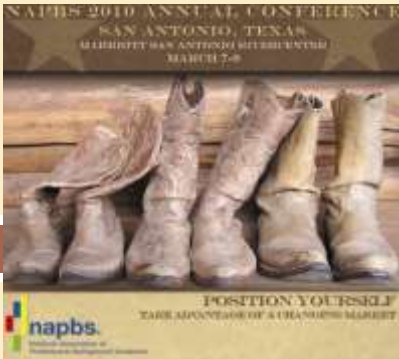


# NAPBS 2010 ANNUAL CONFERENCE

SAN ANTONIO, TEXAS  
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MARCH 7-9



**POSITION YOURSELF  
TAKE ADVANTAGE OF A CHANGING MARKET**



# Global Screening Essentials: China

**Presented by: Francesco Zhou Fei**

## **Discussion Topics:**

- **Fundamentals**
- **Information Availability**
- **Process**
- **Proper Expectations**
- **Lessons Learned**

# Fundamentals

Population:

**1,330,044,605**

Extension:

**9,596,960 sq km**

**(slightly smaller than USA)**

GDP growth 2009:

**8%**

Nominal GDP per

capita 2009:

**\$6,500**

Source:

**CIA World Factbook 2009**



# Fundamentals

- Legal View of Background Screening
  - Unregulated, there is not a specific consumer privacy law
  - “Investigation” is forbidden and authorized by a license.
- Cultural View of Background Screening
  - The market is still at the early stage, companies requesting Background Screening are mostly local branches of multinationals.
  - In the past it was widely used the “Dang An”, a “x-file” style file with personal and working data from early schooling till present.
  - Up to now, few private companies still rely on it, while public companies still uses it.
  - Civil Law Vs Common Law: risks of employee’s suits are relatively lower and claims amount are not high → Less risky for companies.
- Related Privacy Laws
  - Different specific legislation involve some parts of “Privacy Law” (ex. Credit Bureau code of conduct)

# Availability

- Availability by Record Type
  - Academic
    - Ministry of Public Education
    - University of Graduation
  - Employment
    - HR and or Supervisor with consent
  - Criminal Records
    - Public Bureau of Security
  - Other Record Types
    - Credit Reports: not available to non-financial institutions.
    - Motor Vehicle data: Department of Public Transportation
- Sources of Information
  - Governmental Bodies, Employers, no data houses

# Process

- Requirements to Obtain Records
  - Authorization
    - “Consent” and legal Access
  - Specific Identifiers
    - ID number (as SSN in USA), Full Name in Chinese, Hukou
  - Government and/or Other Fees
    - yes
- Trans-Border Data Transfer Issues
  - No Particular issues

# Expectations

- Turnaround Time
  - ▣ 5 days to 10 Days depending on Channel and type of information
  - ▣ ID Verification: Same day
- Information
  - ▣ Scope
    - Provincial and or Nation Wide
  - ▣ Reliability
    - Human Error, incomplete data, homonyms
- Sample of Results (next slide)

# Education Verification Sample

证号 822603

NANJING INSTITUTE OF POSTS & TELECOMMUNICATIONS  
DIPLOMA AND BACHELOR CERTIFICATE

No. 822603

July, 1986



This is to certify that Ms. Li Ping born in Dong Yang, Zhejiang Province, October, 1962, has completed all courses required with results up to standard in the Telecommunication Engineering Speciality of the Telecommunication Engineering Department within four years, period from Sept., 1982 to July, 1986 and is qualified to be a university graduate in accordance with the regulation of our institute.

It is decided to confer a Bachelor's degree of Engineering on her in conformity to "The Academic Degree Conferment Regulations of the People's Republic of China

南京邮电学院  
教务处  
7.10.9

Guo Xiangyun  
President, Nanjing Institute

\*\* TOTAL PAGE.02 \*\*

# Lessons Learned

- Educating the market
  - Market needs still to be fully expressed
    - More than half of CVs are not real
  - Customer often conscious of the problem but difficult to remove their resistance in adopting an external company.
- Points of Caution
  - Use proper consent to acquire documents
  - Consent to view document
  - Use Reliable Sources
  - Do not trust “investigation companies”, many of them are illegal
  - Do not trust companies offering not legal verification