



## Nancy Zhang

Shareholder | Singapore Registered Foreign Lawyer

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## Practice Areas

International Employment Law

## Overview

Nancy Zhang focuses her practice on international employment and labor law, providing solutions to multinational clients.

Before joining Littler, Nancy had practiced employment and labor law in China for more than 10 years. She worked at an international law firm in Beijing, China, where she litigated in courts and advised global clients on best labor and employment practices. She is experienced on wage and hour, overtime management, trade unions, collective bargaining, termination, data privacy issues and other employment aspects in M&A transactions in China. Nancy also worked as an in-house counsel at a multinational company headquartered in China. While in law school, she served as a judicial intern for the Hon. Mark S. Massa at the Indiana Supreme Court.

Nancy has a profound understanding of the U.S. employment and labor laws, adding value to her advices to both Asia and U.S. based clients.

*\*Not licensed to practice law in Singapore or appear in local courts. Littler partners with local firms to service clients on matters related to Singapore law.*

## Events & Speaking Engagements

### 2024 APAC Regional Employer Conference

Singapore

September 25, 2024

### Managing Unfair Competition: Critical Practices for the Employer in Asia

Singapore

March 27, 2024

**Putting Global Trends to Work**

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

**Broken Hearts and Lonely Hearts: Answering the Hard Questions About Implementing APAC RIFs and Remote Work**

Singapore

February 15, 2023

**Hiring Contingent Workforce – Deep Dive into Unique Considerations in APAC Countries**

November 30, 2022

**Employment Investigations in APAC: Steering Clear of the Quagmire**

Singapore

May 26, 2022

**Unique Considerations for Engaging Freelancers in APAC and LATAM**

April 28, 2022

**Unique Considerations for Engaging Freelancers in APAC and LATAM**

April 27, 2022

**FAQs: COVID-19 Vaccinations in the APAC Region**

November 23, 2021

**Restructuring Your Workforce in APAC: War Stories from the Trenches**

Singapore

September 23, 2021

**Asia Pacific Regional Outlook 2021**

February 4, 2021

**Asia Pacific Regional Outlook 2021**

February 3, 2021

**Returning to Work: Strategies and Tools for Reintegrating Employees Worldwide**

May 20, 2020

**COVID-19 – For Companies with Employees in China, Japan and South Korea**

March 26, 2020

**Education**

J.D., Indiana University, Bloomington, Maurer School of Law, 2018

Master's degree, law, Peking University, 2007

## Bar Admissions

China  
New York

## Languages

Mandarin

## Publications & Press

### **Singapore banks help juniors tackle living costs with one-off payments**

*In the News*

March 24, 2025

### **Littler Elevates 26 Attorneys to Shareholder to Kick Off the New Year**

*Press Release*

January 2, 2024

### **Littler Expands Asia-Pacific Capabilities with Addition of Korea, Hong Kong and Malaysia-Qualified Lawyers to APAC Regional Office in Singapore**

*Press Release*

October 16, 2023

### **COVID-19: APAC Lockdown Restrictions (July Update)**

*Littler Report*

July 27, 2022

### **Littler Global Guide - China - Q2 2022**

*Littler Global Guide Quarterly*

July 18, 2022

### **Five Key Questions to Formulate a Top-Down Strategy for APAC Layoffs**

*External Publication*

January 3, 2022

### **Littler Global Guide - China - Q2 2021**

*Littler Global Guide Quarterly*

July 19, 2021

### **Littler Global Guide - China - Q4 2020**

*Littler Global Guide Quarterly*

February 26, 2021

**Littler's APAC Employment & Labor Law 2021: China, The New Civil Code and Personal Privacy at the Workplace**

*Littler Podcast*

January 25, 2021

**Littler Global Guide - China - Q3 2020**

*Littler Global Guide Quarterly*

October 22, 2020

**Littler Global Guide - China - Q2 2020**

*Littler Global Guide Quarterly*

July 23, 2020

**What Asia's COVID-19 Experience Suggests for the West's Return to Work**

*External Publication*

May 14, 2020

**Returning to Work: Some Lessons from Asia – ?????????? – ??????????**

*Littler ASAP*

April 28, 2020

**The Next Normal: A Littler Insight on Returning to Work – Some Lessons from Asia**

*Littler ASAP*

April 27, 2020

**Coronavirus: What are an Employer's Obligations in Various Asian Countries?**

*Littler ASAP*

February 11, 2020

**The Coronavirus: Specific Issues for the Chinese Workforce**

*Littler ASAP*

January 31, 2020

**Littler Expands into Asia with Singapore Office**

*Press Release*

November 12, 2019