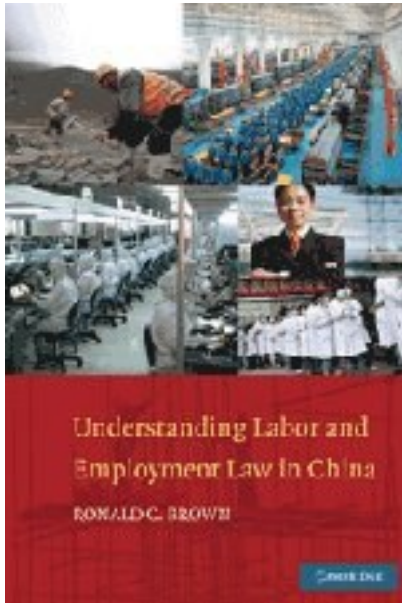


# Understanding Labor and Employment Law in China



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Continued economic prosperity in China and its international competitive advantage have been due in large part to the labor of workers in China, who for many years toiled in under-regulated workplaces. Now, there are new labor law reforms raising the rights and standards of workers throughout China. These new laws have been praised for their progressive measures and at the same time blamed for placing too many economic burdens on companies, especially those operating on the margins and those that have caused business failures. This, combined with the recent global downturn and the millions of displaced and unemployed Chinese migrant laborers, has created ongoing debate about the new labor laws. Meanwhile the Chinese Union has organized Wal-Mart and many of the Global Fortune 500 companies and a form of

collective bargaining is occurring. Workers are pursuing their legal labor rights in increasing numbers. This book provides a clear overview of the current labor and employment law environment in China and its legal requirements, as well as current practices under these laws used to deal with growing labor issues. Never has there been a time when understanding China's labor and employment laws is more important.

#### 作者介绍:

Ronald C. Brown is a professor of law at the University of Hawaii, where he has served as Associate Dean and as director of the University's Center for Chinese Studies. He has worked in China under the USIA's Professional-in-Residence Program, has served as a consultant with the World Bank, was a Distinguished Fulbright Scholar teaching at Peking and Tsinghua University Law Schools, and has lectured throughout Asia on comparative labor law topics.

Professor Brown currently serves as an active labor arbitrator. His teaching specialties include labor and employment law, employment discrimination law, arbitration, Chinese law, Asian International and Comparative Labor and Employment Law, and U.S.-China Labor and Employment Law. He has authored numerous articles and published a book, *Understanding Chinese Courts and Legal Process: Law with Chinese Characteristics*.

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