China Employment Contracts: How to Set the Employment Term

When drafting a China employment contract, one of the critical issues is always going to be the term of employment, points out **Grace Yang**, writing for Harris Bricken McVay Sliwoski's **China Law Blog**.

She said the length of the employment term, especially the initial employment term, depends on the situation. But for new employees, her firm's China employment lawyers *usually* recommend a three-year initial term, which usually works best when the employer wants that new employee to have a probation period.

"Because Chinese law requires that the probation period be proportional to the initial employment term, a three-year initial term means you can set the probation period for the maximum six months permitted by law," she explains

Read the article.