



## Ying Li

**Senior Consultant**

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### Shanghai

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Ying Li has extensive experience in advising multinational corporations in a broad range of industries on all types of employment legal matters, including employment aspects of mergers and acquisitions and restructurings; employment contracts, handbooks and policies; international secondments; hiring strategies; termination and layoffs; restrictive covenants; and investigations into employment-related misconduct.

Ying has obtained bar qualifications in China.

- Employment

Chinese (Mandarin)  
English

## LANGUAGES SPOKEN

- Chinese (Mandarin)
- English

- Advised a Fortune 200 US-based multinational pharmaceutical company on its termination of local Chinese employees breaching compliance policies on a regular basis
- Advised a US-based non-profit organization on exiting/disciplining local management engaging in conflicts of interest and setting up internal preventive mechanism
- Investigated local senior management of a European-based automotive appliances manufacturer committing financial frauds and advised on remedial actions
- Advised a US technology company on the closure of its China office (involving the lay-off of more than 100 staff at one time)
- Advised a global financial services company on the full spectrum of employment issues for both local and expatriate staff in China, including advising on a labor arbitration brought by a senior executive in respect of forfeiture of deferred compensation due to non-renewal of contract, and a labor arbitration brought by an analyst who had voluntarily resigned but was terminated with cause during notice period
- Advised a US-based global investment bank on a dispute with a female employee in China in respect of gender discrimination

- Investigated into sexual harassment allegations against a senior manager at the China subsidiary of a US technology company

## CREDENTIALS

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### Admissions

- New York

### Education

- LL.M., Tulane Law School
- LL.M. & LL.B., Shanghai University School of Law

## INSIGHTS

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### Publications

#### Employment Law Health Check 2021 - Asia

29 April 2021

Earlier this year, at a time of unprecedented challenges for business, we offered employers the opportunity to complete our Employment Law Health Check surveys covering China, Hong Kong, Singapore and Thailand.

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#### Travel Guidance during CNY 2021

5 February 2021

The holiday season in China or traveling period lasts 40 days in 2021, starting from January 28 and ending on March 8. Due to the COVID-19 resurgence in some parts of the country, Chinese governments are encouraging people to stay put during this year's approaching holiday season.

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#### Reviving the economy amid the global coronavirus pandemic

23 March 2020

On 12 March 2020, the National Health Commission of the People's Republic of China announced that the country has passed its peak of the coronavirus epidemic. This means that China has basically contained the virus spread, although it is now facing a growing threat from the increasing overseas infections. Coronavirus COVID-19 was declared a pandemic by the World Health Organization on 11 March 2020.

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### Events

### Previous

**Challenging choices for businesses: Restructure, downsize or liquidate**

14 October 2020  
Webinar

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