

Recruitment Regime of Guest foreign Workers in Chi Pilots on Border Area

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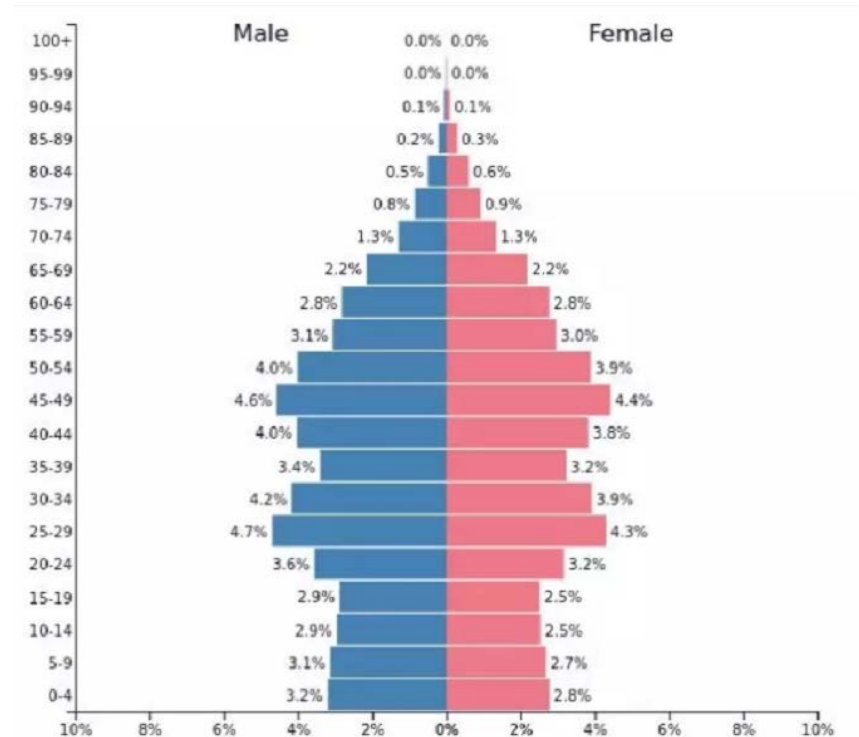
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Backgrounds: Labor Costs and Regional Development Differences in China

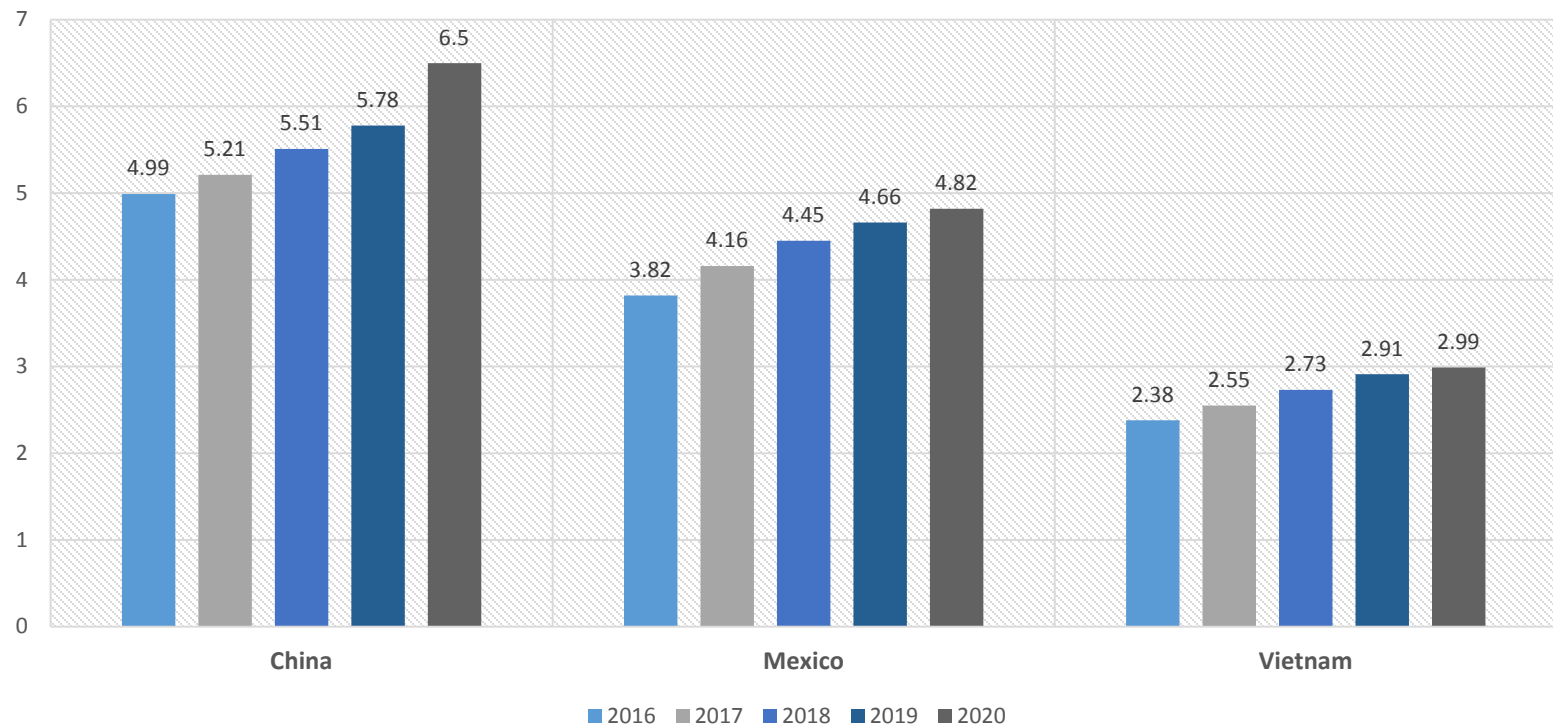
The Trend of Rising Labor Costs

Labor Costs in China Have Risen Rapidly

- Working-age population in 2018: **897,290,000**
declining for 7 consecutive years
- 64.3% of the total population
- Higher education, lower willingness to be paid less



Manufacturing labor costs per hour for China, Vietnam, Mexico from 2016 to 2020 (in U.S. dollars)



Source: Statista <https://www.statista.com/statistics/744071/manufacturing-labor-costs-per-hour-china-vietnam-mexico/>

Regional Development Difference in China

Eastern coastal area of China:

Transformation and upgrading of industry structure;

Labor-intensive industries move to central and western area;

Southwestern (border) area of China:

Migrant workers from southwest
move to the east seeking better
opportunities.

Lacking workers in several sectors

The differences in wages

Eastern coastal area > southwestern area



Demands of foreign workers in Border Area are overwhelming

The Recruitment Regime of Guest Foreign Workers: The Pilots on Border Area

Cross-border Cooperation on Labor: Guangxi and Yunnan

Pilots on Sino-Vietnam and Sino-Myanmar Border Area



Sectors and Features

Sectors:

- Plantation sector
- Manufacturing Sector
- Service Sector
- Construction Sector

Features:

- **Temporary** labor system
- Have not fallen under the legal category of foreign workers —— The **Work Permit** issued by State Administration of Foreign Experts Affairs



Recruitment Regime

Under What Legal Structure?

- Regulations of Entry and Exit Administration on Border Areas
- Bilateral Treaties and Agreements for Boundary
- Polices and Treaties for age-old barter trade of frontiers

One-stop Management and Service



The very first one-stop center in China for management and service, Dehong, Yunan, **since June, 2013.**

As of 2018, services have been provided for more than 100,000 foreigners (Mainly from Myanmar).

Source: <http://www.dehong.gov.cn/news/rl/content-21-43170-1.html>

As of the first half of 2018, qualified agencies and employers reached 77, compared with 19 (2017).

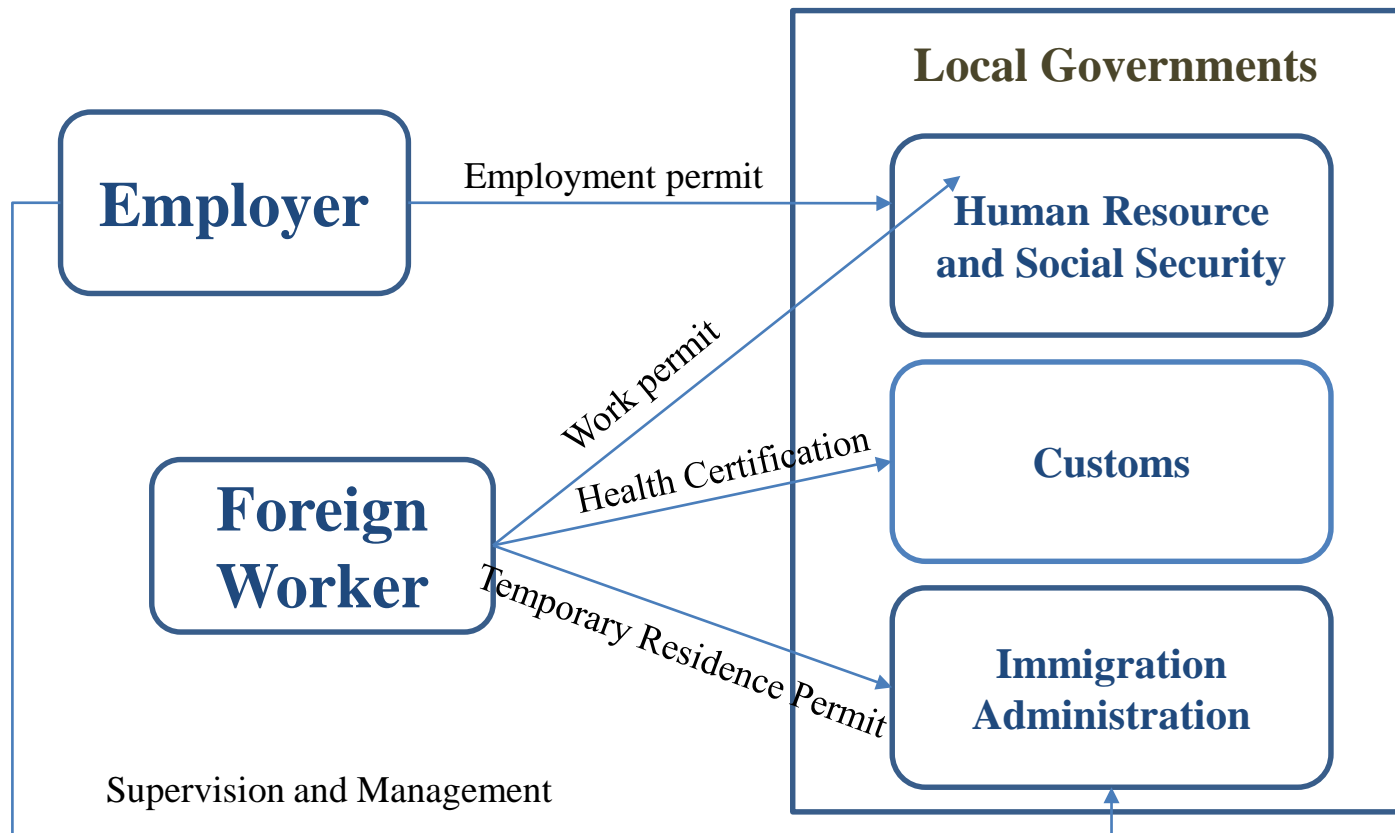
More than 6000 permits have been issued from Fangchenggang, one of the trials in Guangxi.

Source: Department of Guangxi Zhuang Autonomous Regime, <http://www.gxswt.gov.cn/SpecialReport/HtmlContent/Detail/6615e2ab-5b0a-43b7-9b90-e7d7faee1604>

Since December, 2017, Guangxi



Actors and Procedures



Patterns of recruitment and Debates

- Traditional labor network and spontaneous workers
- Rudimentary State-managed contract worker system

Regulators

Employers

Silent
Foreign Workers

The idea of **RISK SHARING**

- Mobility and instability
- The cost of regulating employment



Reverse Migration in Contemporary China



China Goes Global



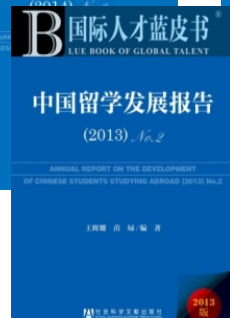
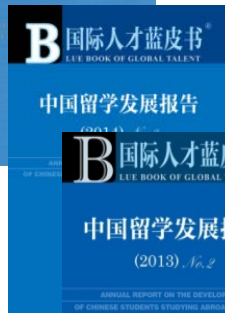
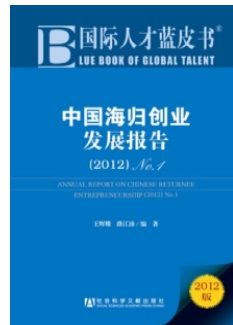
Entrepreneur and Talent Management from a Global Perspective: Global Returnees



Globalizing China: The Influence, Strategies and Successes of Chinese Returnees



International Migration of China: Status, Policy and Social Responses to the Globalization of Migration



Thank you !

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