

We advise companies and individuals on all legal aspects to employment relations. Main areas of practice include drafting employment contracts & employment handbooks, establishing internal rules, determining employment termination strategies, and solving disputes before Chinese arbitration tribunals and courts.

- **Employment Contract:** Despite supposedly being a routine procedure, many crucial mistakes are made when drafting employment contracts. We assist you in drafting a good contract, which incorporates often neglected confidentiality, overtime and anti-competitive clauses to protect you in case you terminate an employee.
- **Employment Handbook:** Your employees should agree on a clear and comprehensive employment handbook. In the first stages of a dispute, the employee can be reminded of rules they committed themselves to. Moreover, we assist companies to draft strong and smart employment handbooks, since in case of actual termination of an employee, the employment handbook could provide crucial evidence that the employee has breached internal rules and their termination is with cause.
- **General Manager Contract:** General Managers play a crucial role in every company. Therefore, we advice to have internal documents and rules in place, determining their decision power & limitations, and rights and obligations. We assist you in drafting
- **Firing Senior Management:** Firing a senior manager can be a double-edged sword. Oftentimes this manager possesses confidential documents, and important materials such as business licenses and company stamps. When appointed as the legal representative, they usually have access to all stamps as well. We assist you in determining a strategy in advance to make sure they do not lose important assets or even control over their own business.
- **Labor disputes & representation before labor tribunal:** Chinese employees increasingly claim against there employer in case they are terminated. We feel they becomes more advanced in using the fact that foreign companies know little about employment law, by claiming substantial compensation or go to labor arbitration. We assist you prepare evidence for termination, in negotiations and labor arbitration once initiated by your employee.