

**Mainland and Hong Kong  
Closer Economic Partnership Arrangement (CEPA)**

**Frequently Asked Questions**

***Placement and Supply Services of Personnel***

**1. What is the difference between “Job Intermediaries” and “Job Referral Agencies” in the Mainland?**

According to our understanding, “Job Intermediaries” deal with placement of personnel possessing professional qualifications or engaged in professional/managerial posts. Please refer to the “Interim Provisions on the Administration of Foreign-funded Job Intermediaries” of the Mainland for details of the regulations and requirements.

[https://www.tid.gov.hk/en/our\\_work/cepa/trade\\_in\\_services/sectors/personnel/job.html?tab=1](https://www.tid.gov.hk/en/our_work/cepa/trade_in_services/sectors/personnel/job.html?tab=1)

As regards “Job Referral Agencies”, no specific restriction is set for job seekers or jobs to be placed. Any person who has attained the minimum employment age and has the capability and wish for employment can seek jobs through the “Job Referral Agencies”. Please refer to the “Interim Provisions on the Administration of Foreign-funded Job Referral Agencies” of the Mainland for details of the regulations and requirements.

[https://www.tid.gov.hk/en/our\\_work/cepa/trade\\_in\\_services/sectors/personnel/jobr.html?tab=1](https://www.tid.gov.hk/en/our_work/cepa/trade_in_services/sectors/personnel/jobr.html?tab=1)

The Ministry of Human Resources and Social Security of the Mainland implemented “The Regulation for the Management of Human Resources Agencies” on 1 August 2023, which sets out regulations on administrative authorisation, service standards and supervision of human resources agencies and platforms.