

Candidate Motivation Letter

Name of Candidate: Dr. Iris Duchetsmann

Chapter: Shanghai

Position: Board Member



Motivation Letter

During the last 6 years where I have been living and working in Shanghai as a specialized HR lawyer (after dealing with Chinese business since 1998) I have seen significant changes in the economic and legal environment. European companies nowadays report HR management being one of their biggest challenges, resulting from a dynamic labour market combined with a constantly changing and evolving legal framework.

For many years I have been active in the EUCCC, serving as Shanghai Board Member for the last two terms and as Vice Chair of the HR working group for several years.

An important focus of the European Chamber lies on the lobbying with the Chinese government, to support the protection and promotion of European companies' interests in China. Changes in the operational and legal environment, growing national and local competition, etc. - make this work even more relevant.

If re-elected, I will continue to support EUCCC's work and help members to get the most from our chamber. My corporate experience, legal and HR background as well as "EUCCC pre-experience" will help to support the chamber's work and create an impact right away.

Biography

Iris specializes in employment law, supporting clients in all personnel-related matters work focusing on cross-border issues and international HR management.

Based in Shanghai, Iris leads Clyde & Co's employment practice in Asia and works with employment specialists across Asia Pacific and globally. She has extensive experience all over Asia advising clients in relation to their international HR project management requirements. This has enabled her to provide both strategic advice and value-add to her clients mostly comprising international companies, and executives from various industry sectors. Her key areas of expertise include employment disputes; transfer and outsourcing; redundancies; trade union/employees representative council involvement; immigration and cross-border secondments; employment contracts and handbooks; social insurance and income tax as well as compliance and trainings.