

Quarterly  
Newsletter  
Issue 4  
2022



euraxess  
RESEARCHERS IN MOTION

This newsletter is for you! Via [china@euraxess.net](mailto:china@euraxess.net), you can send us any **comments**, **contributions** or **suggestions**.

To become a **member** of EURAXESS, you can **sign up** [here](#). You can also follow us on LinkedIn, Facebook, Twitter, Weibo and WeChat.



## EURAXESS China

Dear colleagues,

We start this edition of our newsletter with a feature article on one of our member states: [EURAXESS members in focus: CYPRUS](#), where you can find an overview of Cyprus' research and innovation ecosystem and its most excellent realities in terms of research activities, as well as facts and figures in terms of innovation, entrepreneurship and collaborations with third countries.

This edition also explores the topic of [Health and family wellbeing](#) when moving abroad: moving to another country and finding another house with partner and children is not a joke and ones need to be prepared also from a psychological point of view. In this article we try to understand the stress moving abroad creates and how to be ready for such a big step. We also spoke with an expert – a cross-border family mediator based in Belgium – for some tips that mobile researchers could bear in mind while planning and carrying out a longer-term assignment abroad.

Carrying on from this topic, we also present the specific case of [What you need to know when departing from our research job in China](#) by providing some practical recommendations including how to deal with social security and pension when terminating a working contract in China and how to move money earned in China to the banks in Europe. This was inspired by our workshop on the topic during the Forum of European Researchers in China. See some [photos](#) from the forum!

In the last section, take a look at the main events of the quarter, [in case you missed them](#).

Best wishes,

EURAXESS China Team



# EURAXESS members in focus: CYPRUS

## Quick Facts about Cyprus

Situated at the north-eastern end of the Mediterranean Basin, Cyprus is the third largest island in the region.

Size: 9,251 sq. km

Population: 918,000 (2021)

Languages: Greek and Turkish  
(English is widely spoken)

Capital: Nicosia

Currency: euro (EUR)

More about Cyprus:  
<https://www.visitcyprus.com/index.php/en/>



## CYPRUS' RESEARCH and INNOVATION ECOSYSTEM

### R&I Overview

The Cypriot Research and Innovation (R&I) ecosystem is a relatively **young** but **fast-developing** ecosystem. The responsible authority for R&I in Cyprus is the [Deputy Ministry of Research, Innovation and Digital Policy](#), while other stakeholders (e.g. the [Chief Scientist](#), and the [National Board for Research and Innovation](#)) are also contributing to the formulation of R&I Strategy and Policy. Moreover, the [Research and Innovation Foundation \(RIF\), which is the national R&I Funding Agency](#), as well as the EURAXESS Bridgehead Organization (BHO) in Cyprus, are responsible for Policy Implementation.

The **Research and Innovation Foundation (RIF)** is the national authority in charge of supporting and promoting research, technological development and innovation in Cyprus. It was established in 1996 and its wide range of activities covers:

- National Funding Programmes
- European Funding Programmes
- Innovation Services

Find out more: <https://www.research.org.cy/>

[Innovate Cyprus](#) is the National Strategy Framework for Research and Innovation for the period 2019-2023. It has a total of nine Strategic Pillars (SPs) and Strategic Enablers (SEs), which reflect the fundamental elements that contribute to achieving its Vision (SE1: Governance, SE2: National R&I Strategy, SP3: Research Excellence, SP4: Knowledge Transfer & Commercial Exploitation, SP5: Innovative Entrepreneurship, SE6: Cultural Change, SE7: International

### Public Universities

[Cyprus University of Technology](#)  
[Open University of Cyprus](#)  
[University of Cyprus](#)

### Private Universities

[European University Cyprus](#)  
[Frederick University](#)  
[Neapolis University](#)  
[University of Nicosia](#)  
[UCLAN Cyprus](#)  
[Philips University](#)  
[American University of Cyprus](#)

### Centres of Excellence

[CMMI – The Cyprus Marine and Maritime Institute-CoE](#)  
[EMME-CARE Eastern Mediterranean Middle East – Climate and Atmosphere Research Centre-CoE](#)  
[ERATOSTHENES Excellence Research Centre for Earth Surveillance and Space-based Monitoring of the Environment-CoE](#)  
[KIOS Research and Innovation Centre of Excellence-CoE](#)  
[Molecular Medicine Research Centre \(CY-Biobank\)-CoE](#)  
[Research Centre on Interactive Media, Smart Systems and Emerging Technologies - CVENS](#)

### Research Institutes and Research-Performing Organisations

[Centre for the Study of Haematological Malignancies](#)  
[Cyprus Institute of Neurology and Genetics](#)  
[Cyprus International Institute of Management](#)  
[EUC Research Centre](#)  
[Frederick Research Centre](#)  
[The Cyprus Institute](#)  
[University of Nicosia Research Foundation](#)

### Public Research Institutions

[Agricultural Research Institute](#)  
[Department of Fisheries and Marine Research](#)  
[State General Laboratory](#)

Dimension, SE8: Communication, SE9: Digital Transformation). The main goal of the Strategy is to expand the productive base of Cyprus' economy via the knowledge-intensive sectors.

## Research Excellence

Despite its small size and population, Cyprus has **three** public and **seven** private Universities, **seven** Research Institutes and Research Performing Organizations, **six** Centres of Excellence (funded by the EC under the Teaming Programme) and a number of **Public** Research Institutions. Four of these Universities and Research Institutes in Cyprus have received the [HR Excellence in Research](#) award.

There are currently **4,196** researchers employed in Cyprus ([2020 data](#) Cyprus Statistical Service), of which more than a third hold a PhD degree. Of all the researchers currently employed in Cyprus, 352 are not Cypriot nationals (including EU and third-country nationals). Furthermore, Cyprus has a **high growth rate** in regard to the country's full-time equivalent (FTE) researchers.

Overall, Cyprus had one of the highest average annual growth rates in Research & Development (R&D) expenditure (10.7%) over the period 2000-2020, scoring well above the EU average (4%). Total R&D expenditure in Cyprus in 2020 was estimated at €184.8 million, equal to 0.85% of the nation's Gross Domestic Product (GDP); in 2019, this expenditure was €164.4 million or 0.71%. In 2020, 23% of funding for research activities was absorbed from national funds, 43.5% from the private sector and 21% from international funds (including EU funds) ([2020 data Cyprus Statistical Service](#)).

The largest share of R&D in 2020 expenditure was allocated to natural sciences (€82.2 million), while engineering and technology absorbed €60 million, social sciences €19 million, medical sciences €9.6 million, agricultural sciences €7.4 million and humanities €6.5 million ([2020 data](#) Cyprus Statistical Service).

### National RTDI Framework Programme RESTART 2016-2022

The [RESTART 2016-2022](#) Programme is a multiannual framework of Programmes for Research, Technological Development and Innovation (RTDI) Support in Cyprus, co-funded by national and European funds and implemented in conjunction with other national initiatives and programmes. The total budget of the RESTART 2016-2020 Programme amounted to **€151.2** million.

The structure of the Programmes was centred on three Strategic Pillars:

- Pillar I: Smart Growth
- Pillar II: Sustainable RTDI System
- Pillar III: Transformation of RTDI System

The new Framework Programme for RTDI of Cyprus is currently under review and will be announced by the RIF soon (<https://www.research.org.cy/>).

### Cyprus' Participation in European R&I Programmes

Cyprus has participated in the EU Framework Programme for R&I since 1999. In Horizon 2020, Cypriot organisations have participated in 736 projects, receiving funding of more than **€319 million**. The success rate of Cyprus in participating H2020 projects was **13.39%**, scoring higher than the EU average (11.95%). Thus far, 174 Cypriot organisations have participated in Horizon Europe and have secured a total funding of €50 million.



## National Contact Points for EU Framework Programme

RIF hosts all the National Contact Points (**NCPs**) for Horizon Europe (HE). NCPs provide highly professional support services, including dissemination of information and on-the-ground advice to interested parties. Specifically for HE programmes targeting researchers' mobility, such as the **Marie Skłodowska-Curie Actions (MSCA)**, NCPs can provide personalised assistance to potential candidates.

More information on Cyprus' Horizon Europe NCPs can be found [here](#).

## CYPRUS as a WIDENING Country

Cyprus is one of the Widening Countries in Horizon Europe, which are countries with comparatively less advanced R&I systems. Although all organisations eligible to take part in HE can participate in HE Widening Actions ('Widening Participation and Strengthening ERA' Programme), only organisations based in Widening Countries can participate as coordinators.

One of the Widening Actions, with a particular focus on both the mobility of excellent researchers and the widening component, is the **ERA Fellowships Call**. This Call provides researchers applying to MSCA Postdoctoral Fellowships with a host institution in one of the Widening Countries (including Cyprus) with an additional funding opportunity. More specifically, in the application for MSCA-PF, the fellows indicate whether, if unsuccessful, they want to apply for the ERA Fellowship. If the proposal fails to reach an adequate place in the ranking to be funded through MSCA-PF, it is automatically resubmitted to the ERA Fellowships Call.

## Innovation Facts & Figures

Innovation performance has increased very strongly over time in Cyprus. In 2022, Cyprus has been ranked as a **Strong Innovator** on the [European Innovation Scoreboard](#) with a performance score of 106.9% of the EU average. Cyprus' performance is increasing at a much higher rate (37.9%) compared to the rate of the EU (9.9%). According to this scoreboard, Cyprus' relative strengths are:

- Public-private co-publications
- Innovative SMEs collaborating with others
- International scientific co-publications
- Population with tertiary education
- Trademark applications.

Cyprus also ranks **27th** globally among 132 economies on its innovation performance ([Global Innovation Index 2022](#)). Furthermore, according to the same metric, Cyprus ranks **first**, in a tie with Japan, in **Patent families** and **Mobile app creation**.

## Entrepreneurship

According to the National Report [Entrepreneurship in Cyprus 2019/20](#), **physical infrastructure** and **commercial and legal infrastructure** are two of the strongest advantages of the Cypriot entrepreneurial ecosystem. Physical infrastructure in Cyprus (i.e. roads, utilities, communications, water disposal) along with good access to communication (i.e. telephone, internet, etc.) can offer good support for new and developing firms in Cyprus. Cyprus' commercial and services infrastructure includes highly trained human resources staff plus many legal offices and top accounting firms. Its legal infrastructure also features an attractive and balanced tax regime.

### Incubators/Accelerators/Co-working Spaces/Makerspaces

- [ARIS](#)
- [Chrysalis LEAP](#)
- [Cyprus Seeds](#)
- [IDEA](#)
- [Gravity](#)
- [HUB Nicosia](#)
- [Youth Makerspace Larnaka](#)

### Start-up & Innovation Communities

- [Startup Cyprus](#)
- [Cypriot Enterprise Link](#)
- [Hack Cyprus](#)

Lastly, Cyprus scores well on **early-stage entrepreneurship**, as the rates are above the EU average ones for the period 2015-19 ([OECD data](#) 2020).

### Funding for Innovation

The main funding source for Innovation in Cyprus is the [Research and Innovation Foundation](#).

Its National RTDI Framework Programme (see above) includes specific funding opportunities in place to support **innovative entrepreneurship** in Cyprus. The **SEED** Programme, for example, aims to boost the rapid development of dynamic and innovative start-ups that wish to generate internationally competitive products/services and to mobilise private investment funds. The **PRE-SEED** Programme is designed to support the creation and early-stage development of innovative start-ups.

### Support for Innovation

[Enterprise Europe Network Cyprus](#) offers free of charge and integrated support services to Cypriot enterprises who wish to invest in entrepreneurship, knowledge, research, technology and innovation. There is only one angel investment network in Cyprus, namely the [Cyprus Business Angels Network \(CYBAN\)](#). Its mission is to connect the most innovative and fast-growing companies in Cyprus to smart equity finance.

There is also a [Startup Visa](#) scheme that welcomes skilled and talented entrepreneurs from countries outside of the EU and the EEA to enter, reside, and work in Cyprus in order to establish/operate/develop a startup with a high growth potential.

### Research collaborations with Third Countries

The Republic of Cyprus has established several [Bilateral Agreements/Protocols/Memoranda of Understanding](#) in the fields of Research, Development and Innovation (or in related areas) with a number of third countries.

With specific regard to EURAXESS Worldwide countries, the following collaborations are currently in place:

- [Agreement on Science and Technology between Cyprus and the USA](#)
- Agreement between Cyprus and **China** for Science, Technology and Innovation Cooperation
- Agreement on Economic, Industrial and Technical Cooperation between Cyprus and **Egypt**

As an example, under the national RESTART 2016-2022 Framework Programme, a specific Call for Proposals was announced on **International Collaboration – Dual Targeting** to strengthen the collaboration of Cypriot organisations with highly reputable research organisations established in advanced third countries (USA, China, Canada, Brazil, etc.). The Call's aims were to expand the networking of Cypriot organisations, and the implementation of joint research aiming to improve the quality of life and competitiveness of the Cypriot economy.

**Information for incoming researchers: EURAXESS CYPRUS**  
(<https://www.euraxess.org.cy/>)

Connect with us



RIF coordinates as **Bridgehead Organization** all the EURAXESS activities in Cyprus, while also hosting one of the national **EURAXESS Service Centres**, offering information and advice to mobile researchers, including both foreign



researchers who wish to work in Cyprus and Cypriot researchers wishing to work abroad.

There are 11 additional **EURAXESS Service Centres** in Cyprus:

- [CYENS Centre of Excellence](#)
- [Cyprus Institute of Neurology and Genetics](#)
- [Cyprus University of Technology](#)
- [Frederick University](#)
- [Open University of Cyprus](#)
- [The Cyprus Institute](#)
- [UCLan Cyprus](#)
- [University of Cyprus](#)
- [European University Cyprus](#)
- [ERATOSTHENES Centre of Excellence](#)
- [Cyprus Maritime and Marine Institute \(CMMI\)](#)



**Image sources:**

<https://pixabay.com/vectors/flag-cyprus-country-government-2313970/>

<https://unsplash.com/photos/oUi2tvBLInY>

<https://unsplash.com/photos/kef7C1n8JAc>

<https://unsplash.com/photos/qtsiDHePgS8>

<https://unsplash.com/photos/Hbh05NVXsk4>

<https://www.research.org.cy/en/media-kit-press-kit/>

<https://pixabay.com/photos/linkedin-social-media-internet-2815969/>

<https://unsplash.com/photos/RGXm9Gmydqw>

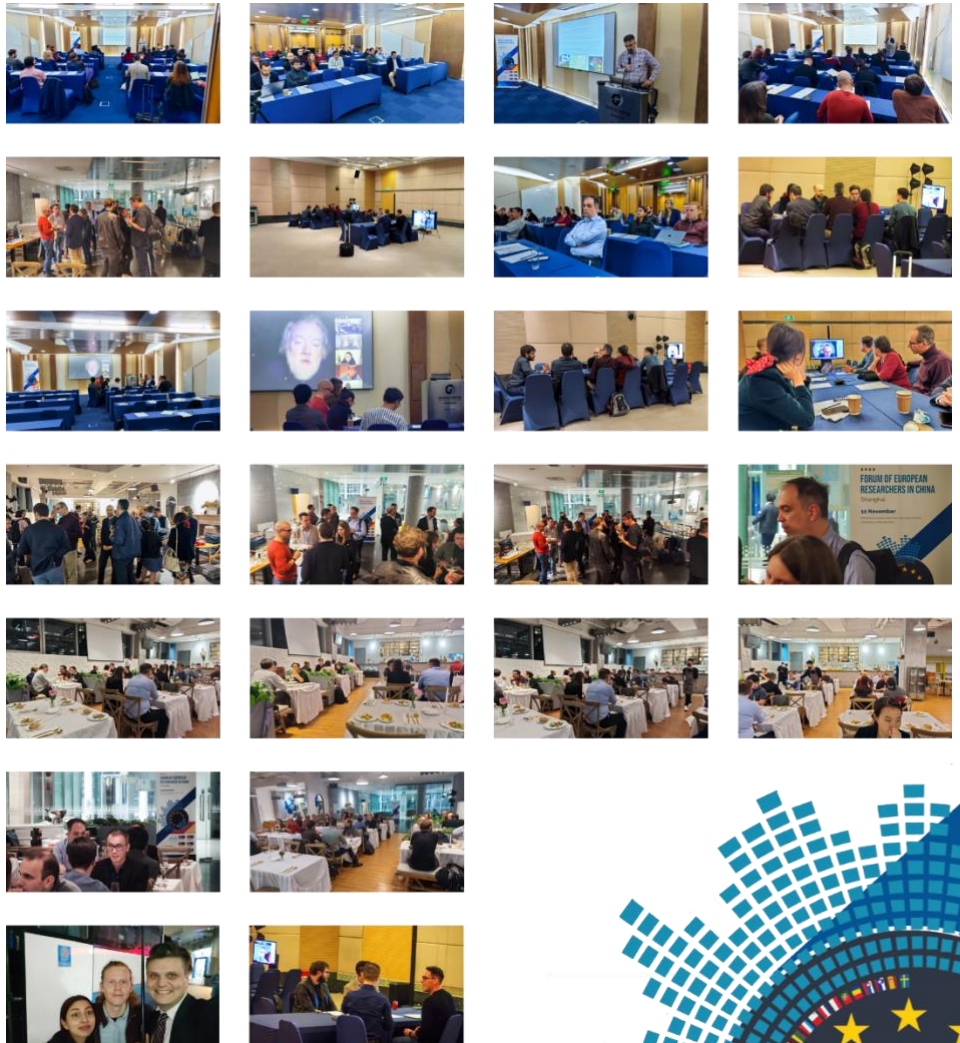
2022

# FORUM OF EUROPEAN RESEARCHERS IN CHINA

Shanghai

**11 November**

*Forum of European Researchers took place within the quarter, where around 40 researchers in Shanghai and 60 researchers online met in a hybrid event held at the German Centre in Shanghai to share best practices, discuss topics of thematic interest, and attend a practical workshop on Mobility.*



Organized by



an event funded  
by the European Union



See more at our [facebook page](#)





# What do you need to know when you are departing from your research job in China?

*During the Forum of European Researchers in China held in November a special Practical Workshop on Outgoing Mobility was conducted where couple of experts went over some of the main questions European researchers face when departing their employment in China, such as how to deal with social security, pension, tax and remittance of money. Below is an overview of notes made by EURAXESS China representatives during the workshop. **This should only be considered as a summary by EURAXESS China, not necessarily representing the views or recommendation of the experts involved.***

## DISCLAIMER

The information provided in this article does not, and is not intended to, constitute legal or financial advice; instead, all information, content, and data available in this article are for general informational purposes only. This information may not constitute the most up-to-date legal or other information.

While this information is based on a summary of notes made by EURAXESS China representative during an expert presentation during a workshop at Forum of European Researchers in China it does not necessarily represent the view of those experts and nowhere should this information be understood as advice by these experts.

This information is only meant as a way to guide our members into the right direction – for real advice on these matters we recommend to contact a lawyer and/or a recognized HR expert in China.

## Termination of Employment under PRC law

There are three types of terminations that can happen in a professional setting: those initiated by the employer, those initiated by the employee, and mutual terminations. Mutual terminations are subject to mutual agreement and can depend on the bargaining power of the parties involved. In these situations, employees may have the opportunity to bargain for more than statutory severance. The key document for mutual terminations is a Mutual Termination Agreement. In cases of termination initiated by the employee, considerations include whether there is a notice period and the employee's entitlement to statutory severance. The key document for this type of termination is a Resignation Letter. Terminations initiated by the employer are not done at will and must have a legal ground as described by law. The burden of proof is on the employer in these cases. The key document for terminations initiated by the employer is a Termination Notice.

### Termination by Employee – With notice period

In cases of termination initiated by the employee, with notice period, the notice period can vary depending on whether the employee is still in their probation period or not. During the probation period, a 3-day notice is required, while after the probation period, a 30 day notice is required. However, if there is an agreed longer notice period in the employment contract, there is a question if this would be supported in courts. The key considerations for notice period include the notice period in the employment contract, any local rules regarding longer notice periods, and the possibility of obtaining a waiver of the notice period.

### Termination by Employee - Immediate Effect:

In certain circumstances, an employee may terminate the contract with immediate effect. These include when the employer fails to provide labor protection or work conditions as stipulated in the employment contract, fails to pay labour remuneration on time or in full, or fails to pay social insurance contributions for the employee in accordance with the law. Additionally, an



employee may terminate the contract with immediate effect if the employer's rules and policies violate laws or regulations, or if the employment contract was concluded or modified against the employee's true will through fraud, coercion, or exploitation of their unfavorable position. Other circumstances that allow for immediate termination include the employer using violence, intimidation, or unlawful restraint of freedom to compel the employee to work, issuing illegal instructions or reckless work orders that endanger the employee's personal safety, and other circumstances as stipulated by laws and regulations. In cases of immediate termination, the employee is entitled to statutory severance.

## Termination by Employer – With notice period

Termination by employer with notice period can happen in cases where an employee has used up their statutory medical treatment period, has performance issues, or there has been a material change to objective circumstances. In such cases, the employer must give notice period of 30 days (or payment in lieu) and the employee is entitled to statutory severance. However, there are some protective circumstances that may apply, such as if the employee has a work-related injury that is yet to be diagnosed, is disabled or partly disabled due to a work-related injury, is within their medical treatment period, is pregnant, on maternity leave or lactation period, has served 15 years and has no more than 5 years to retirement, or other circumstances as stipulated by law.

## Termination by Employer – Summary Dismissal

Immediate termination without severance can occur in cases where the employee fails to meet the employment conditions during the probationary period, commits a serious violation of the internal rules and policies, engages in malpractice or gross negligence of duty that causes severe losses to the employer, has dual employment that impacts their job duties or refuses to rectify upon request of the employer, the employment contract is invalid as it was concluded or modified against the true will of the other party through fraud, coercion or exploitation of its unfavourable position, or if the employee is being pursued for criminal liabilities.

## End of Employment Contract

End of Employment Contract can happen due to the expiration of a fixed-term employment contract, retirement, death or declared death/missing of the employee, bankruptcy of the employer, revocation of the employer's business license or the employer being ordered to close by a relevant authority, dissolution of the employer, or other circumstances stipulated by laws and administrative regulations. In cases of expiration of fixed-term contract, bankruptcy of the employer, revocation of the employer's business license, or employer being ordered to close, statutory severance may be applicable under some circumstances and the same protective circumstances as those for termination by employer with notice period may apply.

Looking for expert?



**Martin Zhou**

*Managing Associate, Shanghai, Zhao Sheng Law Firm – Linklaters*

Tel: +86 21 2891 1835

[martin.zhou@linklaterszs.com](mailto:martin.zhou@linklaterszs.com)

Martin is a veteran in advising clients on a wide range of employment and incentive matters, including employee data privacy, recruitment, employment transfer, termination or mass layoff, collective consultation, remuneration and incentives, misconduct investigation, employment-related agreements and documents. Additionally, he is sophisticated in representing multinational companies in contentious employment matters before labour arbitration tribunals or courts.

Martin is a native Mandarin speaker and speaks fluent English. He is PRC qualified.

Martin was one of the expert speakers in the workshop at the Forum of European Researchers in China.

## Key points

When an employee terminates their employment contract, there are several key points to consider. These include providing notice period, delivering written notice, obtaining a certificate of termination, de-registering work and residence permits, properly handing over responsibilities, adhering to any restrictive covenants such as non-compete agreements, and addressing any outstanding issues related to remuneration, such as salary, severance, and bonuses. It's important to follow the correct procedures and complete all necessary steps to ensure a smooth and legal termination process.



## Social Insurance in China

### Understanding China Social Insurance Benefits

In China, there are several basic pension and pension-like benefits that employees may be eligible for, such as annuity and commercial insurance, which are subject to the rules of relevant companies and insurance providers. Social insurance, however, is mandatory and applies to both foreign and local employees. Employers and employees both contribute to social insurance, and it cannot be contracted out.

The four basic social insurances in China include pension insurance, unemployment insurance, medical insurance (including maternity insurance), and work-related injury insurance. The contribution ratios for social insurance are based on the average monthly salary of the last calendar year, with minimum and maximum amounts published by local government regularly. The ratio differs by localities, with Shanghai and Beijing having different contribution ratios.

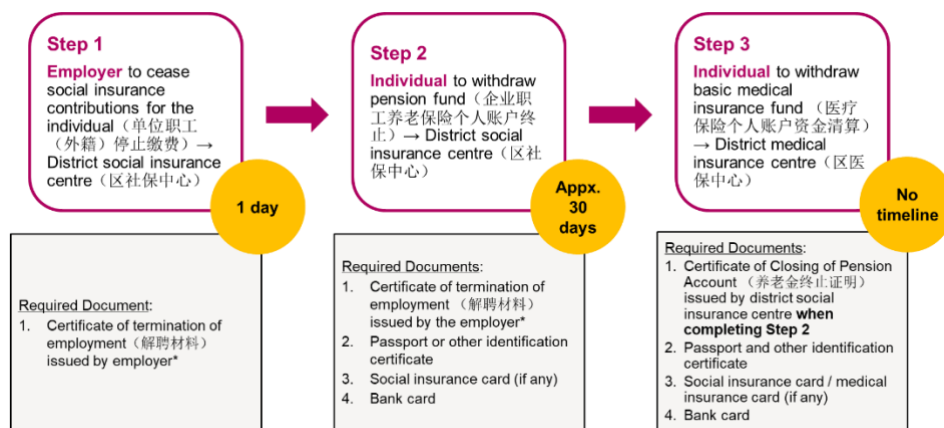
Shanghai	Contribution Ratios	
	Employer	Employee
Pension insurance	16%	8%
Medical insurance	10%	2%
Work-related injury insurance	0.16%~1.52%	N/A
Unemployment insurance	0.5%	0.5%

Beijing	Contribution Ratios	
	Employer	Employee
Pension insurance	16%	8%
Medical insurance	9.8%	2%+RMB3
Work-related injury insurance	0.2%~1.9%	N/A
Unemployment insurance	0.5%	0.5%

### What to do with social insurance when leaving China?

When leaving China, there are three options for dealing with social insurance contributions. The first option is to withdraw the social insurance fund, which is only available for the funds in the personal account of pension and medical insurance. The second option is to leave China directly without dealing with social insurance contributions, with no specific time limit for keeping the social insurance account. The third option is to apply for the benefits of pension insurance, provided that the employee has reached retirement age during their employment in China and has accumulatively contributed to the pension for at least 15 years.

## Withdraw social insurance fund when leaving China from Shanghai



\* Note: Photocopy

Looking for expert?



**Wendy Chan**

Managing Director, Market Practice Leader, HR & Payroll Services, China & Taiwan, HR & Payroll

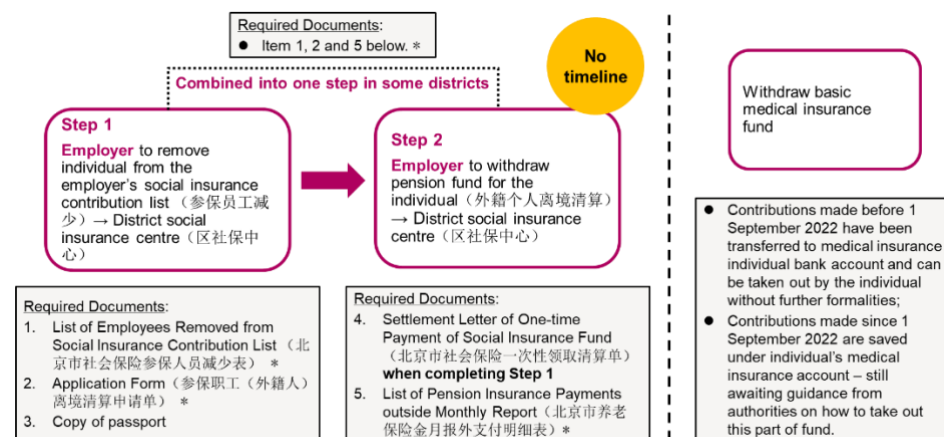
<https://www.tmf-group.com/>

Wandy heads the HR and Payroll team in China & Taiwan Market for TMF Group China, and is responsible for the delivery of China's corporate client services focusing on operational excellence, costing, innovation of services and client relationship management. Wandy has also worked for TMF Group in Beijing and Singapore; first joining the company in 2006 as a Client Account Manager. With more than 20 years' experience in Auditing, Finance and Consulting, Wandy's specialities include Human Resources, Due Diligence, Restructuring, Mergers & Acquisitions and Corporate Finance.

Fluent in English and Mandarin Chinese, Wandy holds a Bachelor's degree in Accountancy from Queensland University of Technology in Australia, and is a fellow member of CPA Australia.

Wanda was one of the expert speakers in the workshop at the Forum of European Researchers in China.

## Withdraw social insurance fund when leaving China from Beijing



\* Template available on government website

## De-registration of work and residence permits

When an employee is leaving China, one of the necessary steps is to de-register their work and residence permits. In both Shanghai and Beijing, the first step is for the employer to de-register the work permit (外国人来华工作许可注销) through the Service System for Foreigners Working in China (外国人来华工作管理服务系统). The required documents for this step include the Application Form for Termination of Work Permit for Foreigners (外国人来华工作许可注销申请表), the certificate of termination of employment issued by the employer, and the Acknowledgment of All Formalities Being Completed Online (外国人来华工作许可注销事项全程网上办理承诺书).

In Shanghai, after the termination of employment, the individual should de-register the work-type residence permit (工作居住证注销) at the Exit-entry administration bureau (出入境管理局) within 10 days, this step doesn't require to wait for step 1 to finish. The required documents for this step include the Passport, Registration Form of Temporary Accommodation for Visitors (境外人员临时住宿登记表), and the certificate of termination of employment issued by the

employer. After this step, the Exit-entry administration bureau (出入境管理局) will automatically grant a stay permit (停留证件) for no more than 30 days.

In Beijing, the next step for the individual is to de-register the work-type residence permit (工作居留证件注销) at the Exit-entry administration bureau (出入境管理局) after completing step 1. The required documents for this step include the Certificate of Termination of Work Permit (外国人来华工作许可注销证明) which you get after step 1, Passport, Registration Form of Temporary Accommodation for Visitors (境外人员临时住宿登记表), the certificate of termination of employment issued by the employer, colour photo with white background, 2 inch. After this step, the individual needs to apply for and obtain a stay permit (停留证件) for no more than 30 days (this does not happen automatically) by providing the required documents including passport, Registration Form of Temporary Accommodation for Visitors (境外人员临时住宿登记表), certificate of termination of employment issued by the employer, colour photo with white background, 2 inch, written application signed by the individual.



## Individual Income Tax in China

### Tax resident or not?

The Individual Income Tax (IIT) law in China classifies individuals as either tax residents or non-residents. Tax residents are considered as those who are domiciled in China, or non-domiciles who reside in China for 183 days or more in a calendar year, and are liable for IIT on income inside and outside China. Non-residents, on the other hand, are non-domiciles of China who do not reside in China or who reside in China for less than 183 days in a calendar year, and are liable for IIT on income derived only from China.

If a foreign national employee is not qualified as a resident individual in China due to spending less than 183 days in 2022, they should report to the tax authorities in charge during the period from the day on which they fail to satisfy the resident individual criteria to 15 days after the end of the year. The individual should then re-calculate IIT payable amount as a non-resident individual, and declare tax amount to be paid retrospectively, without being imposed of any late payment interest surcharge. If any IIT refund is applicable, it should be handled pursuant to the tax regulations and circulars.

The counting method for determining days residing in China is based on physical presence on the mainland for 24 hours in one day, in which that day counts towards a day of residing in China. If physically present in the mainland for less than 24 hours in one day, that day is not counted. Additionally, there is a new 'Six year' rule, which states that an individual must have resided in China for 183 days or more in each of the tax years during the period of the 'preceding six years' and must not have been physically outside of China in one single trip of more than 30 consecutive days during the period of the 'preceding six years'.

The IIT treatment for non-domiciled individuals also includes an income sourcing rule, where the salaries of non-domiciled individuals eligible for the time apportionment method of IIT computation will have their salaries apportioned

based on the number of China/non-China working days. This includes actual working days, public holidays, personal leave and training days both inside and outside of China taken during the China working period. If the individual stays in China for less than 24 hours in a day, that day is counted as half of a China working day.

## Filing your taxes

In terms of annual IIT filing, there are two options: standard filing and simplified filing. Standard filing has different deadlines for resident individuals, non-domiciled taxpayers who leave China permanently and resident individuals who immigrate to another country. Simplified filing, on the other hand, has a deadline of 1 March to 31 May and is applicable to resident taxpayers whose annual comprehensive income is no more than RMB 60,000 in a tax year but has overpaid IIT and need to claim IIT refund.

Individuals can file their annual income tax return in China through three methods: self-reporting by accessing the Individual Income Tax APP of State Taxation Administration, the website of the State Taxation Administration, or by calling the STA hotline 12366; engaging a withholding agent who will file the Annual Reconciliation return for taxpayers who received wages and salaries or continuous remuneration for personal services and assist in filing the annual return or provide training and guidance on how to complete the Annual Reconciliation; or by filing through a tax agent, who will file the Annual Reconciliation return on behalf of the taxpayers with a signed authorization letter between the agent and the taxpayer.



## Overseas salary remittance

Overseas salary remittance for foreign national employees in China can be done by remitting compensation from China to the employee's individual overseas bank account. Generally, the following documents and certificates are required for such salary overseas remittance application with a bank in China: an overseas payment application form, the foreign national employee's employment contract signed with the China company, the foreign national employee's passport or China work permit and resident permit, the foreign national employee's payroll calculation details, and an Individual Income Tax certificate generated by the tax filing system.

If the monthly salary overseas remittance amount exceeds USD 50,000 per expatriate per batch, a contract tax registration form issued by the in-charge tax authority would be required. This is in accordance with the foreign exchange control regulations of the People's Republic of China, which state that foreign individuals can make conversions for their legitimate income at financial institutions after tax declaration and full payment and can either remit funds via financial institutions or hand carry the funds when they travel overseas.

## Q&A: ASK THE EXPERT

For this edition of *EURAXESS Worldwide Newsletter*, we spoke with **Julie Rentmeesters**, a cross-border family mediator based in Belgium, for some tips that mobile researchers could bear in mind while planning and carrying out a longer-term assignment abroad. Julie combines her background in law and mental health with specialist training in parental burnout and mediation to help families deal with the stress of life abroad and in general.

Family life can be stressful at the best of times, but what are the biggest issues you are seeing in cross-border settings?

*As a cross-border family mediator, I see couples, parents and families when they are in a state of conflict. Parents that struggle to take care of their children as they are alone in Belgium, couples who separated, one parent who has moved back to their country of origin with the child (sometimes without the authorisation of the other parent or the judge i.e. a case of child abduction).*

*Moving to a new environment, being a parent, and separating from your partner are very demanding psychologically and reconnect the person to their primitive memories. That's why, in such cases, it's really important to receive affective emotional support – care, compassion, reassurance and comfort when needed.*

*I've noticed with expats that loneliness is one of the major problems. Expats usually have lots of connections and a busy agenda but their relationships are often superficial. When they don't feel well, family and friends are far away.*



## HEALTH AND FAMILY WELLBEING

### Getting mentally prepared for the move abroad

**Moving house is among the top causes of life stress alongside grieving, marriage troubles, job loss and financial insecurity. Moving to another country takes that to another level. Doing it with your partner and children in tow can be disastrous if unprepared. As one of the most mobile professional groups, researchers no doubt know the importance of physical planning when making such a big move, but what about psychological readiness?**

There is no such thing as a stress-free move. The sheer scale of the activity, the logistical steps and things to remember can be overwhelming. Researchers planning to move to another country usually have a fair amount of time to make the necessary physical preparations. They can also usually count on some support and guidance from their host organisation, programme sponsor and peers for many of the administrative aspects. But less attention is given to the mental wellbeing side, which experts agree must go hand-in-hand with the practical measures.

Neglecting mental preparations can cause additional stress on mobile researchers and their accompanying families. That stress can build and feed longer-term anxieties which threaten to derail the experience for everyone. It can affect the researcher's performance on the job, undermine marriages and family unity, and ultimately lead to health problems.

According to [WebMD](#), "More than half of Americans say they fight with friends and loved ones because of stress, and more than 70% say they experience real physical and emotional symptoms from it."

Common signs of too much stress, WebMD continues, include headache, fatigue, irritability, sleeping problems, difficulty concentrating, upset stomach, weight changes, and reduced sex drive. Among the longer-term medical and

*That's why some parents don't see any alternative than moving back to their country where they can feel the support of their loved ones. Of course, it's traumatic for all the family members when it's not a common decision.*

What sort of things do you usually counsel people in these situations? What can mobile researchers do to alleviate some of the anxiety for their partner and children before and during the move?

*I observe in my clients that, apart from the administrative side, their move to Belgium (for example) is not well prepared. Usually, one of the partners has found a job in Brussels and the other follows. The excitement of a new life hides all the difficult aspects of an expatriation. It's really important to prepare and discuss the move. Who is going to work? How long do you/we agree to stay? Who is going to take care of the children? The more one discusses the details of the future life, the easier the move becomes.*

*Moving is a very stressful experience in life and its effects are often underestimated. Moves reactivate rather primitive anxieties that exist when a baby establishes autonomy from its mother. It's important to anticipate the support that the family members will need. Is it by visiting their home country more often? Is it with a daily Zoom call with friends? They need to visualise the separation and ways to alleviate the anxieties that spring from that.*

Once abroad, can you propose some things families can do to help with the integration process. What should they prioritise?

*It really depends on the duration of the stay abroad of course. Reflecting on and discussing the project is very important. Evaluate regularly if every member of the family is happy with the new life. Then it depends on everybody's interest. I would recommend localising the experience as much as possible; learn the language, meet the neighbours, participate in activities like sports with locals and get out of the expat bubble...*

physical implications are high blood pressure and heart concerns, hair loss, skin problems, flare ups of asthma and arthritis, and clinical depression.

## Understanding stress

Stress and anxiety stem from internal and external pressures. Deadlines at work, a constant stream of emails demanding attention, dealing with bureaucracy, planning a complex project or activity... these are external demands on our attention that drain emotional energy. Our responses differ according to our personalities and resilience, an internal mechanism which is more developed in some people, and less in others.

Those who tend to internalise more of these stressors are usually aware of it and go to extra lengths to plan ahead in order to reduce the tension. Whether it is arriving an hour before everyone else for a flight or generating detailed checklists or Excel sheets ahead of a big move, the measures are a way of mitigating the risks and minimising the fear and uncertainty associated with the events in play.

Other forms of internalised stress can stem from primitive reactions, past experiences (even traumas), fixed ideas of how things should be done, and unrealistic expectations of situations and people. The sense of foreboding that accompanies big changes, such as births, deaths, marriages, divorces, new jobs and, yes, moving house, is a major cause of anxiety especially among those more prone to it.

Being aware of the triggers and having insight into your own ability to process stressful events is a good first start to dealing with them in a healthy way, the experts say. Knowing that these traits may also present in your partner and children, who are facing these new challenges, is a proactive way of heading off potential mental health issues associated with a move abroad.

How can you tell whether they are coping? The first and best way is simply to ask. Discuss the grand 'adventure' openly and don't sugar-coat the challenges or magnitude of the move. The mobile researcher needs to include the whole family in the preparations, and preferably even the primary decision as to whether to accept the new placement in the first place. If there is opposition from the start it will be much harder to get everyone onboard as the more tricky and stressful stages unfold.

## Visualising the move

Imagine scenarios, visualise how the new life abroad will look for the different members of the family. Map out the likely challenges and how each person might respond.

Little Jonny has to leave his football team and doesn't know if he can join a new one mid-season in the new town. Carlos has had to take a demotion or even quit his job in order to accommodate his partner's career move. Will he cope with being a home dad? The eldest daughter Janine will enter an international school system with a different curriculum and teaching style. Everyone is going to miss their friends, cousins, grandparents and of course the dog who had to be billeted with an uncle during the research exchange.

These are the sorts of worries and issues that the whole family will be facing if and when they decide to relocate for one person in the family to pursue their dream or advance their career. If everyone is not filled with the same sense of adventure and shared ambition, resentment could build and relationships tested especially when faced with a foreign setting far removed from the usual home-comforts and connections.

*All good occasions to create new friendships. And if they feel lonely, stressed or anxious, they should not hesitate to consult a therapist.*

*Talking, expressing one's feelings is key. It takes minimum a year to feel integrated into a new place. So, expect a range of feelings at the beginning; a clash between the excitement of the new life and the nostalgia of the country of origin is normal.*

Marriages and close relationships with family back home come under strain in foreign settings. What should couples be on the look out for and what do you advise they do if tensions are building?

*Surprisingly, research suggests that the people most subjected to parental burnout are educated woman that don't work and take care of the children.*

*Communication is very important with as few taboos as possible. The place and the role of the partner is really something that should be discussed and anticipated. Are the two partners still aligned with the move and experience? Are some changes needed? If tension is building (which happens in every healthy couple), they should not hesitate to consult someone about the problems before conflicts arise.*

Depression and health issues abroad are worrisome for would-be mobile researchers and their families. What are the main signs to watch for and what steps should they take?

*First, be on the lookout for unusual (new) behaviours like excessive alcohol or substance use, aggressiveness, violence, moods, etc. Sometimes we see something called psychological decompensation after, for example, a trauma which reveals itself due to the stress involved with moving abroad.*

Everyone needs to be prepared for this and take active steps to build a family trust circle with full honesty embedded in the whole process. Without it, intense feelings of anxiety can develop into a sense of isolation, foreboding and even depression for families who are under-prepared for the challenges of moving house and country.

## Coping mechanisms

[AXA](#), a major insurance and health group, carried out a survey which revealed expats in Europe face higher than average levels of anxiety and depression. Safety concerns, stress in the workplace, and dealing with illness were all exacerbated while abroad.

“Understanding how other expats look after their general health and wellbeing, as well as what some of the common concerns are, can help you prepare for your time abroad, so you can make the most out of the opportunities it brings,” notes AXA.

More widely, expats with experience of depression have shared their coping mechanisms which include joining a gym, more sightseeing with family and friends, building relationships, communicating and expressing themselves better, keeping busy and practicing mindfulness.

For younger children, special effort is needed to help them understand the basics of the move – the why, when, what, where, how questions. Why mum and dad are moving. When it will happen and what that means concretely (i.e. living in a different house, dealing with hotter/colder weather, eating different foods, adapting to unusual cultural habits...). Sometimes kids pick up on or mirror their parents' increased anxiety, so experts warn to watch for tell-tale behavioural signs, such as altered sleeping, eating, speaking and playing habits.

Older children face their own difficulties dealing with unfamiliar social and cultural settings, having to make new friends and adapt to different surroundings and study practices. Parents need to prepare the children for these challenges well in advance, constantly asking them how they feel, what they need. Good communication is paramount, and needs to be channelled towards the individual child's needs and strengths, the experts recommend – *see our side-story for more advice and guidance for families and couples dealing with anxiety and cross-border issues.*

## Doing your homework

Above all, you don't want to leave anything to chance with such a significant change affecting you and your family.

A visit to your country's foreign office website for official information about another country is an advisable first step before even accepting the post. The country page will often include health, safety and security advice, and sometimes issues warnings of what to avoid or be aware of once you are there.

Some states may recommend travel to a country be taken with a degree of caution or not at all. Clearly, it is up to the individual and their concerns for their family whether to proceed under those circumstances. Host organisations will often have a liaison office or someone responsible for helping the incoming researcher/professor/fellow/worker settle in and navigate the red tape. This may or may not include family services, so the individual needs to be sure what sort of assistance they can expect from their host organisation and country.

Of course, being mentally fortified for such a massive adventure goes alongside physical preparations. In practice, that means putting together and checking off the long list of administrative steps for the new job, meeting the requirements of



the host country or programme, but also the pragmatic things that need doing to set the family up in a new location.

The following is a very basic list of some of the important things to confirm before moving abroad:

1. Check the country's life quality, safety, health, and general status on key issues (human rights, gender, religion, etc.) is compatible with your values and needs
2. If possible visit the country/location as reconnaissance for the move with the family or at least do lots of internet research (schools, rentals, transport, etc.)
3. Explore financial impacts including the cost of moving, conditions of the relocation package, and general cost-of-living changes
4. Choose a relocation service with proven capabilities delivering to your destination
5. Join expat fora and relevant networks such as Euraxess Worldwide to get a feeling for what to expect, and ask as many questions as you can (including those put forward by your partner and children)
6. Put together a realistic to-do list of steps before (months/weeks/days), during and after the move, and factor in contingencies (unexpected scenarios); use proforma guidelines found online to help with this
7. Study how best to fit in with the local culture (language, customs, food, etc.)
8. Prepare the ground for trailing partners and children (schools, activities, etc.)
9. Brush up on local laws/rules and requirements, especially important for moves outside the EU
10. Confirm travel, documentation, health, insurance, and other essential administrative details long in advance

There are also useful websites and templates dedicated to moving house, such as [Todoist](#) *Sukoshi Zutsu* style of breaking down the tasks into bite-sized actions, or the [Klaxoon](#) visual optimisation approach.

*It's important to find a professional that takes the expat dimension into account. Sometimes, a reconnection with the secure link (family, friends...) can help to reduce the symptoms. Affective support can be more efficient than taking medication, for example.*

Julie is a board member of the ForMediation group, which offers continuous training to all professionals dealing with families. She is also a Family Mediator and Jurist at CHS and the Mental Health Service 'Le Chien Vert'.

### **Euraxess Worldwide at your disposal**

The EU's [Euraxess](#) network has been created to give outgoing and incoming researchers and their families peace of mind during this important stage in their lives and careers.

It draws on the support of some 600 centres, offering tips and advice on a wide range of issues, from living and employment conditions in different countries and their working/entry/visa requirements to how pension, health and insurance works for mobile researchers and their families.

Mental wellbeing is of course an important part of the 'personalised assistance' that Euraxess network and its worldwide hubs seek to support. Researchers share their experiences through formal and informal events, workshops, coffee clubs, and more.

This is on top of the network's efforts to provide reliable news and insights about research and innovation policies, jobs, funding and career development activities in Europe, as well as opportunities for international collaboration and funding schemes. Membership is free.

**For more information** and assistance during your move abroad, contact us at [china@euraxess.net](mailto:china@euraxess.net)

# In case you missed it...

## Four Horizon Europe Calls Targeting Chinese Participation

In December Horizon Europe's 2023-2024 Work Programme was revealed, with four calls targeting Chinese participation in two flagship initiatives.



- Integrative forest management for multiple ecosystem services and enhanced biodiversity  
[TOPIC ID: HORIZON-CL6-2023-BIODIV-01-15](#)
- Optimisation of manure use along the management chain to mitigate GHG emissions and minimize nutrients/contaminants dispersion in the environment  
[TOPIC ID: HORIZON-CL6-2023-ZEROPOLLUTION-02-1-two-stage](#)
- EU-China international cooperation on blue carbon  
[TOPIC ID: HORIZON-CL5-2023-D1-02-02](#)
- EU-China international cooperation on data and model development for pathways to carbon neutrality: focusing on decarbonisation, energy efficiency and socio-economic implications of the transition  
[TOPIC ID: HORIZON-CL5-2023-D1-02-01](#)

## Webinars from the Quarter

### [ERC Grants: How to Prepare a Successful Proposal](#)

On 12 October at 16:00 Beijing time, EURAXESS China and the European Research Council (ERC) will jointly hold a webinar on ERC grants and how to prepare a successful proposal.



### [Peer Review Webinar](#)

In this webinar on 10 October, which was organised in cooperation with Taylor & Francis, we offered a training on how you can become an excellent peer reviewer.





## About us

EURAXESS China is a networking tool for European researchers active in China and for Chinese and international researchers wishing to collaborate and/or pursue a career in Europe. EURAXESS China provides information about research in Europe, European research policy, opportunities for research funding, for EU-China and international collaboration and for trans-national mobility. **Membership is free.**

Visit us at [china.euraxess.org](http://china.euraxess.org) and [join](#) the EURAXESS China community.

EURAXESS Worldwide has dedicated teams in the following countries and regions ready to assist you: ASEAN (focus on Singapore, Thailand, Indonesia, Malaysia, and Vietnam), Latin America and the Caribbean (LAC, focus on Brazil, Argentina, Chile, Mexico, and Colombia), China, India, Japan, North America (USA and Canada), South Korea, Australia and New Zealand.