

Conducted in Mandarin 中文讲座

Labour Law and HR Risk in China

中国劳动法及人力资源风险

By: Legal Practitioner & Lecturer from Beijing University who has conducted similar courses for more than 5000 enterprises in China.

Venue: 47 Hill Street, SCCC Building (8th Floor – Seminar Room 2)

地点: 新加坡中华总商会(8楼-第2会议室) Registration starts at 8.30 a.m 早上8.30分开始签到

2nd APRIL (THURSDAY) 2009 - 9 A.M. TO 5 P.M

CHINA EMPLOYMENT LAW AND ITS IMPLEMENTATION STRATEGY

中国《劳动合同法》及法规操作要诀与技巧

【讲座提纲】Seminar Coverage

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| 1. 中国主要的劳动法规监管部门，
比较新加坡与中国的劳动法 | 1. Authorities in China that oversee Labour issues
and comparing Singapore and China Labour Law |
| 2. 《劳动合同法实施条例》及实施细则解读 | 2. Understanding China Employment Contract Law |
| 3. 《劳动合同法实施条例》操作要诀与技巧 | 3. China Employment Contract Law -Techniques &
implementation Strategy |
| 4. 劳动争议案件的一些应对技巧 | 4. Solutions to cases on labour disputes |

3rd APRIL (FRIDAY) 2009 - 9 A.M. TO 5 P.M

RECENT HR DEVELOPMENT & HR RISK IN CHINA

中国近期的 HR 发展与企业在中国的各种人力资源风险

【讲座提纲】Seminar Coverage

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| 1. 中国近期的 HR 发展及中国的 HR 风险 | 1. Recent HR development and HR Risk in China |
| 2. 《劳动合同法》实施近年来 HR 面临问题的集中反映与应对 | 2. “China Employment Contract Law” -
Implementation problems encountered by HR
and the corresponding solutions |
| 3. 员工辞退、裁员、加班工资等相关法规 | 3. Legal Issues concerning staff termination,
retrenchment and overtime payment etc in
China |
| 4. 年末企业留才与薪酬管理 | 4. Year end retention of talents and salary
management |
| 5. 为人力资源及工资部门建立良好内控系统
(由高依銮女士以英文主讲) | 5. Building good internal controls for the HR and
payroll function(delivered by Ms Koh Yee Luang
in English) |

KEY SPEAKER – Mr Liang

【主讲讲师】- 梁律师



本讲座讲师梁先生是中国著名劳动法与员工关系管理专家、劳动法首席顾问；北京大学、中国政法大学特聘教授。其经典课程《劳动合同法解读与企业应用策略》于2007年开始在全国各地巡讲，受益企业达5000多家，深受广大企业管理者、人力资源从业者的好评。梁先生曾多年担任企业高级管理人员，对于企业管理过程中的劳动用工风险有深刻的了解，从事法律工作后，专门从事劳动争议诉讼及劳动法律研究工作，处理各类劳动纠纷案件1000余件（包括个人、企业），涉及北京、天津、浙江、江苏、上海、广东、广西、山东、四川、重庆、福建等地，对各地地方劳动法规有较深的了解，对劳动法有很深的理论研究和丰富的实战经验，并被邀参与《最高人民法院关于审理劳动争议案件适用法律若干问题的解释》的起草工作，受聘为劳动争议仲裁委员会兼职仲裁员，被多家公司聘请为常年法律顾问或劳动法专业顾问，并长期受邀作为讲师，对人力资源从业者进行劳动法培训。

The key speaker is a specialist on labour Law in China and has conducted various seminars on law labour in different parts of China. He is engaged as a lecturer by both the Beijing University and China University of Political Science and Law. His classic lecture on “Labour law on employment contract-interpretation and implementation strategies for enterprises” was delivered to various parts of China since year 2007. More than 5,000 enterprises in China has benefited from his lecture. He is highly regarded by personnel from management level and personnel from human resource industry in China. He has many years of senior management working experience. Since he started working in the legal industry, he specializes in research on labour dispute cases and labour law research work. He has managed more than 1,000 cases of labour dispute of different nature for both individuals and enterprises in places such as Beijing, Tianjin, Zhejiang, Jiangsu, Shanghai, Guangdong, Guangxi, Shandong, Sichuan, Chongqin, Fujian etc. He has rich and practical experience on the labour laws in various locations in China. He is also a permanent Legal Council or Labour Law Consultant for a number of Chinese enterprises

SPEAKER – Ms Koh (covering item 5 on 3rd April 2009)

【讲师】 - 高依銮

依銮拥有 17 年的审计工作经历，包括在 BIG 4、跨国公司和新交所上市公司工作。她在为新加坡上市公司（超过 30 家）、私人企业、跨国公司和政府机构进行内部审计管理、公司治理、萨班斯-奥克斯利法案运用、风险评估、风险管理、控制自我测评都非常有经验。她还多次为她的企业客户及公司内部职员进行公司治理、关联方交易、COSO and COCO 内审方法、工作底稿管理等课题的培训。依銮有在不同国家和地区内部审计的经验，包括澳大利亚、芬兰、香港、印度尼西亚、马来西亚、墨西哥、俄罗斯、新西兰、南非、台湾和美国。依銮在中国的很多城市也有内审工作经验，包括福建、广东、山东、江苏、浙江等地。

Yee Luang has around 17 years of internal and external audit experience in the big 4, MNC and SGX listed companies. She has experience managing Internal Audit, Corporate Governance, Sarbanes Oxley, Risk Assessment, Risk Management, Control Self Assessment projects for clients from SGX listed companies (more than 30 companies), private limited companies, MNCs and Statutory Boards etc. She has provided internal audit trainings on topics such Corporate Governance; Interest Person Transaction; COSO and COCO Methodology; and Work-paper Documentation to her corporate clients and her staff. She has experienced performing internal audit in different countries and areas such as Australia, Finland, Hong Kong, Indonesia, Malaysia, Mexico, Moscow, New Zealand, South Africa, Taiwan and USA. Yee Luang also has experience managing internal audit projects in different locations in China such as Fujian, Guangdong, Shandong, Jiangsu and Zhejiang.

Who should attend?

【参加对象】

- 负责中国运营机构的公司董事、财务总监及人力资源管理人员
- 在中国执行外部或内部审计项目的审计师
- 服务中国运营的内部律师
- 意向在中国设立经营机构的企业家
- 在中国工作的新加坡人及其他外籍人士
- Directors, FC and HR personnel overseeing China operations
- Both External and Internal Auditors performing audit in China
- In-house legal counsel supporting China operations
- Entrepreneurs intending to set up companies in China
- Singaporean and foreigners working in China