Nancy Zhang

Shareholder | Singapore Registered Foreign Lawyer

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Practice 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

Beyond Retirement: What Employers Need to Know About China's New Rules for Over-Age Employees
Littler ASAP
May 29, 2026

How can we effectively manage sick leave policies in our expanding China operations?
Littler 2 the Point Video
September 10, 2025

Employment Law: Fair Warning
Asian Legal Business
August 25, 2025

Singapore banks help juniors tackle living costs with one-off payments
International Employment Lawyer
March 24, 2025

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

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 ASAP
April 28, 2020

The Next Normal: A Littler Insight on Returning to Work – Some Lessons from Asia
Littler ASAP
April 27, 2020

Coronavirus: What are an Employer's Obligations in Various Asian Countries?
Littler ASAP
February 11, 2020

The Coronavirus: Specific Issues for the Chinese Workforce
Littler ASAP
January 31, 2020

Littler Expands into Asia with Singapore Office
Press Release
November 12, 2019

Events & Speaking Engagements

Labor & Employment APAC Roundtable - July 2026
July 9, 2026

Employee Relations: Helpful Tips and Tricks for In-House Counsel
Association of Corporate Counsel (ACC) Singapore
May 26, 2026

2024 APAC Regional Employer Conference
Singapore
September 25, 2024

Managing Unfair Competition: Critical Practices for the Employer in Asia
Singapore
March 27, 2024

Putting Global Trends to Work
Littler Executive Employer Conference, Phoenix, AZ
May 11, 2023

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

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