

# Global Labor Relations Certification – Asia/Pacific

## Managing Labor Relations in Asia Pacific...Successfully

San Francisco | March 14-16, 2012

### The Basics

This program is an extension of the Association's Global Labor Relations Certification program to build expertise on a more regional basis. The booming economic recovery in Asia is fostering significant labor market tensions, resulting in a shifting policy landscape, especially in China. The only thing clear is that traditional ways of doing business, such as they were, will continue to evolve rapidly. The program gives your key corporate staff both at headquarters and in the region a solid grounding in the most critical aspects, including:

- An in-depth examination of the labor and employment landscape in China, India, and other key individual countries, as well as Australia;
- Unique aspects of union representation and collective bargaining in each country;
- The intricate relationships between Asian trade unions, NGOs and national and regional governments;
- Major policy changes being considered and implemented by key Asian governments;
- Where Asia fits within into global union strategies; and
- Connecting your company's Asian labor strategy with its global labor strategy.

### Who Should Attend

- Developmental HR leaders who manage employee and labor relations across Asia, clusters of Asian countries or within one Asia country; and
- Corporate headquarters staff responsible for managing global labor and employment strategies who wish to expand their expertise regarding the region.

### Expected Outcome

Gain insight and build expertise on long-standing and emerging labor and employee risks and themes across Asia to enable to HR leader to build a strategy and action plan to lead LR/ER across their geography.

### Faculty

- Ellen Cheng, Senior Human Resources Attorney; Intel Semiconductor, Ltd.
- Joseph Deng, Partner; Baker & McKenzie, Shanghai
- Henry Eickelberg, Vice President, Human Resources & Shared Services; General Dynamics Corporation
- Steve Gilbert, Vice President, Human Resources; A.P. Moller-Maersk Group
- Tom Hayes, Managing Partner, Brussels European Employee Relations Group; HR Policy Director of EU and Global Labor Affairs
- Amy Lau, Executive Director, Asia Pacific Employee Relations Group; HR Policy Director of Asian Affairs
- Maura Murphy, Senior Counsel, Labor and Employment; General Mills, Inc.
- Adam Salter, Partner; Jones Day, Sydney
- Henry Valdez, APMEA Managing Counsel – Global Labor and Employment Law; McDonald's Corporation
- Tim Volk, Vice President of Employee Relations; Emerson Electric Company
- Alan Wild, Vice President, Human Resources Global Technology Services and HR Relations; IBM Corporation
- Dan Yager, Chief Policy Officer; HR Policy Association

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## Agenda

### Wednesday, March 14

9:00 a.m. – 4:00 p.m.

#### **The Global Labor Challenge**

- Introduction to the program
- Global Unions, Global NGOs and Global Labor Challenges for Multinational Enterprises in Asia
- The International Labor Relations Architecture – ILO, OECD, Global Compact, Human Rights framework, CSR Codes

#### **Overview of the Key Labor Challenges in Asia for Multinational Enterprises**

- The utilization of contract labor and the risks, laws and emerging issues that go with it.
- Compliance with country employment law and the ILO Fundamental Principles and Rights at Work
- Trade unions, collective agreements and collective bargaining – the current situation and emerging trends.
- The fundamentals of creating a healthy employee and labor relations climate within companies.
- Recruiting and retaining top employees

#### **Country-by-Country Analysis by the Experts**

- China

#### **Group Dinner**

### Thursday, March 15

9:00 a.m. – 4:00 p.m.

#### **Country-by-Country Analysis by the Experts (continued)**

- Australia
- India
- Japan
- Thailand
- Vietnam
- Indonesia
- Australia
- Malaysia
- Others

### Friday, March 16

8:00 a.m. – 12:00 p.m.

#### **Developing An Asia Pacific Labor Strategy**

#### **The Role of the Asia Pacific HR Professional in a Multinational Enterprise**

#### **Next Steps**

**GLOBAL LABOR RELATIONS CERTIFICATION — ASIA/PACIFIC**  
**Managing Labor Relations in Asia... Successfully**

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**Registration Form**

Also available online at [http://www.hrpolicy.org/event\\_training.aspx?id=880](http://www.hrpolicy.org/event_training.aspx?id=880).

Name \_\_\_\_\_ Nickname \_\_\_\_\_

Title \_\_\_\_\_

Company \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

OR

City \_\_\_\_\_ Country \_\_\_\_\_ Postal Code \_\_\_\_\_

Phone \_\_\_\_\_ Fax \_\_\_\_\_

Email \_\_\_\_\_

Send copy of confirmation e-mail to: \_\_\_\_\_

**Registration Fee:**     \$3,140 members                       \$2,512 member continuing certification\*  
                                   \$4,140 non-members                       \$3,312 non-member continuing certification\*



**(Registration fee does NOT include lodging.  
Please see lodging information below.)**

Acct No. \_\_\_\_\_ Exp. Date \_\_\_\_\_ / \_\_\_\_\_

Name on Card \_\_\_\_\_

Signature \_\_\_\_\_

\* Previously certified in another global program

**Meeting Location:**

**Hilton San Francisco Union Square**  
333 O'Farrell Street  
San Francisco, CA 94102  
(415) 771-1400

**Lodging:**

A limited room block is available until **February 21** at the Hilton San Francisco Union Square. Rates begin at \$249/night.  
 • Toll-free reservations line: 1-800-HILTONS  
 • Web: [www.sanfrancisco.hilton.com](http://www.sanfrancisco.hilton.com) (click on "Special Accounts")  
 • use the code "GLR" for the HR Policy Association rate

**Cancellation Policy:** Registrants who notify the Association of their inability to attend a training course for which they have previously registered and paid will receive their choice of either a full refund of their registration fee or a credit toward a future HR Policy Association course for the same amount, if written notice is received by the Association 10 or more calendar days in advance of the event. If written notice is received fewer than 10 days in advance of the course, either a substitute participant may attend or 50 percent of the paid registration fee will be credited to the member's account toward a future HR Policy Association course. Registrants who do not provide advance written notification of their inability to attend an event will be ineligible for a credit, refund, or substitution. All crediting and refunds are processed following the close of each event.

**Please fax to Registrar at (202) 449-5648. | For more information, call (202) 789-8670.**