



Contributors

Australia

John Tuck
T: +61 3 9672 3000
F: +61 3 9672 3010
E: john.tuck@corrs.com.au
CORRS CHAMBERS WESTGARTH
GPO Box 9925, Melbourne VIC 3001
Australia

Hong Kong

Duncan Abate
T: +852 2843 2203
F: +852 2103 5066
E: duncan.abate@mayerbrownjmsm.com
MAYER BROWN JSM
16th - 19th Floors, Prince's Building
10 Chater Road, Central, Hong Kong

India

Ajay Raghavan
T: +91 80 4343 4646
F: +91 80 4343 4699
E: ajay.raghavan@trilegal.com
TRILEGAL
The Residency, 7th Floor
133/1 Residency Road
Bangalore - 560 025, India

Indonesia

Richard Emmerson
T: +62 21 521 2038
F: +62 21 521 2039
E: richardemerson@ssek.com
SOEWITO SUHARDIMAN
EDDYMURTHY KARDONO
14th Floor, Mayapada Tower
Jl. Jend. Sudirman Kav.28
Jakarta 12920, Indonesia

Japan

Nobuhito Sawasaki
T: +81 3 6888 1000
F: +81 3 6888 3056
E: nobuhito.sawasaki@amt-law.com
ANDERSON MORI & TOMOTSUNE
Akasaka K-Tower, 2-7, Motoakasaka
1-chome, Minato-ku, Tokyo 107-0051, Japan

Malaysia

Sivabalah Nadarajah
T: +603 2027 2727
F: +603 2078 5625
E: sivabalah@shearndelamore.com
SHEARN DELAMORE & CO.
7th Floor, Wisma Hamzah-Kwong Hing
No. 1 Leboh Ampang 50100
Kuala Lumpur, Malaysia

New Zealand

Phillipa Muir
T: +64 9 977 5071
F: +64 9 307 0331
E: phillipa.muir@simpsongrierson.com
SIMPSON GRIERSON
Level 27, Lumley Centre
88 Shortland Street, Auckland 1010
New Zealand

PRC

Andy Yeo
T: +86 21 6032 0266
F: +86 21 6120 1068
E: andyyeo@mayerbrownjmsm.com
JSM SHANGHAI REPRESENTATIVE OFFICE
Suite 2305, Tower II, Plaza 66
1266 Nan Jing Road West
Shanghai 200040, China

Philippines

Enriquito J. Mendoza
T: +632 555 9555
F: +632 810 3110
E: enriquito.mendoza@romulo.com
ROMULO MABANTA BUENAVENTURA SAYOC
& DE LOS ANGELES
21st Floor, Philamlife Tower, 8767 Paseo De Roxas
Makati City 1226, Philippines

Singapore

Kala Anandarajah
T: +65 6535 3600
F: +65 6225 9630
E: kala.anandarajah@rajahtann.com
RAJAH & TANN SINGAPORE LLP
9 Battery Road, #25-01 Straits Trading Building
Singapore 049910

South Korea

C.W. Hyun
T: +822 3703 1114
F: +822 737 9091
E: cwwhyun@kimchang.com
KIM & CHANG
39, Sajik-ro 8-gil, Jongno-gu
Seoul 110-720, Korea

Taiwan

Elizabeth Pai
T: +886 2 2378 5780
F: +886 2 2378 5781
E: elizabethpai@leetsai.com
LEE, TSAI & PARTNERS
9th Fl., 218 Tun Hwa S. Road
Sec. 2, Taipei 106, Taiwan, R.O.C.

Thailand

David Duncan
T: +66 2653 5555
E: david.d@tilleke.com
TILLEKE & GIBBINS
Supalai Grand Tower, 26th Floor, 1011 Rama 3 Road
Chongnonsi, Yannawa, Bangkok 10120, Thailand

Vietnam

Hoang Anh Nguyen
T: +84 4 3825 9775
F: +84 4 3825 9776
E: hoanganh.nguyen@mayerbrownjmsm.com
MAYER BROWN JSM (VIETNAM)
Suite 1201-1202, 12th Floor, Pacific Place
83B Ly Thuong Kiet Street
Hoan Kiem District, Hanoi, Vietnam

Tilleke & Gibbins

Termination Traffic Lights

Asia 2015



	Australia					Hong Kong	India	Indonesia	Japan	Malaysia	New Zealand	PRC	Philippines	Singapore	South Korea	Taiwan	Thailand	Vietnam	
	Federal Law	New South Wales	Queensland	Victoria	Western Australia														
Overall risk level on termination of employee	Yellow	Yellow	Yellow	Yellow	Yellow	Green	Yellow	Red	Red	Yellow	Red	Red	Red	Yellow	Red	Yellow	Yellow	Red	Overall risk level on termination of employee
Court attitude: employer/employee friendly?	Yellow	Yellow	Yellow	Yellow	Yellow	Green	Yellow	Red	Red	Yellow	Yellow	Red	Red	Green	Yellow	Yellow	Yellow	Red	Court attitude: employer/employee friendly?
Degree of protection from termination	Yellow	Yellow	Yellow	Yellow	Yellow	Green	Red	Red	Red	Yellow	Red	Red	Red	Yellow	Red	Red	Red	Red	Degree of protection from termination
Difficulty of following due process	Green	Green	Green	Green	Green	Green	Red	Red	Red	Yellow	Yellow	Red	Red	Green	Red	Yellow	Green	Red	Difficulty of following due process
Ease of transfer of employee on a transfer of undertaking	Yellow	Yellow	Yellow	Yellow	Yellow	Green	Yellow	Red	Red	Yellow	Yellow	Red	Red	Yellow	Red	Red	Red	Red	Ease of transfer of employee on a transfer of undertaking
Level of ex gratia payment	Green	Green	Green	Green	Green	Green	Yellow	Red	Red	Yellow	Red	Red	Red	Green	Red	Red	Red	Red	Level of ex gratia payment
Reinstatement	Yellow	Yellow	Yellow	Yellow	Yellow	Green	Red	Red	Red	Yellow	Yellow	Red	Red	Green	Red	Yellow	Yellow	Red	Reinstatement
Risk of union involvement or collective bargaining requirement	Yellow	Yellow	Yellow	Yellow	Yellow	Green	Red	Red	Red	Yellow	Red	Red	Red	Yellow	Red	Yellow	Yellow	Red	Risk of union involvement or collective bargaining requirement
Risk of government involvement	Green	Green	Green	Green	Green	Green	Red	Red	Red	Green	Green	Red	Red	Yellow	Yellow	Yellow	Yellow	Red	Risk of government involvement

CRITERIA	High risk jurisdiction in which to terminate employees considering the 8 factors below.	Medium risk jurisdiction in which to terminate employees considering the 8 factors below.	Lower risk jurisdiction in which to terminate employees considering the 8 factors below.	CRITERIA
Overall risk level on termination of employee	High risk jurisdiction in which to terminate employees considering the 8 factors below.	Medium risk jurisdiction in which to terminate employees considering the 8 factors below.	Lower risk jurisdiction in which to terminate employees considering the 8 factors below.	Overall risk level on termination of employee
Court attitude: employer/employee friendly?	Courts tend to be very employee friendly.	Courts tend to be reasonably employee friendly.	Only the very lowest level courts tend to be employee friendly.	Court attitude: employer/employee friendly?
Degree of protection from termination	Broad categories of employee protected by unfair or unlawful dismissal legislation and consequences of breach can result in an offence being committed, a fine or an order for reinstatement or reengagement.	Certain categories of employees protected by unlawful or unfair dismissal legislation but not all.	Few (if any categories of employees) protected by unfair or unlawful dismissal legislation.	Degree of protection from termination
Difficulty of following due process	High level. This includes consultation obligations, requirement to put reason for termination to the employee and give him/her opportunity to improve. This process may take many months. A court process may be required.	Medium level.	Low level.	Difficulty of following due process
Ease of transfer of employee on a transfer of undertaking	Not easy.	Relatively easy.	Easy.	Ease of transfer of employee on a transfer of undertaking
Level of ex gratia payment	Often several multiples of monthly base salary required to achieve a mutual separation.	1 to 2 times monthly base salary usually required to achieve a mutual separation.	Not generally a requirement to achieve a mutual separation.	Level of ex gratia payment
Reinstatement	Mandatory reinstatement ordered by the Courts.	Reinstatement ordered on occasion but not always.	Very unlikely to be ordered.	Reinstatement
Risk of union involvement or collective bargaining requirement	Often union involvement in terminations or some form of collective negotiation/consultation required.	On certain occasions depending on the level and number of employees terminated.	Low risk.	Risk of union involvement or collective bargaining requirement
Risk of government involvement	High risk.	Medium risk.	Low risk.	Risk of government involvement