

Get an overview of the employment law framework operating in China

Employment Law China will provide a highly practical approach to essential employment law and practice in China. It provides professionals who have, or expect to have, responsibility for staff in China with up to date, quality information on relevant Chinese employment law and practice.

This seminar will clarify the legislative framework and new legal developments in China. It will address the practical aspects of managing a cross-cultural workforce, and provide an accurate understanding of the critical Chinese employment issues to consider when setting up and maintaining operations in China.

The learning journey includes:

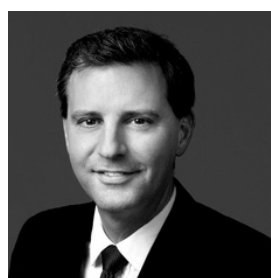
- A summary of Chinese employment laws: core issues, developments and trends
- Clear explanations of the impact of local laws on employment practices, facilitated by practical application to workplace scenarios
- Practical employment contract drafting exercise
- Networking and sharing experiences with other HR professionals with responsibility for China.

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Excellent, all questions answered very well. Comprehensive and exceptional skill of the trainer

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About the speaker



Jeffrey Wilson

specialises in labour law and has almost two decades of experience assisting multinational corporations with labour and corporate law matters in the China region.

After developing a background in PRC corporate law and mergers and acquisitions (M&As), Jeffrey has focused exclusively on PRC labour law since 2006. He advises multinational corporations on labour issues relating to corporate restructuring and M&As. Jeffrey represent clients regarding reductions in force and employee transfer issues, and draft and review numerous employment contracts and employee manuals. Jeffrey advises clients on stock option, data privacy, and employee benefit issues, as well as issues relating to the employment of foreign nationals in China.

Is this right for me?

This course is suitable for HR and personnel managers, employment relations professionals, in-house counsel and other lawyers who advise on staff matters, line managers and others who have – or expect to have – people management responsibilities in China.



Morning session

Welcome and Registration

An overview of the employment law framework in China

- Clarifying the legal framework for organisations operating in China
- Examining different types of employment
- Labour Contract Law: an introduction
- Local labour regulations and variances

Hiring employees in China: employment contracts and service contracts

- Offering employment: impact of Employment Promotion Law and discriminatory practices
- Drafting terms of employment contracts
- Terms and conditions: length of contract, probationary periods, remuneration, notice, termination, confidentiality and IP, work rules
- Use of contract workers

Coffee

Hiring employees in China: benefits

- Impact of the Social Insurance Law
- Leaves of absence: annual leave, maternity/paternity leave, sick/disability leave, marriage leave
- Local labour regulations and variances

Employment of expatriates and foreigners: structuring employment contracts

- Immigration and expatriate issues
- Movement of employees in and out of China
- Work and residency permits

Rules for employees from Hong Kong, Macau and Taiwan

Afternoon session

Hiring employees in China: wage and hour

Working time, leave and shifts

- Pay practices
- Overtime rules

Unionization

- Introduction, background and social policy
- The union in China
- Collective bargaining

Tea

Dispute resolution: grievances, disciplinary issues and dismissals

- Grounds for dismissal and disciplinary procedures
- Redundancies and reorganizations
- Protections against termination
- Severance and typical payments on termination
- Labour Dispute Mediation and Arbitration Law

Protection of data/information

- Confidentiality and IP agreements
- Data protection
- Non-competition agreements

Operating for success in a Chinese business environment case studies

- Day-to-day management: practical issues to consider
- Interacting with Chinese employees on shore or off-site
- Cultural differences in business practice
- Strategies for success

When the course is running:

Date: TBC | Delivery: TBC | Price: TBC



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