

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.

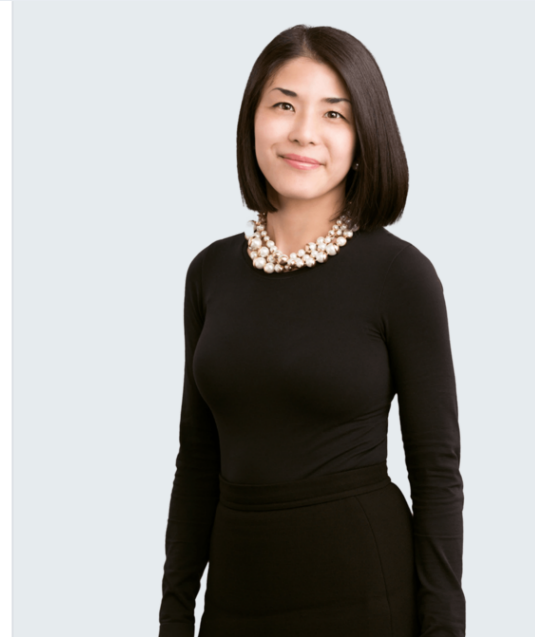
She frequently acts for employers in defending discrimination claims and claims in the Labor Tribunal. Other highlights include advising on employee restructuring in a major MNC and conducting investigations in whistleblowing claims by employees. Cynthia is also a rare find in the market who is well-versed with employment aspects in commercial transactions and M&A deals.

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

Legal 500 Asia Pacific

- Labour and Employment (Hong Kong) – Hall of Fame (2021 – 2024)
- Labour and Employment (Hong Kong) – Leading Individual (2018 – 2020)
- Labour and Employment: Foreign Firms (China) – Recommended Individual (2021 – 2022)

Chambers Greater China

- Employment: Hong Kong based (International Firms) – Band 1 (2022 – 2024)

Chambers Asia-Pacific

- Employment: Hong Kong Law (International Firms) – China – Band 1 (2021)

Asialaw Profiles

- Labour and Employment – Distinguished Practitioner (2022 – 2023)

Who's Who Legal

- Labour & Employment – Global Elite Thought Leader (2024)
- Labour, Employment & Benefits (category: Labour & Employment) in Hong Kong – Global Elite Thought Leader (2024)
- Labour & Employment in Mainland China & Hong Kong SAR – Global Elite Thought Leader (2022 – 2023)

Euromoney's Expert Guides

- Labour and Employment – Women in Business Law (2012 – 2022)

Appointments/Memberships

Appointments

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

Education

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

Publications

- quoted in an article in Hong Kong Business on “418 rule overhaul bridges benefit gap for Hong Kong workers”, July 2024
- contributed in the Global Practice Areas on Practical Law “Hiring in Hong Kong: Overview”, published by Thomson Reuters, March 2024
- contributed in “Exiting Executives – Hong Kong Chapter”, published by *Shoosmiths LLP*, March 2024
- quoted in an article in The Standard on “Survey says long hours tops worker gripes”, January 2020
- featured in an article in Hong Kong Economic Times on “[Generation Z](#)”(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 on “[Empowering the workplace: Modernising corporate culture to position Hong Kong for success](#)”, January 2020
- quoted in an article in HK01 on “[3 major concerns of employees, tips for employers](#)”, January 2020
- featured in an article in Apple Daily on “[\(Report\) 70% of employees describe the culture of the company they work for as weak](#)”, January 2020
- featured in an article in ET Net on “[\(Empowering the workplace: company should promote speak up culture\)](#)”, January 2020
- contributed a guidance note on “Hong Kong – Employee monitoring”, DataGuidance, July 2019

Recent Activities

- moderator, 2nd Asia-Pacific Employment Summit on “Asia Pacific’s tomorrow’s leaders”, International Employment Lawyer, July 2024
- host, podcast on “How the AI Revolution is Reshaping the Future of Legal Systems”, Employment Law Alliance, June 2024
- speaker, Annual MPF Forum on “Best practices in MPF offset preparation”, GUM HK, June 2024
- speaker, Future of the workplace, The American Chamber of Commerce in Hong Kong, June 2024
- moderator, HKTA Conference 2023 on “Expectations on trustee & depositary”, Hong Kong Trustees’ Association, November 2023
- speaker, ESG beyond E: enabling future-proof workplace through ESG, The American Chamber of Commerce in Hong Kong and CBRE, September 2023
- speaker, webinar on “Insights for senior HR and management – the abolition of MPF offsetting mechanism”, Manulife, Standard Chartered, HK Institute of Human Resources Management, July 2023
- speaker, webinar on “Insights for senior HR and management – the abolition of MPF offsetting mechanism”, GUM, June 2023
- speaker and moderator, Deacons In-house Counsel Forum on “ESG”, Deacons, October 2022
- speaker, Abolition of MPF/long service and severance payments offsetting, AIA, Manulife and Gain Miles (now GUM), June – October 2022
- moderator, webinar on “MPF investment arid rate hikes & inflation”, The Hong Kong Retirement Schemes Association, July 2022
- speaker, webinar on “Handle data protection/privacy in the workplace like a boss: South Korea, Japan, China & Hong Kong”, Employment Law Alliance, June 2022
- speaker, workshop on “Covid restrictions and employment law”, French Chamber of Commerce, March 2022
- speaker, webinar on “HR issues amid the 5th wave”, Hong Kong General Chamber of Commerce, February 2022
- speaker, SCMP China Conference (Hong Kong) on “Mapping the blueprint for Hong Kong’s office of the future”, June 2021
- moderator, webinar on “The reimagined workplace: Australia and New Zealand”, Employment Law Alliance, July 2020
- speaker, webinar on “The reimagined workplace: China, Hong Kong, Macau and Taiwan”, Employment Law Alliance, June 2020
- speaker, *Lex Mundi’s Signpost Videos series*, May 2020
- co-speaker, webinar on “Modernising corporate culture to attract the best talent”, Hong Kong General Chamber of Commerce, May 2020
- moderator, webinar on “COVID-19 @work: economic recovery efforts across Europe”, Employment Law Alliance, May 2020
- speaker, webinar on “Employment law in Asia – year in review”, Employment Law Alliance, February 2020