



Nancy Zhang

Special Counsel

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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. The firm will continue to partner 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

Five Key Questions to Formulate a Top-Down Strategy for APAC Layoffs

ACC Docket

January 3, 2022

COVID-19: APAC Lockdown Restrictions (December Update)

Littler Report

December 29, 2021

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

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

Littler Podcast

January 25, 2021

Littler Global Guide - China - Q3 2020

Littler Global Guide Quarterly

October 22, 2020

Littler Global Guide - China - Q2 2020

Littler 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 – ##### – #####

Littler Insight

April 28, 2020

The Next Normal: A Littler Insight on Returning to Work – Some Lessons from Asia

Littler Insight

April 27, 2020

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

Littler Insight

February 11, 2020

The Coronavirus: Specific Issues for the Chinese Workforce

Littler ASAP

January 31, 2020

Littler Lightbulb: Highlighting Recent Developments in the Asia Pacific Region

Littler Insight

December 4, 2019

Littler Expands into Asia with Singapore Office

Littler Press Release

November 12, 2019

Speaking Engagements

FAQs: COVID-19 Vaccinations in the APAC Region

November 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