ([leh@employmentlawalliance.com](mailto:leh@employmentlawalliance.com)).