



THE INSIDE STORY OF LEGAL IN MAINLAND CHINA

Market sector
intelligence report

THE INSIDE STORY OF LEGAL IN MAINLAND CHINA

Data privacy and lawtech -- otherwise known as a technology that aims to replace traditional legal services -- continue to be the main areas within Mainland China that are shaping the world of legal professionals within the country. The demand for legal professionals is at an all-time high, yet at the same time, employers are increasingly demanding of their legal teams to possess specialised skills required in the aforementioned niche areas.

PROLIFERATION OF NEW LAWS TO ADDRESS THE MISUSE OF PRIVACY DATA RESULTS IN DEMAND FOR NICHE LEGAL PROFESSIONALS

With the global increase of data held online and within the cloud, the protection of personal information should be at the forefront of everyone's mind. However, Mainland China's population lives so much of its life online, through the usage of mobile phone applications and digital platforms. Chinese citizens, for the most part, been [indifferent](#) with the possibility of their privacy being violated as long as their convenience is not impeded. Fortunately for them, the government is escalating its vigilance on behalf of its citizens.

One new development that is resulting in a fundamental shift in legal talent needs is the new draft rules for data privacy protection. Such a measure is in response to the increase in cybercrimes in the country, such as the new waves of data breaches, leading to a proliferation of new laws to address the misuse of privacy data. According to [Technode](#), "31% of around 1,300 apps were reported by Chinese netizens for collecting data without specific consent, while another 20% allegedly gathered information irrelevant to their businesses".



PROLIFERATION OF NEW LAWS TO ADDRESS THE MISUSE OF PRIVACY DATA RESULTS IN DEMAND FOR NICHE LEGAL PROFESSIONALS

While the issue of data protection is a primary concern for Mainland China's legal industry today, another technological advancement is causing the potential for a disruptive future, as the seemingly unstoppable momentum of Artificial Intelligence (AI) gathers pace.

Dubbed as a legal trailblazer, Mainland China has seen rapid technological advancements within lawtech' in the country's endeavour to [provide affordable legal services](#). As a result, the R&D funds being supplied by the likes of the CAILIA will see the roles of junior lawyers diminish, but this is still expected to that things will remain the same for the next few years.

As a gauge of the progress of lawtech, according to the World Economic Forum, "A recent search on Apple's App Store for "legal service" ("法律服务") yielded over 40 apps providing legal advice online and connection to lawyers. The same search on the WeChat's App Store yielded around 20 apps."

THE INSIDE STORY OF HUMAN RESOURCES IN MALAYSIA

In endeavours to develop such mobile applications, experienced legal professionals are required to give counsel on the content within these technologies. Talent with strong legal expertise, with a blend of tech-savviness, will definitely be assets to teams working on lawtech projects. Lawyers who have yet to venture into the world of tech could benefit from upskilling, should they yearn to get a piece of the lawtech pie.

“A recent search on Apple’s App Store for “legal service” (“法律服务”) yielded over 40 apps providing legal advice online and connection to lawyers. The same search on the WeChat’s App Store yielded around 20 apps.”

***Source: World Economic Forum**



Aside from the effects of technology on the world of work for legal professionals, the industry is seeing an increasing need for specialist skills in legal practices such as employment, litigation and compliance.

In general, employers prefer candidates with relevant industry background in specific areas (such as Life Sciences, Entertainments, etc). Law firms also saw a stable amount of hiring needs, especially within the areas of M&A and General Commercial.

To become competitive within a talent shortage market, hiring processes must be robust, adaptable and most important, efficient. It is also worth noting that while the upper echelons of the organisations are facing relatively slower movement of legal talent, the market for entry-to-middle level candidates is thriving. Such talent are receiving multiple offers and it is a race to present your offer to them first and ensure it aligns with their career development and expectations.

Whether candidates work for Chinese (local) or international companies, the market for 2019 looks positive with consistent growth. For talent wanting to make a move in the sought-after sectors of compliance, M&A and commercial, they can look forward to a promising 12 months, as long as they keep abreast of any disruptive technology likely to come their way.

If you would like to discuss this report in more depth or you wish to discuss your job search or recruitment needs, please email Yuyan Cheng, Senior Manager at Hays Shanghai at Yuyan.Cheng@hays.cn or Leon Wang, Business Manager at Hays Beijing at Leon.Wang@hays.cn.

ABOUT HAYS IN ASIA

Hays is the world's leading professional and skilled recruitment company operating across 34 markets globally.

We continue to strengthen our position in Asia operating in six markets across the region from 12 offices. Our headcount continues to grow as we aim to help substantially more companies achieve their goals and support more people to find the right jobs to transform their lives.

We are accredited with the world-leading ISO 9001:2015 certification in all our operational markets in Asia including Mainland China, Hong Kong, Japan, Malaysia and Singapore.

Our extensive candidate database allows our consultants to search millions of candidates globally using elastic search technology to find the best people in the fastest timeframe. In addition, our exciting collaboration with LinkedIn® provides real-time data on the active candidate market, behavioural trend analysis for future movers and an additional talent pool of millions of potential candidates. We are proud to be the number one most followed recruitment agency on LinkedIn with 3.0+ million followers.

5,000+

People placed in permanent jobs each year

1,000+

Temporary workers paid each week

700+

Employees in Asia

12

Offices across the region

12

Years of experience



CONTACT US

For further information on how we can partner with you,
contact your local office:

Mainland China

Simon Lance, Managing Director

E: simon.lance@hays.cn

Beijing

T: +86 10 5765 2688

E: beijing@hays.cn

Shanghai

T: +86 21 2322 9600

E: shanghai@hays.cn

Suzhou

T: +86 512 6289 0288

E: suzhou@hays.cn

Guangzhou

T: +86 20 3811 0333

E: guangzhou@hays.cn

Shenzhen

T: +86 755 8435 6266

E: shenzhen@hays.cn

Hong Kong

Dean Stallard, Managing Director

E: dean.stallard@hays.com.hk

T: +852 2521 8884

E: hongkong@hays.com.hk

Japan

Richard Eardley, Interim Managing Director

E: richard.eardley@hays.com.sg

Tokyo Head Office

T: +81 3 3560 1188

E: info@hays.co.jp

Osaka

T: +81 6 6457-7272

E: osaka@hays.co.jp

Yokohama

T: +81 45 326 3130

E: yokohama@hays.co.jp

Malaysia

Tom Osborne, Managing Director

E: tom.osborne@hays.com.my

Kuala Lumpur

T: +60 3 2786 8600

E: kualalumpur@hays.com.my

Selangor

T: +60 3 7611 8600

E: sunway@hays.com.my

Singapore

Grant Torrens, Regional Director

E: Grant.Torrens@hays.com.sg

T: +65 6223 4535

E: singapore@hays.com.sg

hays.cn | hays.co.jp | hays.com.sg | hays.com.my | hays.com.hk

© Copyright Hays plc 2019. HAYS, the Corporate and Sector H devices, Recruiting experts worldwide, the HAYS Recruiting experts worldwide logo and Powering the world of work are trademarks of Hays plc. The Corporate and Sector H devices are original designs protected by registration in many countries. All rights are reserved. The reproduction or transmission of all or part of this work, whether by photocopying or storing in any medium by electronic means or otherwise, without the written permission of the owner, is prohibited. The commission of any unauthorised act in relation to the work may result in civil or criminal actions.

