A Hot Spring Oasis

Dialogue with John Huang
General Manager
All-legend Hotel Business Division, Tiens Group

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Dear Readers,

If you look at the International School of Tianjin (IST) from the sky, you may notice something different. 380 solar panels lie soaking up the last of the summer sun in a brilliant attempt to reduce IST’s environmental footprint. Business Tianjin was lucky enough to interact with the Director of IST, Mr. Steve Moody, about how this bright idea came about and who the masterminds behind it were. You can be part of this Green Team story, which represents a unique opportunity to invest in the future of our children.

We were impressed not only at how the students themselves care enough about sustainability and the environment to initiate the Green Team Solar Panel Project, but also the encouragement provided by the board and staff members in allowing these students to voice their ideas. It truly is inspirational.

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Mobile payments are taking hold in China, even at toll booths. From 10th September, Tianjin enabled cashless transaction on highway tolls across the city. These are 12 expressways in Tianjin. Jinju Expressway, Jinning Expressway, Beijing–Qintshuangao Expressway, Changshen Expressway, Ronggu Expressway, Jinjin Expressway, Ningejing expressway, Jinghu Expressway, Binbao Expressway, Tangcheng Expressway, Jingang Expressway, and Binhui Expressway. Cash transactions slow down traffic at important toll stations as attendants and motorists are left grappling with the hassles of dealing in loose change.

Global grains trader Louis Dreyfus opens new plant in Tianjin

Global grains trader Louis Dreyfus Company (LDC) opened its new oilseed processing facility in Tianjin as part of its expansion drive to become the world’s top consumer of soybeans, the company said. The plant, purchased from Singapore-based Golden Agri-Resources last year, has a daily crushing capacity of 4,000 tons and oil refining capacity of 1,200 tons. It also has bottling and packaging facilities that the company will use to move into the downstream market, it said in a statement. Louis Dreyfus is one of the so-called ABCD group of merchants alongside Archer Daniels Midland, Bunge, Cargill that have long dominated global trade in agricultural commodities.
**LAW & POLICY**

**Faster Visa Service for Foreigners Who Lose Passports**

From September 1st, foreigners who lose their passports in Shanghai can have their urgent visa applications processed in under seven days. Procedures and materials required for such an application are the same as before, and police remind foreigners who acquire a new passport that they should re-register their accommodation information at a hotel or at a police station before applying for visa. Faster visa service will also be extended to foreign tourist groups who have one or more members requiring a separate visa to leave the group to deal with urgent matters in another country. Foreign ship crew and their family members will also be able to deal with urgent matters in other countries.

**New Rules Aid Applicants Who Plan Overseas Trips**

Residents of Mainland China who need a passport or a permit for travel to Hong Kong, Macau and Taiwan, will be able to complete the application process at any entry and exit office nationwide starting on Sept 1st. Currently, individual applicants living somewhere other than the place of residence indicated in their hukou, or residence permit, often find it necessary to return to their hometown to get a passport or travel document. This is because a person in another province requires proof of address, employment, study and kinship. The new rule will cut the required time in half.

**Decoupling Of Business Licenses and Operation Permits to Go Nationwide**

China will decouple business licenses and operating permits - both required for starting a business - as part of a nationwide policy rollout starting in November. The directive emerged from the executive meeting of the State Council chaired by Premier Li Keqiang on Wednesday. The country will also further reduce production permits for industrial goods by more than one-third to ease corporate burdens. It was determined in the meeting that introducing the decoupling measure nationwide will help improve the business environment, energize the market and catalyze stronger development. The reform was piloted in late 2015 in Shanghai’s Pudong New Area, targeting 116 administrative approvals.

**GENERAL**

**Hong Kong Now Has More Mega-Millionaires than New York City**

Hong Kong has officially surpassed New York City as the place with the highest concentration of super wealthy people. Hong Kong has seen a 31% increase in the number of ultra-rich residents worth at least $30 million, according to a report released on Thursday from Wealth-X. The region had just over 10,000 residents who fall into the “ultra-high net-worth” category, as compared to roughly 9,000 ultra-high net-worth people in New York City. Tokyo, Los Angeles, London, and Paris were also among the top 10 cities on the list. Globally, the number of ultra-wealthy people rose by 13% in 2017, totalling over 250,000. According to the data, this cohort has a combined net worth of $31.5 trillion.

**Foreigners Face Paying More Tax in China**

China’s newly revised personal income tax code has made it easier to levy taxes on foreign employees’ offshore income, raising concerns that the country’s tax system will become even less attractive to foreign talent. Foreigners who have resided in the Chinese mainland for more than 183 days a calendar year will be classified as resident taxpayers, and will be subject to Chinese tax on their worldwide income, according to the revised Individual Income Tax Law that the top legislature passed Aug. 31st. This means the Chinese mainland will shorten the length of residence used to separate resident taxpayers and non-resident taxpayers to 183 days; the same limit used by countries such as the U.S. and the U.K., from the current 365.

**CHINA IN THE WORLD**

**High-Speed Train Links Beijing and Hong Kong in 9 Hours**

Beijing launched a WeChat QR code payment service on more than 5,000 buses in the city’s suburban area. Passengers need to search for “Beijing Yikatong” in Chinese on WeChat and open a service that provides an electronic card. All smartphone users can apply online for free and there is no need to install anything or make a deposit. Passengers can enjoy a 30% discount by using the QR code payment method. For security purposes, each electronic card is only allowed to be used 20 times each day.

**Typhoon Mangkhut Pounds South China after Killing 64 in Philippines**

A super typhoon made landfall in Guangdong Province after wreaking havoc in the neighbouring Hong Kong and Macau and killing at least 64 people in the Philippines. Packing winds of more than 200 kilometers per hour, tropical cyclone Mangkhut is regarded as being the strongest to hit the region this year, equivalent to a maximum Category 5 “intense hurricane” in the Atlantic. The eye of Mangkhut, the Thai name for Southeast Asia’s mango fruit, skirted 100km south of Hong Kong but the city was still caught in the typhoon’s swirling bands of rain and gale-force winds.

**Starts QR Code Bus Payment**

**Online Bus-Pooling Service to Debut in Beijing**

A new way of riding a bus — hailed a bus online and waiting until a certain number of people around your location make the same request — will soon be available to the public in Beijing according to Beijing Public Transport, Beijing Youth Daily reported on Tuesday. People living in densely populated residential areas were the primary focus when the bus-sharing service was designed, and routes from these areas to companies, business districts and transportation centres will be provided.

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**Biz Briefs**

** Freelance Writers & Editors needed at Tianjin’s Premier Business Magazine!**

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- A good communicator who has the ability to work as part of a diverse and dynamic team
- Basic Chinese language abilities and experience in journalism and/or editing are preferred but not crucial.

If you are interested in contributing to our magazine, please send your CV and a brief cover letter to managingeditor@business.tianjin.com
Slows down

By Morgan Brady

China, the world’s biggest exporter, has posted a smaller surplus with the world last month than the previous month, albeit it is only a slight difference. Exports increased by 9.8% from a year before, whereas imports grew by 20% in August from the previous year. Growth in exports had slowed down following a 12.2% increase in July, while growth in imports also slowed down from 27.3% in the previous month. China’s trade surplus with the world was $27.91 billion in August, slightly smaller than the surplus in July at $28.05 billion. The surplus was below economists’ forecasts at $30.6 billion. However, China’s surplus with America showed a record high at $31.05 billion (an increase over $28.09 billion in July). This has been achieved even after two rounds of tariffs by the Trump administration on Chinese products worth $200 billion, which China matched with equal tariffs against US products. This record high surplus increases the probability of a third round of tariffs by the Trump administration, which has been diligent and has also said that it was ready to introduce tariffs on more Chinese goods worth $267 billion, besides the levies on Chinese good worth $200 billion that the administration has been working on.

In the US, around 60 industries groups have united in a coalition and decided to launch a multi-million-dollar campaign for free trade. The group is called Americans for free trade. This support for growth is vital, as China showed a growth of 6.7 in the second quarter, and many analysts are concerned that the trade spat with the United States could further slow down the Chinese economy. For now, the Chinese economy remains on a growth path and Trump’s policies are not bearing any fruit.

LENDING FROM BANKS SLOWED DOWN

Banks have been cautious about increasing their lending. To meet their financing requirements, companies issued more debt, and as a result, loans from banks have slowed down in August, according to the People’s Bank of China. At the same time, the shadow banking sector continued to be on the decline, and the appetite for risk remains weak.

This follows a crack down by the government on debt to mitigate risk, which was followed by a loosening of monetary policy to stimulate growth following concerns related to trade tensions.

GROWTH EXPECTATIONS

Headline growth was near record lows in August, and the retail sales were at levels as low as those witnessed in 2003. Sales of automobiles dropped for the second straight month in August, and fixed asset investment is expected to have increased by 5.9% from the same period in the previous year, as they remain at the same level as July’s lows. Retail sales are expected to have increased by 8.8% and industrial output is expected to have grown by 6%.

CONCLUSION

President Trump’s policies are proving to be ineffective thus far. His tariffs failed to stem back the growing Chinese surplus with the US. Producer price index declined, and China’s trade surplus with the world also decreased. Growth abroad and in the domestic market is softening. Many sectors are slowing down to touch their lowest levels in many years, which may be a cause of worry. Economists believe that weakness in the Chinese economy could render it more vulnerable to the trade spat. Hopefully, measures by the government will turn things back in the right direction.
努力减少美元霸权

特朗普在他的性格和处事风格来说都是一位非传统的总统。他声称无论如何都会以美国的国家利益为重。这在他的最近的行动中已经能够明显地表现出来，到目前为止，他已经针对许多国家，包括欧盟以及加拿大等盟国，采取了行动。鉴于中国在国际贸易中的重要地位，所以中国成为了特朗普目标中的一个。特朗普政府的关键是改变美元在全球金融体制中的作用，从而避开美国的金融体系。

尼克松和美元解体

自1971年尼克松冲击以来，美元一直是世界主要货币。这发生在美国在第二次世界大战之后积累了大量全球黄金之后，此举被认为是近代历史上最大的财富没收。另一项有助于进一步巩固美元在全球经济中巩固的措施是与沙特阿拉伯的石油合作。

根据中央银行三年期调查（2013年），美元是2013年交易最多的货币，因为2013年4月所有交易中有87%涉及美元。根据2014年的统计数据，截至2014年5月，整个金融市场中美元的使用量为1.28万亿美元。

甚至在与美国无关的国家之间，美元也成为国际交易的主要货币。它成为了进行各种交易的基础。这种美元地位的好处很多，包括美国能够有效控制对其它国家经济的影响，以及美国保持20万亿美元以上巨额公共债务的能力。

特朗普的贸易保护主义

由于特朗普政府已经针对俄罗斯、中国和欧盟在许多国家采取了贸易的行动。这些国家的反应迅速被美国视为以美元为第一货币进行的贸易战。

俄罗斯和土耳其开始努力，同意在所有交易中使用卢布、卢布和人民币。俄罗斯商业银行在出手购买“Ros Auburn Export”宣布，它将向所有用卢布交易的国家提供武器装备的贷款。Recap Tayeb Erdogan还宣布，他已经与中国、伊朗、乌克兰和俄罗斯达成协议，在他们的商业交易中使用他们自己的当地货币。

俄罗斯将把美元投资降至最低水平，包括美国债券。俄罗斯商务部长表示，俄罗斯将把美元投资降至最低水平，包括美国债券。俄罗斯商务部部长表示俄罗斯已经决定扩大与沙特阿拉伯、非洲、亚洲以及拉丁美洲的贸易。俄罗斯将继续用卢布进行交易，尽管卢布的使用受到了限制。与欧洲的交易可以采用欧元，欧盟也考虑采用欧元或美元伊郎的石油交易。

中国2008年金融危机之后，全球对美元的依赖度已经明显下降。自2009年以来，它一直在全球交易中占主导地位，其结果是美国企业可以采用人民币进行贸易。

由于中国仍然是世界上最大的经济体（GDP最高），而且由于它是世界上最大的消费者，所以可能需要一段时间才能使其它货币取代美元。

美元需求的影响

研究表明，美元的逐步贬值有可能转变成急剧而突然的贬值。但在任何情况下，这将意味着增加贸易便利，新的全球货币将可能取代美元。

结论

尽管美元在国际经济中仍然占据主导地位，但即使是美元也无法独霸国际货币市场。这些变化使得美元在国际贸易中的作用减弱，从而避开美国的金融体系。

Efforts to Reduce US Dollar Hegemony

By Morgan Brady

D onald Trump is an unconventional president, both in terms of his character and his methods. He is vocal about the fact that he prioritizes America’s interests above all. And this is evident also in his actions. He has thus far targeted many countries, including key allies such as the EU and Canada, with tariffs. His methods have been aggressive, with a speech of his tariffs, given the large trade surplus of the US dollar in the global economy has been the denomination of oil in this currency, in cooperation with Saudi Arabia.

According to the Triennial Central Bank Survey (2013), the US dollar was the most traded currency in 2013, as it had managed to accumulate a large scale of global following WWII, and the more has been considered among the largest confiscations of wealth in recent history. Another measure that helped to further consolidate the dominance of the US dollar in the global economy has been the denomination of oil in this currency, in cooperation with Saudi Arabia.

Devaluation effects include that of currency. The US seems to be using its currency to impose sanctions, and without the supremacy of the dollar, those sanctions are useless. A fall from grace for the dollar will be good news for countries most affected by those sanctions. Relying on local currencies can be a good solution, but it is likely to be risky over the short term. Over the long run, a basket of currencies may be less risky than the dollar, especially given that the world is heading in the direction of more decentralization including that of currency. The transition may be rough, but a new more efficient global financial system must be bargained as a result of the process.

Trump Alters For All

As and the Trump administration has initiated a trade war against many countries including Russia, China, Turkey, and the European Union, the response of those countries came in form of dropping the US dollar in their commercial transactions as a first and swift step. This could pave the way for further and more decisive steps.

Russia and Turkey began the effort by agreeing to use their local currencies, the Ruble and the Lira respectively, in all of their transactions. The Russian arms company “Ros Auburn Export” which manages 85 percent of Russian exports, announced that it has decided to abandon the dollar in all of its sales of weaponry and military equipment.

Tayeb Erdogan, also announced that he has reached a deal with China, Iran, Ukraine, and Russia, to use their own local currencies in their commercial transactions.

Conclusion

The US dollar has been dominant for almost 70 years. But pressures are mounting against its hegemony, thanks to President Trump’s bullying tactics in international trade. The US seems to be using its currency to impose sanctions, and without the supremacy of the dollar, those sanctions are useless. A fall from grace for the dollar will be good news for countries most affected by those sanctions. Relying on local currencies can be a good solution, but it is likely to be risky over the short term. Over the long run, a basket of currencies may be less risky than the dollar, especially given that the world is heading in the direction of more decentralization including that of currency. The transition may be rough, but a new more efficient global financial system must be bargained as a result of the process.

The Nixon Shock and the Rise of the Dollar

The dollar has been the most prominent global currency since the Nixon shock in 1971 when the then-US President Richard Nixon decided to unpeg the dollar from gold. This took place after America had managed to accumulate a large scale of global following WWII, and the more has been considered among the largest confiscations of wealth in recent history. Another measure that helped to further consolidate the dominance of the US dollar in the global economy has been the denomination of oil in this currency, in cooperation with Saudi Arabia.

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The US dollar became the main currency in international trade, even between countries that are not relevant to the US. It also became the main reserve currency of central banks. Benefits of this status of the dollar are many. They include America’s ability to export inflation to the rest of the world effectively, and the ability of the US to maintain its staggering public debt of over 20 trillion.

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Mr. Huang recently was appointed General Manager of All-legend Hotel Business Division, Tiens Group. He has a mission to bring his extensive experience gained in both the West and in China to successfully undertake its re-launch. Previously having been tucked away in Wuqing District, Mr Huang is ready to share with us his ambitious plans to bring one of the only resorts providing hot springs in Tianjin into limelight.

A Hot Spring Oasis

Dialogue with John Huang

General Manager, All-legend Hotel Business Division, Tiens Group

Cover Story

Thanks for welcoming us to your hotel. Could you introduce us to All-legend Hot Spring Resort?

All-legend Hot Spring Resort opened in 2015 and is located in TIENS International Health Industrial Park, in Wuqing Development Zone. We are 8km away from the intercity railway station, which is 45km away from Tianjin International Airport and is also not too far from Beijing Capital Airport. This hotel has a huge area of 60,000m² boasting of 800 elegant and fashionable rooms with bars, a restaurant and not to mention an international conference centre that can accommodate 7000 guests and a banquet hall that can accommodate 3000 people. In addition, the hotel’s business centre, boutiques and ecological gardens ensure that it is the best choice for commercial activities.

How did you start your career?

I have a very different background from other hoteliers. Most people, when they graduate from school, enter the hotel staff through reception, but I didn’t. I came from serving staff. In university, my major was actually physics. After graduating, I worked in an electronics institute for 2 years in Canada, but my parents were university English teaching professionals, so I may have been influenced by them. Compared to the same-aged people, my English is very good. When we have foreign guests, I serve as their translator, bringing them to the hotel.

What inspired you to move to Canada?

I think this is the highest level that I can reach in the hotel business. If you don’t come from overseas, you can’t get higher scores. Another reason is that I wanted to experience life abroad. I lived in Canada for 6 years and worked in the hotel. I worked at the front desk, as a night auditor and a room attendant. In China, I only had sales experience, but in Canada, I worked in all departments. This kind of experience broadened my horizons.

What are the different hotel operating methods that you can implement in China?

Canada and China have much higher labor costs. For example, if we have only 20 rooms, in Canada, I could ask the room attendants to work 3 hours. In China, it is not supported in this way. Labor costs are currently the highest costs in the hotel, and utility expenses are second. As a manager, I really need to think about how to control these areas.

What makes All-legend Hot Spring Resort unique?

We are one of the only resorts in Tianjin that provide hot springs, with indoor and outdoor hot spring swimming pools. We also have very large conference facilities. This is very rare for hotels. We not only have these facilities, but also the geographical location advantage, because it is located between Tianjin and Beijing, which allows us to attract visitors from both cities.

How is your hotel doing in terms of business?

This is a new concept, so the business situation is not good yet. We are trying to provide even higher quality services. However, we are not running at full capacity. We are currently about 70% capacity. We expect to reach 100% capacity in the coming months. We usually get guests from India, Sri Lanka and many international visitors. We still have the same 500 employees, but we will hire more temporary staff at busy times.

What is the secret to keeping employees motivated?

I don’t think this is a secret. We must consider everyone as a team partner. We must respect each other and communicate well. I personally need to motivate my employees. Very often, they would complain that their salary is too low and their benefits too little. If you do well, you will get a promotion. If you work hard, you will get a good raise. I can’t promise salary increases or bonuses.

What do you think of the future of the hotel industry in Tianjin?

Almost all major brands are already in Tianjin. The only thing left is to make each brand unique in its own way. If a hotel has nothing special, it cannot survive. We need to give the customers a reason to come. In Canada, they are willing to drive for 30 minutes to find a good restaurant, why not in China?

How do you balance your strengths and weaknesses?

This is a challenge. Changing habits is difficult. I have worked in international hotels for a long time and I am very used to standardized things, such as complex management systems. Now I can only maximize the use of the data I have.

What is your next step for All-legend Hot Spring Resort?

We need to do many things. I am trying to improve the efficiency of the hotel. I am trying to make the team happier through better service standards. Of course, I think this is not a big challenge, because I have a lot of experience. I need everyone to work as a team. The hotel has its own standards. We are the first international hotel here and we stay true to them.

In university, my major was actually physics. After graduating, I worked in an electronics institute for 2 years in
Guilin but my parents were profession- als in the university teaching English so I was perhaps influenced by them. Compared to others of the same age, I could speak English quite well. When we had foreign visitors, I acted as an interpreter for them - taking them to the hotel and then picking them back up again. It gave me more opportuni- ties to practise my English.

Working at the institute was a bit bor- ing and so I decided to change my job to working in that very hotel, the Sheraton, in Guilin. I first approached them and I was invited to take an exam. Everyone had to have an exam to test their verbal and written English at that time. I never saw the score. They said I was the number 1 at that time but the institute I was working at said I couldn't switch jobs. I couldn't quit. I had to find other means. I worked in that hotel in Guilin for 3 years and then moved to Guanxi Holiday Inn, from there to the Harbin Holiday Inn and then on to the Hilton in Nanjing. After being involved in the opening of the Hilton, I found another opportu- nity in Guangxi in the Shangri-La as the director of sales and marketing. After that, I migrated to Canada.

What inspired your move to Canada?

At that time, there was a certain envi- ronment, and I thought that was the highest I could go in the hotel business. If you were not from overseas, you couldn’t get any higher at that time. Another reason is because I wanted to experience life in a foreign country. I lived in Canada for 6 years all of which I spent working in a hotel. I worked in that front office, as a night auditor and as a room attendant. That work was quite different from what I was used to in China. In China, I only had experience working in sales, but in Canada, I worked in all departments. This experience broadened my views and enabled me to adopt some of the methods I used there and bring them back here.

What different methods from your experience in Canada did you try and implement back here in China?

One example would be in Canada, the labour costs are a lot higher as com- pared to China. There’s no such thing as a CCTV room in Canada. This duty is performed by an operator. When you pick up the phone, you can still see the monitor. In China, this is all separate. I adopted this when I opened the Sheraton in Hangzhou, mainly to save labour. One of things I can't change in China, however, is labour. You can’t pay per hour, you can only pay per month. In Canada, they are paid hourly. For instance, if we only have 20 occupied rooms, in Canada I can ask the room attendant to only work for 3 hours. In China, the law system doesn’t support this. Labour costs are the highest expenses in the hotel right now, utilities are second. As a manager, I really need to think about how to control these areas.

How do you manage to balance owners’ expectations with keeping the team motivated and still ensure customer satisfaction?

It’s all about managing expectations. Communication is the key. As a man- ager in a hotel, every owner has a dif- ferent expectation. It all boils down to performance, whether you make money or not, save money or not. Most owners look at it from these perspec- tives. You have to balance performance, guest satisfaction, not just for the short term, but for the long term as well. If the guests are happy, the employees are happy, which means that they will come and work more efficiently.

Customer expectation is very challeng- ing for the current industry right now because hotel turnover is extremely high as compared to other industries. People come and go. If I train employ- ees, they might leave in 3 months. We are just constantly training our staff. That is difficult when aiming to main- tain high customer satisfaction. Also we must take into account problems with HR. This is the root cause of the issue, as the hotel industry is develop- ing too fast. There aren’t enough qual- ified people. Finding a graduate for a director role is not ideal as they don’t have the necessary experience.

How do you go about being able to keep a stable and well-trained team?

First give them clear direction on what they should be doing. Give them enough support. Sometimes as a man- ager, I’m sitting in the office and they won’t come to me, so I need to spend more time and go to them. Showing them that their boss is also their part- ner and their team member is what I learned in Canada. The western style is: I talk to everyone. When I was work- ing as a room attendant in Canada, the general manager still spoke to me. The employees in the west are more casual. I try to create a similar culture when- ever I open a hotel. I tell the staff that no one is a boss in the hotel. We are all the same. If we don’t perform well,
if we don’t have good customer satisfaction scores, everyone is in trouble.

If the hotel has a very poor performance, that’s a management problem. Management includes me. This way of talking to four different directors for them to go off and have four different meetings really isn’t my style. I try to cut down the layers of communication and be more direct. I like to go down to the bottom and find out what really is an issue. In this way, I can help solve it myself.

What makes All-Legend Hotels so unique?

We are one of the few hotels in Tianjin with an indoor and outdoor hot spring swimming pool. We also have very huge conference facilities. That’s rare for a hotel. Not only do we have these great facilities, but our location is great as it’s in the middle of Tianjin and Beijing and so can attract people from both cities. We also cover a huge area. This gives us a great advantage when thinking about possible expansion. We’re thinking now of building more facilities, such as areas for basketball and mini-golf. We have a large compound here so we can do more activities as compared to other city hotels. That’s our most competitive advantage.

Tell us something about actions, events and activities planned by All-legend Hotel to attract and retain guests.

Right now we are thinking of adopting a butler or VIP service. We are currently talking with an outsourcing company that can provide staff from overseas, potentially from the Philippines. They are more specialised in housekeeping and rooms and they are very dedicated. I’m trying to form a team to provide a service from your arrival to your departure. Not only would they pick you up, but whenever you make a reservation, the butler does everything for you. He checks you in, would they pick you up, but whenever you arrive to your departure. Not only do we have a team to provide a service from your arrival to your departure but we also call in other part-time members of staff during peak times.

What is your secret to keeping your staff motivated?

I don’t think that is really a secret. As long as we do the basics right, everything else will fall into place. We must treat everyone as a team partner. We must respect each other, communicate well and I personally need to motivate my staff. A lot of the time people will complain that the salary is too low and the benefits aren’t good enough. If you do well, you get rewards. When there is a chance, you get a promotion. However, a General Manager can’t promise salary changes or bonuses. What I can do is I can create a productive work department. You get good results if you have good incentives. If you sell certain coupons, you get a 50 Yuan reward. We are running a business, so we cannot allow the hotel to be empty every day. Do more, sell more, and get more.

What do you think about the future of the hospitality industry in Tianjin?

In Tianjin, almost all of the well-known brands are already here. The only thing in future is that each brand will have its own unique features. A hotel is a hotel, if it’s not different, it can’t survive. They will all need to give the customer a reason to come. In Canada, they might drive 30 minutes to find a good restaurant, why not in China? It also depends on the whole economic situation. If the economic activity is poor, people won’t come. I previously worked in a hotel in downtown Xi’an that didn’t have a low season. It was running on 70% all year. For those kinds of hotels, I only need to control the rate, not the traffic. For All-legend Hotel, people may say it’s very remote and there’s nothing to do here. I can’t move this hotel to downtown Tianjin, so we have to enhance the atmosphere. We can’t die, we need to survive.

What do you think about the transformation of Tianjin over the past few years.

Tianjin is more developed, but the culture is still the same. In the past, no hotel was not at all developed. 10 years ago, Wuqing was nothing. Nowadays, Tianjin is more developed, but the culture is still the same. In the past, no one would go to a 5 star hotel and have afternoon tea or just stay for one night, but now this is very common. People of Tianjin just need time to change their mind-set. During holidays such as Spring Festival, those in southern China often go to hotels and book a private room to dine, but here it is very quiet. No one dines out or goes to a hotel. Tianjin should focus on incorporating culture, while trying to modernise at the same time. It would benefit greatly from more overseas exchanges with overseas cities as this city is still very conservative.

How do you balance your strengths and weaknesses?

That’s always a challenge. Changing habits is difficult. I have worked in international hotels too long so I’m very much used to everything being standardised, such as sophisticated property management systems. With local hotels, there’s virtually no system. Maximising how much data I can absorb is not a problem in international hotels, but here it is. My strengths working here are probably my weaknesses here.

What is next for All-legend Hotels?

We need to do a lot of things. I’m trying to make this hotel more efficient. I try to make the team happier by having better service standards. Of course, it would seem that that’s not a big challenge for me as I have a lot of experience, but that’s only on paper. I am really grounded. I need all the employees to work as a team. The hotel will have a standard with the aim of being more like an international hotel than a local hotel.

Thank you Mr Huang, for agreeing to interact with our magazine. You really have brought western teamwork ideals to China. Your down-to-earth comments on the challenges and problems ahead were refreshing to hear, while your ambitious plans have put us eagerly waiting to see what is in store for All-legend Hotels. We will be excited to learn of your success in future.
WHAT IS THE GREEN TEAM SOLAR PANEL PROJECT?
It’s a student-initiated activity to promote sustainability in our world. Our curriculum includes a commitment to student service, and all students are therefore involved in some kind of service activity. When they are young, a lot of these experiences are planned and guided by teachers but as they move up through the school, they take greater personal responsibility. In our middle and lower high school, we have Action Groups, or service initiatives generated by student ideas and interests. These teams direct their efforts towards various service causes of interest to them, including working with orphanages and animal shelters, reading with and mentoring younger students, Alzheimer’s support, and of course sustainability projects.

Students often come to me and talk about the ideas they have, wanting to know if the school will support them. Around a year ago, the Green Team action group asked me about the possibility of making IST a little greener and what our community could do about it. They then suggested the idea of solar panels as being a potential project and asked whether they could pursue the idea. I spoke to our advancement office here at school and also the board of governors. Together with the students we were able to initiate the project, a community funded initiative to make our school save energy and to promote sustainability in general.

WHAT WAS THE BOARD’S REACTION WHEN YOU APPROACHED THEM WITH THIS IDEA?
It’s not necessarily the culture of the local community or international business community to give money to schools to support these kinds of projects and our school had never previously sought outside funding, beyond normal tuition of course. The IST Board had been considering advancement project options, so when we came to them with the idea that a student action group was looking to promote a sustainability initiative, they were very enthusiastic in supporting the project. All board members even committed to making a personal contribution to launch the project.

If you look at the International School of Tianjin from the sky, you may notice something different. 380 solar panels lie soaking up the last of the summer sun in a brilliant attempt to reduce IST’s environmental footprint. Business Tianjin was lucky enough to speak to the Director of IST, Steve Moody, about how this bright idea came about and who the masterminds behind it were.
It is China’s first solar powered school. The solar panels are installed in the school building. The energy generated by the solar panels can provide electricity for the entire school building, and the students can see the peak hours and low production hours. It’s a great visual learning tool.

There is obviously a reduction in the CO2 emissions. In fact, we have a television monitor that displays the power generated and the environmental impact of the savings. The panels have achieved significant energy savings and reduced CO2 emissions by about 40 trees and several tonnes of CO2 emissions – that’s in addition to savings on electricity costs. The readings are displayed throughout the day so students can see when the peak and low production hours are. It’s a great visual learning tool. Furthermore, there are recycling stations throughout the school. The solar panels are on the roof so they aren’t immediately visible on a daily basis. From the perspective of the students, they can see in real time that we are making a difference.

What is the first international school in China that is to be powered by green energy?

IS IT THE FIRST INTERNATIONAL SCHOOL IN CHINA THAT IS TO BE POWERED BY GREEN ENERGY?

Dialogue

As the Green Team leader, what part of the initiative are you most proud of?

WHAT MAKES IST’S BOARD SO SUPPORTIVE?

WHAT OTHER GREEN INITIATIVES HAS IST IMPLEMENTED WITHIN THE SCHOOL?

There are lots of little things that go on all the time, for example, there are recycling stations throughout the school, and we separate our trash and organic waste. I believe we are one of the first schools in China to change all of our cafeteria packaging to biodegradable materials. We have also introduced energy-saving measures in terms of sustainable practices. In Tianjin, however, we know we are the first to introduce solar panels.

The thing with clean energy is that it generally, unfortunately, requires a significant upfront capital investment that you must then recoup over time. This means you need strong capital reserves and cash flow to underwrite the investment. In the case of the solar panels the payback will take about eight years – in terms of capital investment. The environmental return is instant! The message is that you have to invest in the future.

Schools are one of the first places you can make a difference and we’re really proud of that.

IS IT THE FIRST INTERNATIONAL SCHOOL IN CHINA THAT IS TO BE POWERED BY GREEN ENERGY?

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school so they want what is best for children. Our philosophy drives the service to the wider community and to the environment, so when your mission states that this is what you’re going to do, the board cannot refuse to support it. Also, anything that is driven by students tends to get a strong level of support, especially when they go in and pitch their ideas themselves.

**WHAT FUTURE PROJECTS CAN WE EXPECT TO SEE FROM IST?**

Eventually, the plan is to expand panels across the school placing more panels on the other building. Tianjin has another problem too, namely water. Recycling water isn’t too difficult but the problem is rainfall – it all comes at once and you can’t store it. Of course, we swapped our toilets years ago to half flush/full flush, but the problem is mainly storage. We’re still thinking about this one.

We also have some students creating compost reusing some of the organic waste we use at school and ultimately plan to use it on our gardens. Other students have built prototype windmills – power generating windmills – and we’ve looked at the possibility of installing or purchasing ones that will actually make a difference. These are all tied to the ways in which the students learn about saving energy in school. This has been an interesting undertaking for us in terms of seeing what the community response has been both within and beyond the school, and we hope that industries and corporations will jump on board in future and be supportive.

**WHAT PART OF THIS INITIATIVE ARE YOU MOST PROUD OF?**

I’m proud of the fact that the students drove this initiative and it was their idea initially. They did the research. They found out what would work and what wouldn’t. They got together and made it happen. You can ask students about what opportunities they get in terms of leadership. Often they say no one ever listens to them, that they don’t get a chance. I think that’s the biggest learning from this project, and I hope that other students will learn from this group’s efforts and know that they too can make a significant difference. Small steps by everyone are all that is needed.

We really do try to live up to this intent. togetherness and acting together for our common future, and global citizens. Our motto is working together, learning environment which has values that they also hold dear.

**WHAT ARE IST’S GOALS FOR THE NEXT 5-10 YEARS?**

The foreign investment environment in China is changing all the time. IST is always seeking to promote and maintain enrollment because of the ongoing reduction in the number of expatriates. Localisation means there are fewer expats coming in. One of the challenges we and other schools face is that it’s very difficult to predict how many will come. Who is going to invest here and will they bring families? We are totally dependent on expat placement in Tianjin and if foreign companies decide not to come or decide to repatriate or localise, then we are immediately affected.

Our long-standing goals are obviously ensuring that we maintain a good stable enrolment and revenue source to ensure that the school continues to develop and provide world class services for students. Over the last few years, we’ve been giving special attention to the development of STEM, Science, Technology, Engineering, and Math, and this is certainly an area closely allied to innovation and sustainability. We are also trying to be more inclusive of students with different and unique learning needs. Students often come to international environments but the learning support infrastructures that are available in our home countries are frequently unavailable in these contexts. International schools like our own therefore need to try very hard to support the many and varied needs of expatriate families and their children. And of course the promotion of global citizenship and international mindedness is at the heart of our every effort, and remains at the forefront of our mission and philosophy.
马拉喀什

马路上有各种特色的店铺，尤其是一些古董店和工艺品店。马拉喀什是摩洛哥的文化中心，以多元化和富裕而著称。你不会想要引人注目的穿着。你应该注意你的着装。避免短裙，短裤，露肩装和露趾鞋。这些都是伊斯兰文化的一部分。

马拉喀什的旅游贴士

马拉喀什有火车站，每天都有很多火车离开卡萨布兰卡和丹吉尔等城市。火车是相对便宜和方便的交通方式。巴士也是另一种选择，但可能会更慢。

如果你喜欢豪华的住宿，那么Mamounia酒店将是您的最佳选择。该酒店建于1925年，是摩洛哥最著名的酒店之一，隶属于拉伯集团。Mamounia酒店owns thousands of different products for your purchase. Examples include spices, souks, souvenirs from local artists, and even some souvenirs that are purely for decoration.

马朗比耶哈

如果喜欢豪华的住宿，那么Mamounia酒店将是您最佳选择。酒店拥有多个房间和不同的设施，如餐厅、酒吧和温泉。

Tips for Marrakesh

如果你喜欢豪华的住宿，那么Mamounia酒店将是您的最佳选择。该酒店建于1925年，是摩洛哥最著名的酒店之一，隶属于拉伯集团。Mamounia酒店owns thousands of different products for your purchase. Examples include spices, souks, souvenirs from local artists, and even some souvenirs that are purely for decoration.

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China’s July exports rose by 12.2 percent from a year earlier, beating forecasts for a 10 percent increase, and up from 11.2 percent gain in June. Imports grew to 27.3% in July, beating forecast of 14.2 percent growth, and compared with 14.1 percent rise in June.

Northern Chinese province of Hebei aims to make 91 percent of its contaminated farmland safe for planting by the end of the decade and ensure that 48.7 percent of its water will be fit for human consumption.

Nissan Motor Co., plans to invest about ¥ 6.14 Billion to boost vehicle-making capacity in China by 40 percent by 2021 in a bid to become a top three players in the world’s largest auto market.

The divorce rate in China increased to 3.9 percent, with 3.63 million couples bringing their marriage to an end, according to the latest data released by the Ministry of Civil Affairs.

Alibaba has filed for over 10% of the World’s Blockchain Patents, contributing to 56% of all 406 blockchain patents issued around the world in 2017 as coming from China.

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Chinese tourists visited domestic attractions over 2.8 billion times in the first half of 2018, generating ¥ 2.45 trillion Yuan.

China rolls out initiatives to help African nations, including a pledge to boost infrastructure connectivity and provide trade and agricultural assistance, extending another ¥ 560 Billion (or $82.3 billion) in financing.

According to Euromonitor, sports-wear growth is taking over the apparel industry in China, having grown to 12 percent to hit ¥ 212 Billion and will continue to grow through 2022 where it will reach ¥ 318 Billion in value.

Blackfish Technology, a leading membership-based consumer service platform in China announced the completion of A+ round financing at ¥ 341 Million with the aim of accelerating development to grow into a world-class membership-based consumer service platform.

China’s Solar PV Power

中国太阳能光伏发电

可再生能源的主要来源之一是太阳能资源。太阳能光伏发电是世界上广泛应用的太阳能技术，它通过使用硅制造的材料将太阳光转化为电能。除此之外，太阳能光伏发电的其它优点是清洁、高效以及安全，人们对环境污染的担忧和全球能源危机的意识也显示了如今使用太阳能光伏发电的重要性。

太阳能光伏产业的发展

太阳能光伏产业涉及几个阶段：(1)第一阶段是净化硅，被转化为硅锭，然后将其成型转化为薄晶圆，然后将硅锭切成薄片；(2)将切割的薄晶圆根据喜好，打造太阳能电池的形状和尺寸；(3)为了形成太阳能电池组件，太阳能电池会被连接并层压；(4)光伏系统是在太阳能组件组装完成后与电气元件组合而成；(5)欧洲国家对光伏发电的需求急剧增加，特别是2004年德国的激增需求。中国的光伏生产的增长导致从多晶硅，电池到晶圆和模块的大量生产，促进了国内供应链。

根据图表，全球有十五家太阳能光伏组件制造商，其中九家是中国所有，占全球30%的份额。除此之外，随着太阳能电池质量和产量的提高，中国的太阳能光伏技术生产也在不断进步。此外，如图所示，在转换效率方面，中国的公司也是领先者。

市场进展

中国太阳能市场化正处于关键阶段，必须运用到中国太阳能市场的若干有效资源。例如通过招标购买新建的电力项目和公用事业规模的太阳能项目，地方政府的推动法规。在长远，中国太阳能市场的政策以及在欧洲的政策是完全不同的。在中国也不是唯一的太阳能组件生产商。根据NEA的调查，中国计划在2018年前实现13.9GW的公用事业规模项目。AECEA的2018年报告显示，2016 - 2020年（第十三个五年计划）可能不会放缓。AECEA表示这些激进措施不仅会减缓2018年的需求，还会持续到“十三五”规划（2016-2020）结束。在2017年，中国已经部署了34GW公用事业规模计划，因为光伏的影响不容小觑。

在中国，太阳能光伏发电的预警常可见于上表所示的五个领域中，表格也显示了例如光电和灯光等相关领域。

政策

光伏发电有许多的激励措施，例如(1)正确的预测需求，以达到最好的经济效益；(2)不懈的努力达到预期前景。不断投资太阳能生产；(3)明确政策以及不断更新，通过个人评估风险以及作出投资决定。

前景

直至2018年，此图表分析了对中国光伏政策发展的修正。对总体部署有着重大影响。此外，2016年至2020年第二十三个五年计划的部署仅针对40GW至65GW的年度部署规模，以及基于AECEA报告的30GW至35GW，正如上表所示，住宅市场的增长已经成为新兴市场。在2016年底前达到了5GW的光伏装置。
One of the major sources of renewable energy is the solar power resource. Photovoltaic (PV) is widely used solar power technology in the world, which converts sun’s rays into electricity by using silicon made material. Additionally, benefits of Solar PV power generation are that it is convenient, easy to clean, highly effective and safe. Besides these, there is a concern over environmental pollution and global energy crisis that has rendered solar PV power important.

PROGRESS IN SOLAR PV INDUSTRY

There are several stages that are involved in the solar PV industry, so let’s look at them: (1) first stage is cleansing silicon that is converted into ingots and then shaping it up, and converting it into thin wafers, which are then sliced; (2) shapes and dimensions are designed according to the blades that cut the thin wafers to produce solar cells; (3) in order to form solar module, solar cells are connected and soldered together; (4) the PV system is made when the solar module is assembled and combined with electrical components; (5) demand for PV has drastically increased in European countries, particularly in Germany. In the year 2004, the solar PV production that has led to massive solar production from poly-silicon cells to wafers and modules, all of this has caused a rise in China’s PV production that has been highly effective and safe. Besides these, there is a concern over environmental pollution and global energy crisis that has rendered solar PV power important.

EXPANSION

As per the chart, there are top fifteen manufacturers of solar PV module in the world, out of which nine are owned by Chinese companies, thus accounting for a share of 30%. Besides this, China is progressing in its solar PV technology production along with improvement in the solar cell quality. Moreover, there is a rapid progress in the leading companies when it comes to effective conversion as seen in the figure.

MARKET PROGRESS

Marketing of China’s solar production is poised at a crucial stage wherein necessary implementation of several resources that are available in China’s solar market is required in terms of allocation. Thus, a bidding process is used to buy power projects that are newly built and also utility-scale solar projects. It further instructs local governments to pass regulations and proceed forward in the local solar market to encourage reasonable competition. Although a country like China is not the only producer of solar module, it is investing huge amounts on solar PV equipment that adds to inverters, solar experts and workers. The notice issued in the starting of 2018 has left its influence on worldwide solar industry that globally costs would be more than the prices of module.

According to NEA guidance, China had positioned 13.9GW placement of utility-scale programs by 2018. Besides this, the 2018 notice has further highlighted the utility-scale by targeting and getting abolished after instructing all provincial districts to execute a ban on every unit, which fits the 2018 mechanism as shown in the table. The report by AECEA released in 2018 states that there might not be a slowdown within the time-frame between 2016 and 2020(13th Five Year Structure).

AECEA said that this drastic measure would not only slow down demand in 2018, but carry through to the end of the 13th Five Year-Plan (2016-2020). During the year 2017, China has deployed 34GW utility scale plans as the effect would not be underestimated on photovoltaic deployments.

IMPLICATION OF SOLAR PV POWER IN CHINA

In China, concentration of solar PV power is seen in five sectors as the table above shows: there is an off-grid solar PV in rural and distant areas; and further it shows that telecommunications, transportation and other industries all come under off-grid solar. Moreover, the table shows commercial products along with chargers and lights wherein on-grid covers BIPV (building solar PV) that is made of integrated solar PV by BAPV (Building Attached PV), is big-scale (also known as utility scale) version of solar PV.

POLICY

Successful incentives of PV group are as follows:

1. The predictable demand is driven adequately. Sufficient margin is required for incentives to influence basic market makeover in order to move solar PV technology prices to lower levels;

2. Constant and foreseeable critical view is imperative to ensure that policy stability remains progressive. In order to have continuous investments in the solar manufacturing and development industry, the policy maker needs to foresee the industry and its development period.

3. Remaining clear and updated is a requirement that should be clear definition on policies that are addressed simply and allow a comprehensive range of market leaders by adding individuals to simply evaluate risks and make decisions over investment.

FUTURE PROSPECTS

By 2018 and beyond, it has analyzed the unexpected and thoughtful modifications to PV deployment in China, which is measuring a major impact on total deployments. Further, perspective of 2016 to 2020 (13th Five Year Program) has targeted only yearly deployments scale of 40GW to 45GW that is based on AECEA report as shown in the above chart. Moreover, divisions that are intact up till now are rapidly excelling in the residential market, which shows that PV installation has moved to 5GW by the end of 2018.
Lessons about taking risks from one of the worlds most inventive scientists

By Nick Jones

I n their professional career, every entrepreneur is bound to make one key decision. Should one expand, or keep things manageable and small scale? Understandable concern, but, as it is proven time and time again, you cannot be rewarded for a leap of fate... such emotions make a man forget food, sleep, friends, love, everything. “I do not think there is any thrill that can go through the human heart like that felt by the inventor as he sees creation of his brain unfolding to success... such emotions make a man forget food, sleep, friends, love, everything.” If this stands, then the opposite is true when you don’t end up seeing your ideas come to life. You may think that by keeping things small and manageable, you’re playing it safe. And if you remain without sustainable achievements with no much risks is your goal, then you are right... But if you have a very specific vision for your business, then you will always think to yourself “why didn’t I do this”.

Famous Danish philosopher, Soren Kierkegaard, had this saying: “Marry, and you will regret it; don’t marry, you will also regret it.” By that, he means that, if you don’t try and make your ideas come true, you will always wonder what would’ve happened. But if you did try, and it didn’t turn out so great after all, then you would also have regrets, but you wouldn’t wonder for the rest of your life. Your mind could move on to different things. In the end, it’s always better to act things out, than to forever think about them. Like Tesla said, there is no greater joy for the rest of your life. Your mind can move on.

"I do not think there is any thrill than that can go through the human heart like that felt by the inventor as he sees creation of his brain unfolding to success... such emotions make a man forget food, sleep, friends, love, everything." Another fact of life is that it is not biased. If your ideas fit the needs of the market, is occurring at the right time and place, then all it takes for you is to deliver on those needs. Remaining in the safe zone until the right time comes may feel like the right decision for now but always keep in mind, you cannot interpret events looking forward, but only looking backward. Things need to happen first, in order for you to interpret them. Your guess is as good as any, which is why you need to make that one leap in order to see what the future holds in store for you. If your idea doesn’t seem plausible what so ever, then either try and work it out or just forget it. But, if you’re sure you’re not just sure, then you’re second-guessing yourself, and that isn’t helpful. That inner second-guessing voice in us has good intentions, but it works in ways which can sometimes paralyze us to a point where we can’t make any decision. In those cases, you need to overcome that voice in you and take that one leap of fate.
WinSun is working in a very attractive industry. In fact, it can be regarded as being the key company that has helped develop this industry. With its high technology, 3d print building industry is expected to show over 200% compounded annual growth rate between 2018 and 2023, driven by the need for new, sustainable, eco-friendly, and smart housing. WinSun has also introduced its 3d print platform to allow professionals from the construction industry to collaborate and develop creative projects.

A MASSIVE INDUSTRY

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IN VINO VERITAS

Getting Practical: Market Monitoring and Alternative Enforcement Strategies

By Nick Bartman

“Is this has no hope. The USA is bedded on bottom for two times. They counterfeit everywhere everywhere. Nothing can be done. If my wine is counterfeited, I have zero chance.”

For 25 plus years I have worked in China against counterfeiters of many different consumer goods. Whilst this does not qualify me to oracle status, I probably have more familiarity than the bloke at the other end of the bar. The purpose of this article, therefore, is to dispel hot air and implicitly conceding that your product is copyright free is nonsensical.

It cannot be denied China has a penchant for counterfeiting. But for a wine brand owner, any printing irregularity, every time these phrases are uttered.

Innocent or not, they need to be kept in the dark as you work through the next steps.

Be sure the wine in question is counterfeit. Calculate back from the sales price to your sales price taking into account the consumer protection route can be done. If my wine is counterfeited, I have zero chance.”

The last thing China needs is people being hospitalised due to profiteering and not a week passes by without another horror story. As a consequence, China has bulked up its food and drink scandals and not a week passes by without another horror story. As a consequence, China has bulked up its food and drink scandals and not a week passes by without another horror story. As a consequence, China has bulked up its food and drink scandals and not a week passes by without another horror story. As a consequence, China has bulked up its food and drink scandals and not a week passes by without another horror story. As a consequence, China has bulked up its food and drink scandals and not a week passes by without another horror story. As a consequence, China has bulked up its food and drink scandals and not a week passes by without another horror story. As a consequence, China has bulked up its food and drink scandals and not a week passes by without another horror story.

Perhaps the most important weapon which is not to be overlooked.

Consumer protection law is a powerful weapon which is not to be overlooked. Over the years there have been numerous inexpensive English speaking companies on the Internet offering money shopper drops.

As expected, China has bulked up its food and drink scandals and not a week passes by without another horror story. As a consequence, China has bulked up its food and drink scandals and not a week passes by without another horror story. As a consequence, China has bulked up its food and drink scandals and not a week passes by without another horror story. As a consequence, China has bulked up its food and drink scandals and not a week passes by without another horror story. As a consequence, China has bulked up its food and drink scandals and not a week passes by without another horror story. As a consequence, China has bulked up its food and drink scandals and not a week passes by without another horror story. As a consequence, China has bulked up its food and drink scandals and not a week passes by without another horror story. As a consequence, China has bulked up its food and drink scandals and not a week passes by without another horror story.
They may also recommend providing a power-of-attorney stating that you have authorized the attorney to take the necessary action. Very possibly the attorney will require a few paragraphs. This is best done through a local lawyer, or better still, a Chinese public official who makes the job sound simplest, and easiest. You win, the officials win, the public win, and the bad guys lose.

Accessing these authorities is straightforward in China. Any member of the public, including foreigners, may file a complaint, which can be a simple letter comprising a few paragraphs. This is best done through a local lawyer, or better still, a Chinese public official who makes the job sound simplest, and easiest. You win, the officials win, the public win, and the bad guys lose.

Once an authority is underway with the case, your chosen attorney must keep in touch with them to track progress. But remember, your case will be handled as a criminal matter, and whilst you are involved in bringing the matter to their attention, you are not directly party to the criminal action and therefore are not entitled to be kept informed.

The above is really a snap-shot of how to tackle problems you may have, or could be faced with in future. No one will claim that this is all straight forward, but it has to be tackled. All too often I have come across the attitude, that a few wine sales a year to China, which are then counterfeited, are sales that would otherwise have not been made. This ostrich syndrome must not be you. China’s wine making skills are developed an extensive knowledge of the strategies and methodologies used by wine counterfeiters in China today.

This article was written for the China IPR SME Helpdesk by counterfeiting expert and investigator Nick Bartman. Nick has over 25 years of experience personally investigating and putting a stop to counterfeiting activities, of which he has spent working in China for some of the biggest brands and house-hold names. Over the last 6 years he has worked almost exclusively to expose wine counterfeiters and spread the word throughout the wine industry and has developed an extensive knowledge of the strategies and methodologies used by wine counterfeiters in China today.

A string of crimes has raised questions about Didi’s ability to protect women who use its services. However, many features were abused. For example, the app allowed drivers to leave personalized tags and ratings of passengers on Didi Hitch. But female passengers noted that some drivers used those features to comment on their looks.

With the Didi Chuxing app in China, a user could claim that this is at all straightforward for Didi. Didi’s main business is similar to Uber’s. Its smaller Hitch service enabled private drivers to pick up passengers while on their daily commute for a little extra money. Didi marketed Hitch as a way for riders to make friends, as well as a cheaper alternative to its other ride-hailing services. However, many features were abused. For example, the app allowed drivers to leave personalized tags and ratings of passengers on Didi Hitch. But female passengers noted that some drivers used those features to comment on their looks.

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Is Email Marketing the Right Tool for Your Online Shop?

By Rose Salas

Even before you might have decided to have your own online business, you would have already received a couple of emails in your inbox about promotions and product marketing. Can you recall opening and reading even one of them? Or, are you one of those who delete this email and reading even one of them? Or, are you one of those who delete this email and reading even one of them? Or, are you one of those who delete this email and reading even one of them? Or, are you one of those who delete this email and reading even one of them? Or, are you one of those who delete this email and reading even one of them? Or, are you one of those who delete this email and reading even one of them? Or, are you one of those who delete this email and reading even one of them? Or, are you one of those who delete this email and reading even one of them?

Can Email Marketing Drive Success to Your Online Shop?

Email marketing is a powerful tool to drive traffic to your site. Even if people are addicted to social media platforms, not everyone will take time to check on your ads, especially if it’s too “noisy” out there. If you post an update, not everyone can check and see what you have posted. This is when email becomes effective. If you send them a valuable email, your customer can check and see as soon as they open their inboxes. You have ample time to check on the content without getting distracted; unlike when they check on their social media feeds where a lot of things distract them as they click and scroll down the screen.

How Can Email Drive Sales?

Here are a few things that emails can do for your online business.

1. Get feedback and rank your service - A customer can become a repeat and regular patron if you take time to ask for feedback and how you can serve them better.
2. Abandoned cart reminders - You can encourage your customer to check their cart and this is one effective way to improve your sales. You can offer them extra discounts and voucher codes that can persuade them into buying.
3. Special Occasion emails – You can send a greeting card to your customers on their birthdays, anniversary, and other personal events. You can re-engage idle customers by offering them a special privilege upon receiving this email.
4. Rewards, Promos and Discounts – Do not target that just online shoppers wait for this update. Loyalty rewards can encourage them to engage in your campaign.

AlieExpress has become famous as an online retail service around the world. The company uses email marketing to enhance their customer satisfaction service and brand promotions. If your online shop caters to a global audience, you may want to expand your options by being on top of the famous search engines. Nowadays, Google Ranking is getting harder and harder to improve upon. And if you are a new business, the quickest way for you to climb the ladder is via Google Adwords. This platform can help you by using a key-word tool so you can particularize the keywords you want to show your ads up when someone searches to Google. If a person clicks on the ad, the charge begins. The more you want to your ads to show up, the more you will pay.

However, not all clicks generate a sale for your business. Compared to email marketing, once you build an email list, you don’t have to struggle with pay-per-click fees that only work for the first time. Alternatively, you can build relationships with your audience via email because you get to educate them, encourage them to trust, and offer discounts and promotions to people in your mailing list.

Email marketing is not dead. In the statistics gathered for 2018 (Radicati Group Email Statistics Report), there are 281 billion emails that are sent every day. More than 85% of adult people read emails regularly. Large numbers of people check email via smartphones. Since email can reach most of the people they are meant for, email marketing will produce great results for your online business. One thing to keep in mind: do not overuse and make its usage timeworn.

The spam rules of QQ and NetEase are a set of rules that email customers to block or receive emails. This rule is based on the spam rules of the company’s system, allowing you to receive relevant content emails. However, not all clicks generate a sale for your business. Compared to email marketing, once you build an email list, you don’t have to struggle with pay-per-click fees that only work for the first time. Alternatively, you can build relationships with your audience via email because you get to educate them, encourage them to trust, and offer discounts and promotions to people in your mailing list.

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On 31st August, 2018, the “Decision of the Standing Committee of the National People’s Congress on Amending the Individual Income Tax Law of the PRC” was finally passed during the Fifth Session of the Standing Committee of the 13th NPC. The amendment unveils a new Individual Income Tax (IIT) regime mixing aggregate and scheduler taxation system, and refines the IIT law in multiple areas. These changes impact not only the individual taxpayer, but also enterprises and other market players. At the same time, we are expecting the subsequent release of detailed implementation rules (DIR) and other relevant regulations which complete the picture of the new IIT Law and its regime.

A NEW SET OF INDIVIDUAL INCOME CATEGORIES

Streamlined from 11 categories to 9 categories with “other income” abolished

Under the new IIT Law, the number of taxable income categories are reduced from eleven to nine, among which “income from wages and salaries”, “income derived from remuneration for personal services”, “income derived from remuneration for manuscripts” and “income derived from royalties” are combined as “comprehensive income” for aggregate tax calculation purpose (applicable to resident individuals). It is noteworthy that in addition to the removal of “income derived from contractual leasing operations or company’s annual promotion or company’s annual agent, etc.”, as a general practice in the past, fiscal and taxation authorities would classify it as “other income” in the relevant tax circulators. Examples of “other income” include gifts to non-employees during business promotion or company’s annual celebration events, remuneration for providing guarantees to others, taxable income nature, particularly under such a rapidly evolving era driven by science and technology with new concepts and business models constantly emerging. Some uncertainties include:

– What the tax treatment would be for income previously classified under the category of “other income”;
– Whether income item which does not match the examples cited for various income categories could be deemed as non-taxable income;
– How taxpayers, withholding agents and tax authorities may handle the classification of income item which does not distinctly fall under any of the above income categories; Attention should be paid to further clarification of the above areas.

Final Adjustment to the Method for Determining Taxable Comprehensive Income

Under the Draft Amendment, taxable portion of income derived from remuneration for personal services and income derived from royalties were based on full amount received, while a 30% reduction was provided to the income derived from remuneration for manuscripts. In other words, the expense deduction provisions for the above three income categories under the original IIT Law were not retained. The new IIT Law after final amendment has replaced the above by

IN DETAIL

The amendment involves all major provisions in the IIT Law. Key revisions are summarised as follows:

– Introducing the “183-day” threshold in the assessment of resident and non-resident status of individual taxpayers;
– Revising income categories and implementing comprehensive taxation on wages and salaries, remuneration for labour services and manuscripts, as well as royalty income (i.e., “comprehensive income”) as the first step towards the mixture of aggregate and scheduler taxation system;
– Optimising tax rates structure and adjusting tax brackets to reduce tax burden for taxpayers deriving comprehensive income and business operation income, especially for taxpayers at low and middle income level;
– Establishing the framework of comprehensive deduction system by increasing the standard basic deduction and introducing specific additional deductible items such as children’s education, continued education, major illness medical treatment, housing cost and elderly care, etc.;
– Incorporating anti-tax avoidance rules, including arm’s length principle, CFC rules and GAAR provision, into the IIT Law;
– Transforming the IIT collection and administration from legal-person based system to natural-person based system through a set of new measures such as unique taxpayer identification number, information sharing and exchange among authorities, annual IIT reconciliation filing of resident taxpayers receiving comprehensive income and diversified obligations of withholding agents, etc.

1. Streamlining from 11 categories to 9 categories with “other income” abolished

Under the Draft Amendment, taxable income categories are reduced from eleven to nine, among which “income from wages and salaries”, “income derived from remuneration for personal services”, “income derived from remuneration for manuscripts” and “income derived from royalties” are combined as “comprehensive income” for aggregate tax calculation purpose (applicable to resident individuals). It is noteworthy that in addition to the removal of “income derived from contractual leasing operations or company’s annual promotion or company’s annual agent, etc.”, as a general practice in the past, fiscal and taxation authorities would classify it as “other income” in the relevant tax circulators. Examples of “other income” include gifts to non-employees during business promotion or company’s annual celebration events, remuneration for providing guarantees to others, taxable income nature, particularly under such a rapidly evolving era driven by science and technology with new concepts and business models constantly emerging. Some uncertainties include:

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Under the Draft Amendment, taxable income categories are reduced from eleven to nine, among which “income from wages and salaries”, “income derived from remuneration for personal services”, “income derived from remuneration for manuscripts” and “income derived from royalties” are combined as “comprehensive income” for aggregate tax calculation purpose (applicable to resident individuals). It is noteworthy that in addition to the removal of “income derived from contractual leasing operations or company’s annual promotion or company’s annual agent, etc.”, as a general practice in the past, fiscal and taxation authorities would classify it as “other income” in the relevant tax circulators. Examples of “other income” include gifts to non-employees during business promotion or company’s annual celebration events, remuneration for providing guarantees to others, taxable income nature, particularly under such a rapidly evolving era driven by science and technology with new concepts and business models constantly emerging. Some uncertainties include:

– What the tax treatment would be for income previously classified under the category of “other income”;
– Whether income item which does not match the examples cited for various income categories could be deemed as non-taxable income;
– How taxpayers, withholding agents and tax authorities may handle the classification of income item which does not distinctly fall under any of the above income categories; Attention should be paid to further clarification of the above areas.

Final Adjustment to the Method for Determining Taxable Comprehensive Income

Under the Draft Amendment, taxable portion of income derived from remuneration for personal services and income derived from royalties were based on full amount received, while a 30% reduction was provided to the income derived from remuneration for manuscripts. In other words, the expense deduction provisions for the above three income categories under the original IIT Law were not retained. The new IIT Law after final amendment has replaced the above by
A NEW COMPREHENSIVE DEDUCTION SYSTEM

The new IIT Law also earmarks the initial establishment of a comprehensive deduction system, which is comprised of standard basic deduction, specific deductions, specific additional deductions and other deductions. Of these four types of deductions, the standard basic deduction and specific additional deductions have been the hot topics lately. Other than these two, specific deductions refer to statutory social security and housing fund contributions. Other deductions include deductible items provided by various IIT regulations such as commercial health insurance eligible for IIT incentive, employee contributions to corporate annuity, commercial endowment insurance eligible for IIT deferral treatment, etc.

We have also observed the following points in terms of deductions upon comparing the new IIT Law with the Draft Amendment:

- The standard basic deduction remains at RMB 60,000/year (RMB 5,000/month) without further adjustment;
- Specific additional deduction for housing expenses shall be either mortgage interest or rental expense; and
- Elderly care expense is added in as specific additional deductible item, which will further relieve the tax burden for bread winners caring for children and aging parents at the same time.

With the comprehensive deduction framework and items in place, next shall be the relevant regulations on the newly introduced specific additional deductions, detailing specific scope and criteria, amount and/or limit, supporting documents and timing of claim, etc. Meanwhile, it shall be equally noted as to whether the specific additional deductions will be available for claim simultaneously or progressively.

The newly established comprehensive deduction system paves the way for further deepened IIT reform in future.

STATUTORY TAXATION PRINCIPLE REFLECTED IN THE NEW IIT LAW

It has been observed that multiple revisions in the IIT Law relate to the authorisation to formulate relevant administrative regulations. Under the current IIT system, such authorisation has been directly granted to the fiscal and taxation authorities of the State Council, which, however, is not in line with the principle set by China’s Legislation Law. To comply with the Legislation Law and implement the statutory taxation principle, the new IIT Law centralises the authorisation to the State Council to formulate regulations and requires the latter to inform and report to the NPC Standing Committee on these regulations.

OTHER HIGHLIGHTS

There are more salient points in the new IIT Law that deserve close attention as well, such as:

- Tax tables applicable to comprehensive income and business operating income remain unchanged as proposed in the Draft Amendment, and the top marginal rate for comprehensive income is still at 45%.
- Pre-tax deduction ratio for charitable donations is legislated;
- Tax withholding and reporting requirement for income categories other than comprehensive income and business operating income is also specified in the new IIT Law;
- Withholding agents are required to provide taxpayers with information on income reported and IIT withheld and paid;

Two-step implementation of the new IIT Law remains unchanged, and salary earners will be able to enjoy the tax relief with more take-home pay starting from their October 2018 monthly salary.

With the release of the new IIT Law, calculation of tax payable for various income categories as well as major obligations of withholding agents and resident taxpayers is briefly illustrated in the Appendix.

THE TAKEAWAY

Promulgation of the new IIT Law is one major step forward of the long-term IIT reform in China. Subsequently, the DIR and series of regulations will be released to ensure successful implementation of the new IIT Law on 1st January, 2019. We look forward to the upcoming release of the DIR and other specific IIT circulars which will serve as important basis for interpretation and implementation of the new IIT Law.

Revision is the most significant breakthrough of the past 38 years. It can be anticipated that majority of the existing IIT rules and regulations will be reviewed and modified according to the new IIT Law. There will also be new IIT policies and regulations.

The IIT reform definitely will have significant impact on both enterprises and their employees (including Chinese and foreign national employees).

Enterprises have been following the development during this revision period. From our communication with the enterprises, we identified the following challenges which they are most concerned with:

- Additional burden arising from tax filing and compliance risks under the new IIT regime;
- Corresponding amendment to enterprise’s compensation and benefits strategy, and relevant policies;
- Impact on enterprise’s current IIT planning scheme;
- Employee communication of the IIT reform’s impacts;
- Increase of labour cost;
- Impact on the worldwide tax burden of foreign national employees working in China;
- Impact on the current international assignment and business travel arrangement.

Timing is always critical for better preparation and smooth transition. In the meantime, enterprises can consider leveraging technologies to upgrade the functions of existing internal financial and tax system to fulfill the withholding obligation and achieve administrative efficiency.

Undoubtedly, the 2018 IIT Law amendment will be a landmark of China’s IIT development and there would be more going forward. We will continue to vigorously participate in the IIT reform, constantly monitor its development and share our insights in a timely manner.

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Visiting us online: bitianjin.cn/1810111
Insight into the Upcoming New Individual Income Tax Law

A Remarkable Revolution in Chinese Taxation

Individual Income Tax ("IIT") Law of the People’s Republic of China ("China" or "PRC") excluding Hong Kong, Macau and Taiwan was first introduced in 1980. The prevailing IIT Law of PRC was revised in 2011 ("IIT Law 2011"). Recent revision made to IIT Law of PRC was revised in 2011 ("IIT Law 2011"). The prevailing IIT Law of China is IIT Law 2018 ("IIT Law 2018"). As detailed implementation report on IIT Law 2018 has not been issued yet, it is uncertain whether IIT Law 2018 will be implemented from October 1, 2018.

The IIT Law 2018 is the most significant tax reform since the establishment of the People’s Republic of China in 1949. The IIT Law 2018 is the 7th revision to the IIT Law of China. The IIT Law 2018 is a revolutionary step towards harmonization of international taxation and is an adaptation in response to the increasing labor costs over the past decade in China. It also intends to minimize wealth gap and enhances information sharing between various government authorities. This article provides an overview of changes in IIT Law 2018 and highlights its potential consequences on employees (including both Chinese and foreign employees) working in China and their Chinese employers.

DEFINITION OF TAX RESIDENT

IIT Law 2018 clearly defines the concept of tax resident and non-tax resident, which have been widely used in international taxation, but this concept was not explicitly addressed in the IIT Law 2011. In addition, the IIT Law 2018 has shortened the time period of being qualified as a tax resident in China from one year to 183 days in a tax year (i.e. January 1st to December 31st). This would be a direct impact on foreign expatriates working in China ("Expatriates"), who would be more likely to become a tax resident in China after the implementation of IIT Law 2018.

Implementation Regulations on IIT Law 2011 ("ITITR 2011") has stipulated that Expatriates living in China for one year or more but last no more than five consecutive years could be exempted from overseas sourced income paid outside the territory of China (e.g. salary paid by an overseas employer, overseas investment income and rental income etc.). Otherwise, expatriates living in China for more than five consecutive years are taxable on worldwide income from the sixth year in China ("5 Year Rule"). At present, many expatriates break the 5-Year Rule by arranging a single trip of over 30 days or multiple trips over 90 days in a particular calendar year within a 5-year interval so as to avoid being taxable on worldwide income in China. As detailed implementation report on IIT Law 2018 has not been issued yet, it is uncertain whether the 5-Year Rule would be maintained or revised. Expatriates are suggested to pay special attention to the new implementation rules on IIT Law 2018 for the planning of tax resident.

The below table is a comparison of IIT Law 2011 and IIT Law 2018 regarding the tax resident rule in China.

<table>
<thead>
<tr>
<th>Type of income in IIT Law 2011</th>
<th>Type of income in IIT Law 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary income</td>
<td>Comprehensive income</td>
</tr>
<tr>
<td>Independent personal service income</td>
<td></td>
</tr>
<tr>
<td>Remuneration from manuscripts</td>
<td></td>
</tr>
<tr>
<td>Royalties</td>
<td>Trading income</td>
</tr>
<tr>
<td>Income of individually-owned businesses (e.g. sole proprietorships and partnerships)</td>
<td></td>
</tr>
<tr>
<td>Income derived from an individual from contracting and leasing the operation to an enterprise or institution</td>
<td></td>
</tr>
<tr>
<td>Interest, dividends and bonuses</td>
<td>Same</td>
</tr>
<tr>
<td>Rental income</td>
<td></td>
</tr>
<tr>
<td>Income from sale of properties</td>
<td></td>
</tr>
<tr>
<td>Contingency income</td>
<td></td>
</tr>
<tr>
<td>Other income</td>
<td>Removed</td>
</tr>
</tbody>
</table>

Consultative income, Increasing statutory deduction and Adjusting ITR rate

IIT Law 2018 has reduced the types of income from 11 categories to 6 categories. The below table illustrates main changes in the consolidation of income.

Increased Statutory Deduction for Comprehensive Income

Labor costs in China have been significantly increased over the last decade. According to the data sourced from the official website of Shanghai Municipal Human Resource and Social Security Bureau, average annual salary in Shanghai has doubled during the last eight years. The statutory deduction (RMB 3,500 for Chinese employee and RMB 4,800 for expatriates, which is applicable on a monthly basis) and the seven level progressive ITR rates for salary income have not been adjusted since 2011.

The IIT Law 2018 has made the following changes:

- Statutory deduction for tax residents has been increased to RMB 60,000 per annum on comprehensive income.
- Statutory deduction for non-tax residents has been increased to RMB 5,000 per month on salary income. Income derived from independent service, manuscripts and royalties shall be taxed with no statutory deduction.
- Increased statutory deduction will be effective from October 1, 2018.

Adjusted ITR Rates for Taxable Income

As a consequence of consolidating income, taxable income of comprehensive income and trading income would apply to two different sets of progressive ITR rates effective from October 1, 2018. Regarding the applicable ITR rates for comprehensive income, the applicable ITR rates under IIT Law 2018 for lower
and middle income individuals (with taxable income not exceeding RMB 25,000 per month) have been extensively reduced. However, IIT rates for high income individuals (with taxable income exceeding RMB 25,000 per month) would remain unchanged in the IIT Law 2018.

Changes in consolidating comprehensive income and IIT rates for taxable income would have minor impact on high salary income tax resident expatriates, since neither the statutory deduction nor the IIT rate has been changed dramatically. Nevertheless, influence of such changes on lower and middle income Chinese individuals may be more outstanding. Discussed below are two examples to illustrate the extent of influence.

**EXAMPLE 1**
A Chinese employee has monthly salary (after deducting social securities and housing fund) of RMB 35,000 and independent service income of RMB 20,000 per month (both are China-sourced incomes).

IIT Rule 2018
Taxable income per month = RMB 35,000 + RMB 20,000*80% = RMB 5,000 (statutory deduction) = RMB 46,000
IIT payable = RMB 46,000*30% = RMB 13,800

IIT Rule 2011
Salary income per month = RMB 35,000
Annual taxable income under IIT Law 2011
IIT rate
≤ RMB 12,000 = 3%
> RMB 12,000 to 30,000 = 10%
> RMB 30,000 to 90,000 = 20%
> RMB 90,000 to 120,000 = 25%
> RMB 120,000 to 360,000 = 30%
> RMB 360,000 to 600,000 = 35%
> RMB 600,000 to 1,200,000 = 45%
> RMB 1,200,000 to 2,000,000 = 50%
> RMB 2,000,000 = 50%
Annual IIT payable = RMB 35,000 + RMB 20,000
IIT rate
≤ RMB 3,000 = 3%
> RMB 3,000 to 12,000 = 10%
> RMB 12,000 to 25,000 = 20%
> RMB 25,000 to 35,000 = 25%
> RMB 35,000 to 55,000 = 30%
> RMB 55,000 to 80,000 = 35%
> RMB 80,000 = 45%

Taxable income per month = RMB 35,000 – RMB 3,500 (statutory deduction) = RMB 15,500
IIT payable for salary income = RMB 35,000*25% - RMB 3,500 = RMB 31,500
IIT payable for salary income = RMB 31,500*25% - RMB 3,500 = RMB 24,500
IIT payable for salary income = RMB 16,000*30% = RMB 4,800
Total IIT payable = RMB 6,870 + RMB 3,200 = RMB 10,070

**EXAMPLE 2**
A Chinese employee has monthly salary (after deducting social securities and housing fund) of RMB 35,000 and independent service income of RMB 35,000 per month (both are China-sourced incomes).

IIT Rule 2018
Taxable income per month = RMB 35,000 + RMB 35,000
IIT payable = RMB 35,000*30% = RMB 10,500

IIT Rule 2011
Salary income per month = RMB 35,000
Annual taxable income under IIT Law 2011
IIT rate
≤ RMB 12,000 = 3%
> RMB 12,000 to 30,000 = 10%
> RMB 30,000 to 90,000 = 20%
> RMB 90,000 to 120,000 = 25%
> RMB 120,000 to 360,000 = 30%
> RMB 360,000 to 600,000 = 35%
> RMB 600,000 to 1,200,000 = 45%
> RMB 1,200,000 to 2,000,000 = 50%
> RMB 2,000,000 = 50%
Annual IIT payable = RMB 35,000 + RMB 35,000
IIT rate
≤ RMB 3,000 = 3%
> RMB 3,000 to 12,000 = 10%
> RMB 12,000 to 25,000 = 20%
> RMB 25,000 to 35,000 = 25%
> RMB 35,000 to 55,000 = 30%
> RMB 55,000 to 80,000 = 35%
> RMB 80,000 = 45%

Taxable income per month = RMB 35,000 + RMB 35,000
IIT payable for salary income = RMB 35,000*25% - RMB 3,500 = RMB 31,500

**ADDITIONAL SPECIAL DEDUCTION ITEMS**
A number of prevailing IIT Laws allow special deduction of individuals’ social insurance and housing fund, enterprise annuity, tax deductible commercial health insurance and tax deferral commercial pension insurance. Further IIT Law 2018 provides a number of additional special deduction items on comprehensive income for tax residents (“Additional Special Deduction Items”), such as children’s education expenses, continuing education expenses, medical expenses for serious diseases, interest for housing loan and rental expenses.

Detailed implementation rules on the Additional Special Deduction Items have not been introduced. It is expected that the IIT costs to lower and middle income tax residents may be further reduced to a certain extent from January 1st, 2019.

**ANTI-AVOIDANCE IIT RULES ON INCOMES**
Following the implementation of information exchange on financial accounts between China and other participated countries or jurisdictions by Chinese tax authorities, anti-avoidance IIT rules on individuals are now introduced in the IIT Law 2018.

As the first information exchange on individual accounts of non-residents with high net worth has been carried out by Chinese tax authorities in September 2018, Chinese tax authorities would receive the exchanged information of Chinese tax residents from other participated countries or jurisdictions. Increasing transparency in the tax administration system may result in higher tax risks for Chinese tax residents who have any potential tax non-compliance.

**IIT FILING OBLIGATION**
Following the consolidation of income and changes in the computation of IIT payable, the IIT filing obligations of taxpayers are revised in the IIT Law, 2018. The below table summarizes the filing obligation and deadline for all types of income that the taxpayer has with a withholding agent.

<table>
<thead>
<tr>
<th>Types of income filed by a withholding agent</th>
<th>Filing obligation</th>
<th>Filing deadline</th>
</tr>
</thead>
<tbody>
<tr>
<td>Resident Pre-paid IIT on a monthly basis or when the income is taxable; and Annual IIT filing is required.</td>
<td>Pre-paid IIT filing: within 15 days of the following month; and Annual IIT filing: From March 1st to June 30th of the following year.</td>
<td></td>
</tr>
<tr>
<td>Non-resident IIT on a monthly basis or when the income is taxable; and Annual IIT filing is not required.</td>
<td>IIT filing: within 15 days of the following month.</td>
<td></td>
</tr>
<tr>
<td>Trading income Pre-paid IIT on monthly or quarterly basis; and Annual IIT filing is required.</td>
<td>Pre-paid IIT filing: within 15 days of the following month; and Annual IIT filing: Before March 31st of the following year.</td>
<td></td>
</tr>
<tr>
<td>Interest, dividends and bonuses Rental income income from sale of properties Contingency income</td>
<td>IIT on a monthly basis or when the income is taxable.</td>
<td>Filing within: 15 days of the following month.</td>
</tr>
</tbody>
</table>

**Filing obligation**

- Pre-paid IIT filing: within 15 days of the following month; and
- Annual IIT filing: From March 1st to June 30th of the following year.
In case that the withholding agent fails to perform the withholding liability, the taxpayer shall file and pay the IIT to the competent tax authority by June 30th of the following year, unless the taxpayer is noticed by the tax authority on an earlier date of payment;

- Taxpayers that do not have a withholding agent shall file and pay the IIT to the competent tax authority within 15 day of the following month;

- Resident individual who derives overseas income shall file and pay the IIT to the competent tax authority between March 1st to June 30th of the following years; and

- Taxpayers who have immigrated shall perform tax clearance with the competent tax authority before de-registration of Chinese nationality.

**TAX IDENTIFICATION NUMBER FOR TAXPAYERS**

Tax identification numbers for Chinese nationals are the national identity numbers, while taxpayers who do not have the national identity numbers will be provided with tax identification number by the tax authority.

**ENHANCED COMMUNICATION BETWEEN CHINESE GOVERNMENT AUTHORITIES**

Government authorities shall provide information to tax authorities for assistance in identifying the tax identification number, tax resident status, financial account information and information related to the Additional Special Deduction Items.

**CONCLUSION**

IIT Law 2018 is a remarkable revolution in the Chinese Taxation, which would have significant impact on the taxpayers and the withholding agent in a number of ways:

- Tax residents that have China-sourced income and overseas-sourced income will face a challenge for being taxed in China on the worldwide income with enhanced transparency in information exchange of financial accounts between Chinese tax authorities and tax authorities in participated countries or jurisdictions.

- Expatriates are more likely to become a Chinese tax resident with the shortening period of tax resident assessment.

- Lower and middle income Chinese employees would have significant IIT savings from the salary income after the implementation of IIT Law 2018, while high income Chinese employees may have limited benefits from it.

- Chinese employees who are eligible for Additional Special Deduction Items may further reduce their IIT burden.

- Chinese individuals who plan immigration to another country shall pay special attention to tax compliance status, which could have adverse influence on immigration plan.

- Complexity in withholding IIT filing would be increased significantly for Chinese employers. The human resource department shall prepare in advance in response to the number of changes in the IIT Law 2018, such as the annual IIT filing, Additional Special Deduction Items and tax resident status of employees.

**ACCEL and CAUC Form Strategic Partnership**

ACCEL Flight Simulation (ACCEL) and Civil Aviation University of China (CAUC) announced a strategic alliance agreement on September 12th that allows collaboration between both parties to increase simulator capabilities for training pilots in China. It also provides CAUC access to leading-edge technologies for their teaching and research programs.

This strategic partnership provides a frame work for both CAUC and ACCEL on collaboration in various areas of flight simulation technology and learning. In addition to its advantage of being a localized company, ACCEL will also utilize its expertise in flight simulation to provide CAUC students with professional training on simulation research and development.

Through academic communication, CAUC will work together with ACCEL to advance its programs of simulation concept, aviation technology, pilot training skills, and ultimately further improve aviation safety in China.

“This strategic partnership between CAUC and ACCEL not only brings direct benefits to the students at CAUC, but also supports the national strategic of “High Quality Aviation Industry Development” in a real way,” ACCEL General Manager, David Kong said during the signing ceremony. "We at ACCEL feel truly privileged to partner with CAUC, one of the most prestigious aviation universities in China, sharing the same vision of making air travel safer.”

"This is a heavyweight strong alliance" said Prof. Jiankang Dong, President of CAUC. “On one side, ACCCL, as a high-tech simulation system company under Rockwell Collins and Haite which are the famous brands respectively in the world and Asia, represents the new power of China industry. On the other hand, CAUC has deep understanding of the needs and process for training and education. This alliance provides an international platform for both parties to collaborate and deliver advanced improvements for pilot training and aviation safety.”
Smart Floating Farms

By Fanny Bates

Agriculture is likely to be the most vulnerable sector that is highly dependent on the weather. Today the world population is estimated to be 7.3 billion and the United Nations has predicted that it will reach 8.5 billion in 2030 and 9.7 billion by 2050. Ensuring adequate supplies of food and drinking water will need to increase by 70% over the next 30 years. This is a daunting task for the global agricultural sector, especially when we consider the effects of climate change and resource scarcity (with millions of people around the world on the brink of famine).

CONCEPT OF SMART FLOATING FARM
Addressing the need for resource and soil scarcity and current climate changes, a group of researchers from Barcelona made a huge breakthrough in the agricultural sector. The ambitious company, Forward Thinking Agriculture, has come up with the idea of farms of the future, which will operate autonomously as they float on the open sea. They have named the project Smart Floating Farms, stretching the eco-friendly concepts to the limits.

Javier F. Ponce, in collaboration with Jakub Dycha, has conceptualized these farms as a farming alternative which would work with traditional growers and agriculturalists to produce families with sustainable, organic food. They hope that this sustainable system will drive other communities to eat healthier and produce food available to everyone. The system has many layers and will be highly productive when it comes to producing energy, but it does not include the production of red meat or poultry.

This structure features three main levels. These levels would be broken up by functions, connected together to achieve the full productivity. On the top floor, there are solar panels which will equip the system with enough energy and meet the standard energy needs without using other sources of energy. This will be achieved through skylights and photovoltaic solar cells converting sunlight into energy. Size of a rectangular shaped structure across all areas will be about 2.2 square feet.

Space that isn't for growing crops will be used for walkways and possibly, for other farms to be clustered together to improve their efficiency.

FISH FARM AND HYDROPONIC GARDENS
Bottom level comprises fish farms and is fully closed to the outdoors. It contains several subunits for fish farming operations, such as cages which are grid-based for efficiency and further split into smaller units, water access points, the slaughterhouse, packaging, and shipping storage. These carefully planned subunits will help to maintain a steady flow of fish for years to come, by allowing the groups to attain maturity before slaughter. The level serves as the support element for the entire floating farm with external wave barriers, protection, processing center and boat docking points.

The most important component would be the automated hydroponic garden which would function as a greenhouse with microclimate control for crop cultivation. It would not require fertile land or pesticides but instead, the farmers would use nutrient-laden water to nourish and grow plants. This part can be also stacked to take up less space. The idea is a role model for people who live in regions and areas with poor soil. With the aeroponic walls and wastewater from fish ponds, the system will offer various leafy greens and vegetables. In turn, vegetable waste will be used to feed the fish.

These vegetables could be grown in a medium such as clay, coconut or rock wool, etc. In future, wind turbines and wave energy converter systems could also be installed to maintain the system's efficiency. For now, the plan is for the structure to be self-sustaining and effective in meeting the food needs. The designers estimate that SFF could produce an estimated 8,152 tons of vegetables and 1,703 tons of fish annually. As a result of the various integrated elements, the “SFF” could produce food 365 days in a year and the initial investment could be paid back in less than ten years.

floating small farms

In recent years, agricultural innovations have addressed promising new ways to boost food production, analyze soil and monitor crop health. In 2012, the World Bank and several countries started promoting the concept of Climate-Smart Agriculture at the first Global Conference on Agriculture, Food, and Climate Change. The most difficult situation is set to be in the Asia-Pacific region which has yet to incorporate these national agricultural strategies.

Across the world, agriculture has been found to be one of the most vulnerable sectors. It is highly prone to climate variability and extreme weather conditions. The global population is currently estimated at 7.3 billion and is projected to reach 8.5 billion by 2030 and 9.7 billion by 2050. Ensuring adequate supplies of food and drinking water will need to increase by 70% over the next 30 years. This is a daunting task for the global agricultural sector, especially when we consider the effects of climate change and resource scarcity (with millions of people around the world on the brink of famine).

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Online Search and Communications

BYE TEXTING... HELLO VOICE!

By John Feng

Texting is now more, than ever, being “talked” about. Unfortunately, for its biggest fans, it’s not happening for good reasons. Texting is being killed by voice and there is very little we can do about it except to adjust! But it is not a bad thing and it makes conversations more natural, leaves no room for misinterpretations of “tone of voice” and will make you interact faster with everyone. The trick is to just let go with the flow...

ONLINE SEARCH

So, the biggest question is: how do you, as a marketer, adapt to this trend? There are four areas that you need to focus your attention on:

Semantic Search: Search engines do not value anymore the “machine-like” speech and well written sentences are already norm. So you need to adjust your content to a more conversational and writing style:

Question Phrases: Use of phrases like When, Who, What, Where are very frequently, whether people are in private or public spaces. The fact that Mandarin is difficult to type and voice messaging is much faster is not the only reason for this phenomenon. In Argentina, for example, voice has surpassed texting in WhatsApp even if Spanish is a much simpler language, but voice in WhatsApp has already killed texting, and voice is the only reason for this phenomenon. In China, Mandarin is also difficult to type and voice messaging is much faster is not the only reason for this phenomenon. If we consider that not so long ago letters were the mainstream... WeChat, with its amazing 1 billion users is showing everyone how to communicate nowadays: voice, voice and voice. Voice messages are used very frequently, whether people are in private or public spaces. The fact that Mandarin is difficult to type and voice messaging is much faster is not the only reason for this phenomenon. In Argentina, for example, voice has surpassed texting in WhatsApp even if Spanish is a much simpler language to type.

Even if there are people that do not appreciate this feature in the business environment, the truth is that it is being used and has already killed email in China.

WRAPPING UP

You will inevitably need to adjust your marketing strategy to this new trend, but, besides that, you need to adjust your mindset. It is not easy to change the way we communicate again just a few years after we adapted to texting. Moreover, if we consider that not so long ago letters were the mainstream... This can be alarming for some people and the technological evolution’s side effects are always seen with two perspectives so I will leave you with mine. If for one side we might think that future generations will completely lack physical writing skills, shouldn’t we also consider that thanks to the fact that we stop abbreviating text messages we also become a more “eloquent” society? We will wait and see, but the future will always be exciting!
Hiring is tough, and for startups it can be even tougher. Bringing the right candidates on board is crucial for any business, but startups particularly cannot afford to make any mistakes in this regard. As a young company, where cash flow is limited and credibility is yet to be established, a wrong recruitment can set you back for months or keep your venture from taking off altogether. Moreover, lack of recognition and resources can make it hard for a startup to lure the best and the brightest. Therefore, you need to be extremely careful with your recruiting decisions and do best to hire the best talent. Discussed as follows are 10 vital tips for a startup to recruit and retain great talent.

BUILD YOUR COMPANY WITH A POSITIVE MISSION AND VISION
During the initial phase, you will not have sufficient financial resources to offer big paychecks to your employees. So, to convince the best talent to come and work for you, you must build a service with great vision and mission which actually excites them. As an entrepreneur, you must be able to share your long-term vision with your current and potential employees in the best possible manner.

RECRUIT THOSE WHO ARE YOUR FANS
Recruiting your fans means you are hiring those who will take ownership within your startup and, as a result, will work more passionately than regular employees. Moreover, fans are a great option when it comes to word-of-mouth marketing. If they really enjoy working for your business, they will certainly tell their friends how amazing it is to work for you and eventually, their friends will also prefer working for you. If your fans do not have the right expertise for your startup, you may consider finding a place for them anyway. Attitude can trump expertise in some cases.

IT'S BETTER TO HIRE REMOTE EMPLOYEES
If you are having some difficulty in finding great talent in your locality, remote employees are a necessity. Recruiting employees remotely will help you grab some of the best talent from all around the globe. Moreover, remote working features a no-cost benefit. And if you do not find remote employees a viable option for your startup, perhaps you can offer them other flexible working hours like...
working from office 3 days a week and 2 days work from home option to entice the best talent to join your company.

ENSURE YOU ARE GREAT TO WORK WITH

Word-of-mouth is crucial if you are looking for the best talent. If your current employees are satisfied with their working environment, they will certainly talk to their friends about it. If you have built and maintained a great company culture, make sure that it is a great place to work and then great people will certainly want to work with you. People who enjoy their work, environment will definitely work harder, churn less, and add more value to your startup.

START BUILDING YOUR COMPANY FROM DAY ONE

One of the prime reasons people tend to work for certain companies is to be associated with popular brands. Everyone wants to invest in themselves and take their career a step ahead and a new, hot brand with possible growth opportunities can be very exciting for the best talent. It is vital that you give them ambition, stimulating and big goals which will certainly keep them interested.

RETAIN YOUR EMPLOYEES

Talented personnel certainly prefer working with professionals and experts. They intend to constantly grow and be around those who inspire them and drive enthusiasm towards their work. Therefore, it is important to keep your employees engaged and interested.

SPEAK ABOUT YOUR BRAND AT DIFFERENT EVENTS AND KEEP EXPANDING YOUR NETWORK

You can expand the reach for your talent hunt by taking some time out to speak at different social meet-ups and events. Speaking engagements come with amazing opportunities to sell your brand’s vision to potential employees. Moreover, these are great networking opportunities.

END

Ensuring you are great to work with should be your top priority. When you get a new dress from a fast fashion store or receive a new cell phone purchased online, do you think about how you got your Vietnamese-made dress or Chinese-assembled cell phone safely from the point of origin? The system that helps you handle all details, like packaging, inventory and transportation, is called modern logistics. Key components of this logistics network are warehouses (commercial property used by manufacturers, retailers, wholesalers and others for the storage of goods). As part of our work, JLL leases and sells warehouses and our research teams track this sector each quarter.

In our previous article titled ‘Tianjin cold storage market presence’, which was published in the August issue, we noted that the cold chain logistics market is fragmented since international standard facilities are limited, and the market is still dominated by small developers and operators. In this article, we will look at the international grade standard logistics warehouse presence in Tianjin and the even broader Beijing-Tianjin-Hebei (Jing-Jin-Ji) area. To be considered “international standard”, JLL has a set of 14 characteristics, including building structure, Gross Floor Area (GFA), net ceiling height, fire protection, etc.

WHAT IS THE CURRENT SITUATION?

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As of second quarter of 2018, Beijing, Tianjin and Hebei Province have around 5.4 million sqm of existing international standard logistics space. Northern China has an estimated population of 180 million of which the Jing-Jin-Ji metropolitan area has 112 million including the powerhouses of Beijing (21.8 million) and Tianjin (15.6 million). This northern cluster around the Jing-Jin-Ji area has around 15% of international grade logistics that we track across 24 cities. It is similar in size to one in south China clustered around Guangzhou and Shenzhen (also with 15% of the logistics stock). Both are still small in comparison to the Yangtze River area (including Shanghai, Nanjing, Suzhou) with 42% around Guangzhou and Shenzhen respectively, with more than 0.5 million sqm of new supply in 2015, after Langfang had become almost fully occupied.

E-commerce in China has experienced rapid growth over the past couple of years, which changed the demand source dramatically and allowed us to see more similarities in demand between these two primary hubs. Not only large e-commerce giants but smaller e-commerce players secured space in Beijing at that time, where their customer base was located, thus establishing their main distribution centres there. By end-2012, the Beijing logistics market had grown in size to 1.46 million sqm, but had a vacancy rate of only 0.5%, a record low since we began tracking the market in 2004.

The Beijing government reduced the warehouse land supply five years ago, and land scarcity has become more severe since the point of “shifting Beijing’s non-capital functions” was first mentioned in 2014. Langfang’s strategic location led to it becoming the first recipient of spillover demand from Beijing. Demand continued south to Tianjin, especially Wuqing and Beichen district, located within only 70 km and 90 km of Beijing, respectively, with more than 0.5 million sqm of new supply in 2015, after Langfang had become almost fully occupied.

In line with the national online sales growth rate, both Beijing and Tianjin are seeing slowing growth in online figure but continue to greatly outstrip the figure for total sales. E-commerce and 3PL companies continue to dominate the leasing market. Generally, 3PL companies are not end users since the crux of their business lies in providing logistics services to e-commerce and retailers. Continued and increasing activity of 3PL companies in the logistics market also reflects rapid growth and development of businesses online. Cainiao, the logistics arm of Alibaba, is such an example, leasing another 120,000 sqm in Tianjin in 2017 for supporting its business expansion.

Leasing Demand Breakdown in the Region* in 2017

WHAT CAN BE EXPECTED IN THE FUTURE?

Location is always the key characteristic for logistics facilities. Take two big players, GLP and Goodman, as an example. When they first entered the market, they would occupy key transportation nodes, such as Beijing Capital International Airport. Tianjin Binhai International Airport, Tianjin Port or wherever they had easy access to the G2 and S3301 expressways (two key highways connecting the Jing-Jin-Ji area).

Governments of all three cities are reluctant to allocate land for new warehouse development, considering it as a low-end industry with minimal tax revenue. As a result, less new space is being built in Beijing and Langfang. This is already the fifth consecutive quarter with no new completion in Beijing; there was only one project with 33,000 sqm completed in Langfang since 2015. By contrast, 2018 and 2019 will still see plenty of logistics space built in Tianjin, but that will also have begun to taper off in 2020.

The strong leasing demand, coupled with limited new supply of logistics space, has accelerated the arrival of tighter logistics market in Jing-Jin-Ji that is now taking shape. All three markets have reached a five-year record low in vacancy rates and a sharp growth in rents.

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On September 8th, the 6th German Chamber Soccer Cup took place on the grounds of the International School of Tianjin (IST). This event, which has been the highlight of the German Chamber for five years in a row now, brings people from different companies and different ages together and is just a great joy overall.

Here are some facts:
- 10 teams competing for the German Chamber Trophy
- Additional trophies for best player, goalkeeper and scorer
- Bread kids program
- "Torwandschiessen" (target shooting) with prizes of over 50,000 RMB in value
- Food and Drinks including Chinese Food, German BBQ, beer and much more.

The tournament started out with a performance by the live band of Hard Rock Cafe. After a quick speech, the tournament began timely at 10am. Teams came in well prepared and motivation was high.

After the first rounds, a circle of favorites emerged. Volkswagen in the 1st round, Flender in the 2nd round and Zapi in the 3rd round. In the semi-finals, Volkswagen advanced to the final round with their competitors of Flender and Zapi.

Volkswagen reached the final round after defeating Zapi. The team members of Volkswagen were highly motivated and determined to win.

The tournament ended with the final match between Volkswagen and Flender. The final match was full of excitement and suspense. Both teams were highly motivated and put in their best efforts. In the end, Volkswagen emerged the winner of the tournament, as they scored 2 goals to 0 against Flender.

As per tradition, Volkswagen was presented with the trophy for winning the tournament. The event was a great success and the organizers and participants were happy with the outcome.

31.08.2018
Deep Look into the Automotive Industry in Tianjin
Following the Auto Forum in May, 2018, European Chamber Tianjin Chapter held an exclusive whole day tour to explore deeper into the automotive industry in Tianjin. This tour is held to help members and investors from all over China better understand the current development and potential of Auto industry, especially in the Free Trade Zone. Participants visited 4 Auto companies and listened to experience sharing from Auto industry experts and constructors in Tianjin. During the tour, the related incentive policies in Tianjin was introduced as well.

28.08.2018
GM Briefing Series I - Breakfast Seminar: Elaboration on Legal Liabilities of Legal Representative and Enterprise Superintendent
In China, company’s legal representative and enterprise superintendent should fulfill not only the management responsibility during operation, but also, sometimes, the civil, administrative, and even criminal responsibilities. The issue has been attracting more and more attention over the years. Liability of legal representatives will possibly impact product quality; purchase safety; environment protection; etc. Enterprise superintendents and legal representatives could be involved in civil or even criminal responsibility. European Chamber, together with Sino-Credit Law Firm, held this seminar in the hope of helping members better understand and avoid risks both for enterprises and individuals.

Upcoming Events:
  Date: October 11th
- GM Briefing Series I - Breakfast Seminar: Internal Crisis Management and Effective Countermeasures
  Date: October 17th
- HR Practical Training Series IX
  Date: October 16th
- Microsoft Office Training Series III: Smart Presentation
  Date: October 26th
Organized Company Gatherings

公司团队建设

By Demi Guo

What do you usually do after a hard day at work? You might go home and get ready to go to the gym, or may want to relax, unwind and watch movies. Some may go over to a friend's house, or visit their family and have a nice quiet dinner. If you've noticed, many of these activities might go home and get a hard day at work? You

After getting off work, Chinese people are likely to go to dinner with colleagues or even attend work group activities called team building, and this is especially true for employees of larger companies.

In China, interpersonal relationships are very important, and Chinese companies are no exception. Working relations between staff members and their superiors are extremely important, and usually interaction with workmates and team leaders or managers does not end after you punch out for the day. These activities are not only arranged by the higher ups, but junior employees can also be known to arrange team building activities amongst themselves, while still including management and other superiors. These events and activities are a great way for everyone to get to know each other better and build better working relationships amongst their peers.

Chinese companies, especially large corporations, organize regular group building activities for employees. These include a variety of activities, like a team dinner, a night out playing games together, going to the bar to listen to music and have a few drinks, hiking, singing karaoke, and can even be a group trip somewhere maybe outside the city or country. For newly hired employees, this is a great opportunity to begin working on relations and network, as well as becoming more familiar with their colleagues on a personal level outside of work. These team building activities also provide companies with an opportunity to quickly establish tight knitting groups within each department, and to build healthy relationships among staff members.

The purpose of these staff's group building activities is pretty clear, and it is primarily to establish their own network of relationships in the company. Eating with people from different departments and people of different levels means you may be exposed to more information and more opportunities to network, which will definitely benefit each individual in future. Of course, there will also be some people who actually become really good friends through linking up at these group activities and spend a lot of time together outside of work and work related outings.

It is often said that Chinese people are extremely tired from working. But in fact, Chinese people also have to pay a lot of attention to their relationships with superiors and coworkers. Group building can give employees opportunities to become more familiar with each other, and can also result in the staff being tired and left with a feeling of being overworked, and their minds being overloaded with constant pressure from work related items. Sometimes, employees find it hard to decide whether or not to attend team building activities for further possible advancement and networking opportunities, and instead take the time to relax and de-compress, but this might end up costing them the chance to try further along in their careers at a faster rate. Not attending team building events is also likely to reflect badly on you, and makes others feel you may have a reason for not wanting to be around them, which could lead to misunderstandings between you and your superiors or coworkers.
Jack Ma & Alibaba
A Business and Life Biography

Author: Yan Qicheng and Chen Wei, 2017

In this book, we get an insider’s perspective on the world of Chinese business. It’s quite a rare opportunity to have a book about China, by a native Chinese author in English.

This is a book that examines firstly, the life of Jack Ma, the creator of Alibaba, the world’s largest e-commerce platform, and secondly how Jack Ma basically raised $2.8 billion overnight. Currently Jack is the richest person in all of Asia, being worth $41.8 billion. However, Ma’s life hasn’t always been smooth sailing. And that is what this book explores. Even though it’s mainly a business book, it incorporates biographic elements into its narrative. It explores Alibaba and its creation not only from the lens of macro and micro economic success, but also explores how Jack Ma’s own life headed towards this creation, and what teachings from his life Jack Ma used while creating his multi-billion dollar business.

The book also touches on how Alibaba single-handedly greatly improved the state of China’s already enormous share of the Internet economy. Also it goes on to explore Ma’s failings as an entrepreneur, as well as the inner workings of early Alibaba. Going behind the scenes, the book explores how Ma subverted well-rooted traditions and transformed Alibaba into a behemoth, a company that set its own rules.

That being said, while the business knowledge presented in the book is valid, the writing is less so. It’s very repetitive at times. I wouldn’t precisely call it long or too long for what it is. I would however say that it was extended past a point where everything has already said. All in all, I would say it’s a worthy purchase, but if what you’re interested in are the hard facts, then you might be better served looking elsewhere.

Why a Pot of Tea Means Much More

By Rose Salas

Tea is a trademark of Chinese history. It is part of the daily life and its importance is not of little depth. As the saying goes, “Firewood, rice, oil, salt, sauce, vinegar and tea are the seven necessities to begin a day...” the tea symbolizes a harmonious combination of ingredients derived from nature. In essence, it gives an understanding of what the culture is about: a peaceful, balanced, and amicable relationship between human and nature.

Why does a pot of tea mean much more? Is it just a daily ritual that has been passed on by our ancestors? Firstly, tea preparation is not just an ordinary process. It is part of our daily life and its importance is not of little depth. As the saying goes, “Firewood, rice, oil, salt, sauce, vinegar and tea are the seven necessities to begin a day...” the tea symbolizes a harmonious combination of ingredients derived from nature. In essence, it gives an understanding of what the culture is about: a peaceful, balanced, and amicable relationship between human and nature.

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Owing to its medicinal properties and health benefits, any meal will be concluded with a cup of tea. You get to feel some cleansing deep within and relaxation that can be found nowhere. A few sips can quickly alleviate stress, soothe tired body and calm a weary mind. Thats probably why tea is irreplaceable.

ByRose Salas
character, providing invigorating and propitiating effect into one’s soul.

Cha, the Chinese character for tea renders unity of sky, earth and human element. The symbol itself is as complex as tea. So every time you finish a single cup, you can be certain that you get to taste a little trace of eternity! “Cha” is full of meanings, interpretations, and even senses. Just like a pot of tea that has been meticulously and carefully prepared, the name from which it was derived, is compared to the divine character of this glorious drink.

In this digital age where culture is just a thing of the past, some locals, particularly the young generation would consider tea as a daily staple. Furthermore, foreigners may think that drinking tea is just a traditional ritual that has been improved upon through the years. Most of them do not know that if they visit a Chinese friend into their house, offering tea would mean respect and showing of one's care and concern.

Someone once asked me why in wedding celebrations, the bride serves the groom’s family and likewise with a cup of tea. Well, just as how Western people use wine to call for cheers and express gratitude, tea serving and drinking symbolizes union and strengthening of family ties. I can still recall how I offered my parents an apology when I did not do well in college. I went home, brought out the best tea set we had, prepared our favourite tea, and just waited for them to go home after work so I could serve them and show that I regretted my misbehaviours.

A pot of tea cannot be equal to a whole round of cake. It is much more than a comfort food when you are stressed or indulging in a dessert. It is something that brings a sense of tranquillity. So the next time you take a sip, savour its goodness. Remember the connection which you establish with nature and how it gives your body a dose of awesome healing benefits, while enriching the culture our dear ancestors handed down to us.
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