

FESCO · Adecco

better work, better life

Guangzhou Career Day 2016

HR in China

Guangzhou 22/10/2016

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Agenda:

- ***#JobSearch***

- *Self-Evaluation*
- *Action Plan*

- ***FESCO Adecco***

- *Hiring modalities in China*
- *Dispatch regulations*
- *Offshore Outsourcing*



#JobSearch

*How to get ready for a successful
Job Search*

First Steps



WHAT?

- Professional self-evaluation
- Which market and industry
- Spread the voice
- Create a network



HOW?

- Focus on competence and abilities
- Narrow down the market and choose a suitable industry
- Production of Curriculum Vitae
- Get in touch with different people

Two stages:

Self evaluation

- ✓ Professional self-evaluation
- ✓ Definition of professional objective

Action Plan

- ✓ Job Advertisement
- ✓ LinkedIn
- ✓ Networking
- ✓ Head Hunters
- ✓ Mailing



Self-evaluation

Professional self-evaluation

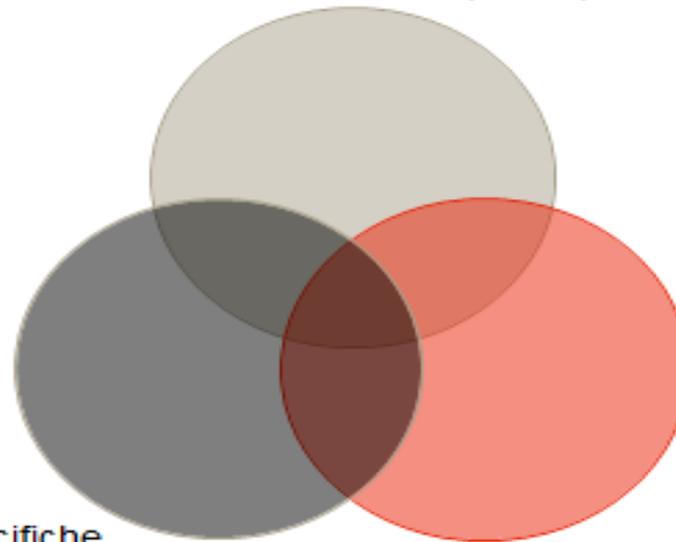
Initially it's necessary to be focused on our **competences**:

- Knowledge
- Talent
- Behaviour

Capacità
Professionali specifiche
Relazionali trasversali

Atteggiamenti

Motivazioni, atteggiamenti nei confronti del lavoro, valori
Autostima e qualità personali



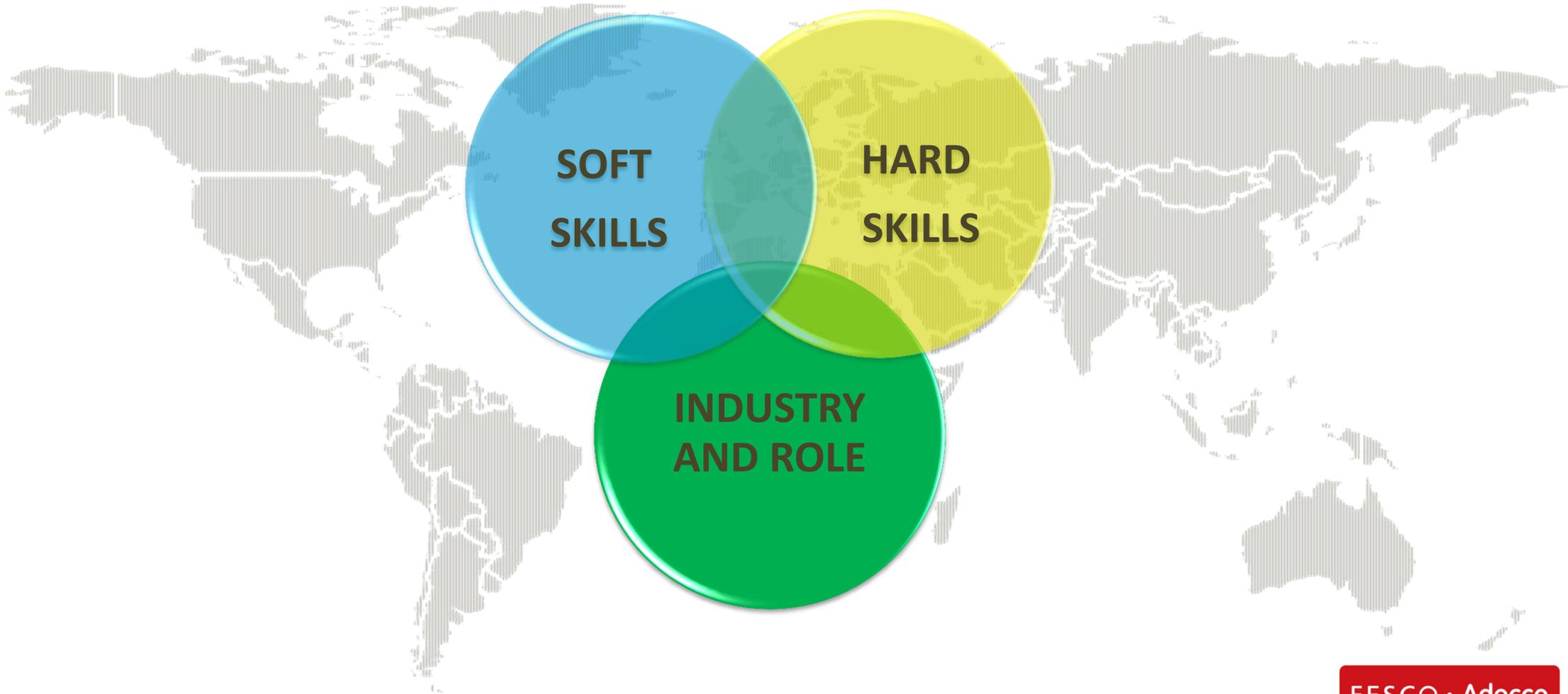
Conoscenze

Generali
Specifiche
Di contenuto

Professional self-evaluation

- ✓ Define *the direction* and the objective of our search, analyzing
- ✓ **Hard Skills & Soft skills:**
 - our **values**
 - our **personal characteristics**
 - Our **knowledge**
 - our **talents**
 - Our **personal interests**
- ✓ Choose the preferred industry, *collecting information* on :
 - specific **industry**
 - professional **roles** into a specific field
 - specific **competencies** required
 - **organization** and company **culture**

Before starting you should have this picture quite clear:





Action Plan

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Action Plan - *Job Advertisement*

WHERE

- Website: LinkedIn, Monster, InfoJobs, 51Job, Zhaopin, Indeed, JobsDB, companies' websites

STRUCTURE

- **Company characteristics** (industry, dimension, position in the market)
- **Open position** (tasks and objectives)
- **Profile of ideal candidate** and requested skills (education, working experience, personal characteristics, knowledge and competences)
- **Offer** (salary, benefits, kind of contract)
- **Information** about the recruitment process and how to apply

Action Plan- *LinkedIn*

- **LinkedIn** is nowadays one of the most popular Website for Recruiters looking for candidates; for this reason your *LinkedIn Profile* is important as much as your CV.

Objective: *Catch the attention of the Recruiter.*

- *Active* search – apply to Job Advertisement,
- *Passive* search – filling my profile with Key words, in order to attract the attention
- **Profile**

Simple and efficient
Show the necessary information
Use a simple and professional picture

Action Plan-*Network & Networking*

Network : all the people that we know or we are in touch

- Family, friends, neighbours, etc.;
- Colleagues
- Classmates, teachers and professors

Networking: the activity to **expand** the net, getting in touch with new people. The main objective is that to collect as much information as we can.

HOW?

- *Networking Events*,
- Confidential information
- Referral program

Action Plan- *Head Hunters and Recruitment Companies*

- **Head Hunters** and **Recruitment Companies** facilitate the match between candidates and employers.

They provide screening, evaluation and assessment services to different kind of companies, supporting them on their recruitment needs.

They offer a range of free of charge services for Job-seekers:

- The registration into a database accessible for the companies
- The possibility to check and apply for job offers
- The possibility to receive information regarding the job market and the labor law

Action Plan

Mailing

Objective: spread the voice between the companies and have an interview.

The job search through mailing needs **three steps**:

- Define a **target list** of companies;
- Write and send **customized** *Cover Letters* and CV
- Try to get in touch with the decision maker into the company's organization and get an appointment.



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FESCO

- 35 years of HR Experience in the local market
- First HR State Owned Company in China
- 280 cities
- 800,000 associates
- 20,000 clients
- 4,000 employees

Adecco

- Global leader in HR solution
- 5.200 branches
- 64 countries
- 32.000 Adecco colleagues
- 100.000 clients
- 650.000 associates

FESCO Adecco

Is the first HR JV between a Chinese SOC and a multinational company , unifying FESCO strength in the local market and Adecco leading position and expertise in the global scenario.

Solutions

HR SERVICES

- Recruitment
- Dispatch
- Outsourcing
- Offshore Outsourcing

- Salary guide
- RPO & On site
- HR Consulting
- Legal Consulting
- Payroll & Bookkeeping

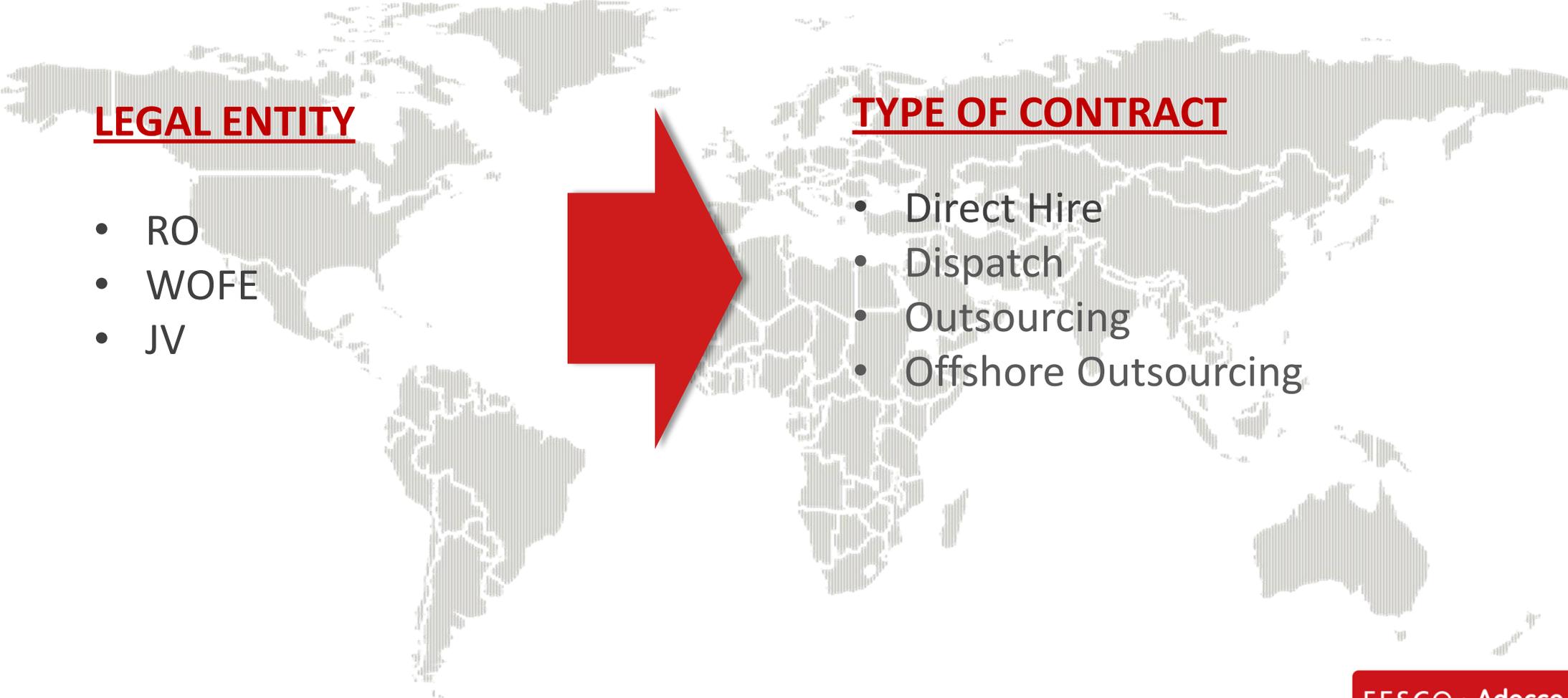
EXPATS SERVICES

- Visa
- Insurance
- Relocation

TRAINING & ASSESSMENTS

- Training
- Coaching
- Customized assessments

Hiring modalities

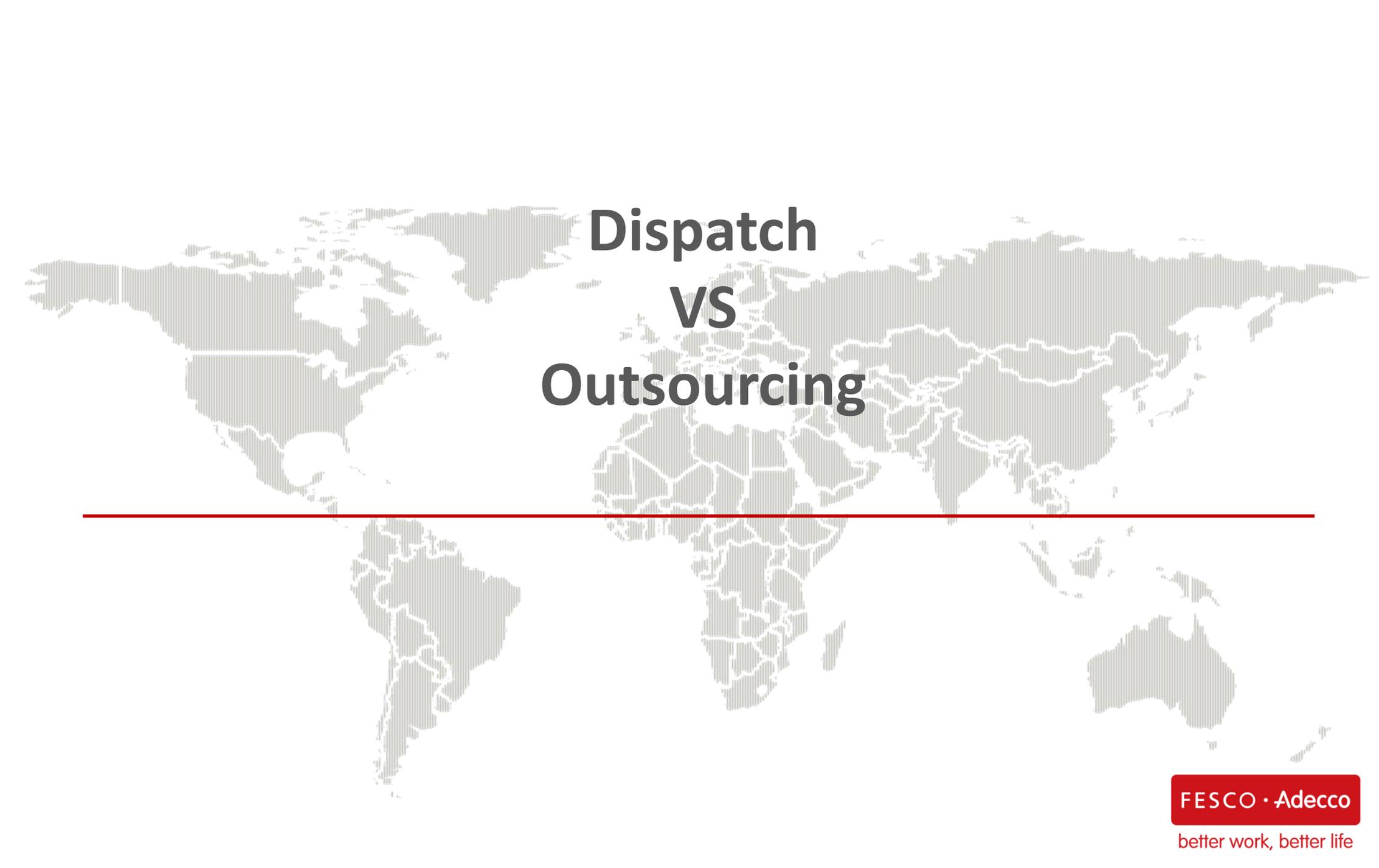


LEGAL ENTITY

- RO
- WOFE
- JV

TYPE OF CONTRACT

- Direct Hire
- Dispatch
- Outsourcing
- Offshore Outsourcing



Dispatch VS Outsourcing

Dispatch

- Historically, following the opening of China as a market economy, foreign companies were allowed to operate in China but couldn't employ Chinese workers directly. They had to use a third party state owned company called FESCO under a specific contract called Dispatch.
- Under the labor dispatch model, a staffing agency hires and is the legal employer of a person (a dispatch employee or an agency worker) but leases that person to another entity (the user entity) to perform services.
- The dispatch agreement is a tripartite contract and is comparable to payrolling service where Worker Liability is borne by the end user (client)
As China developed, Wholly Owned Foreign Companies could directly hire employees but many chose to continue to use dispatch.

New Legal Framework for Dispatch

- **Maximum rate**

- ✓ Since **March 2014**- An employer shall strictly control the number of dispatched workers it employed, which shall not exceed **10%** of the total number of employees. (**RO Exception**)

- **Time Frame**

- ✓ In the event that the number of dispatched workers employed by an employer exceeds 10% of the total number of its employment prior to the effective date of the Provisions, the employer shall develop a scheme for employment adjustments, and reduce the proportion to the specified level within **2 years** from the effective date of the Provisions.
- ✓ The employer shall file for record the scheme for employment adjustments it develops with **the local competent administrative department in charge of human resources & social security**.

Solutions

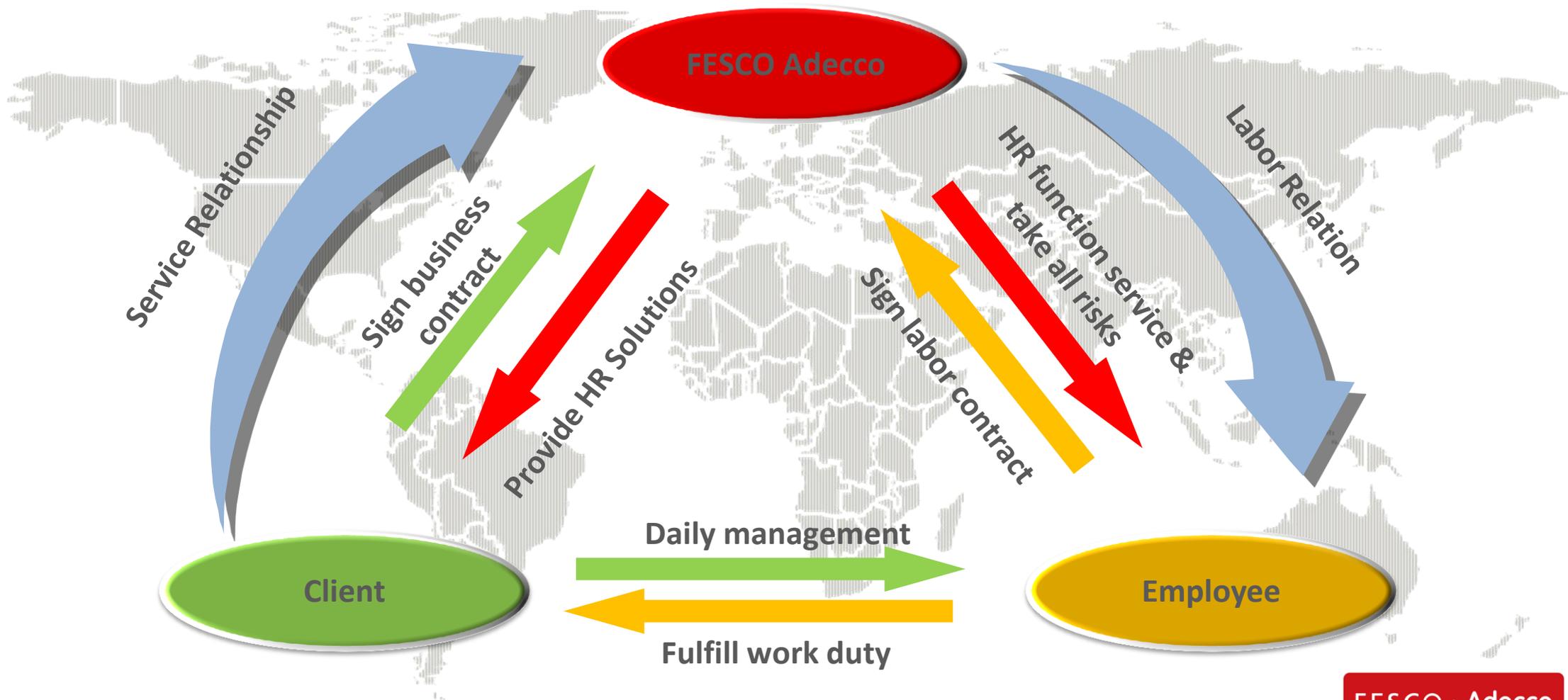
DIRECT HIRE

- WOFE can directly hire their employees, under the laws of the china labor law.
- RO still have to choose among Dispatch & Outsourcing solutions

OUTSOURCING

- Solution where FA becomes the Real employer of the Employee, managing the payroll, and bearing all the risks and liabilities, cutting the indirect costs to the client.

Outsourcing



A light gray world map is centered in the background. A thick red horizontal line is positioned below the main title.

Offshore Outsourcing

How to hire in China without a legal entity

OFFSHORE OUTSOURCING

WHO	WHAT	HOW	WHY
<ul style="list-style-type: none">Foreign companies	<ul style="list-style-type: none">Solution which allows to hire employees in China without having an established legal entity in China	<ul style="list-style-type: none">Service Contract to be signed with the Client,Labor contract to be signed with the employee	<ul style="list-style-type: none">NO limitation of time or headcountsFlexibilityALL liabilities on FESCO Adecco

Who

Foreign companies who :

- ✓ Deal or trade in China (Quality Control - Sourcing – BD)
- ✓ Intend to open their own business in China in need of a market analysis
- ✓ Need to have physical presence in China but are not willing / don't need to establish a legal entity (RO, WOFE, JV...)
- ✓ Are in the waiting process for the WOFE set up (up to 1 year)
- ✓ Want to on charge to the HQ to control the cost

Why- Advantages

- 
- ✓ Have your business rolling / facilitate the trade prior to your legal entity being established in China.
 - ✓ No risks of any kind since FA will be fully liable for the employee under PRC Law and all for all of the associated terms of employment
 - ✓ If a situation arises whereby the candidate seeks compensation and commences legal proceedings, these will be against FESCO Adecco



Thank you!

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