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## This Guide

Working abroad sounds to many people like an adventure. However, without a thorough preparation, starting with a successful application, it is bound to fail. Therefore, Expertise in Labour Mobility (ELM) has prepared a set of country guides describing the main routes to employment in over 40 countries. Are you interested in working in Australia, France or Brazil? Has your partner accepted a job in Hungary, Switzerland, or the United Arab Emirates? Are you looking for an internship possibility in Germany, Singapore or the United States of America? The Looking for work in ... guides from ELM will help you with accurate information and practical tips on management cultures and differences in job-hunting in over 40 countries.

This guide contains information on China. The guide will help you to prepare yourself for the Chinese labour market and the management differences that you will encounter in China. It tells you how to apply for a job in China and the cultural differences that you will come across when looking for work in China. Do not underestimate those national differences, because what is common in one country might be very unusual in another country. To find a job abroad you need to be aware that national differences manifest themselves not just in different languages, but also in different recruitment practices and distinct work habits. Thus, looking for work in another country involves more than writing your CV in another language.

However, no matter the country in which you are looking for work, the key focus of your CV is to persuade the employer to invite you for a job interview. Accordingly, your CV should be regarded as a marketing tool, adapted to the market in which you intend to use it. The information in this guide, together with the sample CV, will help you to adapt your application for the Chinese job market. However, make sure your application remains a reflection of your personality, because working abroad is one thing, but having a job that does not suit you will definitely cause homesickness!

A handwritten signature in black ink, appearing to read 'Nannette Ripmeester', with a horizontal line underneath it.

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Managing Director

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## Country Profile

### Country

The People's Republic of China, more commonly known as China, is located in Eastern Asia. The 14,500 km (9009.9 sq miles) coastline is bordering the East China Sea, Korea Bay, Yellow Sea, and South China Sea. The remaining 22,147 km (13,761.5 sq miles) boundaries surrounding the 9,596,960 square kilometres (5,963,274.5 sq miles) of Chinese area (land 9,326,410 sq km; water 270,550 sq km) are bordered by 16 countries, including Russia, Afghanistan, India and Pakistan. China is the third largest country in the world (after Russia and Canada). The nation's capital is Beijing (for most people more commonly known as Peking), near the eastern sea border and populating an estimated 16.95 million people. Other large cities are Shanghai (18.88 million), Tianjin (11.76 million), Shenyang (5.09), Wuhan (9.1 million), Guangzhou (6.7 million), Chongqing (10.2), Harbin (4.64 million) and Chengdu (11 million). The city of Hong Kong has a special status in China.

Hong Kong has been occupied by Britain from 1841 until 1997, today Hong Kong belongs to China but it still enjoys a high degree of autonomy in all matters except foreign and defence affairs for the next 50 years.

Due to its focus upon a free economic system, Hong Kong has been prosperous whilst maintaining stability and has generally seen significant growth in the last ten years, especially in the dominant services sector. With the spotlight on free market in trade, investment and finance the Hong Kong market has managed to remain strong and has been named the world's freest economy many times. With the return of Hong Kong from British to Chinese rule, links to mainland China have strengthened, which has resulted in increased trade with the Chinese.

China is divided in 23 provinces, 5 autonomous regions, and 4 municipalities. The country's largest river is the Yangtze, also the longest river in Asia, and the third longest river in the world, with a length of 6,300 kilometres.

### **Climate**

As one of the largest countries of the world, China copes with extremely diverse climates, from tropical in the south to sub arctic in the north. Rainfall varies regionally; temperatures range from minus 30°C in the north in January to 28°C in the south in July. China's climate is influenced by strong monsoons that cause North-Western wind in the winter and South-Western wind in summer.

China experiences alternating wet monsoon in the summer and dry monsoon in the winter. Due to periodic changes in the monsoons and the influences of terrain, China's diverse climate comprises four distinct seasons, as well as tropical rain forests, deserts, cold waves, cyclones and spring showers.

### **Population**

China has a population 1.33 billion (Mid 2010 estimate), which is currently the biggest in the world. The ethnic groups comprise of the Han (93%) and 55 other minor ethnic groups such as the Zhuang, Uygur, Hui, Yi, Tibetan, Miao, Manchu, Mongol, Buyi, Korean, and others.

### **History**

The Chinese claim a history dating back 5000 years, starting with the supposed first dynasty, the Xia, from 2200 to 1700 BC. Like the Xia, the existence of following dynasties is undetermined, but history reveals evidence of agricultural societies who practised ancestor worship. During the Zhou period (1100-221 BC) Confucianism emerged and the 'mandate of heaven' was established - leading to the right to rule for the just and denying power to the evil. China was united for the first time under the Qin dynasty (221-207 BC), during which writing was standardized and the construction of the Great Wall was completed. The next decades, during the Han dynasty (206 BC-220 AD), knew many

military conflicts and the creation of the Three Kingdoms. China was reunited during the Sui dynasty (589-618), and unity was consolidated under the Tang Dynasty (618-908). This 300-year period is often seen as the most glorious period of Chinese history.

The next centuries featured the Song dynasty (960-1279), the Yuan dynasty (1271-1368), and the Ming dynasty (1368-1644) during which Confucianism revived and China experienced urban and commercial revolutions, leading to the establishment of cities such as Beijing. In 1516, the Portuguese were the first Europeans to arrive in China, but it took until 1760 before other powers gained access to Chinese trade. China flourished on the trade, as British purchases of silk and tea far outweighed the Chinese purchases of wool and spices. From 1773 the British started to encourage the sale of opium, to stimulate business. By 1840 this had led to the Opium Wars between China and Britain. China lost the war, which not only led to the cession of Hong Kong to Britain, but also to China losing ground and influence to other Western powers. The first half of the 20th century was a period of complete chaos.

On the one hand, the Nationalists party (KMT) started training a National Revolutionary Army (NRA) and on the other hand the Chinese Communist Party (CCP) was formed in 1921. With the death of the first KMT leader and the rise of the new leader Chiang Kaishek, who favoured capitalism and military dictatorship, hopes

of the two parties joining forces were ruined. The communist party was split between those supporting an urban revolt and those favouring the unification and mobilisation of the countryside. By 1930 Mao Zedong had established a guerrilla army of 40,000. This army battled in total in five Communists extermination campaigns, each time resulting in victory for the Communists. The last of which did cause the Communists to retreat - in the Long March of 1934 - en route arming the peasants and redistributing land. This led to the recognition of Mao as the CCP's paramount leader. After World War II, China was dealing with a civil war. On 1 October 1949 Mao Zedong proclaimed the foundation of the People's Republic of China (PRC), and Chiang Kaishek fled. The first years the PRC was bankrupt, but in the 1950's an era of great confidence arose when inflation was put to a halt and the level of industrial production was restored. The first "Five Year Plan" was introduced. The power of the party also had some negative influences, leading to the 'liberation' of Tibet, the enforced exile of the Tibetan spiritual leader and initiating the genocide of a precious culture. The consequences of this destruction can still be experienced today, political protest against the Chinese occupation of Tibet and detention of Tibetans is both increasing and spreading throughout Tibet. For Chinese people this subject remains very sensitive, therefore we advise you not to discuss matters concerning Tibet with Chinese people. The next plan of the party was the "Great Leap Forward", aimed at launching China's economy