



## Liuh Jang Kwok

### Senior Associate

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## Overview

LJ Kwok is a senior associate in the Employment & Benefits practice in JSM's Hong Kong office. LJ advises on all aspects of employment law, including recruitment and termination issues, compliance with the Employment Ordinance, anti-discrimination, and data privacy legislations. He also handles a range of employment disputes and discrimination complaints, and has experience in conducting legal proceedings in the Labour Tribunal, the District Court and the High Court of Hong Kong. LJ speaks English, Cantonese and Mandarin.

## Experience

### Employment Disputes

- Acted for a regional leading airline and its subsidiary in a claim made by a number of pilots for certain employment-related payments in the High Court
- Acted for an asset management company in defending a claim for the payment of a substantial bonus brought by a former senior employee in the High Court.
- Acted for a major airline in defence of a union discrimination, unlawful dismissal and wrongful dismissal claim in the High Court
- Acted for a leading ship management firm in the enforcement of a restrictive covenant against a former senior executive
- Advised a cargo airline in defence of an unlawful and unreasonable dismissal claim made by a former employee in the Labour Tribunal
- Advised a tertiary institution in defence of a wrongful dismissal claim brought by a former employee in the Labour Tribunal

## Discrimination & Harassment

- Acted for an exclusive members' club in defence of a disability discrimination claim brought by a former employee in the District Court and the subsequent proceedings in the Court of Appeal and Court of Final Appeal
- Advised a cargo airline in response to a former employee's disability discrimination complaint with the Equal Opportunities Commission
- Advised a tertiary institution in handling a sexual harassment complaint made by a former student
- Advised an international secondary school in response to a disability discrimination complaint brought by a parent of a former student with the Equal Opportunities Commission
- Conducted internal investigation for a leading global music corporation into sexual harassment allegations

## Other Advisory Matters

- Advised one of the largest global sports manufacturer on a global redundancy exercise
- Advised the operating company of a longstanding landmark restaurant on a high profile redundancy exercise
- Advised one of the leading regional banks on its existing payment arrangements and the approach to rectify issues arising from more than a decade of underpayment of certain entitlements to a large population of employees
- Conducted and coordinated a multi-jurisdictional review of the global template consultancy agreement for a fintech trading platform operator
- Regularly advised clients on managing sick and pregnant employees, transfer of employment, enforcement of restrictive covenants, variation of terms of employment and termination of employment.

## Data Privacy and Technology

- Advised a global bank on data privacy and employment-related risks surrounding the use of artificial intelligence for human resources purposes
- Advised a multinational investment bank and a retail powerhouse in Asia in response to a data access request lodged by their respective former employees
- Advised a cargo airline in dealing with data privacy complaints made by a former employee
- Advised a Hong Kong based family office and various leading investment management firms on the handling of employee's personal data and the drafting of personal information collection statement for job applicants and employees.

# Qualifications

## Education

- City University of Hong Kong, PCLL
- Queen Mary, University of London, LLB

## Admissions

- Hong Kong

## Languages

- Cantonese
- English
- Mandarin

## Related content

- Proposed changes to identifying continuous contract from the "418 Rule" to "417 Rule" or "468 Rule", 25 April 2025
- Hong Kong to increase statutory minimum wage to HK\$42.1 per hour, 18 February 2025
- 2024 highlights and 2025 outlook for Hong Kong employers and HR practitioners, 24 December 2024
- Hong Kong Labour Tribunal presiding officer's statutory duty to investigate includes calling witnesses, 5 November 2024
- When confidential information cannot be protected post-termination of employment in Hong Kong, 30 October 2024
- Hong Kong court finds former GM breached fiduciary duties by diverting business opportunities, 22 October 2024
- Employer's claim to enforce Non-Compete and Non-Solicitation obligations dismissed by Hong Kong court, 6 September 2024
- Hong Kong employer found liable for workplace pregnancy discrimination, 20 September 2023
- #MeToo: Hong Kong court upholds zero tolerance of sexual harassment in workplace, 10 August 2023
- Hong Kong court rules in favour of employer on indemnity provision, 13 July 2023