

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 Wang has provided comprehensive legal advice on employment-related matters for over 100 multinationals and domestic enterprises, and has represented clients in over 200 employment dispute cases, with major clients covering a wide range of industries, including Apple, Airbnb, AstraZeneca, Bombardier, Business Finland Oy, Cook Medical, Crazy Maple, Emerson, Essex, Funplus, HP, IBM, Ito Yokado, Johnson & Johnson, KKR, LG, Medtronic, NTT, Otis, Panasonic, PwC, Shiseido, Siemens, ICBC Leasing, Capital Airports Holding Company, Agricultural Bank of China, Sinolight Corporation, China City Press, Bank of China Insurance Company Limited, China University of Political science and law, Peking University Founder Group Corp., etc.

Work Experience

Zhaogang Wang joined Global Law Office as 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

● Recommended by Chambers, Greater China Region 2023, 2024 & 2025

"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."

● LEGALBAND 2023, Top 15 Labor Law Lawyers

● The Legal 500: next generation partner

Associations and Memberships

● 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

Rules for Ruling Labor Dispute Cases, Law Press China

Languages

Chinese, English