

# Wang, Zhaogang

 Beijing

Labour & Employment

Compliance & Risk Control

Dispute Resolution

Environment, Social & Governance (ESG)



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## Practice Areas

Zhaogang Wang is the partner of Global Law Office based in Beijing. His main practice areas are labor law and labor disputes, including labor law compliance management and employee investigations, employee settlement arising from M&A transactions and organizational restructuring, labor law consultation (employees related issues before employees complete on-boarding, during the employment relationship and after their separation). He has tremendous experience in handling various disputes arising from the termination of employment such as non-competition disputes, trade secrets disputes and reputation-related disputes. He also regularly represents clients in various disputes among executives, shareholders and the company based on disagreement on the control of the company.

Zhaogang has provided legal services to over 100 clients (including quite a few Fortune 500 companies) in a wide range of industries, and has built a loyal clientele, such as Google, Siemens, Medtronic, IBM, LG, Glencore, PwC, Funplus, Novozymes, Capital Airports Holding Company, Moutai, Standard Chartered, Cook Medical, Vertiv, Keiper, Inspur, Atos, Imagination, Marel, Simplot, Harvest Fund, World Union, Daoxiangcun, SINCERE EDU, Gstarsoft, Befriends, Keep, etc.

Zhaogang specializes in handling various difficult and complex labor related cases and issues, such as the identification and proof of non-compete obligations, including the determination of non-compete subjects, competitive relationships, breaches of non-compete obligations, and resulting losses, against the backdrop of a comprehensively tightened judicial interpretation of non-compete rules; conducting compliance and misconduct investigations of senior executives in China at the request of foreign company headquarters; the determination of employment relationships involving employees of affiliated companies; the settlement of employees and executives arising from M & A transaction and spin-off transaction; various types of termination situations, including termination due to gross misconduct, termination due to material change in objective circumstances, etc.; handling of various types of evidence that are difficult to cope with, such as authentication/notarization of extraterritorial evidence; large-scale workforce restructuring projects under Article 44(5) of the PRC Employment Contract Law; economic layoff in the application of Article 41(1) and (4) of the PRC Employment Contract Law; the design of ESOP and related issues that are usually faced in China, such as the nature of disputes, applicable law, jurisdictional courts, subjects of legal relations, etc.; the design of remuneration and performance evaluation scheme; HR management compliance, including the revision of HR documents in accordance with the newly adopted Personal Information Protection Law; issues related to trade unions, etc.

## Work Experience

Zhaogang Wang joined Global Law Office as a partner in August 2021. Prior to joining Global, Zhaogang Wang worked with another "red circle" law firm from July 2012 to July 2021 in the areas of labor & employment.

## Admission

Admitted in the PRC

## Education

Renmin University of China, Master of International Law

## Awards

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- Recommended by Chambers, Greater China Region 2023-2026

*- "Wang Zhaogang has noteworthy expertise in a wide range of employment matters. He attracts instructions from foreign and domestic entities, regularly assisting with labour disputes and layoffs arising from corporate transactions."*

*- "He is highly skilled, earnest and responsible. The depth of his service leaves clients satisfied."*

*- "Wang Zhaogang is reliable counsel who always has the mindset and commitment to help his clients solve difficult problems."*

*- "His court experience is outstanding, and he gives practical advice."*

*- "Wang Zhaogang is very calm, and able to provide analysis from different perspectives."*

*- "Wang Zhaogang has rigorous logic and clear ideas on handling the case."*

*- "His advocacy in courts and communication with other parties are really good."*

- The legal 500: Leading Partner
- GRCD: 2026 China Top 15 Labor & Employment Lawyer
- LEGALBAND 2023, Top 15 Labor Law Lawyers
- Lexpress: Craftsmanship-oriented Labor Law Attorneys

## Associations and Memberships

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- Deputy Director of the 12th Beijing Association of Lawyers' Labor and Social Security Practice Research Committee
- Deputy Director of the 4th Chaoyang District Association of Lawyers' Labor and Social Security Practice Research Committee
- Director of Beijing Labor and Social Security Law Society
- Member of the Labor Dispute Committee of the Belt and Road Lawyers Alliance
- Member of the Chaoyang District Lawyers' Trade Union
- Instructor of the course "International Commercial Rules" at Renmin University of China

## Publications

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*Rules for Ruling Labor Dispute Cases*, Law Press China

## Languages

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Chinese, English