



## 2023 APAC Regional Employer Conference

Thursday, September 28 | Singapore

8:00 am – 8:50 am

### Registration & Breakfast

8:50 am – 9:00 am

### Welcome

As 2024 nears, we are optimistic for the APAC Region and its business growth. With a continuing decline in redundancies and increasing interest in APAC expansion, we focus on some of the key issues expected for in-house legal teams in the coming year.

**Speaker:**

Trent Sutton, Managing Director, Littler Regional Office in Singapore

9:00 am - 9:55 am

### Scaling up at Speed: The Choices for Rapid Global Growth:

Location agnostic recruitment and the rapid pace of business growth have moved international expansion even higher up the agenda for many in-house lawyers and HR professionals. This session explores some of the options for helping the business to realize their ambitious plans, including the rising role of the professional employer organization (PEO)/employer of record (EOR), consultants / contractors, compared to the more traditional route of setting up legal entities, in Asia and elsewhere, and the unique possibilities and pitfalls of each approach.

**Moderator:**

Trent Sutton, Managing Director, Littler Regional Office in Singapore  
*(Licensed to practice in California, New York, and Utah)*

**Speakers:**

Kavitha Panearselvan, Manager, Senior Employment Counsel, Globalization Partners

Lucy Lu, Partner, King & Wood Mallesons - China

*Video presentations:*

*Juan Carlos Varela, Shareholder, Littler United States & Venezuela  
(Licensed to practice in Venezuela, Colombia, and Florida)*

*Bo Enevold, Partner, Littler Demark  
(Licensed to practice in Denmark)*

9:55 am - 10:50 am

## From the Great Resignation to the Great Rehire: Attracting High-Quality Talent through Telework and Other Flexible Work Arrangements

Technology facilitates remote work in ways that, years ago, just were not possible. Jobs that previously were considered to be only on-site jobs are now performed remotely, such as secretaries or call-center operators. Employees familiar with work-from-home during COVID now demand the continuation of such flexibility as a key consideration for accepting or continuing their employment. In-house counsel and human resources managers now must grapple not only with the administrative hassles of remote work programs but also with the significant legal risks: tracking hours for purposes of premium pay and holidays; addressing employee safety and information security; and accurately providing reimbursement of home office expenses. Panelists will discuss each of these from both the global and regional perspective, including Singapore's pending telework guidelines, the Philippines Telecommuting Act, and other unique APAC considerations.

### Moderator:

Isha Malhotra, Of Counsel, Littler Singapore  
*(Licensed to practice in India)*

### Speakers:

Kala Anandarajah, BBM (Ms) Head, Competition & Antitrust and Trade, Rajah & Tann Singapore

Maria Crabb, Director, Employment Counsel – JAPAC at Palo Alto Networks

Filemon Ray Javier, Joint Managing Partner, Tolosa Javier Law Firm

10:50 am - 11:10 am

## Coffee Break

11:10 am - 12:05 pm

## A Lightning Round of Key Labor Trends in the APAC Region

Keeping pace with the rapid legislative and other legal changes in APAC is a never-ending task. Panelists will simplify the most significant developments in APAC over the last year, including addressing the latest trends such as employee rights, unfair competition, and equal pay. Panelists will specifically provide insight on the impact of generative AI in the workplace felt across the U.S. and Europe (e.g. planning for job replacements, upskilling, and employee use of AI at work), which is certain to cause ripple effects in Asia.

### Moderator:

Naomi Seddon, Shareholder, Littler United States  
*(Licensed to practice in Australia, New Zealand, and California)*

### Speakers:

Thelma Akpan, Of Counsel, Littler Singapore  
*(Licensed to practice in New York)*

Betty Lee, Of Counsel, Littler Singapore  
*(Licensed to practice in Hong Kong)*

Aki Tanaka, Shareholder, Littler United States  
*(Licensed to practice in Japan, Massachusetts and New York)*

### Video presentations:

Deborah Margolis, Senior Associate, Littler United Kingdom  
*(Licensed to practice in the United Kingdom and Ireland)*

Michael Chichester, Shareholder, Littler United States  
*(Licensed to practice in Michigan)*

12:05 pm - 1:00 pm

## Business & Human Rights – The Legal and Business Case for APAC Companies

National and supranational legislatures continue to develop laws requiring employers to conduct due diligence of their operations and those of their business partners to address human rights risks, such as forced labor, child labor and human trafficking. Recently, the European Union (EU), Switzerland, Japan, Canada, New York, and other jurisdictions in the United States have rolled out such laws, imposing obligations on companies to conduct human rights and environmental due diligence. Panelists will discuss the legal, ethical, reputational, and cultural challenges faced by APAC employers in light of the new regulations on environmental, social and corporate governance (ESG).

### Moderator:

Lavanga Wijekoon, Shareholder, Littler United States  
*(Licensed to practice in Illinois)*

### Speakers:

Aki Tanaka, Shareholder, Littler United States  
*(Licensed to practice in Japan, Massachusetts and New York)*

Nancy Zhang, Of Counsel, Littler Singapore  
*(Licensed to practice in China and New York)*

### Video presentation:

Luisa Rödemeier, Senior Associate, Littler Germany  
*(Licensed to practice in Germany)*

1:00 pm – 2:00 pm

## Lunch and Closing Remarks