

Employment & Pensions



How we help

Our priority is helping our clients avoid potential pitfalls and find effective solutions that work for their businesses.

Deacons' employment and pensions team aims to help our clients anticipate problems before they arise, perhaps by auditing employment policies and contracts, updating benefits arrangements, or just taking a firm but sensitive approach to handling disputes.

Whatever the situation, our clients' commercial priorities are always our main concern.

Who we are

Deacons is Hong Kong's own world-class law firm, and one of the region's leaders in the area of employment law.

The largest full-service independent law firm in Hong Kong, we are also the longest established. Since 1851, we have been developing our unique culture, which blends traditional client care with modern technology and working practices. Our integrity and dedication to the highest service standards is matched by our cosmopolitan attitude and commitment to innovation.

Our aim is always to understand our clients' businesses and time pressures, and to act as 'trusted advisors' in helping them to take crucial business decisions.

Operating from our Hong Kong headquarters and three offices in Mainland China, we offer clients top quality advice to support their strategic business or personal needs. Our close relationships with Hong Kong's business community, built up over many years, are also a key benefit of partnering with us.

What we do

We assist a wide range of clients with a variety of issues, including employment documentation, employee benefits and incentives, day-to-day HR issues, labour and employment disputes, pension regulations, work and residence visas, and the employment aspects of M&A and restructurings, cross-border employment issues.

Our experienced team combines an impressive knowledge of the regional market with a cosmopolitan outlook – an approach that attracts some of the world's leading companies to seek our advice on employment issues. Some representative highlights include:

- Reviewing all the employment documentation for a Chinese state-owned telecommunication corporation to ensure compliance and best practice;
- Defending a claim of pregnancy discrimination at the District Court brought by an ex-employee against a big private bank;
- Acting for a well-known French retailer to conduct employee investigation concerning alleged sexual harassment;
- Advising a private school of alleged misconduct by a senior official;
- Acting for one of the world's biggest marketer of children clothing to resolve a very difficult termination in PRC; and
- Advising three major universities in relation to their senior hires.

Whatever the area, you can rest assured that we will have the right person to help you. At Deacons, you're in safe hands.

What they say about us

Deacons has received a number of prestigious awards over the years, such as:

Labour and Employment Law Firm of the Year
Asian Legal Business Hong Kong Law Awards 2020

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Tier 1 in Labour and Employment (Hong Kong)
Legal 500 Asia Pacific 2021

.....
Leading law firm in Employment: Hong Kong Law (China)
Chambers and Partners Asia-Pacific 2021

Our employment team attracts particular praise, with leading industry publications such as Chambers Asia Pacific noting that we are "a go-to firm for many HR departments" with "noteworthy experience acting on domestic and PRC employment law matters".

What really matters, however, is what our clients think.

And they tell us that they appreciate our ability to understand their businesses and to act as "trusted advisors". We hope that you too will appreciate the "Deacons difference".

Want to know more?

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