

CURRICULUM VITAE

RAVI CHANDRAN

Associate Professor
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Academic Qualifications:

LLM, (Cambridge, 1995)
LLB, (National University of Singapore, 1991)

Career History:

Messrs Lee & Lee, Pupil, 1991
Messrs Colin Ng & Partners, Legal Assistant, 1992
National University of Singapore, Senior Tutor, 1992
National University of Singapore, Lecturer, 1995
National University of Singapore, Assistant Professor, 1998
National University of Singapore, Associate Professor, 2003 to present

Publications (Refereed Journals):

Employment Law (Area of Specialisation):

1. **Ravi Chandran**, Late or Non-Payment of Salary, *LawAsia* (2015) 35-46.
2. **Ravi Chandran**, Workplace Harassment: Persons Liable and Damages Payable under the Protection from Harassment Act 2014, *Singapore Academy of Law Journal* (2015) 286-303.
3. **Ravi Chandran**, Fate of Trust and Confidence in Employment Contracts, *Singapore Academy of Law Journal* (2015) 31-54.
4. **Ravi Chandran**, Bonuses and Other Payments in Employment Singapore, *Academy of Law Journal* (2012) 338- 367.
5. **Ravi Chandran**, Dealing with Employee Crimes: *Singapore Academy of Law Journal*, (2009) 35-51.
6. **Ravi Chandran**, Restraint of Trade: A Singapore Perspective: *Business Law Review* (2008) 282-286.
7. **Ravi Chandran**, Management of Foreign Employees: A Singapore Perspective: *Journal of Immigration Asylum and Nationality Law*, (2008) 350-357
8. **Ravi Chandran**, Restraint of Trade: Some Recent Developments: *Commercial Law Practitioner*, (2007) 168-173.
9. **Ravi Chandran**, Workplace Safety and Health: *Singapore Academy of Law Journal* (2007) 15 – 46.
10. **Ravi Chandran**, Entrenching the Right to Maternity Leave: *Singapore Academy of Law Journal* (2007) 398 – 417.
11. **Ravi Chandran**, Good Faith in Employment Termination: *Australian Journal of Asian Law* (2006) 208 – 231.

12. **Ravi Chandran**, Right to Retrench: Asia Business Law Review (2003) 34-41.
13. **Ravi Chandran**, Tenure in Employment: Singapore Journal of Legal Studies (2001) 475-493.
14. **Ravi Chandran**, Privacy in Employment: Singapore Journal of Legal Studies (2000) 263-297.
15. **Ravi Chandran**, Express Terms in Employment Contracts: Commercial Law Practitioner 8 (1999) 215-217.
16. **Ravi Chandran**, Wage Cuts and The Law: Singapore Academy of Law Journal (1999) 211- 218.
17. **Ravi Chandran**, Mitigation and Salary in lieu of Notice: Asia Business Law Review (1997) 82-85.
18. **Ravi Chandran**, Illegal Immigrant Workers: The Singapore Solution: International Company and Commercial Law Review, (1997) 393 –395.
19. **Ravi Chandran**, Transfer of Employment: Singapore Journal of Legal Studies (1996) 544-553. *Tier 1.*
20. **Ravi Chandran**, The Probationary Employee: Singapore Academy of Law Journal (1993) 245-253.

General Business Law:

1. **Ravi Chandran**, Negligent Liability of Tax Advisers: Journal of Professional Negligence (2006) 32-36.
2. **Ravi Chandran**, Consumer Protection Fair Trading Act: Singapore Journal of Legal Studies: (2004) 1-43.
3. **Ravi Chandran** and K L Ter, Yet another retreat from Murphy: Tolley’s Professional Negligence, 14 (1998): 115 –117.
4. **Ravi Chandran**, No Immunity for Counsel in Singapore: Tolley’s Professional Negligence, (1997) 116-118.
5. **Ravi Chandran**, Quiet Possession: Trading Law and Trading Law Reports, (1999) 14-17.
6. **Ravi Chandran**, Singapore’s New Insider Trading Law: Commercial Law Practitioner (2002) 33-34.
7. **Ravi Chandran**, Singapore Electronic Transactions Act: The Journal of Business law: (1999) 80-83.
8. **Ravi Chandran**, Copyrights in Cyberspace: A Singapore Perspective: The Journal of Business Law (2000) 192-196.
9. **Ravi Chandran**, Tax Law and Accounting Principles: Singapore Journal of Legal Studies (1995) 701-708.
10. **Ravi Chandran** and C S K Tay, Scripless Trading In Singapore: The Journal of Business Law (March 1996): 220-222.
11. **Ravi Chandran**, Singapore: New Insider Trading Legislation: Company Lawyer (2001), 63-64.
12. **Ravi Chandran** and Tay, C S K, Recent Developments – Insider Trading Laws: The Company Lawyer, 16, no 6 (June 1995): 188-190.

13. **Ravi Chandran**, Singapore: New Insider Trading Legislation: *Journal of Financial Crime* (2000), 178-180.
14. **Ravi Chandran**, Recent Developments in Futures Trading: *Journal of Financial Crime*, 4 (June 1997): 360 –363.
15. **Ravi Chandran**, Money Laundering: A Singapore Update: *Journal of Financial Crime* (2000): 192-196
16. **Ravi Chandran**: Once a mortgage, not necessarily always a mortgage: *Commercial Law Practitioner* (1997) 258-259
17. **Ravi Chandran**, Singapore’s Banking Law Reforms: *International Business Lawyer* (2000), 31-32
18. **Ravi Chandran**, Share Buy-backs in Singapore: *Commercial Law Practitioner*, 4 (1999): 111-114.
19. **Ravi Chandran**, Performance Bonds and Unconscionability in Singapore: *Commercial Law Practitioner* (2000) 170-172.
20. **Ravi Chandran**, Stamp Duty Implications in “open” or “all monies” Mortgage: *Singapore Academy of Law Journal* (1993) 102-111.
21. **Ravi Chandran**, Discovery against Non-parties: *The Malayan Law Journal* (1993) cxxxvii-cx1vi
22. **Ravi Chandran**, Travellers’ cheques – Issuer’s Liability to Third Parties: *The Malayan Law Journal* (1996) 1xv – 1xxi.

Publications (Non-Refereed Journals):

- Ravi Chandran**, Employee Share Options and Unexpected Events, *Singapore Employers' Bulletin*, 2001
- Ravi Chandran**, Medical Examination and the Employee, *Singapore Employers' Bulletin*, 2001
- Ravi Chandran**, Sexual Harassment and the Employer, *Singapore Employers' Bulletin*, 2001
- Ravi Chandran**, Employers' Liability - Stress at Work, *Singapore Employers' Bulletin*, 2001

Books:

- Ravi Chandran**: *Butterworths Handbook of Singapore Employment Law*: Butterworths, 1998, 1-156 pp.
- Ravi Chandran**: *Employment Law in Singapore*, Prentice Hall, 2005, 1- 296 pp.
- Ravi Chandran**: *Annotated Statutes of Singapore: Employment Act*, LexisNexis, 2009, 1-212 pp.
- Ravi Chandran**: *Annotated Statutes of Singapore: Work Injury Compensation Act*, LexisNexis, 2010, 1-203 pp.
- Ravi Chandran**: *Introduction to Business Law in Singapore*: McGraw Hill, 2015 (currently 5th Edition) (Sold over 25,000 copies)
- Ravi Chandran**: *Employment Law in Singapore*, LexisNexis, 2011 (3rd Edition) 1 – 589 pp. (With foreword by the Honourable Chief Justice of Singapore)
- Ravi Chandran**: *Employment Law in Singapore*, LexisNexis, 2014 (4th Edition) 1- 673 pp.
- Ravi Chandran**: *Employment Law in Singapore*, LexisNexis, 2017 (5th Edition) 1-723 pp.

Chapter in Books:

Ravi Chandran, Singapore Employment Law, International Encyclopaedia of Laws, Kluwer Law International, 2013 1-100 pp.

Conferences:

Labour Law and Labour Law Education in Singapore: International Labour Organisation Initial Launching Conference (2003 – Singapore)

State of Labour Law Research: International Labour Law Conference (2005 – Beijing)

Consumer Protection in Singapore: Society of Legal Scholar's Conference (2006 – United Kingdom)

Compliance with ILO Standards: International Labour Law Conference (2006 – Japan)

Health and Safety Laws and Compliance with ILO Standards: Asian Society of Labour Law Scholars Conference (2008 – Malaysia)

Foreign Domestic Workers and ILO Standards: Asian Society of Labour Law Scholars Conference (2010 – Manila)

Trade Unions and Collective Bargaining – A Singapore Perspective: Asian Society of Labour Law Scholars Conference (2012 – Beijing)

Minimum Wage – A Singapore Perspective: Asian Society of Labour Law Scholars Conference (2014 – Japan)

Workplace Harassment: Society of Legal Scholar's Conference (2015 – United Kingdom)

Public Seminars Given include:

Maternity Leave and Protection, 2006,

Termination of Employment Contract, 2006,

Drafting of Employment Contracts, 2008,

Termination, Dismissal and Resignation, 2008,

Changes to the Employment Act, 2009

Media Coverage includes:

Consumer Protection Fair Trading Act (2004)

What does your employer owe you (2007)

When staff walk out en masse (2009)

Health insurance for employees (2011)

Minimum wage (2012)

Work injury compensation (2012)

Sexual harassment at work (2012)

Strike by foreign workers (2012)

Termination – Intangible reasons (2013)

Employment Act changes (2013)

Sexual harassment at work (2014)

Unions and termination (2017)

Gig Economy (2017)

Citations of Work in Court Judgments include:

Vandashima (Singapore) Pte Ltd v Tiong Sing Lean [2006] SGHC 132.

Nagase Singapore Pte Ltd v Ching Kai Huat [2007] 3 SLR 265.

Yeow Chern Lean v Neo Kok Eng (2009) SGCA 27.

Fong Sun Yong v Yau Lee Construction (Singapore) Pte Ltd (2010) SGMC 7.

Freely Pte Ltd v Ong Kaili (2010) SGHC 60.

Manickam Sankar v Selvaraj Mahdavan (2012) SGHC 99.

Leung Hin Chuee v Citra Group Pte Ltd (2015) SGHC 30.

Tempcool Engineering (S) Pte Ltd v Chong Vincent (2015) SGHC 100.

Piattchanine Louri v Phosagro Asia Pte Ltd (2015) SGHC 259.

Research/Teaching Review Work:

I have reviewed employment law related articles on an ad hoc basis for journals such as the Singapore Academy of Law Journal and the Singapore Journal of International and Comparative Law. I am also one of the panel reviewers for the Asian Journal of Business Ethics

I was also the external reviewer for the University of Hong Kong's, Law Faculty's course on Labour Law (2006/2007). External reviewer SIM University for business law related modules.

Faculty Service includes:

Member, Board of Inquiry (2004)

Department Area (Law) Head (2004 to 2007)

Level 1 Co-ordinator (2004 to present)

Member, BBA Curriculum Review Committee (2007 to 2008)

Faculty Teaching and Service Committee (2008 to 2011)

Teaching Excellence Council (Member) (2013 to present)

Teaching Academy (Member) (2013 to present)

Assistant Dean (Undergraduate Studies) (2012 to present)

Membership and Professional Activities:

Advocate and Solicitor, Supreme Court of Singapore (1991 to present)

Vice-President, Asian Society of Labour Law Scholars (2010 to 2012)

President, Asian Society of Labour Law Scholars (2012 to 2104)

Accredited Mediator: Consumer Association of Singapore (2006 to present)

Member, Injunctions Review Panel: Consumer Association of Singapore (2008 to present)

Consulting:

I provide adhoc consulting to advocates and solicitors on employment law issues pursuant to section 34(h) of the Legal Profession Act. I have also provided consulting to the International Labour Organisation, foreign organisations and government related organisations in the area of employment law.

Courses Taught/Currently Teaching:

Labour Law in Singapore
Legal Environment for Business (BBA/MBA)

Teaching Awards:

- (i) Winner of Department Educator Award – 2002
- (ii) Winner of Faculty Educator Award – 2002
- (iii) NUS Excellent Teachers – 2002/2003
- (iv) Recognition List of Outstanding Educator Awards – 2003
- (iv) NUS Excellent Teachers – 2004/2005
- (v) Commendation on Teaching – 2006/2007
- (vi) Winner of Singapore Studies Modules Incentive Scheme – 2007
- (vii) Voted the “Most Favourite Professor” from the graduating classes of year 2000 to the year 2007.
- (viii) Faculty Outstanding Educator Award – 2012/2013
- (ix) Annual Teaching Excellence Award – 2012/2013
- (x) Annual Teaching Excellence Award - 2013/2014
- (xi) Honour Roll Award – 2016-2020

Teaching Related Publication and Workshops Given:

Ravi Chandran, Getting Students to Ask Questions, Ideas on Teaching, Vol 3, 2005.

Ravi Chandran, Experiential Learning, CTDL Link, Vol 10, 2006

Ravi Chandran, Encouraging Participation in Lectures, Ideas on Teaching, Vol 6, 2008

Ravi Chandran, Grading Class Participation, CTDL Brief, Vol 13, 2010

Ravi Chandran, Providing a Nurturing Environment, Academy Matters, 4th Issue, Sep 2013

Ravi Chandran, Assessment and Feedback, 2013, CTDL, NUS

Ravi Chandran, Encouraging Class Participation, 2013, NUS Business School

Ravi Chandran, Teaching Small Groups, 2013, CTDL, NUS

Ravi Chandran, Some Ideas on Teaching, 2013, NUS Business School

Ravi Chandran, Teaching Small Groups, 2014, CDTL, NUS

Ravi Chandran, Mandatory Class Participation: Factors that Influence, Classroom Practices and Learning Outcomes (2015) Asian Journal of the Scholarship of Teaching and Learning, 5(2), 108-122.

Other Teaching Related Work:

I have been associated with the Centre for Teaching and Development (CDTL), NUS for a long time, where, among other things, I conducted micro teaching sessions and other workshops for new staff. I was also in the organising committee for the CDTL's Teaching and Learning Conference in 2008, during which I had to review numerous teaching related paper submissions. Similarly, for the 2014 conference, I had to review numerous teaching related paper submissions.

Member of the NUS Teaching Academy since 2014 and member of the Executive Council of the Academy since July 2016. Served in several sub-committees.