

Helen Liao

Partner | Employment and Pensions | Hong Kong

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Helen Liao is a partner in the Employment & Immigration practice with over 15 years of experience. As a dual-qualified lawyer in both mainland China and Hong Kong, Helen has solid experience in handling cross-border employment arrangements, income tax compliance solutions, immigration and complex multi-jurisdictional labour issues arising from global talent mobility and commercial transactions including mergers and acquisitions, outsourcing situations and other re-organisations.

She advises both Chinese-funded enterprises and multinational companies across a wide range of industries in mainland China and Hong Kong, including life science, medical, pharmaceuticals, tourism, aviation, telecommunications, media, cultural publishing, retail, construction, fashion, luxury goods, as well as asset management, banking, securities, insurance and other financial services.

Prior to joining the firm, Helen had worked at a top-tier PRC law firm in mainland China and the Chinese offices of a reputable international law firm for nearly 10 years. Helen is recognised by World Bank as an “expert” on China employment law for her regular contributions to the IFC-World Bank’s global “Doing Business” project. She also delivers public seminars in Mandarin, Cantonese and English to various HR management organisations and key MNC clients in respect of recent developments in the China and Hong Kong employment law practice.

Highlights

Helen regularly advises Chinese & multinational employers throughout the entire process of employment from recruitment to termination, which consists of following:

- draft & review offer letters;
- draft & review employment contracts and restrictive covenants;
- draft & review employment-related handbooks;
- draft & review corporate policies including workplace safety, anti-discrimination, holiday & leave entitlements, staff integration and employee transfer;
- draft employees’ benefit and incentive plans;
- advise in the negotiation process of termination of senior executive’s employment;
- provide legal advices, practical plans and guides on cross-border employment, and
- advise cases associated with sexual harassment, data privacy, anti-corruption internal investigation and whistle-blower protection;
- assist clients in dealing with the unannounced inspections conducted by the Labour Department, Immigration Department and Revenue Department, as well as the labour dispute resolution with employees;
- application of work visas & permits; and
- other matters related to employment & immigration.

More about Helen Liao



Principal Areas

- Employment and Pensions
 - Cross-Border Employment
 - Employee Benefits
 - Pensions
 - Senior Executives
 - Immigration Law
- Litigation and Dispute Resolution
 - Employment Disputes

Languages

- English
- Cantonese
- Mandarin
- Hakka

Jurisdictions

- China
- Hong Kong

Accolades

Legal 500 Asia Pacific

- Labour and Employment (Hong Kong) – Recommended Individual (2023 – 2024)
- Labour and Employment: Foreign Firms (China) – Next Generation Partner (2023)
- Labour and Employment: Foreign Firms (China) – Recommended Individual (2021 – 2022)

China Business Law Journal

- The A-List 2023-24: Growth Drivers (2023)

China Law & Practice Awards

- Labour and Employment Lawyer of the Year (2022)

Others

- China University of Political Science and Law's Outstanding Alumni Award (2020)

Appointments/Memberships

- Member, Employment Law Committee, The Law Society of Hong Kong
- Member, Subcommittee on Practice in Service Centres, at Home, in Domestic Premises or by Virtual Offices, The Law Society of Hong Kong
- Chairman, Employment Law Committee, Hong Kong and Mainland Legal Profession Association
- Deputy Secretary-General, Legal Profession advancement Association Limited
- Invited arbitrator, Beihai International Arbitration Court
- Member, The Labour Law Branch of Labour and Social Security Law Society in Beijing
- Member, The Law Society of Hong Kong
- Member, Shenzhen Lawyers Association
- Co-Vice Chairperson, The Committee for Members with Mainland Background, The Law Society of Hong Kong

Education

- LL.M, University of Bristol
- LL.B, China University of Political Science and Law

Publications

- legal update on "Human Resources & Compliance in New Era of China Civil Code and Judicial Interpretations" (January 2021)
- legal update on "The Impact of 'EU-China Comprehensive Agreement on Investment' on Employment in China" (January 2021)
- legal update on "China's tax authorities to collect social insurance: Managing labour cost and compliance" (November 2020)
- legal update on "Proposed amendment of working hour system in Shenzhen" (November 2020)
- co-author of "Doing business in China", Commerce Clearing House (2012 – 2013)
- co-author, "Employment and Benefit Toolkit", published in Practical Law, Thomson Reuters Legal Media Group (2015 – 2017)

Recent Activities

- speaker, Cross-border Employment: Compliance Management and Efficiency Enhancement, China Merchants Group, May 2024
- attendee and speaker, 3rd Guangdong-Hong Kong-Macao Greater Bay Area Lawyers' Practice Promotion Conference and the Dongguan-Hong Kong Lawyers' Business Exchange and Practical Docking Activity, Guangdong Provincial Lawyers Association and the Hong Kong Federation of Law Societies, May 2024
- speaker, Developing your business in Hong Kong – ways to obtain a Hong Kong identity and Hong Kong lawyer qualifications, Xiamen Lawyers

Association, April 2024

- speaker, Latest legal developments in the area of employment in both the jurisdictions of Hong Kong and Mainland China, Chinese Securities Association of Hong Kong, March 2024
- speaker, Cross-border hiring within The Guangdong-Hong Kong-Macao Greater Bay Area, Hong Kong based low-cost airline company, February 2024
- speaker, A Comparison of Company Law and Employment Law in Mainland China and Hong Kong, Hong Kong University School of Professional and Continuing Education, February 2024