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CREATING A GENDER EQUAL WORKPLACE: POLICIES AND PROCEDURES

12 NOVEMBER 2021
4:00PM-5:30PM



Janice Anne Leo



Wong Keat Ching



Vasanthi Rasathurai

CPD Points: 1
CPD Code: T4/STSP/12112021/IHLT213353/1



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Janice Anne Leo

Janice Anne Leo graduated in 1997 from the University of London (LL.B. (Hons)). She completed the Certificate in Legal Practice at University Malaya in 1999 and was admitted as an Advocate & Solicitor of the High Court of Malaya in 2000. She subsequently obtained her Masters degree in Industrial Relations and Human Resource Management from the University of Sydney in August 2002.

In October 2002, Janice joined Messrs Shook Lin & Bok as a Legal Associate, specializing in employment law, and was made a Partner with effect from 1st January 2011. In May 2018, Janice joined Messrs Steven Thiru & Sudhar Partnership, a boutique dispute resolution firm, as a Partner.

She has handled numerous employment related disputes at the Industrial Court and judicial review applications at the High Court, and argued appeals at the Court of Appeal and Federal Court. Janice also handles various aspects of employment related advisory work for both local and foreign clients. In addition to this, Janice's other area of practice include administrative law, planning law and general litigation.

Janice also speaks on employment related matters at conferences/seminars both locally and internationally.

Janice is a member of the Malaysian Bar Council Industrial and Employment Law Committee (IELC) and has been actively involved continuing legal education seminars organized by the IELC.



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Wong Keat Ching

WONG KEAT CHING is a partner in the Employment & Industrial Relations and Litigation practice groups at ZUL RAFIQUE & Partners. She holds a Bachelor of Arts in Law (Hons) from the University of Nottingham and the Certificate in Legal Practice (CLP). She was admitted as Advocate & Solicitor of the High Court of Malaya in 1998.

Keat Ching has been named as a Distinguished Practitioner 2020 by Asialaw Profiles, Dispute Resolution Star 2020 by Benchmark Litigation Asia Pacific and Leading Individual 2020 by Legal 500 Asia Pacific under Labour and Employment. Keat Ching was part of the ZRp Industrial Relations team that won the Asian Legal Business (ALB) Labour & Employment Law Firm of the Year award in 2015 and 2017, and InHouse Community Firm of the Year 2018 and 2019 for Employment by Asian-Mena Counsel.

Keat Ching is an active litigator in the Malaysian Courts. She has appeared in the Federal Court to argue issues such as the High Court's supervisory powers over Industrial Court decisions, dismissal of trade union officials, proportionality of punishment and gender discrimination in retirement age. She also handles contractual disputes in the civil courts.

Apart from cases involving discipline, investigation of misconduct and dismissal, Keat Ching also provides regular advice on corporate restructuring affecting employees, in particular M&A exercises; voluntary separation scheme (VSS); restructuring of senior management positions; establishment and closure of foreign companies in Malaysia as well as labour due diligence



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Vasanthi Rasathurai

Vasanthi Rasathurai graduated in 1997 from the University of London and started her practice under the tutelage of Tan Sri Dr. Muhammad Shafee Abdullah. Her training included conducting trials in high profile litigation both in civil and criminal laws.

Vasanthi then pursued the Masters in Law in London on scholarship from the British Government in media law, alternate dispute resolution and intellectual property. She thereafter practiced in the Intellectual Property Departments of Messrs Shearn Delamore and Messrs Zaid Ibrahim & Co.

Vasanthi is currently a partner at Messrs Vin Law Co. With over 20 years of litigation experience advising and representing various government ministers, universities, hospitals, government departments, public listed companies and high-profile individuals, Vasanthi's practice is now focused on civil and commercial law and intellectual property.