



# **AmCham China's 17<sup>th</sup> Annual Human Resources Conference**

June 28, 2016

China World Hotel Beijing

# Transformation: Working in Future



# Why the Topic?



## Macro Environment

- Development a top priority
- Emphasis on reform and innovation
- Transforming development pattern

## China Business Climate Survey

- Investment: China remains a top priority
- Growth: Innovation is key
- Challenges: Economic, Regulatory and HR concerns

**AmCham China**  
中国美国商会

 Celebrating  
Our Legacy  
SINCE 1919

The American Chamber of Commerce in the People's Republic of China

2016 CHINA BUSINESS CLIMATE  
SURVEY REPORT  
2016年度中国商务环境调查报告

# HR issues continue to be on the main business challenges

2012	2013	2014	2015	2016
<p>Shortage of qualified management 缺少合格的管理人员 43%</p>	<p>Labor costs 劳动力成本 44%</p>	<p>Labor costs 劳动力成本 46%</p>	<p>Labor costs 劳动力成本 61%</p>	<p>Inconsistent regulatory interpretation and unclear laws 法律法规执行不一致/ 不清楚 57%</p>
<p>Inconsistent regulatory interpretation and unclear laws 法律法规执行不一致/ 不清楚 37%</p>	<p>Inconsistent regulatory interpretation and unclear laws 法律法规执行不一致/ 不清楚 38%</p>	<p>Inconsistent regulatory interpretation and unclear laws 法律法规执行不一致/ 不清楚 39%</p>	<p>Inconsistent regulatory interpretation and unclear laws 法律法规执行不一致/ 不清楚 47%</p>	<p>Labor costs 劳动力成本 54%</p>
<p>Shortage of qualified employees 缺少合格的员工 29%</p>	<p>Shortage of qualified employees 缺少合格的员工 35%</p>	<p>Shortage of qualified employees 缺少合格的员工 37%</p>	<p>Shortage of qualified employees 缺少合格的员工 42%</p>	<p>Obtaining required licenses 取得相关许可证困难 29%</p>
<p>Obtaining required licenses 取得相关许可证困难 26%</p>	<p>Corruption 腐败 30%</p>	<p>Shortage of qualified management 缺少合格的管理人员 31%</p>	<p>Shortage of qualified management 缺少合格的管理人员 32%</p>	<p>Shortage of qualified employees 缺少合格的管理员工 29%</p>
<p>Corruption 腐败 26%</p>	<p>Shortage of qualified management 缺少合格的管理人员 30%</p>	<p>Obtaining required licenses 取得相关许可证困难 31%</p>	<p>Increasing Chinese protectionism 中国保护主义不断升级 30%</p>	<p>Industry overcapacity 行业产能过剩 29%</p>

# Agenda for Today

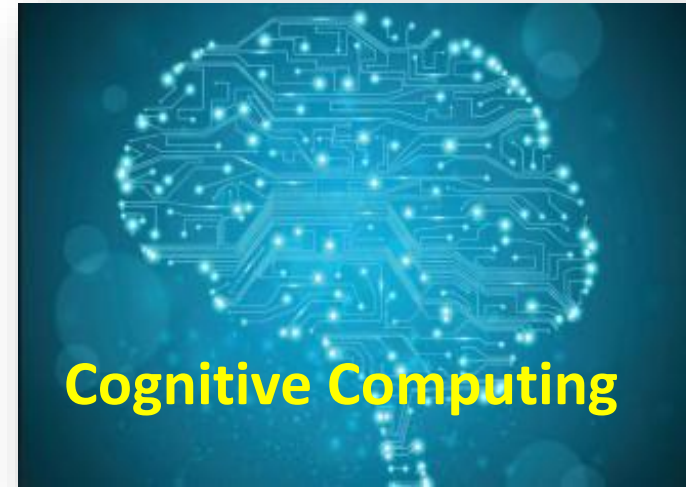
China Economy



Executive Dialogue



# Agenda for Today



# Special Moment!

**Lucky Draw: Round Trip to US**



**Networking: Wine Reception**

