



HERBERT
SMITH
FREEHILLS



FATIM JUMABHOY

PARTNER

[Singapore](#)

Fatim leads the Employment, Pensions and Incentives team in Singapore.

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BACKGROUND

Fatim graduated from the University of Birmingham (LLB(Hons)) in 2002. She is called to the Bar of England & Wales (2003) and is admitted as an advocate and solicitor in Singapore (2014).

KEY SERVICES

[Employment, Pensions and Incentives](#)

KEY SECTORS

[Oil and Gas](#)

[Banks and other Financial Institutions](#)

EXPERIENCE

Fatim helps clients achieve practical and commercial solutions to employment related issues across Asia. Her focus is on cross-border and multijurisdictional matters, working with clients to create regionally consistent yet locally compliant approaches.

Based in Singapore, her team provides a single point of contact for clients with operations across Asia. Although her clients represent a wide variety of industries, many come from the energy, mining, banking and technology sectors.

Fatim has more than thirteen years of experience helping clients navigate complex employment law matters.

Fatim works with clients to create and implement regional restructures and reduction in force plans and undertake employment due diligence on M&A transactions. She helps her clients work through the post-acquisition harmonisation phase of transactions and deal with industrial action and trade unions. Fatim also advises clients on day-to-day employment law matters including termination of employment, share schemes and incentive plans, transfers of undertakings, employee management, diversity and inclusivity and litigation management.

Fatim works with clients on contingency planning and crisis management (proactive and reactive) in relation to strikes, damage to people and property, health & safety breaches, environmental disasters and abuse of labour in the supply chain.

Fatim provides extensive training to HR teams, in-house counsel and managers on a wide range of employment related issues, enhanced by the team's 'one-stop-shop' service, which means clients can expect consistent and practical solutions across each of the jurisdictions in which they operate in Asia.

Her expertise in cross-border and multijurisdictional employment law matters across Asia was highlighted by *Chambers & Partners (2016)*.

Fatim's experience includes advising:

- a major British bank in relation to restructures, redundancies and exit from markets in 12 jurisdictions across Asia
 - a US based multinational insurance and advisory group in relation to outsourcing and transfer of undertakings across four jurisdictions
 - a major US oil & gas client in relation to industrial action in Cambodia as well as day to day employment advice across Asia
 - a major multinational technology company in relation to an acquisition affecting 13 Asian jurisdictions as well as day to day employment advice across those countries
 - an international professional services and consultancy organisation in relation to a misconduct investigation of a high-ranking employee with regulatory implications
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