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Understanding Labor and Employment Law in China Ronald C. Brown,2009-10-12 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 underregulated workplaces More recently labor law reforms 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 which in some cases have caused business failures This combined with the global downturn and the millions of displaced and

unemployed Chinese migrant laborers has created ongoing debate about the labor laws Meanwhile the Chinese Union has organized 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 labor and employment law environment in China and its legal requirements as well as practices under these laws used to deal with labor issues

Employment Relations in the United States Raymond L Hogler, 2004 This book presents an overview of the economic political and social forces that shaped contemporary employment relations practices in the United States Law in China Dong Wang, Peng Zhao, 2025-04-01 This book provides clear and concise explanations to over 200 guestions on China's current employment laws It helps readers answer the question What are my rights and what should I do in given practical situations Adopting a question and answer format the book covers a wide range of topics including labor dispute procedures employer obligations and immunities employee entitlements work injuries wages misconduct and termination In addition to employment law the book also includes interdisciplinary material on trade secrets non competition personal information protection and administrative and criminal liabilities. The book provides advice in the form of direct answers that set out the statutory principles legal analysis conclusion and comments It carefully selects and cites over one thousand court cases to illustrate employment law practice and the legal consequences of specific issues It also distinguishes the different local regulations and judicial practices across provinces and cities This book is written for readers who are familiar with general concepts but may not have formal knowledge of the law To this purpose it will be a valuable resource for business owners employees and HR specialists It will also appeal to legal scholars and professionals who provide corporate legal Managing Global Legal Systems Gary W. Florkowski, 2006-09-27 Presenting a framework for understanding the counsel corporate strategy public policy interface as it relates to human capital management this unique text treats legal systems as factors that must be actively managed in the firm's larger pursuit of international competitive advantage. It provides readers with the most comprehensive description to date of the role that transnational regional and national institutions play in the evolution of domestic employment regulation and international labour standards and discusses the opportunities that employers have to influence their form and application High profile news events from around the world are utilized to illustrate key concepts offering unique insights into the regulatory environment that MNEs face when managing an international work force Taking an applied approach to the subject of labour market regulation on six continents this book is a valuable reference for students and practitioners alike in the fields of HRM business management and law Handbook on Employment Arbitration and ADR American Arbitration Association, 2010-12-01 Assembled from Dispute Resolution Journal the flagship publication of the American Arbitration Association the chapters in the Handbook have all where necessary been revised and updated prior to publication The book is succinct comprehensive and a practical introduction to the use of arbitration and ADR written by leading practitioners and scholars This work begins with a general

introduction to employment ADR discussing such topics as where plaintiffs can better vindicate their rights general employment law strategies how to assess workplace disputes and conflicts and options for resolution Employers are offered valuable advice on how to implement a successful employment arbitration program with real life examples to work from Mediation of employment conflicts and employment arbitration are explored and a comparison of the two is provided including with respect to statutory employment conflicts Topics include respectfulness in the workplace bullying racial and cultural conflicts sexual harassment Disabilities Act disputes airline disputes weight discrimination and discrimination based on marriage and pregnancy Lastly this book takes a look at the U S Supreme Court decision 14 Penn Plaza LLC v Pyett where the Court clarified and reaffirmed the use of mandatory arbitration for resolution of workplace disputes The chapters were selected from an extensive body of writings and in the main represent world class assessments of arbitration and ADR practice All the major facets of the field are addressed and provide the reader with comprehensive and accurate information lucid evaluations and an indication of future developments They not only acquaint but also ground the reader in the field

California Labor & Employment Law Quarterly, 1996 Alternative Dispute Resolution in the Employment Arena Samuel Estreicher, David Sherwyn, 2004-01-01 This volume which reprints the proceedings of the New York University 53rd Annual Conference on Labour features work that provides data to answer many of the questions that form the basis of many of the policy arguments The contributors explore solutions to problems in the American workplace

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