





Global Recruitment & Staffing

Companies Employing the Top Talent in China



 ginitalent.com

 info@ginitalent.com

Transform Your Experience. Find Your Guide.

Explore Expertly Crafted Resources.

Working Conditions

Working Hours and Flexibility:

In China, the standard work schedule is 5 days a week, 8 hours per day. Flexibility is usually limited, with demanding hours in some industries.

Popular Industries and Professions:

Technology, manufacturing, and finance dominate in China. Professions like software development, engineering, and education are highly sought after.

Employee Rights and Benefits:

Employees in China are entitled to minimum wage, social insurance, maternity and sick leave. Overtime pay and annual leave are protected by labor laws.

Work-Life Balance Insights:

Work-life balance can be challenging in China. Long hours are common, but rights like annual

leave and holidays are protected by law. Flexible working options may also be available.

Social Security

Health Insurance and Services:

In China, health insurance and services are provided by the social security system. Public and private hospitals offer healthcare services under the insurance coverage.

Pension and Unemployment Insurance:

In China, pension and unemployment insurance let workers contribute to social security for retirement benefits and unemployment assistance.

Family Support Programs:

In China, family support programs offer financial assistance to low-income families, along with services such as childcare and elderly care to support families.

Disability and Maternity Benefits:

In China, disability and maternity benefits are provided through social security, offering financial aid and healthcare services to disabled individuals and employees on maternity leave.

Taxes

Employer:

In China, employers deduct 16% for pension, 0.5% for unemployment insurance, 10% for medical insurance, 0.256% for injury insurance, and 7% for the housing fund from employees' salaries.

Employee:

In China, employees contribute 8% for pension, 0.5% for unemployment insurance, 2% for medical insurance, and 7% for the housing fund, all deducted from their salaries.

Monthly Tax Filing:

In China, tax declarations must be filed regularly every month. Employers are required to withhold income taxes from employees and submit tax reports by the government deadlines.

Tax Reporting and Filing:

Proper management of tax reporting and filing processes in China is essential to ensure tax compliance and full adherence to local regulations.

Employment Termination

Termination Process:

Employment contracts in China can only be terminated for valid reasons, and severance payment must be made to the concerned employee.

Notice Period:

In China, both parties are required to give notice before termination. The notice period depends on the employment contract and legal regulations.

Severance Pay:

In China, severance pay is provided to the terminated employee based on their tenure. The payment is determined according to the termination of the employment contract.

Probation Periods:

In China, probation periods typically last between 1 to 6 months, during which termination is easier, and severance payment is generally not required.