




FATIM JUMABHOY
MANAGING PARTNER, SINGAPORE

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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
Financial Institutions

EXPERIENCE

Fatim is the Asia Head of the Employment, Pensions & Incentives team, and helps clients achieve practical and commercial solutions to labour and employment issues across Asia. She covers the region, with lawyers in her team on the ground across our office locations, and strong relationships with local counsel in other jurisdictions. Her focus is on cross border and multi jurisdiction matters, working with clients to create regionally consistent yet locally compliant approaches to difficult and complex employment issues. She is sought after for her clear, commercial and common sense based approach to problem solving.

Fatim acts as a trusted, single point of contact for clients with operations across Asia. Although her clients represent a wide variety of industries, many come from the technology, energy, mining and consumer sectors. The unique 'one-stop-shop' approach means that clients can expect consistent and practical solutions wherever they operate in Asia. Fatim advises on all aspects of the employment life cycle: from pre-employment checks & onboarding, document compliance (contracts, work rules, policies), statutory entitlements, executive compensation, employee performance and misconduct management, discrimination, investigations & whistleblowing, supply chain audits, trade union negotiations, crisis response assistance, workplace health & safety, redundancies & restructures, post acquisition integration, termination of employment and post employment restraints.

Her strength is the more complex and challenging areas of employment law, and she is often called upon to advise Boards and C-Suites as they grapple with new initiatives and ways of working. During the early stages of the Asia #metoo movement, Fatim regularly advised businesses on how to achieve sustained culture change, as well as managing their most sensitive and high profile investigations. She has also worked with major banks and financial institutions to prepare for, and respond to, changes introduced by the various accountability regimes, as well as handling serious misconduct and whistleblowing complaints. Fatim provides workplace culture and conduct training to senior management teams, as well as helping clients satisfy their statutory training and prevention requirements in a number of jurisdictions, including South Korea, India, Malaysia and the Philippines.

Fatim has also helped clients with contingency planning and crisis management, including strikes and lock outs, damage to people and property, health & safety breaches, environmental disasters and abuse of labour in the supply chain. She has dealt with a number of fatality in the workplace claims across the region, including in Cambodia, Indonesia, Singapore and South Korea. In these fast moving scenarios, Fatim provides astute, practical and speedy advice covering regulators, correction orders and safety prosecutions, civil claims made by the family and criminal action taken against the company and its directors. As health and safety regimes tighten up across the region, and more consideration is given to directors' liabilities for health and safety, this is a growing area of Fatim's practice.

In addition to publishing a monthly e-bulletin keeping clients abreast of developments across Asia, Fatim also contributes to the firm's thought leadership campaigns and most recently has been helping clients navigate changes to the Future of Work, thinking about AI, automation, employee activism and the rise of gig economy regulation.

Fatim is a sought after speaker, and regularly holds seminars/webinars on topical employment issues, as well as hosting a closed group employment counsel club. The Asia Pacific Employment Law Guide, a popular and coveted resource for clients, is the flagship product of the Asia EPI team and covers the key employment laws of 22 jurisdictions across the region.

Fatim's experience includes:

- advising a global technology company on its Covid-19 response, including mandatory vaccination and testing requirements and compulsory return to work mandates in Singapore, Hong Kong, Indonesia, Japan, Taiwan, PRC, South Korea, Malaysia, Thailand, Vietnam and India
- investigating serious allegations and cross allegations of sexual misconduct, harassment, bullying and sex discrimination made by and against high profile, senior members of a well known sovereign wealth fund owned joint stock company
- advising a multi national mining company on its days to day employment issues in PRC, the Philippines, Singapore, Malaysia, China, Thailand, Japan, South Korea, India and Indonesia; a major outsourcing project which impacted a significant number of employees in Philippines; a regional review of sexual harassment prevention strategies; and transfer of employment issues in the PRC
- conducting a deep dive wage and employment conditions audit for an Australian listed company; recommending and implementing changes in
- assisting a major US based professional services firm in its cost savings exercise across South East Asia, including withdrawing bonuses and implementing a redundancy programme in Singapore, Thailand, Vietnam, the Philippines, Malaysia and Cambodia
- advising a Hong Kong based airline in difficult and entrenched collective bargaining negotiations to prevent job losses arising from Covid-19 and ultimately preventing threatened strike action in Singapore
- working with a 6000 employee strong, Singapore headquartered, technology company in the management of its employees across Asia, including unionisation, employment compliance and health & safety advice in PRC, South Korea, Japan, Singapore, India, Malaysia, and the Philippines

ACCOLADES

Band 1 (Team)

Employment: International – Singapore

Chambers Asia Pacific 2021

Band 1 (Lawyer)

Fatim Jumabhoy

Chambers Asia Pacific 2021

Tier 1

Labour & Employment: Foreign Firms – Singapore

Legal 500 Asia Pacific 2021

Fatim Jumabhoy - Next Generation Partner, Singapore
Legal 500 Asia Pacific 2021

Employment Team of the Year - Singapore
South East Asia Legal Business Awards 2020

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