



EHS in China

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Principal





Objectives

- Provide an overview of China and their EHS practices
- Introduce China's Regulatory Environment
- Impact of ISO 14001 and OHSAS 18001 on Safety Management in China



Agenda

- Culture
- EHS
 - Regulations
 - Statistics
 - Practices/Standards
 - What's New
- Four Traits for Success

Where Are We Going to Work?



When budgeting travel from Los Angeles to Shenzhen, expect to pay \$2233 USD per person and spend 15+ hours getting there

Clothing Recommendations for Travel in China



Winter

- North, Northeast, Northwest, and Southwest: heavy, warm clothing, coat, hat, gloves, boots
- South, Yungui, and Sichuan: mediumweight, warm clothing, light coat, rainwear in Sichuan
- Southeast: lightweight, warm clothing, sweater

Summer

- Northeast, Northwest, and Southwest: summer clothing, light coat or sweater in the evenings, rainwear in the Northeast for occasional rains
- North, South, Yungui, Sichuan, and Southeast: light, loose tropical clothing, sunglasses, rainwear

Spring/Autumn

- North, Northeast, Northwest, and Southwest: mediumweight clothing, light coat, hat
- South, Yungui, Sichuan, and Southeast: lightweight clothing, sweater, light coat, rainwear

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Where Are We Going Now?

Figure 3. China: Special Economic Zones



Shanghai



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China's Culture: The People

- Population – 1,284,303,705 (2002)
- Nationality – Chinese dominate by far
- Religious Composition:
 - Confucian, Tao, Buddhist = 96%
 - Muslim = 3%
 - Christian = 1%

China's Culture



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EHS – It Starts with Language



EHS – It Starts with Language





China's Business

- **Business – What Is Being Made in China for Export**
 - Produce 70% of world's toys
 - Produce 70% of world's photocopiers
 - Produces 40% of the world's microwaves, DVD equipment, cell phones, and most other technologically advanced products
 - In 2002 China's exports reached \$322 billion, with an overall trade surplus of \$30 billion and growing
 - China became the fifth largest trading nation in the world behind the United States, Japan, Germany, and France
- **Business Workers**
 - Agriculture, forestry, and fishing = 50% of the workers
 - Services and government = 27% of the workers
 - Mining and manufacturing = 23% of the workers

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Can You Spot the US Employees?



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Kingston - Shanghai



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EHS – Workplace Statistics

- In 2001, workplace fatalities in China were 11.1 per 100,000 workers, compared with a rate of 4.4 fatalities per 100,000 workers in the U.S.
- Industrial accidents rose by 27% between 2000 and 2001.
- Occupational disease increased by 13% in the same period.
- Health and Safety agencies reported that 140,000 workers died on the job in 2002...that's a rate of 380 deaths / day.



EHS - Regulatory

- **LABOUR LAW OF: THE PEOPLE'S REPUBLIC OF CHINA**

(Adopted at the Eighth Meeting of the Standing Committee of the Eighth National People's Congress on July 5, 1994, promulgated by Order No. 28 of the President of the People's Republic of China, and effective as of January 1, 1995)

Contents

Chapter I	General Provisions
Chapter II	Promotion of Employment
Chapter III	Labour Contracts and Collective Contracts
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Chapter VII	Special Protection for Female and Juvenile Workers
Chapter VIII	Vocational Training
Chapter IX	Social Insurance and Welfare
Chapter X	Labour Disputes
Chapter XI	Supervision and Inspection
Chapter XII	Legal Responsibility
Chapter XIII	Supplementary Provisions



EHS

Standards

科技标准

<u>Water Quality</u>	<u>Ambient Air Quality</u>	<u>Solid Waste</u>
<u>Basic Standard</u>	<u>Basic Standard</u>	<u>Basic Standard</u>
<u>Quality Standard</u>	<u>Quality Standard</u>	<u>Discharge Standard</u>
<u>Discharge Standard</u>	<u>Emission Standard</u>	<u>Method Standard</u>
<u>Method Standard</u>	<u>Method Standard</u>	
<u>Ref-material Standard</u>	<u>Ref-material Standard</u>	
<u>Soil</u>	<u>Physical Parameters</u>	<u>Radioactivity</u>
<u>Quality Standard</u>	<u>Basic Standard</u>	<u>Basic Standard</u>
<u>Method Standard</u>	<u>Quality Standard</u>	<u>Emission Standard</u>
<u>Ref-aterial Standard</u>	<u>Discharge Standard</u>	<u>Method Standard</u>
	<u>Method Standard</u>	
<u>Ecological Quality</u>	<u>Others</u>	<u>Other related standards</u>
<u>Basic Standard</u>	<u>Basic Standard</u>	<u>Indoor Decoration</u>



EHS – Practices / Standards

- Companies in China without an EHS Department use their General Manager, Field Engineering and Quality Assurance to perform these duties.
- Companies without ISO 14001 and OHSAS 18001 will most likely not have a management system.
- Some U.S. companies sent their obsolete manufacturing equipment to China. Often this equipment is lacking the proper safeguarding.



EHS – What's New

- On-The-Job Injury Insurance is now required (Jan 2004). This insurance covers medical cost for workers who have sustained on-the-job injuries or contracted occupational illnesses.

- US and Chinese government signed four “Letters of Understanding” (Jun 2004) covering:
 1. Wage & Hour regulations and enforcement
 2. Workplace safety and health, including hazardous chemicals, emergency response procedures and insurance programs
 3. Mine health and safety
 4. Pension administration, regulation and oversight

EHS – Where To Go For Fun



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How to Succeed in China

According to the SHRM Global Forum, China is the third most common destination for international assignees, behind the UK and US.

Unfortunately, China also was cited as the country that produces the greatest challenges for expatriates. Most companies select people for China for the wrong reasons: their technical skills.

Better success in China comes when the candidate demonstrates a combination of personal traits and life experience.



Four Traits For Success

1. Flexibility

You'll need to make numerous adjustments to the lifestyle, cuisine, transportation, language, time zones and other aspects of daily life.

Learn to deal with constant indirectness, formality and isolation.

2. Relationship Skills

The Chinese definition of oneself comes from one's relationship to others; not as an independent individual.

This collective mindset permeates both the personal and the professional dimension of life.

It's not what you know, it's who you know. If your plan does not involve the right local people, then nothing will happen.



Four Traits For Success

3. Patience

Negotiations in the West are often open forums with agendas for the direct exchange of information.

Negotiations in China use larger teams, slowing the process. Much of the decision making is happening behind the scenes, often prior to the formal meeting.

The Chinese business environment is still coming to terms with mass development and commercialization. Many workers live in rural areas.

4. Communication Skills

Chinese rely a lot on non-verbal behavior (body language). Their understanding is strongly influenced by the context of the situation.

Expect to conduct business meetings, appraisals, and conflict management in different ways. Getting feedback may be a challenge.



Thank You



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Ideas AT WORK

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Web Resources

China

This site is mainly an informational website, which offers you the population, religion, cultural norms, economic trades, and business of China.

<http://www.tradeport.org/countries/china/01grw.html>
www.ijoeh.com

This site below offers a way of seeing Safety Regulatory Agencies.

<http://www.labour.gov.hk/eng/news/content.htm>
<http://www.zhb.gov.cn/english/> (state environmental protection administration)

This site offers you a way of seeing China's Health and Safety News -

<http://www.hkosh.org.hk/>

[www. ASSE.org](http://www.asse.org)

[www.SHRM.org](http://www.shrm.org)

<http://www.naem.org>

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