



## MA, Jianjun

Counsel

Tel: +86 21 2208 6249  
Fax: +86 21 5298 5492  
E-mail: majj@junhe.com

Practice Areas:

**Labor and Employment**

### Professional Experience

Before working in private practice, Mr. Ma served as a senior government official for many years in Shanghai. He worked at the Shanghai Judicial Bureau and engaged in both judicial and administrative work. After that Mr. Ma served as the vice secretary general of the Shanghai Bar Association for many years. In 1993, Mr. Ma joined the Shanghai Da Gong Law Firm and started his private practice. In 1995, Mr. Ma co-founded Shanghai Dong Hua Law Firm. In 2001, Mr. Ma joined JunHe as a partner.

Mr. Ma has worked extensively and published widely on labor law issues in China, and has accumulated a wealth of experience in handling labor disputes, labor arbitration, and litigation. Mr. Ma is familiar with laws, regulations and policies concerning foreign employment, and has in-depth knowledge of issues concerning trade unions and collective labor relationships. He has a long and successful history of helping clients to resolve strikes, collective conflicts, and similar large crises with employees; assisting clients in effectively communicating with administrative departments and trade unions; and representing clients in collective bargaining with employee representatives. Mr. Ma has accumulated a wealth of experience assisting multinational corporations, large-scale state-owned or private enterprises on human resource restructurings, workforce reductions and employee transfer issues with respect to mergers and acquisitions and corporate restructurings. In recent years, besides continuously his continued focusing on labor law business, Mr. Ma has taken an active part participating in labor law legislation and relevant social activities.

### Education

LL.B., East China University of Politics and Law, 1984.

### Professional Associations

All-China Bar Association

### Language Skills

Mandarin, English