

Head Office

A Word from the Group General Manager

As we sit in the second month of summer we find ourselves in a new and different environment than that of a year ago. The environment around us is tense as the Olympics are drawing closer and many of the global indexes post record losses for the first half of the year.

The debate on a compulsory minimum wage continues. If imposed will this have a profound effect on your business? Gemini will continue to monitor salaries and our salary surveys are published on our website.

With these new developments it is becoming more and more important to ensure that you have the right staff. Give Gemini a call. We are here to help with all of your temporary and permanent staffing needs.

This month we focus on the Garment industry. It is a fiercely competitive industry constantly striving to improve manufacturing and distribution networks. Gemini has an experienced team of consultants familiar the skills required.

Finally if you need short term cover during the summer holiday season, call our Temp Hotline 2525 7326.



Graham Price

Gemini Personnel Hong Kong

Industry Focus - The Garment Industry

China, with lower production costs, has replaced Hong Kong as the world's biggest exporter of textiles and garments. The Chinese National Textile Industry employs 15 million people and the country's market share is predicted to increase over the coming years.

China's garment production is based mainly on the east coast, in Guangdong, Zhejiang and Jiangsu provinces. Most factories are within 'Special Economic Zones' and are generally privately owned. For example in Guangdong province, 62% of garment factories are foreign owned, many by Hong Kong and Taiwanese companies.

Since joining the WTO in 2001 China has been forced to implement certain safeguards to protect other WTO members from Chinese exports. These include allowing a WTO member to restrain increasing Chinese imports that disrupt its market. These special textiles safeguards will only be available until 2008.

What is the role of a Garment Merchandiser?

Today the majority of companies are adopting merchandising concepts, which comply with all procedures to execute and dispatch the shipment on time, considering quality, cost and time. They also employ merchandisers to handle the whole process from sample making to shipment, who provide information on the latest market trends and how to meet the market demand.

In today's market, garment merchandisers need to pay attention to the developing technologies utilized in manufacturing and production. Most merchandisers will take up vocational training courses in clothing

technology so they can understand better the whole process of production and merchandising. To find out customer requirements, they regularly visit buyers, and come up with latest updates.

The main procedures merchandisers are required to follow are:

1. **Designing:** The merchandiser works with the client's designers in US and Europe to draft an order.
2. **Preparing the Sample Order:** A merchandiser has to understand the buyer's requirements after receiving their sample order. In many cases, there are modifications pertaining to the specifications in the order to dispatch on time.
3. **Managing order route card and production timetable:** A merchandiser has to manage every production schedule and order route cards that facilitate the follow-up of an order's execution in the planned way. These detail things like design, number of modules, number of operators, number of processes, date of dispatch, quantity, output capacity, and deadlines in the schedules.
4. **Submitting pre-production samples:** Pre-production samples should be provided on time to the concerned buyers so as to verify their quality. Once the buyer approves the samples bulk orders are placed.
5. **Solving shortage problem:** The merchandiser should know about the dearth of any commodity such as fabric, yarn, etc from the beginning of the transaction.
6. **Communicating with associated people and buyer:** It is essential to communicate with the buyers regarding the status of the order. Also, merchandiser has to communicate with the people that are in-house, vendors, contractors and the shipping dept. Only through the right communication can one meet deadline for the concerned orders.

Hardlines Merchandising

The talent pool for merchandising and purchasing has shrunk dramatically, especially in middle to senior level positions. Gemini has been tasked with finding people with relevant experience in specific product categories including high end footwear, luxury fashion bags, luggage, household appliances and home furnishing items. High fashion houses in Europe or US are building up their sourcing network in Asia. Hong Kong and Southern China are preferred locations because of the availability of talent and proximity to the manufacturing sources.

Gemini is most often asked to find a hands-on General Manager, Operations Director or Manager. The Manager's mandate is to start up the office, set up the necessary purchasing and quality systems and develop supplier network. Technical skills and well-rounded supply chain experience in the relevant product category, are mandatory, but international exposure, excellent language skills, effective communication capability, entrepreneurial skills as well as a flexible and proactive personality are also indispensable qualities for such a position. Candidates must be willing to travel or be stationed in China. Hands-on knowledge and firsthand experience in the factories are crucial for senior managers to solicit the cooperation and respect of their vendors. Senior managers cannot simply rely on their sub-ordinates; they have to see with their own eyes. Our challenge is trying to strike a balance in matching the hard core experience with the diverse soft skills and attributes that are basically all crucial for the position, while simultaneously managing the candidate's expectation and career aspiration.

The toy industry demands small to medium sized players with multifaceted talents. The focus is on a strong mix of engineering competency, supply chain experience and strong leadership flair. Organization structure is lean in these companies and employees need to be more hands-on than they used to be. Willingness and readiness to spend time in the Chinese factories are other vital prerequisite and Gemini often helps in educating candidates, discussing with clients and balancing the requirements of clients and candidates.

As a recruitment partner of our clients, our roles are becoming more complex in serving clients' complicated requirements, building up an acceptable and feasible job specification, manipulating creativity in identifying suitable candidates, managing candidates' expectations and aspirations, and finally closing the expectation gaps and bringing qualified candidates on board.

Contact Gemini's specialist merchandising team on 2525 7283

OFFICE TIPS

First Impressions Count

There has been a tremendous amount of research done over the years on first impressions, and consistently shows that:

- It takes less than 3 seconds to evaluate the other person based on their appearance, body language, demeanor, mannerisms and dress. And we do.
- These first impressions are extremely difficult to change or undo.
- Once people have made a judgment about the other person, they instinctively look for other clues (as the relationship progresses) to support their initial judgment. This is often referred to as the "halo effect".

In a recent Canadian study, researchers found that it takes less than a 20th of a second for someone to make up their mind about the quality of a web page. So it seems, whether its people or things, we make judgments almost as quickly as the eye can take in information.

Create the Image You Want

In your business, what is the image that you need to create? Take a look around the organization – who are the three or four most admired and successful people? Now, you want to emulate these people (not copy). How do you do this?

- Take four plain post-it note size cards.
- Write the four people's names, one per card.
- Place the cards, name down, shuffle and draw two at random.
- On a sheet of paper, list the things about these two people that are similar.
- Repeat the drawing of two cards and listing their likenesses until all combinations for the four people have been exhausted.

You now have a list of traits, characteristics, behaviors, mannerisms etc. that characterize these successful people. In fact, you have just defined the key aspects of your successful role model's images. You should not copy these people, but you can adapt your presentation, style, communication and ultimately your image, to match that of the most successful people in your organization. After all, they've learnt what works, why not use their experience?

Office Temperature

One of the touchiest subjects in any office is the room temperature. This has probably started more arguments in the office than just about anything else. It may seem like a small thing but people tend to be passionate about the temperature. When it comes to controlling the thermostat, women typically like to turn it up, while men turn it down.

There are pros and cons to keeping the office cool or warm. If it is cool, people tend to be more alert but it may also affect the joints (as anyone with arthritis can tell you). Interestingly, certain office equipment, such as computers, operates better under cooler temperatures. On the other hand, a warm room on a cold winter day is welcomed by just about everyone, but if it becomes too warm, especially on a summer day, it can put people to sleep, particularly after lunch. It can also cause people to slowly become irritable, impatient and irrational which isn't exactly conducive for a cooperative work environment.

If you leave the temperature to the employees to control, you'll probably hear the thermostat click up and down like a pogo stick which inevitably drives heating and air conditioning bills sky high. If you're an office manager, you would be wise to put a lock on the thermostat and hide the key. Whatever you do, don't turn the temperature over to the employees by a show of hands. It will only result in a division and hurt morale. As manager, you are responsible for controlling the work environment which includes the temperature of the room as well as other things, such as noise and cleanliness.

Latest Salary Survey

Up to date information on Gemini, including our latest salary surveys, terms and conditions, and contact details are all available on our web site at www.gemini.com.hk.

J.M. Gemini – China



China Urban Salary increases hit six year high!

The average salary of employees working in China's urban areas rose by 18.7% to US\$3,561 in 2007, the largest percentage gain in six years. A statement by the National Bureau of Statistics pointed to sound corporate performance and rising low-level salaries as reasons for the overall increase. However, the statement highlighted ongoing salary gaps between industries, noting that prevailing corporate governance and personnel management practices had crippled the market's ability to smooth out these gaps.

Average Wage Increase in china, 2000-2006

	Average Yearly Manufacturing Salary	Average Yearly construction Salary
2000	8,750	8,735
2001	9,774	9,484
2002	11,001	10,279
2003	12,496	11,478
2004	14,033	12,770
2005	15,757	14,338
2006	17,966	16,406
Increase in 2000-2006	105%	87%

Source: HSBC

For the first time, J.M. Gemini is introducing Recruitment Process Outsourcing (RPO) to its clients. RPO refers to when a business outsources some or all of its recruitment works to professional recruitment companies. Currently many businesses use an RPO service to accomplish their recruitment work, and there are good reasons for this. The RPO service brings high recruitment quality, a shortened position opening period, improvement in administration processes and reduction in operational cost. During this period, the professional recruitment company works as the internal recruiting department and is responsible for providing the required tools and methods for recruitment.

J.M. Gemini provides this custom-tailored RPO service according to the internal recruitment requirement from clients, including but not limited to, the following contents:

- Recruitment process design and management;
- Resume Database Searching (famous recruiting service providers' database);
- Job Advertisements (famous recruiting websites);
- Resume screening and candidate contacting;
- Weekly update/report of recruiting status to the client;

How it works:

J.M. Gemini assigns a Consultant to the required client business and the consultant works towards fulfilling the following key roles:

- a. Adjust and fulfill the recruitment plan;
- b. Manage the recruitment process while communicating with the client, post the recruitment advertisement and search external Databases and Screen resumes;

The consultant can also use the clients' resources to accomplish the recruitment plan.

This is all conducted by the consultant as a dedicated resource to the business.

If you would like to more, please contact us at enquiries@jmgemini.com

JM Gemini Recruitment Solutions

New announcement!

J.M. Gemini Recruitment Solutions are happy to announce the launch of their “New Look” website this month.

You will now be able to view any new jobs that become available across Shanghai, Beijing and Guangzhou, as well as featuring a new Star Candidate every month.

Read all about our trusted partner alliances across Asia and the world, as well as gain an insight into our Interim Management business and see how we could tailor this option to your business!

Plus if you miss any of the J.M. Gemini Recruitment or Gemini Personnel updates or newsletters, you will be able to have these at your fingertips ready to download whatever month you need.

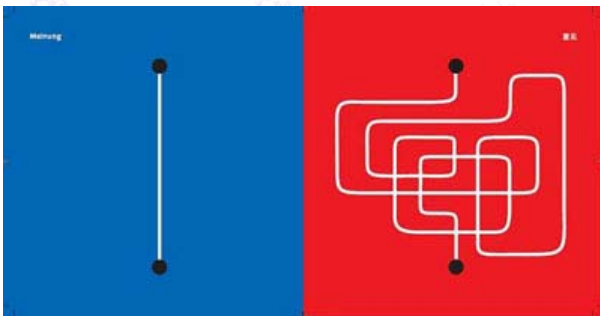
Check it out now at <http://www.jmgemini.com>

Chinese and Western Culture Comparison

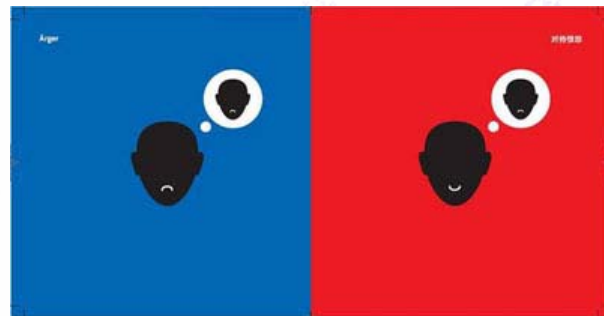
The following captures some societal differences between Chinese and Western Culture in a humorous way.

Blue represents Western culture, and red Chinese culture:

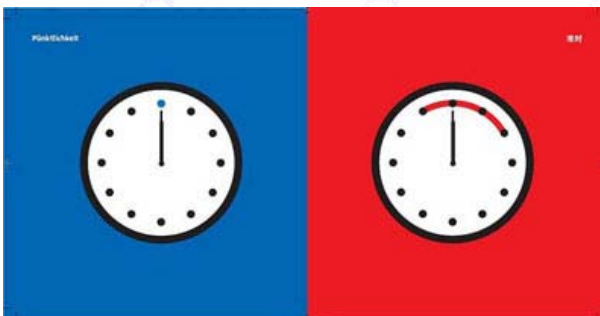
Opinions:



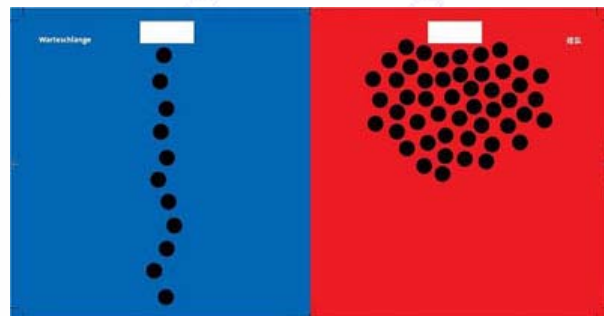
Anger / Displeasure:



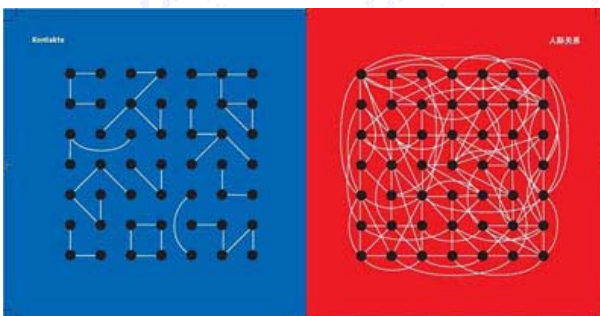
Punctuality:



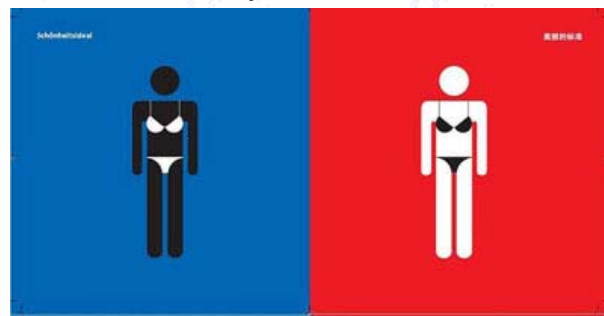
Queues:



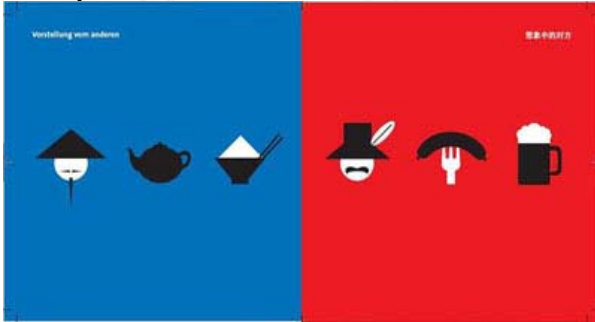
Contacts:



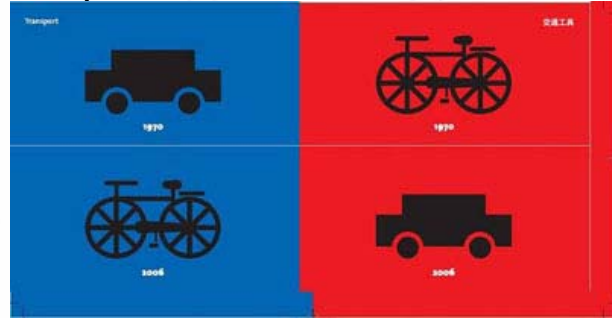
Definition of Beauty:



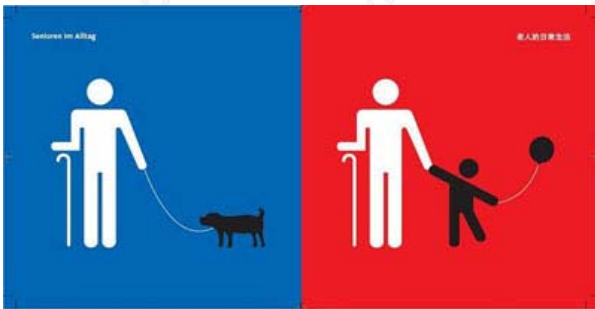
Perception of Each Other's Culture:



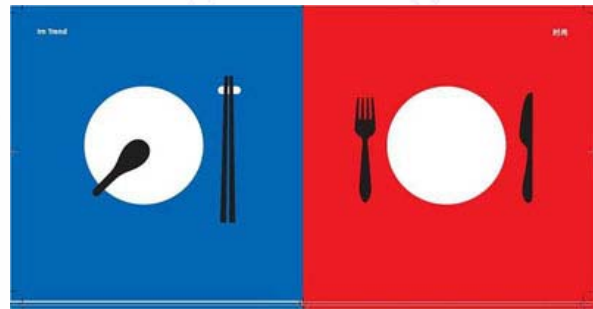
Transportation:



Life of the Elderly:



What's Trendy:



Source: China Business Success Stories - <http://www.chinasuccessstories.com>

URL to article: <http://www.chinasuccessstories.com/2008/01/03/chinese-and-western-culture-comparison/>

Gemini - Thailand

Public Holidays

Thursday 17 July: Asanha Puja day. It commemorates the Buddha's first sermon in the Deer Park in Benares - our office will be closed!

Friday 18 July: government offices will be closed as well. We will be open!

Tuesday August 12: Queen's Birthday and Mother Day – all offices are closed

Hiring Slowdown

During the past quarter, the domestic market has been severely hit by rising food prices and skyrocketing energy costs. Many companies have readjusted their hiring plans to focus on maintaining their current staffing levels while they wait for the turbulent political air to clear.

There are jobs available in small and medium sized enterprises for those who find such positions to their liking. We have placed sales engineers for industrial equipment, electronic components, and automotive parts as well as field clinical engineers for medical devices, accountants, and office managers.

Lately we have met several candidates for mid-level positions who moved on because they lived far from their workplaces and the high cost of travel made it difficult and economically not viable for them to continue. As a result we have had several assignments looking for a replacement General Accounting Manager, a Credit and Collection manager, a Regional Project and Service Manager, and an Assistant Manager Logistics all for companies not on a major public transportation line!

In this respect, recruitment companies now focus on identifying candidates from the neighbourhood in combination with maintaining a high level of scrutiny for the right professional qualifications.

One hope on the Horizon!

The government recently approved 770 billion baht to develop a stretch of 424 kilometers of elevated rail lines and subways in greater Bangkok, targeting to complete the whole loop within 3.5 years. Because these extensions would certainly help the mobility of talent in the labor market beyond the Sukhumvit lines, we are eagerly looking forward to placing some of our candidates in the new positions.

For more information on Gemini in Thailand...

Please call our hotline: 2525 7782 in Hong Kong, 02 650 8977 in Thailand or log on to the Thailand website: <http://www.geminipersonnel.com> for more details.

Jos Bosmans

Asian Human Resources Group (AHRG)



AHRG is a unique grouping of firms in multiple locations that are properly licensed to do business in their respective territories and have a network of affiliates and consultants. Member firms currently comprise:

[Gemini Personnel Limited](#)
[Gemini Thailand](#)
[Organisation Search Limited](#)
[JM Gemini Limited](#)

AHRG companies currently have offices in Beijing, Shanghai, Guangzhou, Shenzhen, Hong Kong, Kowloon and Bangkok, with affiliates in Singapore, Seoul and other Asian cities.

For further information see www.AHRG.biz

Graham Price Tel: (852) 2525 7873 Email: graham.price@ahrg.biz

Take A Break!

(a) I was driving along in my car, when my boss rang up and said: "You've been promoted." That made me swerve a bit. Then he rang up a second time and said: "You've been promoted again." I swerved even more. When he rang a third time and said: "You're now managing director," I went into a ditch. A policeman came up and asked: "What happened to you?" I replied: "I careered off the road."

(b) How many managers does it take to change a light bulb?

Five. - One to notice that it needs changing, one to prepare a budget, one to sign it off, one to order it from supplies and one to tell their secretary it needs replacing.

Points to ponder

People have been known to achieve more as a result of working with others than against them.
- Allan Fromme

The brain is a wonderful organ. It starts working the moment you get up in the morning, and does not stop until you get into the office.
- Robert Frost

My father taught me to work; he did not teach me to love it.
- Abraham Lincoln

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