RESOURCES ON LABOR RIGHTS IN CHINA

Recent Changes to China's Labor Laws

In an effort to stabilize industrial relations, the Chinese government enacted several pieces of landmark legislation in 2008 that strengthened workplace protections and increased access to the legal system. A new Labor Contract Law went into effect on January 1, 2008, mandating contracts for all employees, while reinforcing existing rules on work hours, wages, social benefits, and bargaining. The Employment Promotion Law, which went into effect on the same day, expanded anti-discrimination provisions from the Labor Law of 1994, for the first time granting migrant workers a right of action if they are discriminated against based on their residency status. On May 1, 2008, the Law on Labor Dispute Mediation and Arbitration went into effect, facilitating quicker, cheaper and easier access for workers to mediation and arbitration. Finally, the Draft Regulations on the Growth and Development of Harmonious Labor Relations in the Shenzhen Special Economic Zone promise a more pro-active role for the All China Federation of Trade Unions (ACFTU).

Translations of the regulations can be found below. However, be warned: these are not, for the most part, “official” translations. Consult the Chinese-language versions of the laws for the exact, legally binding wording of complex passages.

Labor Contract Law

Employment Promotion Law

Law on Labor Dispute Mediation and Arbitration
Useful English-Language Websites
Asia Monitor Resource Centre
http://www.amrc.org.hk/

China CSR

China Labor News Translations
http://www.clntranslations.org/

China Labour Bulletin

China Labor Watch
http://www.chinalaborwatch.org

All China Federation of Trade Unions
http://www.acftu.org

Global Labor Strategies
http://www.laborstrategies.blogs.com/

Books on Labor Rights in China


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http://www.laborrights.org/creating-a-sweatfree-world/rule-of-law/china-program