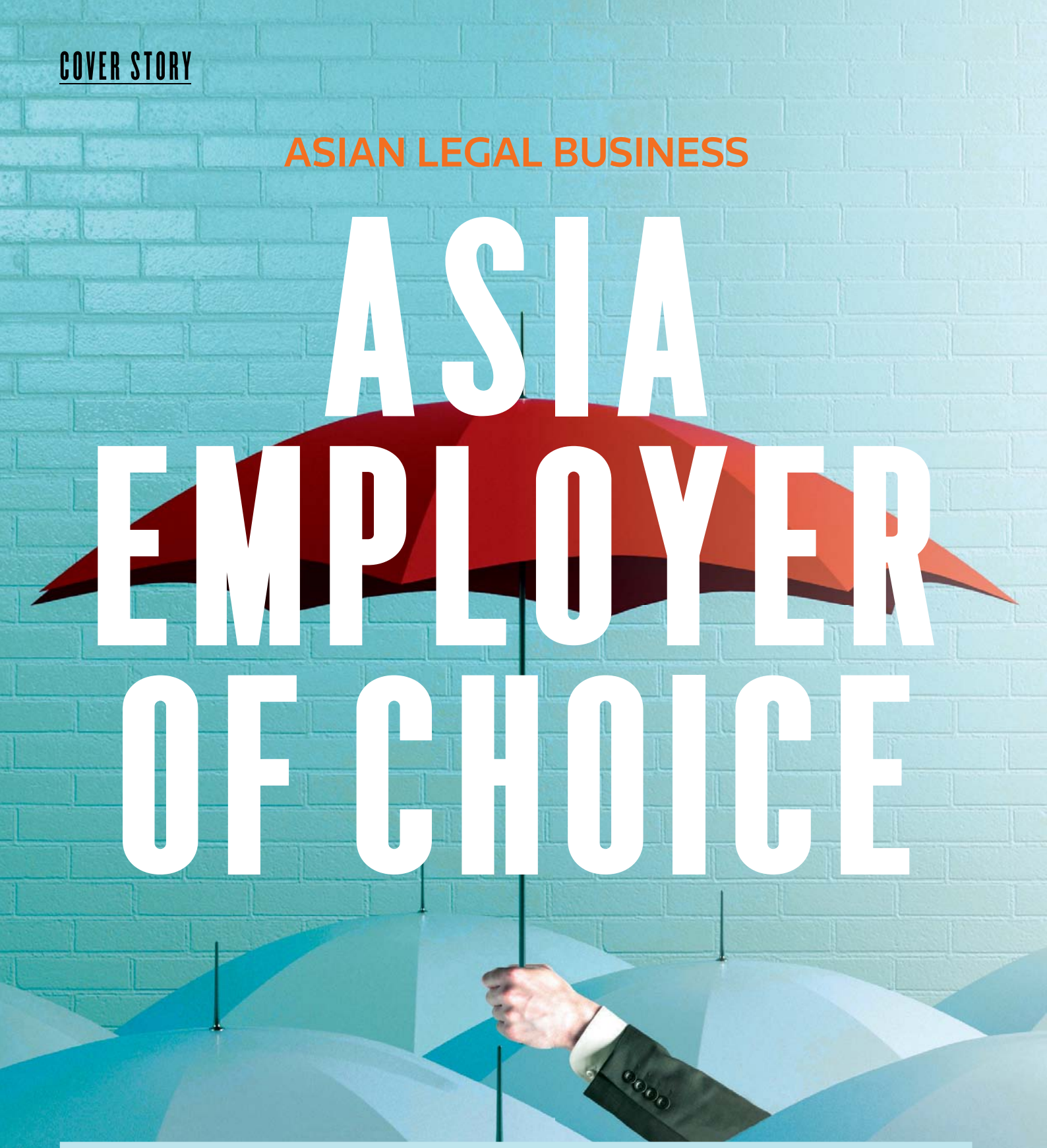
ASIAN LEGAL BUSINESS

ASIA EMPLOYER OF CHOICE



METHODOLOGY

- In January and February 2021, ALB opened its annual Employer of Choice survey, asking law firm employees to vote for their firm.
- The survey was open to all employees, from paralegal to partner, and also included non-legal roles.
- More than 1,800 respondents from eight Asian jurisdictions filled out the survey.
- The firms that made the list were selected not only on the number of recommendations, but also the quality.

The year 2020 was the most unique in living memory, and a very difficult one for law firms.Not only did they have to ensure the safety of their employees, but also keep them engaged while maintaining top-notch standards of client service. This ability to strike a fine balance was a major factor that separated this year's Employer of Choice law firms from their peers.

LIST BY ASIAN LEGAL BUSINESS, TEXT BY RANAJIT DAM

To say that law firm leaders had plenty on their plate last year would be an understatement. As COVID-19 forced governments to impose lockdowns – very harsh ones, in some cases – employees had to work from home for long periods; in some countries they still do. Keeping these employees safe and engaged – mostly over means of communication like video-conferencing – was certainly a challenge, coming as it did while needing to continuously service clients. During it all, what came into focus was the level of commitment that law firms had towards the well-being and improvement of their staff.

We asked some of the firms on this year's Employer of Choice list as to the keys to keeping employees engaged during such a challenging year for businesses. "Keeping employees informed about the firm and continuously in the loop is key," said Emerico O. De Guzman, managing partner of the Philippines' ACCRALAW. "Noting and appreciating their continuing good work despite the challenges of the pandemic gives them a feeling of ownership in whatever gains the firm might achieve amidst COVID-19."

Nilo T. Divina, managing partner of the Philippines' DivinaLaw, agrees that constant communication is critical with all business stakeholders, especially employees. "The firm has explored and used available communication platforms given the current situation, such as Viber, Telegram, Facebook, and the like," he says.

Alejandro Alfonso E. Navarro, managing partner at the Philippines' Villaraza & Angangco (V&A Law), says that it is "imperative" to foster a genuinely caring work environment that focuses on the promotion of the employees' personal health, safety, and development to keep them engaged and motivated. "When employees feel that you are personally looking out for their welfare in these trying times, they are motivated to help their employers achieve the company's vision and goals," he notes. "The company's goals become their goals too. Communication is key so concerns are discussed openly, and expectations are agreed on to provide a sense of inclusivity within the organization."

For Manoj K Singh, founding partner at India's Singh & Associates (S&A), it is "more significant than ever

HONG KONG
Baker McKenzie
CMS
Gall
Mayer Brown
Oldham, Li & Nie

INDIA
Fox Mandal & Associates
J Sagar Associates
Pioneer Legal
Singh & Associates
TLC Legal

INDONESIA
ABNR Counsellors at Law
Assegaf Hamzah & Partners
LHBM Counsel
Nurjadin Sumono Mulyadi & Partners
SSEK Legal Consultants

PHILIPPINES
Angara Abello Concepcion Regala & Cruz Law Offices (ACCRALAW)
DivinaLaw Offices
Villaraza & Angangco (V&A Law)

SINGAPORE
Drew & Napier
Harry Elias Partnership
Stephenson Harwood

SOUTH KOREA
Bae, Kim & Lee
Kim & Chang
Lee & Ko
Yulchon

THAILAND
Chandler MHM
Tilleke & Gibbins
Weerawong, Chinnavat & Partners

VIETNAM
LNT & Partners
Rajah & Tann LCT Lawyers
Tilleke & Gibbins