

## Cynthia Chung

Partner | Corporate Commercial | Employment and Pensions | Hong Kong

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Cynthia heads up the HR and Pensions practice and is also the head of Corporate Commercial of the Firm.

She has considerable experience in all labour-related matters (both contentious and non-contentious) and obtaining employment visas for expatriates and their families. She also advises on occupational retirement schemes and the Mandatory Provident Fund (MPF) and data privacy issues. Cynthia is also experienced in the setting up and advising on on-going requirements of companies limited by guarantee e.g. private clubs and non-profit organisations.

### Highlights

Cynthia regularly advises employers on drafting of employment contracts, reviewing employment related policies and handbooks, drafting of benefit compensation plans, advising on employment disputes, discrimination issues and privacy issues.

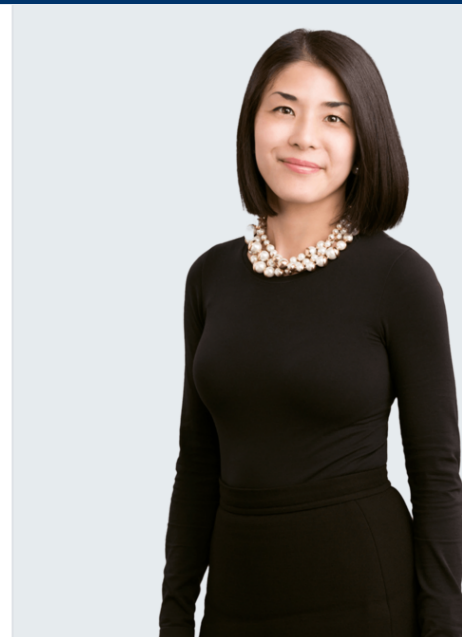
She frequently acts for employers in defending discrimination claims and claims in the Labor Tribunal. Other highlights include advising on employee restructuring in a major MNC and conducting investigations in whistleblowing claims by employees. Cynthia is also a rare find in the market who is well-versed with employment aspects in commercial transactions and M&A deals. She recently acted for 2 financial institutions in a proposed merger and advise them of complicated HR issues.

Cynthia also regularly advises on implementation of share plans offered by Offshore companies to their subsidiaries in Hong Kong.

In addition, Cynthia has extensive experience in workplace investigations. From handling cases of employee misconduct, harassment, and bullying to fraud, theft, and dishonesty while safeguarding the rights and interests of all parties involved.

She regularly conducts employee trainings to staff e.g. on employment law updates, workplace ethics, data privacy and related issues.

Cynthia also regularly advises employers, trustees and administrators on ORSO retirement scheme documentation and restructuring. She recently assisted a large bank to set up an ORSO successor scheme.



### Principal Areas

- Corporate Services
- Data Protection and Privacy
- Employment and Pensions
  - Cross-Border Employment
  - Employee Benefits
  - Pensions
  - Senior Executives
  - Immigration Law
- Litigation and Dispute Resolution
  - Employment Disputes

### Sectors

- Consumer Goods and Retail
- Education
- Hospitality and Leisure

### Languages

- English
- Cantonese
- Mandarin

### Jurisdictions

- Solicitor, Victoria, Australia, 1994
- Barrister, Victoria, Australia, 1994
- Solicitor, England and Wales (non-practising), 1995
- Solicitor, Hong Kong, 1996

## More about Cynthia Chung

## Accolades

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- Recognised as the “Hall of Fame” in Labour and Employment in Legal 500 Asia Pacific (2021 – 2024)
- Recognised as a Band 1 Lawyer in Employment: Hong Kong based (International Firms) by Chambers Greater China (2022 – 2024)
- Recognised as a Global Elite Thought Leader in the field of Labour & Employment in Hong Kong (Highest accolade in the category) by Who’s Who Legal (2022 – 2023)
- Recognised as a Distinguished Practitioner in Labour and Employment by Asialaw Profiles (2022 – 2023)
- Listed in Euromoney’s Expert Guides – Women in Business Law (Labour and Employment) (2012 – 2022)
- Recognised as a Recommended Lawyer in Labour and Employment: Foreign Firms (China) in Legal 500 Asia Pacific (2021 – 2022)
- Recognised as a Band 1 Lawyer in Employment: Hong Kong Law (International Firms) – China in Chambers Asia-Pacific (2021)
- Recognised as a Leading Lawyer in Labour and Employment (Hong Kong) in Legal 500 Asia Pacific (2018 – 2020)

## Appointments/Memberships

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### Appointments

- Member of the Retirement Scheme sub-committee of the Law Society
- Member of the Guidelines Committee of the Mandatory Provident Fund Schemes Authority
- Vice Chair of the Municipal Services Appeal Board
- Executive Committee Member and Honorary Legal Adviser, The Hong Kong Retirement Schemes Association
- Member of the Employees Compensation Assistance Fund Board
- Chief Adjudicator of Immigration Tribunal (2016 – 2022)
- Vice President of the Employment Law Alliance (2016 – 2022)

### Memberships

- Member, The Law Institute of Victoria, Australia
- Member, The Law Society of England and Wales
- Member, The Law Society of Hong Kong

### Pro Bono

- Honorary Legal Adviser for The Hong Kong Ballet
- Honorary Legal Adviser for The Women’s Foundation Limited

## Education

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- BCom, University of Melbourne, Australia
- LLB, University of Melbourne, Australia

## Publications

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- Quoted in an article in The Standard entitled “Survey says long hours tops worker gripes”, January 2020
- Featured in an article in Hong Kong Economic Times on “[“Z世代” \(Corporate Management\) Generation Z views strong corporate culture as important and are the least concerned about money](#)”, January 2020
- Co-author, a report on the state of corporate culture in Hong Kong entitled ‘[Empowering the workplace: Modernising corporate culture to position Hong Kong for success.](#)’, January 2020
- Quoted in an article in HK01 on “[“Z世代” \(3 major concerns of employees, tips for employers\)](#)”, January 2020
- Featured in an article in Apple Daily on “[“Z世代” \(\(Report\) 70% of employees describe the culture of the company they work for as weak\)](#)”, January 2020
- Featured in an article in ET Net on “[“Z世代” \(Empowering the workplace: company should promote speak up culture\)](#)”, January 2020
- Contributed a guidance note on “Hong Kong – Employee monitoring” to DataGuidance, July 2019

## Recent Activities

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### Recent Speaking Experience

- Speaker and Moderator in Deacons In-house Counsel Forum on “ESG”, October 2022
- Speaker for AIA, Manulife and Gain Miles (now GUM) on the topic of Abolition of MPF/Long Service and Severance Payments Offsetting, June-October 2022
- Moderator for HKRSA’s webinar on “MPF Investment Arid Rate Hikes & Inflation”, July 2022
- Speaker for the French Chamber of Commerce on “Covid restrictions and employment law” workshop, March 2022
- Speaker for an HK General Chamber of Commerce webinar on “HR Issues amid the 5th Wave”, February 2022
- Speaker for SCMP China Conference (Hong Kong) on “Mapping the blueprint for Hong Kong’s office of the future”, June 2021
- Moderator, a webinar on “The Reimagined Workplace: Australia and New Zealand” hosted by the Employment Law Alliance, July 2020
- Speaker, a webinar on “The Reimagined Workplace: China, Hong Kong, Macau and Taiwan” hosted by the Employment Law Alliance, June 2020
- Speaker, *Lex Mundi’s Signpost Videos series*, May 2020
- Co-speaker, a webinar on “Modernising Corporate Culture to Attract the Best Talent” hosted by The Hong Kong General Chamber of Commerce, May 2020
- Moderator, a webinar on “COVID-19 @Work: Economic recovery efforts across Europe” hosted by the Employment Law Alliance, May 2020
- Speaker, a webinar on “Employment Law in Asia – Year in Review” hosted by the Employment Law Alliance, February 2020