



Camera di Commercio Italiana in Cina  
中国意大利商会  
China-Italy Chamber of Commerce

FESCO · Adecco

better work, better life


# The Evolution of Chinese labor market

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*China Italy Chamber of Commerce – Chongqing  
Chongqing 2017/ 10/24*

# Agenda

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- FESCO Adecco
  - Chinese market- now VS then
  - Talent pool- now VS then
  - Salary Benchmark & current market situation
  - Q&A

## 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.



## HR SERVICES

- Recruitment
- Dispatch
- Outsourcing
- Payroll

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

## EXPATS SERVICES

- Visa
- Insurance

## TRAINING & ASSESSMENTS

- Training
- Coaching
- Customized assessments



# Chinese market- now VS then

# Golden Age 1995-2010

## Advantages

- Low investment capital
- Tax reduction ( eg: Industrial Parks)
- Costs (labor and Import/Export)

## Industry trend

- Manufacturing
- Automotive
- Electronics
- Textile





## WHAT ?

- **Expected** change
- manufacturing hub → global innovation hub
- Production: *local for export* → *local for local*

## HOW?

- *New government policies + investment policies*
- Service industry development + Start Ups promotions
- Raise efficiency levels

## AIM

- Higher living standards
- Higher salaries to promote an efficient market economy

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- Scientific innovation **R&D Investment**
  - Online trading  
**Data flow x45 ( 2006 – 2016)**
  - E-commerce
  - Green economy

- China : new international R&D center
- Adapt international product to local market
- T3-T5 Cities development
- Business & consulting services
- ***Hunt for new talents***





# Talent pool- now VS then

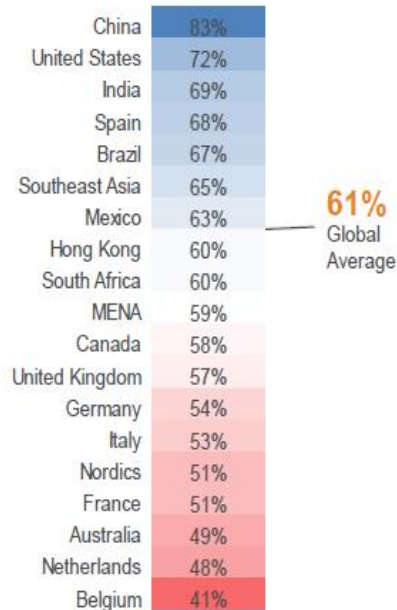
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- Lack of qualified profiles → Mainly low level profiles
  - Very few qualified candidate – guide market → Main positions covered by expats
  - Fast developing market = fast career= salary increase= title → LACK OF KNOWLEDGE

Part 2: Sourcing

## Passive candidate recruiting: US and China lead

Only 61% of companies recruit passive candidates

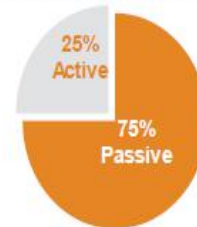
Companies in the US and China are most aggressively recruiting passive candidates.



Companies can close the gap by having an active and passive candidate strategy

The majority of global professionals consider themselves "passive." Yet only 61% of companies recruit passive candidates. Companies can close the gap by having both an active and passive candidate recruitment strategy.

Global Candidate Breakdown



"How would you describe your job search status?"  
Source: LinkedIn's Talent Trends 2014 study

Active candidate definition:

- ✓ Actively looking
- ✓ Casually looking a few times a week

Passive candidate definition:

- ✓ Reaching out to personal network
- ✓ Open to talking to a recruiter
- ✓ Completely satisfied; Don't want to move

## CHALLENGES

- 'Candidate driven' market
- Turnover 20%-30% → 15% -10%

## CHANGE

- Global Mobility: China to Overseas
- Double Degree programs
- Salary Increase
- Flexible labor contract

"To what extent does your recruiting organization focus on reaching out to passive talent?"

# Talent pool now

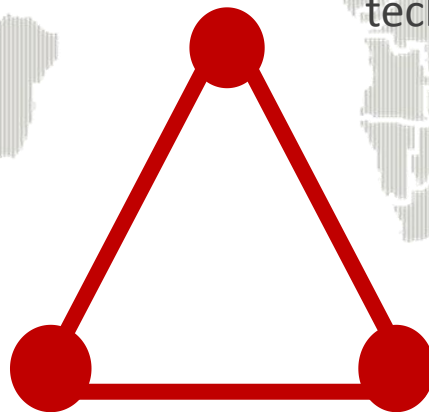
- Evolution of Chinese economy → consequences on local talent pool.

- Blue collar → white collar:

- Development of a *middle class* → increase of highly qualified talents

- Most requested profile :

Relational / BD skills



technical skills

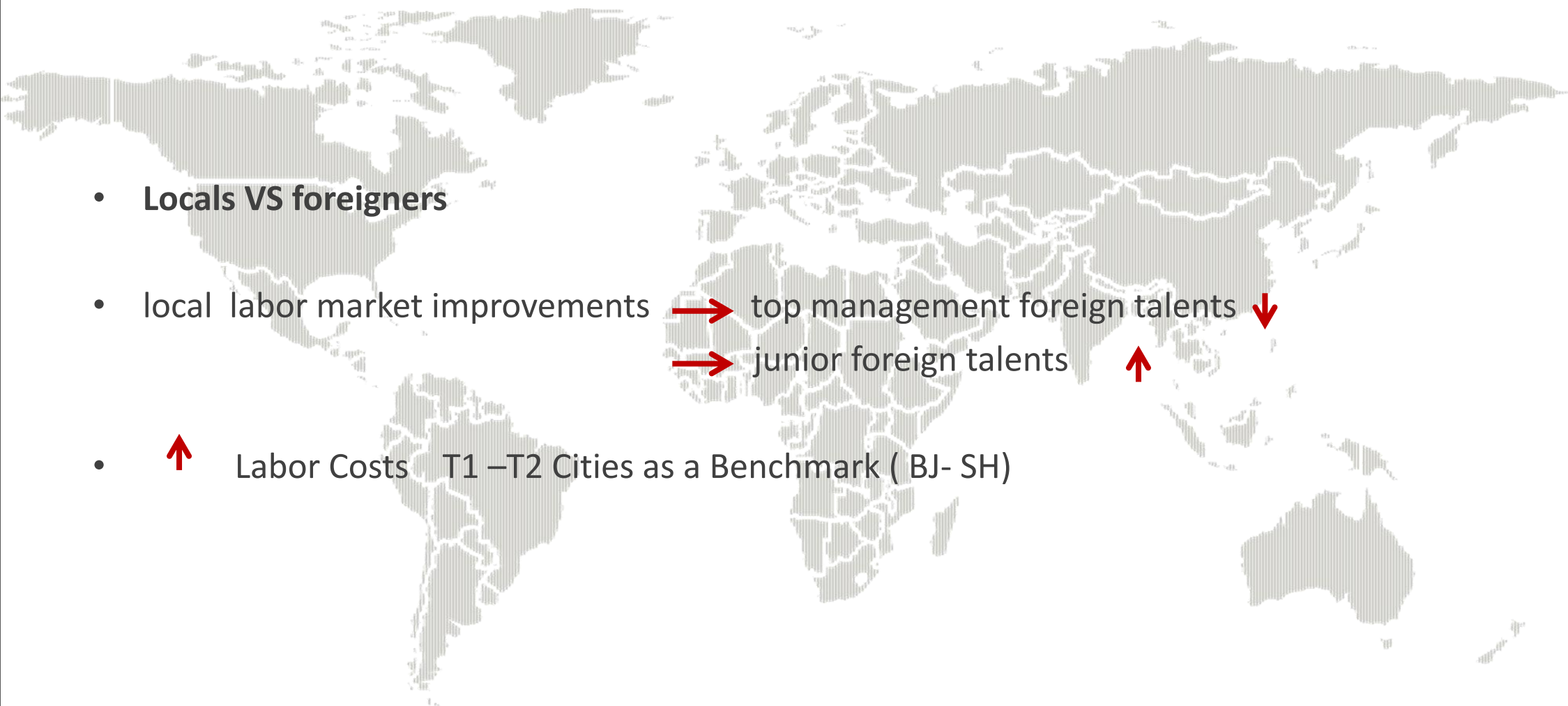
fluent english

- **Locals VS foreigners**

- local labor market improvements → top management foreign talents ↓

- junior foreign talents ↑

- ↑ Labor Costs T1 –T2 Cities as a Benchmark ( BJ- SH)



- **Finance, Banking & Admin**

- Industry affected by

- **FinTech** → looking for a new business model
  - New skill set required from industry professionals ( eg: IT – data processing skills)
  - Hard challenge** new generation ≠ senior professionals

- **Decentralization** ( high costs)
  - request for new skill set from **local** talents ( T3-T4) = difficult hunt

- **Sales & Marketing – FMCG**

- Industry affected by

- Overall economic conditions
- Marketing costs
- New brands -> fast development



- Delocalization - SEAsia
- Mature market/ no new roles
- E **commerce** talent = salary increase
- New marketing techniques



- **Engineering**

- 2015- general slow down
- PRC government changes ( steel, cement,..)
- Industry 4.0 – automation

- **IT**

- 2016 – High demand of IT talents
- Artificial Intelligence ( AI) professionals in high demand > IOs /Android Demand
- Flatter structure adopted= less CTO positions – need for new technical + management capabilities

- Few jobs available
- Smaller workforce
- Talents need to reinvent themselves

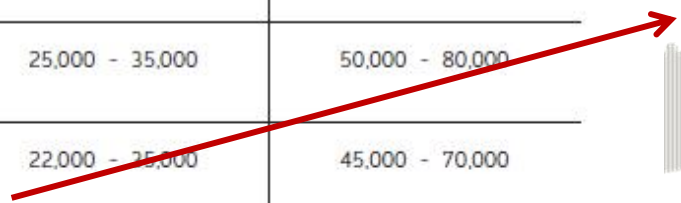
## 会计及财务领域 Accounting & Finance

### 会计 Accounting

职位 Position	条件要求 Qualification	所需年资 Experience (年) In Years	中国 China (月薪 / 人民币) Monthly Salary in RMB		香港 Hong Kong (月薪 / 港币) Monthly Salary in HKS		台湾 Taiwan (月薪 / 新台币) Monthly Salary in NTS	
			最低薪资 Min.	最高薪资 Max.	最低薪资 Min.	最高薪资 Max.	最低薪资 Min.	最高薪资 Max.
会计经理 Accounting Manager	财务与会计学位 Degree in Finance and Accounting	8+ (TW/ HK) 7+ (CN)	30,000 - 45,000		35,000 - 50,000		70,000 - 140,000	
资深主办会计 Chief Accountant	大学以上 Degree+	5+	15,000 - 25,000		30,000 - 40,000		55,000 - 90,000	
资深会计 Senior Accountant	会计学学位 Degree in Accounting	5+	10,000 - 18,000		25,000 - 35,000		50,000 - 80,000	
成本会计 Cost Accountant	会计学学位 Degree in Accounting	3-5	8,000 - 18,000		22,000 - 25,000		45,000 - 70,000	
会计人员 Accountant	会计学学位 Degree in Accounting	3-5	8,000 - 15,000		20,000 - 30,000		40,000 - 65,000	
会计助理 Assistant Accountant	会计学学位 Degree in Accounting	2-4 (TW/ HK) 1-2 (CN)	5,000 - 8,000		18,000 - 25,000		35,000 - 50,000	
资深帐务员 Senior Account Clerk	会计学学位 Degree in Accounting	1-2 (TW/ HK) 2-4 (CN)	5,000 - 8,000		13,000 - 18,000		30,000 - 45,000	



Very high delta due to the labor market diversity in China T1 vs T5





## 财务 Finance

财务长 Financial Controller	财务或会计工商管理硕士 MBA Degree in Finance and Accounting	10-20 (TW/ CN) 5-20 (HK)	60,000 - 200,000	50,000 - 80,000	150,000 - 300,000
财务行政经理 Finance & Admin Manager	财务与会计学位 Degree in Finance and Accounting	10+ (TW) 8-10 (CN) 5-10 (HK)	25,000 - 60,000	35,000 - 50,000	70,000 - 180,000
财务经理 Finance Manager	财务或会计工商管理硕士 MBA Degree in Finance and Accounting	10+ (TW) 5-10 (CN/ HK)	20,000 - 50,000	40,000 - 50,000	80,000 - 180,000
财务分析师 Financial Analyst	财务与会计学位 Degree in Finance and Accounting	3-6 (TW/ HK) 3-5 (CN)	15,000 - 40,000	22,000 - 35,000	55,000 - 120,000
财务助理 Finance Assistant	财务与会计学位 Degree in Finance and Accounting	2-3 (TW/ HK) 1-2 (CN)	5,000 - 8,000	14,000 - 18,000	28,000 - 45,000
财务行政办事员 Finance & Admin Clerk	财务与会计学位 Degree in Finance and Accounting	1-5 (TW/ HK) 1-3 (CN)	4,500 - 10,000	N/A - N/A	30,000 - 60,000
财务储备干部 Financial Management Trainee	财务与会计学位 Degree in Finance and Accounting	< 1	4,500 - 6,000	N/A - N/A	28,000 - 45,000

# 信息技术 Information Technology

## 信息技术 Information Technology

职位 Position	条件要求 Qualification	所需年资 Experience  (年) In Years	中国 China (月薪/人民币) Monthly Salary in RMB		香港 Hong Kong (月薪/港币) Monthly Salary in HK\$		台湾 Taiwan (月薪/新台币) Monthly Salary in NTS	
			最低薪资 Min.	最高薪资 Max.	最低薪资 Min.	最高薪资 Max.	最低薪资 Min.	最高薪资 Max.
首席信息官 Chief Information Officer (CIO)	理科/信息相关硕士/ 工商管理硕士/ 博士学位 MS / MBA / PhD	10+	50,000	250,000	150,000	300,000	200,000	500,000
信息技术总监/副总 IT Director / VP	理科/信息相关学士/ 硕士/博士学位 BS / MS / PhD	8+	30,000	80,000	80,000	180,000	130,000	400,000
信息技术经理/ 信息管理经理 IT / MIS Manager	大专院校/文凭 Degree / Diploma	5+	25,000	50,000	50,000	80,000	80,000	150,000
亚太区域销售经理/总监 Regional Sales Manager / Director	大专院校/文凭 Degree / Diploma	8+	50,000	130,000	65,000	170,000	100,000	400,000
业务拓展经理/总监 Business Development Manager / Director	大专院校以上 Degree above	6+	30,000	80,000	40,000	100,000	100,000	400,000
销售经理/总监 Sales Manager / Director	大专院校/文凭 Degree / Diploma	5+	25,000	50,000	40,000	100,000	100,000	250,000



职位 Position	条件要求 Qualification	所需年资 Experience	中国 China (月薪 / 人民币) Monthly Salary in RMB		香港 Hong Kong (月薪 / 港币) Monthly Salary in HKS		台湾 Taiwan (月薪 / 新台币) Monthly Salary in NTS	
			最低薪资 Min.	最高薪资 Max.	最低薪资 Min.	最高薪资 Max.	最低薪资 Min.	最高薪资 Max.
网络 / 系统管理人员 Network / Systems Administrator	大专院校以上 Degree above	(年) In Years 2+ (TW) 1-3 (CN / HK)	8,000 - 20,000		18,000 - 40,000		40,000 - 125,000	
客服工程师 Helpdesk Support	大专院校 / 文凭 Degree / Diploma	2+	8,000 - 15,000		16,000 - 25,000		40,000 - 80,000	
技术咨询人员 / 顾问 Technical Consultant	大专院校以上 Degree above	2+	8,000 - 15,000		30,000 - 80,000		50,000 - 200,000	
技术支持人员 Technical Support	大专院校 / 文凭 Degree / Diploma	2+	8,000 - 15,000		18,000 - 30,000		45,000 - 120,000	
资料库管理师 / 分析师 Database Administrator / Analyst	大专院校 / 文凭 Degree / Diploma	2+ (TW) 2-8 (CN / HK)	8,000 - 30,000		35,000 - 70,000		45,000 - 180,000	
网站管理员 Web Master	大专院校 / 文凭 Degree / Diploma	2+	7,000 - 15,000		18,000 - 40,000		40,000 - 120,000	
网站开发人员 / 设计人员 Web Developer / Web Designer	大专院校 / 文凭 Degree / Diploma	2+	7,000 - 25,000		18,000 - 35,000		40,000 - 180,000	



# 工程技术 Technical Engineering

## 工程技术 Technical Engineering

职位 Position	条件要求 Qualification	所需年资 Experience  (年) In Years	中国 China (月薪/人民币) Monthly Salary in RMB		香港 Hong Kong (月薪/港币) Monthly Salary in HK\$		台湾 Taiwan (月薪/新台币) Monthly Salary in NTD	
			最低薪资 Min.	最高薪资 Max.	最低薪资 Min.	最高薪资 Max.	最低薪资 Min.	最高薪资 Max.
(能源/节能) 地区销售主管/总经理 (Energy) Country Sales Head / General Manager	电子工程、机械工程、 工商管理硕士 BS / MS / PhD - EE, ME, MBA	15+	60,000 - 120,000		68,000 - 140,000		200,000 - 380,000	
(能源/节能) 发电厂项目服务经理 (Energy) Power Plant Project Manager	电子工程、机械工程或 土木工程 BS / MS / PhD - EE, ME, Civil Engineering	10+	30,000 - 60,000		52,500 - 94,500		120,000 - 180,000	
(大型公共建设) 专案工程师 Transportation / Construction Project Engineer	电子工程、机械工程或 土木工程 BS / MS / PhD - EE, ME, Civil Engineering	3-6+	7,000 - 25,000		30,000 - 45,000		70,000 - 120,000	
(大型公共建设) 专案经理 Transportation / Construction Project Manager	电子工程、机械工程或 土木工程 BA / MS / PhD - EE, ME, Civil Engineering	5+	15,000 - 30,000		50,000 - 130,000		100,000 - 300,000	
(LED产业) 供应商开发工程师 LED Supplier Development Engineer	机械工程、电子工程 ME, EE	5+	8,000 - 25,000		22,000 - 30,000		70,000 - 120,000	



(大型公共建设) 专案经理 Transportation / Construction Project Manager	电子工程、机械工程或 土木工程 BA / MS / PhD - EE, ME, Civil Engineering	5+	15,000 - 30,000	50,000 - 130,000	100,000 - 300,000
(LED 产业) 供应商开发工程师 LED Supplier Development Engineer	机械工程、电子工程 ME, EE	5+	8,000 - 25,000	22,000 - 30,000	70,000 - 120,000
(LED 产业) 供应商质量工程师 Automobile Supplier Quality Engineer	机械工程、电子工程 ME, EE	5+	10,000 - 25,000	16,000 - 27,000	70,000 - 150,000
(LED 产业) 技术支持工程师 LED Field Application Engineer	电子工程、工业工程 EE, Industrial Engineering	3+	8,000 - 16,000	16,000 - 27,000	70,000 - 120,000
(LED 产业) 业务工程师 LED Sales Engineer	电子工程、工业工程 EE, Industrial Engineering	3-5	8,000 - 16,000	16,000 - 27,000	60,000 - 100,000
(LED 产业) 技术销售经理 LED Technical Sales Manager	电子工程 EE	8+	15,000 - 30,000	32,000 - 54,000	120,000 - 250,000
(TFT-LCD 产业) 制造总部主管 Head of Production	电子工程、工业工程、 机械工程 BS/MS / PhD - EE, IE, ME	8+	15,000 - 30,000	44,000 - 66,100	200,000 - 350,000



# Q&A

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**Chiara Bertucco**

*Account Executive*

[chiara.bertucco@fescoadecco.com](mailto:chiara.bertucco@fescoadecco.com)

+86 15618341192