

# Wolters Kluwer · China HR Reference

## An integrated professional information platform for HR and labor law professionals

Wolters Kluwer · China HR Reference is an integrated professional information platform for corporate HR and labor law professionals. The platform integrates information, interpretation, tools and online Q&A, which are further divided into sections such as Labor Law Updates, Wolters Kluwer Classroom, Case Commentary, Judgment Documents, Practice Interpretation, Smart Tools, Template Documents and Expert Q&A, starting from HR compliance practice requirements, to meet the practical needs of HR practitioners.



## Product Value



### Gather the wisdom of industry experts to deliver professional solutions

Senior experts in the field of labor law practice provide in-depth interpretations of new policies, high-profile cases, and challenging issues related to labor law from around the world, offering ways to analyze and interpret the issues from an expert perspective.



### Powerful empowerment by smart tools to help improve work efficiency

Smart diagrams, smart decision-making, calculators and other diversified smart tools, equipped with global advanced technology, help improve the efficiency of HR practice.



### Integrate competitive training resources to help teams improve performance

Extensive online and offline courses provide opportunities for face-to-face interaction with renowned experts, and high-quality resources help organizations build high-performing HR teams.



### Provide access to first-hand consulting resources and deliver timely solutions

We provide quick solutions to practice problems through the "Expert Q&A" section, providing users with timely, professional, and actionable answers to questions and efficiently solving "tough problems" in daily practice.

## Core Content



### Practice Interpretation

We provide professional articles, case reviews, hot topic information, and other multidimensional content; invite industry experts to provide in-depth interpretations; and offer expert insights to solve practical issues.



### Law & Regulations and Cases

We collect the labor laws and regulations, judgment documents, and administrative penalty data from all over China, providing legal basis, similar case references, and compliance cases for enterprises' HR compliance work



### Practice Guide

We provide comprehensive, practical, and actionable guidelines systematically written by senior experts in concise language, including:

- Beijing Employment & Labour Law Guide (Chinese and English Versions)
- Shanghai Employment & Labour Law Guide (Chinese and English Versions)
- Shenzhen Employment & Labour Law Guide
- Jiangsu Employment & Labour Law Guide
- Guangdong Employment & Labour Law Guide
- Practical Guidelines for Compliance Management of Labor Relations under Special Circumstances
- Practical Guidelines for Compliance Regarding Employers' Termination of Labor Contracts
- Q&A on Corporate Labor Compliance



### Smart Tools

Relying on intelligent technologies and conforming to practice needs, the six intelligent charts make practice work more efficient and convenient.

- Smart Diagrams: Free search and intelligent comparison - common data and policies on human resources management in major cities across China are available at a click.
- Smart Decision-making: Transform practical problems under different scenarios into smart process guidelines, so that the "consulting" of labor law problems is fully integrated into the process, helping clients to quickly and conveniently solve their daily labor law practice problems.
- Calculator: Provide convenient calculators for economic compensation, annual leave, etc., helping to improve the efficiency of practical work.
- Judicial Big Data Visualization: Use intelligent legal search technology to mine judicial big data on employment disputes from multiple dimensions, supported by concise and intuitive graphical visualization, to facilitate labor and employment compliance work.
- Internal Training Assistant: Provide access to first-hand materials of expert training courses that offer companies a wealth of resources for conducting internal labor and employment compliance training.



### Wolters Kluwer Classroom

We gather top experts in the industry to organize regular online and offline seminars, and enable the seminar video playback function, supplemented by refined video clips that serve as rich references for HR practitioners to improve themselves and solve problems.



### Expert Q&A

We provide rich Q&A content in practical scenarios, as well as channels for asking questions and expert channels for solving practical problems arising in daily work.



### Updated Information on Labor Law

We update hot news daily to help you stay on top of the latest labor and employment dynamics in real time and understand compliance requirements.



### Organization and Talent Development

The cutting-edge content provided by professional organizations can help corporate HR managers gain relevant professional experience in organization and talent development.



### Wolters Kluwer GPT / Labor Law

Wolters Kluwer launches Wolters Kluwer GPT / Labor Law by fully integrating its self-developed database platform with artificial intelligence technology to provide intelligent Q&A assistants for HR professionals.

- Support natural language questioning
- Rely on self-developed big data platform
- Rich high-quality sources of data
- Provide answers + specialized traceability



# 威科先行·人力资源信息库

## 专为 HR 及劳动法专业人士打造的专业综合信息平台

威科先行·人力资源信息库专为企业 HR 及劳动法专业人士打造的专业综合信息平台。该平台集资讯、解读、工具及在线问答于一体，从人力资源合规的实务需求入手，分设劳动法速递、小威课堂、案例评析、裁判文书、实务解读、智能工具、文书模板、专家问答等栏目，满足人力资源工作者的切实需求。



## 产品价值



### 凝聚业内专家智慧, 提供专业解决方案

由劳动法实务领域资深专家针对各地劳动法新政、热点案例、疑难问题进行深度解读，以专家视角提供分析解读问题的路径。



### 整合优势培训资源, 助力团队业务提升

丰富的线上、线下课程，提供与名家面对面的交流机会，优质资源助力企业打造高效能人力资源团队。



### 智能工具强效赋能, 助力提升工作效率

智能图表、智能决策、计算器等多样化智能工具，搭载全球先进技术，助力人力资源实务工作效率的提升。



### 对接一线咨询资源, 及时提供落地方案

通过“专家问答”栏目提供实务问题的快速解决通道，为用户提供及时、专业、落地的问题解答，高效解决日常实务工作中的“疑难杂症”。

## 核心内容



### 实务解读

提供专业文章、案例评析、专题聚焦等多维度内容，邀请业内专家展开深入解读，提供破解实务问题的专家智慧。



### 法规与案例

收录全国各地劳动法法律法规、裁判文书、行政处罚，为企业人力资源合规工作提供法规依据、类案参考及合规案例。



### 实务指南

资深专家撰写，体系完整，以精炼语言提供全方位、实操性、可落地的实务指引，具体包括：

- 《北京劳动法实务指南》（双语）
- 《上海劳动法实务指南》（双语）
- 《深圳劳动法实务指南》
- 《江苏劳动法实务指南》
- 《广东劳动法实务指南》
- 《特殊情形下劳动关系合规管理实务指引》
- 《用人单位解除劳动合同合规实务指引》
- 《企业劳动合规百问百答》



### 智能工具

- **智能图表：**自由检索，智能对比，全国重要城市人力资源管理常用数据与政策一键可得。
- **智能决策：**将不同场景下的实务问题转化为智能化流程指引，让劳动法问题的“问诊”与流程充分结合，助力用客户快速、便捷地解决日常劳动法实务问题。
- **计算器：**提供经济补偿金、年休假等便捷计算器，助力实务工作效率的提升。
- **司法大数据可视化：**利用智能法律检索技术，对劳动争议司法大数据进行多维度挖掘，辅以简洁、直观的图文可视化呈现，赋能劳动用工合规工作。
- **内训助手：**对接一线专家培训课程素材，为企业劳动用工合规内训提供丰富资源。



### 小威课堂

汇集业内一线专家资源，定期举办线上、线下研讨会并提供研讨会视频回看功能，同时辅以精细化的视频剪辑，为人力资源从业者自我提升与解决问题提供丰富参考。



### 专家问答

提供实务场景下的丰富问答内容，同时提供提问的通道，为日常工作中实务问题的解决提供专家通道。



### 劳动法速递

每日更新热点资讯，助力实时掌握劳动用工领域前沿动态，了解合规要求。



### 组织人才发展

由专业机构提供前沿内容，助力企业人力资源管理者获得组织与人才发展的相关专业经验。



### 小威 GPT | 劳动法

威科先行将自主研发的数据库平台与人工智能技术进行了充分融合，推出了“小威 GPT | 劳动法”，旨在为人力资源从业者提供智能化的问题解答助手。

- 支持自然语言提问
- 依托自主研发的大数据平台
- 高质量的丰富语料来源
- 提供答案 + 专业性溯源

