

Cynthia Chung

Partner | Corporate Commercial | Employment and Pensions | Hong Kong

✉	cynthia.chung@deacons.com
☎	+852 2825 9297

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

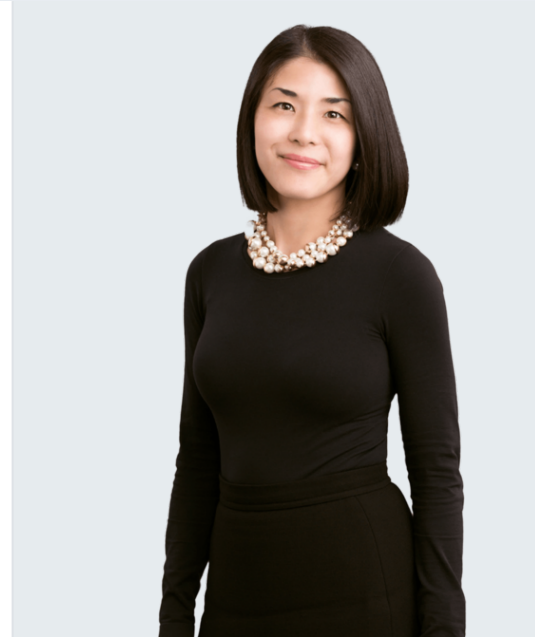
Cynthia regularly advises employers on drafting of employment contracts, reviewing employment related policies and handbooks, drafting of benefit compensation plans, advising on employment disputes, discrimination issues and privacy issues.

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. She recently acted for 2 financial institutions in a proposed merger and advise them of complicated HR issues.

Cynthia also regularly advises on implementation of share plans offered by Offshore companies to their subsidiaries in Hong Kong.

In addition, Cynthia 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

- Recognised in the “Hall of Fame” for Labour and Employment in Legal 500 Asia Pacific (2021, 2022, 2023)
- Recognised as a Band 1 Lawyer in Employment (China) in Chambers Asia-Pacific (2021, 2022, 2023)
- Recognised as a thought leader in the field of Labour & Employment and Pensions & Benefits in Hong Kong by the Who’s Who Legal (2017 – 2023 editions).
- Listed in Euromoney’s Expert Guides – Women in Business Law (Labour and Employment) (2012 – 2022)
- “Cynthia Chung is known to sources as a “solid performer” and a “very commercial and pragmatic” partner who “wants to resolve, not overwork matters.” The scope of her impressive employment law practice includes misconduct investigations, data privacy issues and employee transfers.” – Chambers Asia Pacific Guide (2021)
- “Cynthia is a seasoned advisor to both local and international clients on contemporary issues” – Legal 500 (2023)

Appointments/Memberships

Appointments

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

Education

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

Publications

- Quoted in an article in The Standard entitled “Survey says long hours tops worker gripes”, January 2020
- Featured in an article in Hong Kong Economic Times on “[“Z世代”](#) ((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 entitled ‘[Empowering the workplace: Modernising corporate culture to position Hong Kong for success.](#)’, January 2020
- Quoted in an article in HK01 on “[“Z世代”](#) (3 major concerns of employees, tips for employers), January 2020
- Featured in an article in Apple Daily on “[“Z世代”](#) ((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 “[“Z世代”](#) (Empowering the workplace: company should promote speak up culture), January 2020
- Contributed a guidance note on “Hong Kong – Employee monitoring” to DataGuidance, July 2019

Recent Activities

Recent Speaking Experience

- Speaker and Moderator in Deacons In-house Counsel Forum on “ESG”, October 2022
- Speaker for AIA, Manulife and Gain Miles (now GUM) on the topic of Abolition of MPF/Long Service and Severance Payments Offsetting, June-October 2022
- Moderator for HKRSA’s webinar on “MPF Investment Arid Rate Hikes & Inflation”, July 2022
- Speaker for the French Chamber of Commerce on “Covid restrictions and employment law” workshop, March 2022
- Speaker for an HK General Chamber of Commerce webinar on “HR Issues amid the 5th Wave”, February 2022
- Speaker for SCMP China Conference (Hong Kong) on “Mapping the blueprint for Hong Kong’s office of the future”, June 2021
- Moderator, a webinar on “The Reimagined Workplace: Australia and New Zealand” hosted by the Employment Law Alliance, July 2020
- Speaker, a webinar on “The Reimagined Workplace: China, Hong Kong, Macau and Taiwan” hosted by the Employment Law Alliance, June 2020
- Speaker, *Lex Mundi’s Signpost Videos series*, May 2020
- Co-speaker, a webinar on “Modernising Corporate Culture to Attract the Best Talent” hosted by The Hong Kong General Chamber of Commerce, May 2020
- Moderator, a webinar on “COVID-19 @Work: Economic recovery efforts across Europe” hosted by the Employment Law Alliance, May 2020
- Speaker, a webinar on “Employment Law in Asia – Year in Review” hosted by the Employment Law Alliance, February 2020