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劳动法

LABOUR  
LAW

LIFANG & PARTNERS



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立方律師事務所



# LABOUR LAW

## Labour Law

Human resource management and labour dispute resolutions are a significant component of business operation. Lifang & Partners understands the importance of Labour Law matters to clients and attaches great attention to this area of practice. Our Labour Law Practitioners possess rich experiences, aim to provide high-quality legal services and maintain close relationships with relevant government administrations, judicial organs, experts and scholars.

Lifang & Partners is capable of providing clients with a comprehensive labour law service, including conducting compliance audits, suggesting improvements for labour relationships, establishing labour management systems, providing key staff with labour law training, managing employee placements in special commercial transactions, handling the employment of foreigners, and resolving labour disputes.

## Our legal services in this field cover:

- Providing comprehensive legal advice to employers in respect of labour -management systems appropriate for their industry
- Drafting and reviewing the labour contracts, confidentiality agreements, training agreements and non-compete agreements
- Examining human resources management systems for employers, including employee manuals, job descriptions, performance assessments, salary and bonus schemes
- Providing counsel to employers and employees in respect of the Labour Law
- Providing legal analysis, participating in negotiations and providing legal solutions for labour disputes
- Providing employers with legal solutions for redundant positions and inconvenient placements caused by M&As, restructuring and bankruptcy
- Providing legal opinions for the state-owned enterprises in respect of employee placement programs
- Resolving labour disputes through mediation, arbitration and litigation
- Seeking the enforcement of arbitral and judicial awards.





## Notable Cases

- Representing Microsoft Corporation in a series of labour disputes
- Providing Trend Micro with comprehensive legal services in respect of their human resources management
- Successfully representing a well-known state-owned enterprise in a labour dispute and taking legal action to eliminate any damage to its business reputation
- Successfully representing a well-known foreign enterprise in a labour dispute over the performance bonus of workers
- Successfully representing a former senior manager of a company in a labour dispute against their former employer
- Providing multiple enterprises with counselling in respect of the business secrets, prohibition of business strife, and training service
- Providing counsel and a legal opinion to China Unicom in respect of its employee placement project
- Providing counsel to a multinational corporation in respect of work visas and work permits for foreign employees

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