

WENYU WANG

Counsel

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PRACTICE AREAS

MS. WANG SPECIALIZES IN LABOR AND EMPLOYMENT LAW.

REPRESENTATIVE MATTERS AND CASES

Non-contentious matters

- Advised a UK education company on its college professional service program, included providing legal analysis and risk evaluation and drafting and reviewing documents
- Advised a US pharmaceutical enterprise on a staff transfer matter arising from a business merger
- Advised a global equity investment firm on the dual employment contract arrangements with its senior executives managing private equity funds in China
- Advised a UK retail company on its staff redundancy, included reviewing the redundancy plan and providing onsite legal services during the execution of the redundancy plan
- Advised a state-owned telecommunication operator on daily HR and employment matters in relation to its mixed-ownership reform
- Advised an Indian technology company on its staff redundancy
- Advised a renowned finance company on labor outsourcing issues
- Advised a UK education company on its college professional service program, included providing legal analysis and risk evaluation and drafting and reviewing the related documents

- Advised a renowned US fund company on data protection issues, working hour system issues and caregiver leave issues
- Advised and acted for a renowned French retail company in its internal investigation into suspected misconduct by a senior manager at one of the company's Beijing stores
- Advised a renowned finance company on confidentiality and employee integrity issues
- Advised and acted for a US ATM production company in its internal investigation into suspected fake reimbursements by several employees at one of its PRC affiliates
- Advised a state-owned manufacturing company on labor outsourcing issues
- Advised several multinational companies and large state-owned enterprises on their corporate management employment issues, including employee recruitment, salary and benefits, disciplinary action, employment termination, labor dispatch and outsourcing

Contentious matters and cases

- Represented a renowned French retail company in first and second instance court trials in successfully overturning an unfavorable labor arbitration award that had ruled a store manager terminated for serious misconduct was illegally terminated
- Represented a renowned multinational pharmaceutical enterprise in a first instance trial in successfully settling the labor disputes filed by the company's senior manager seeking large payments for alleged unpaid overtime
- Represented a real estate company in labor disputes regarding wrongful termination of labor contract filed by the company's sales director terminated for work incompetency
- Represented a renowned German manufacturing company in the labor dispute filed by its labor dispatch employee returned to the labor dispatch agency due to a material change in objective circumstances
- Represented an Indian technology company in successfully overturning an unfavorable arbitration award that had ruled three engineers terminated for serious misconduct were illegally terminated
- Represented a multinational technology enterprise in labor disputes filed by its senior sales manager, who was terminated for serious misconduct, seeking the return to work, the payment of salary during arbitration and litigation, the payment of bonuses, allowances and stock shares, etc.

- Represented the subsidiary of a state-owned telecommunication operator in successfully reducing an arbitration claim amount by 90% in the labor arbitration filed by an executive
- Represented the subsidiary of a state-owned telecommunication operator in labor disputes regarding wrongful termination of labor contract filed by the subsidiary's HR manager
- Represented a multinational technology company in a first instance trial in successfully settling labor contract disputes filed by a senior manager terminated for serious misconduct

OTHER INFORMATION

Education

- Chinese University of Hong Kong, LL.M.
- China University of Political Science and Law, LL.B.

Professional Qualification

- Admitted to practice in PRC

Work Language

- Mandarin
- English

Publications

- "Co-author", "Analysis of Several Issues Related to Non-competition Disputes", included in the Analysis of Typical Cases of Labor and Personnel Disputes and published by China Labor and Social Security Publishing House, April, 2018
- "Co-author", "Break the 'Competitive Relationship'", included in Ingenuity: The Handbook of Outstanding Labor Law Masters and published by China Legal Publishing House, April, 2018

Professional Background

Ms. Wang joined the Beijing office of Fangda in 2019. Before joining Fangda, Ms. Wang worked in Zhong Lun Law Firm as an associate for three years.