



Nancy Zhang

Of Counsel | Registered Foreign Lawyer

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Focus 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.*

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

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

Littler 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

Littler 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

ACC Docket

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

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

Little's Podcast

January 25, 2021

Little's Global Guide - China - Q3 2020

Little's Global Guide Quarterly

October 22, 2020

Little's Global Guide - China - Q2 2020

Little's Global Guide Quarterly

July 23, 2020

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

Corporate Counsel

May 14, 2020

Returning to Work: Some Lessons from Asia – ##### – #####

Little's Insight

April 28, 2020

The Next Normal: A Little's Insight on Returning to Work – Some Lessons from Asia

Little's Insight

April 27, 2020

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

Little's Insight

February 11, 2020

The Coronavirus: Specific Issues for the Chinese Workforce

Little's ASAP

January 31, 2020

Little's Expands into Asia with Singapore Office

Little's Press Release

November 12, 2019

Speaking Engagements

Managing Unfair Competition: Critical Practices for the Employer in Asia

March 27, 2024

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

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

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

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