

WANG, Xuying 王旭颖



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City: Beijing

Practices: Labor Law, Outbound Employment Compliance

Basic Information

Ms. Wang Xuying possesses extensive experience in providing comprehensive labor law services to domestic and multinational clients. Her practice spans daily legal counsel, guiding clients through labor laws and judicial practices, representing clients in labor dispute arbitration and litigation, designing and implementing employment policies, managing large-scale workforce restructuring, employee relocation during M&A, and HR data protection compliance.

Notably, Ms. Wang is highly adept at handling transnational projects, leveraging deep insights into MNCs' operational and workforce management needs across jurisdictions. Her global expertise and resources enable her to deliver pragmatic, highly customized legal solutions.

Professional History

September 2016 ~ September 2021 Beijing Zhonglun Law Firm Legal Assistant, Associate

September 2021 ~ September 2022 Beijing Lawjay Law Firm (Bird & Bird Association Team) Associate

September 2022 ~ September 2023 Shanghai Kaiman Law Firm (DLA Piper Association Team) Associate

September 2023 ~ present Haiwen & Partners Senior Associate, Counsel

Experience Highlights

- Advised a world-leading Germany-based automotive corporation on workforce transition management spanning 12 cities in China, including employee relocations, voluntary separation programs, and economic redundancy compliance.
- Provided full-scope employee separation support for an international investment fund during the wind-down of its Shanghai-based entities, covering workforce rationalization and entity deregistration processes.
- Delivered ongoing labor counsel to a state-owned securities leader, including HR restructuring advisory under regulatory reforms and representing the client in high-value disputes over termination payouts and bonus clawbacks.
- Advised a top-tier German automotive components manufacturer on the trade secret compliance, and the service scope includes: spearhead cross-functional compliance audits (R&D, production, procurement, sales, HR), deliver gap analysis reports and guideline on compliance, and execute C-suite training programs on trade secret governance.
- Represented multiple central state-owned enterprises in handling potential work-related injury disputes, providing legal opinions, formulating compensation/pension schemes, and negotiating settlements with injured employees or their families on behalf of the clients.
- Acted as long-term regular legal counsel for a leading U.S.-based data storage equipment manufacturer, conducting periodic compliance trainings for employees, including anti-commercial bribery programs.

- Advised multinational corporations on personal information processing compliance projects for China-based employees and candidates, including auditing personal information inventories, issuing compliance assessment opinions, drafting/revising personal data protection documents, and reviewing agreements between clients and third-party service providers regarding employee/candidate data processing.
- Prepared legal opinions for enterprises dispatching employees to overseas subsidiaries, drafting and revising cross-border employment policies and dispatch agreements.
- Assisted a subsidiary of a globally renowned state-owned hydropower development conglomerate in formulating overseas labor compliance guidelines, covering analysis of domestic expatriate deployment plans and regulatory research across jurisdictions such as Hong Kong (China), Asia, Europe, and Latin America.
- Provided legal opinions on employment model design and compliance analysis for a leading Chinese new-energy battery manufacturer's operations in multiple European countries.

Admissions

PRC Lawyers' License

Publication

Haiwen Observation: Serial Guidance on Employment Compliance of Outbound Enterprises

Haiwen Observation: Global Perspective on New Rules of Delayed Retirement: Interpretation, Impact, and Coping Strategies

Education

September 2010 ~ June 2014 China University of Political Science and Law Bachelor of Law

September 2014 ~ June 2016 Transnational Law and Business University

Language

Mandarin, English