ACFTU. See All China Federation of Trade Unions (ACFTU) ACWF. See All China Women's Federation (ACWF) Administration of laws, 5, 16-17 Administrative employees, 33 Administrative Litigation Law, 101 Administrative penalties wages and hours, violations of, 132 work rules, violations, 152 Administrative Penalties Law, 188-189 Advance executions, 182 Age, discrimination based on, 99-100 Agency workers, 39 AIDS, 94-98 All China Federation of Trade Unions (ACFTU) Blue Paper on the Protection of Workers' Rights and Interests by Chinese Trade Unions, 198 gender discrimination and, 80-81 public organization, as, 26 trade unions and, 44-49 All China Women's Federation (ACWF), 26, 45, 82 Allowances, 147 Annual leave, 144 Appeals in arbitration, 179, 182-183 Arbitration, 172-180 appeals, 179, 182-183 awards, 179-180 burden of proof, 178–179 cross-examination, 178 discrimination cases, 101-102 evidence, 177 fees for, 176

filing deadlines, 177–178 hearings, conduct of, 178–179 illustrative cases, 189, 192–193 increase in use of, 5–6 migrant workers, 89 multiple forums, availability of, 187–188 procedures, 176–180 qualifications of arbitrators, 174–175 records, 178 scope of, 169–170 statistics, 169–170, 172 Awards in arbitration, 179–180 Bargaining. *See* Collective negotiations Basic Medical Insurance Fund, 136 Beijing Labor Dispute Arbitration

Beijing Labor Dispute Arbitration Commission, 174-175 Benefits, 135-147 allowances, 147 disability benefits, 120-123 housing fund, 143 incentives, 147 injury compensation (See Injury compensation) leave (See Leave) mandated benefits. See Social insurance maternity benefits, 137-138 nonmandated benefits, 146-147 pension insurance, 140-142 social insurance. See Social insurance social security, 135 unemployment insurance, 139-140 union fund, 143 voluntary benefits, 146-147 warm weather subsidies, 147 work-related injury insurance, 138

Index

Bereavement leave, 146 Blue Paper on the Protection of Workers' Rights and Interests by Chinese Trade Unions, 198 Burden of proof in arbitration, 178-179 CCP. See Chinese Communist Party (CCP) Childbirth. See Maternity Child labor, 75 China Center of Disease Control and Prevention, 112 Chinese Communist Party (CCP) personnel files kept by, 72 trade unions, role in, 45, 51 Civil Procedure Law, 177, 181, 183 Civil servants, 32 Clarke, Simon, 49-52 Coal mining, safety in, 6, 106-107, 111 Codes of conduct, 43 Collective Contract Law, 27 Collective Contract Provisions, 49, 53-62 Collective negotiations contents of collective contracts, 50 dispute resolution in, 57, 61-62 duties of proper conduct, 58-62 fair and consultative representation, 59 fair treatment of employees, 60-61 negotiating duty, 59 FIEs, with, 51, 53 historic obstacles to, 49-53 illustrative cases, 198-199 illustrative contracts, 209-251 alteration, cancellation, termination and renewal, 249 contract management, 219-223 dispute resolution, 248–250 duration, 251 general principles, 209-210 leave, 223-228 safety and health protection, 228-233 social insurance, 233-238 supervision and inspection, 250-251 supplementary articles, 251 training, 243-245 wages and hours, 210-219 women, 238–243 work rules, 245-248 individual contracts, role in, 42 industrial unions, role of, 51-53 industry-wide contracts, 48 Labor Bureau, supervision by, 56-61

negotiating representatives, 54-55, 61 procedures, 57-58 purposes, 54 regulations, 62 retaliation, prohibition against, 60-61 scope of, 55-56 SOEs, with, 50 statistics, 47 submission of collective contracts, 56, 58 Compensation wages and hours. See Wages and hours work-related injuries. See Injury compensation Confidential information individual contacts, protection in, 38 protectable interest, as, 164-166 Constitution of China height, discrimination based on, 100-101 women's rights under, 77-79 Construction industry, safety in, 105-106, 100-110 Contagious Disease Law, 95, 98 Contract Law, 166-167, 195 Contracts. See Collective negotiations; Individual contracts Convention on Equal Remuneration for Equal Work, 79 Corporate raiding, 70 Covenants not to compete, 38-39, 164-166 Criminal offenses safety and health violations, 113 trade secrets, disclosure of, 167 Cross-examination in arbitration, 178 Defamation, 72-74 Deng Xiaoping, 6, 8 Dereliction of duty, 155-156 Disability benefits, 120-123 Disability Law, 93–94 Disability or health condition, discrimination based on, 92-99 defining disability, 94 disqualifying conditions, 98 hepatitis B, 94-99 HIV/AIDS, 94-98

lack of explicit prohibition, 92-93

SARS epidemic, 95–96

Discipline, 151–154

Discrimination, 75-102

applicants, inapplicability of protections to, 75–76

325

arbitration of cases, 101-102 disability or health condition, based on (See Disability or health condition, discrimination based on) enforcement of laws, 101-102 ethnicity, based on, 83-86 gender, based on. See Gender, discrimination based on height, based on, 100-101 maternity, based on, 75, 78 migrant workers, against, 86-91 race, based on, 83-86 recruitment of employees, in, 67 religious belief, based on, 91-92 sexual harassment, 75, 81-83 social origin, based on, 87 unprotected categories, 99-101 Disparate economic impacts, 6-12 Disparities in wages. See Wages and hours Dispatched employees hiring practices, 71 illustrative cases, 196 individual contracts, 39 injury compensation, 117-118 Dispute resolution, 168-183 arbitration. See Arbitration collective negotiations, in, 57, 61-62 illustrative contracts, 248-250 FIEs, involving, 170 legal regulation, 168-171 litigation, 180-183 mediation, 5-6, 171-172, 178, 180 regional disparities in, 170 SOEs, involving, 170 statistics, 169-170, 173, 180 wages and hours, 132 Economic development labor reform, balancing with, 3-4 migrant workers and, 6 wage disparities and, 6-12 Eleventh Five-Year Plan, 17 E-mail, 73 Employing units, 25 Employment Promotion Law (EPL) administration of, 17 disability or health condition, discrimination based on, 92, 96, 98 discrimination, prohibition against, 76-77 economic development, in context of, 5

injury compensation under, 117 litigation under, 182 migrant workers, discrimination against, 30, 86, 89, 91 promotion of employment under, 65-66, 68-69 race or ethnicity, discrimination based on, 84 text of, 310-321 Employment relationships, 23-35 administrative employees, 33 application of law, 24-25 civil servants, 32 contingent workers, 30 de facto relationships, 25 defining, 23-25 employees, 29-31 employers, 25-29 employing units, 25 enterprises, 25-26 exclusions, 31-33 executive employees, 33 exemptions, 33-35 illegal employers, 27 illustrative cases, 196-198 independent contractors, 30, 32 individual economic organizations, 26 managers, 34 migrant workers, 30-32 multiple employers, 156 overseas workers, 33 part-time workers, 30 professional employees, 33 public organizations, 26 representative offices, 28 state organs, 26 statistics, 24 students, 35 workforce profile, 23-24 Enforcement of laws discrimination, 101-102 injury compensation, 121-124 minimum wages, 125 safety and health protection, 18, 110-111, 113 wages and hours, 132 Enterprise Bankruptcy Law, 158 Enterprises, 25-26 EPL. See Employment Promotion Law (EPL) Ethnicity, discrimination based on, 83-86 Evidence in arbitration, 177 Executive employees, 33

enforcement, 101

Index

Females discrimination. See Gender, discrimination based on illustrative contracts, 238-243 safety and health protection, 105-106 Fines wages and hours, violations, 132 work rules, violations, 152 Fixed-term contracts, 37, 154 Flexible Working-Hour System, 131 "Floating population," 6, 10, 72 Foreign-invested enterprises (FIEs) challenges posed by, 4 collective contracts with, 53 collective negotiations in, 51, 53 dispute resolution involving, 170 representative offices, 28-29 wages in, 8-9 Foreign workers hiring practices, 72 illustrative cases, 194-196 "Four Modernizations," 4, 6 Gender, discrimination based on, 77-81 college graduates, 80-81 Constitution, under, 77-79 maternity and, 75, 78 migrant workers, 90 retirement ages, 78, 99-100 sexual harassment, 75, 81-83 unsuitable work exception, 77 wage disparities, 79–80 General Principles of the Civil Law, 73 Goals of labor law, 17-19 Grades of disability, 121-123 Han ethnic group, 84-86 Health Bureaus, 112 Health condition, discrimination based on. See Disability or health condition, discrimination based on Health protection. See Safety and health protection Hearings in arbitration, 178-179 Height, discrimination based on, 100-101 Hepatitis B, 94-99 Hiring practices, 65-72 defamation, 72-74 dispatched employees, 71

foreign workers 72

foreign workers, 72 human resources markets, 68–69

labor market management, 66-68 privacy rights, 72-73 promotion of employment, 65-69 recruitment, 69-72 HIV/AIDS, 94-98 Holidays, 128, 143 Home leave, 146 Hours. See Wages and hours Housing Provident Fund, 143 Hukou system, 87-89 Human resources markets (HRM), 68-69 ICCPR. See International Covenant on Civil and Political Rights (ICCPR) ICERD. See International Convention on the Elimination of All Forms of Racial Discrimination (ICEPRD) Illegal employers, 27 Illustrative cases arbitration, 189 collective negotiations, 198-199 individual contracts, 192-198 arbitration versus litigation, 192-193 employment relationships, 196-198 foreign workers, 194-196 work rules, 193-194 restrictive covenants, 189-192 Illustrative contracts collective contracts. See Collective negotiations individual contracts. See Individual contracts ILO. See International Labor Organization (ILO) Incentives, 147 Incompetence, 158 Independent contractors employment relationships, 30, 32 injury compensation, 118 Individual contracts, 36-43 agency workers, 39 codes of conduct in, 43 collective negotiations, role of, 42 confidential information, protection of, 38 contents of, 38-40, 200 coverage, 38-40 deception or coercion in making of, 156-157 dispatched employees, 39 employer misconduct, 38 fixed-term contracts, 37, 154

327

formalities, 38-40 formation of, 37-38 illustrative cases, 192-198 arbitration versus litigation, 192-193 employment relationships, 196-198 foreign workers, 194-196 work rules, 193–194 illustrative contracts, 200-208 dispute resolution, 208 duration, 201 implementation, amendment, renewal and termination, 204-207 job description, 201-202 safety and health protection, 202 severance pay, 207-208 social insurance, 203-204 training, 204 wages and hours, 202-203 intellectual property, protection of, 38 legal liabilities for violations, 41-42 mergers and acquisitions, impact of, 40 migrant workers and, 37 noncompete agreements and, 38-39 open-ended term contracts, 37 part-time workers, 39-40 performance requirements, 40 project contracts, 37 termination of, 40-41, 154 trade secrets, protection of, 38 work rules in, 42-43 illustrative cases, 193-194 Individual economic organizations, 26 Industrial unions, 51-53 Injury compensation, 115-124 administrative requirements, 118-120 amount of compensation, 123 causes of injuries, 116-117 certification requirement, 120 coverage, 117-118 disability benefits, 120-123 dispatched employees, 117-118 enforcement of laws, 121-124 grades of disability, 121-123 independent contractors, 118 insurance premiums and rates, 118-119 occupational diseases, 120 safety and health violations, for, 116 scope of, 115-116 statistics, 115-117 Inner Mongolia, discrimination in, 86 "In-sourcing," 28

Inspections for safety and health protection, 18, 112 Institutes for Occupational Health and Poisoning Control, 112 Intellectual property individual contacts, protection in, 38 protectable interest, as, 164-165 Intermediate People's Court, 182 International Convention on the Elimination of All Forms of Racial Discrimination (ICERD), 84-85 International Covenant on Civil and Political Rights (ICCPR), 87 International Labor Organization (ILO) Convention 111, 87 Convention on Equal Remuneration for Equal Work, 79 participation in, 14 safety statistics, 107 Internet use, 73 Interpretations on Part-Time Workers, 31 Labor and Personnel Dispute Arbitration Procedure Rules, 169 Labor Arbitration Commissions, 49, 173-175, 177-180, 197 Labor Arbitration Tribunals, 174-175, 178-179 Labor Bureaus arbitration, duties regarding, 175-176 collective negotiations, supervision of, 56-61 dispute resolution by, 169 injury compensation insurance rates, 119 multiple forums, availability of, 188 Labor Contract Law (LCL) administration of, 17 age, discrimination based on, 99-100 arbitration under, 102 illustrative cases, 189, 192-193 burdens of, 10 collective contracts, submission of, 56 collective negotiations, impact on, 47-48, discipline under, 151–153 discrimination, prohibition against, 77, 86 dispute resolution under, 169, 171 economic development, in context of, 5 employment relationships under, 25, 27-30 illustrative cases, 197 foreign workers, illustrative cases, 195 individual contracts under, 36-43

Index

Labor Contract Law (LCL) (cont.) injury compensation under, 117 litigation under, 181 pension insurance under, 142 resignation under, 160 restrictive covenants under, 163-167 illustrative cases, 189-192 safety and health protection under, 109 severance pay under, 154, 161 termination of employment under damages for violations, 161-162 resignation, 160 unilateral termination, 159 with notice and severance pay, 157 without notice or severance pay, 154-157 text of, 270-289 trade unions, impact on, 48-49 wages and hours under administrative penalties regarding, 132 working hours, 129 work rules under, 151-153 illustrative cases, 194 Labor Dispute Mediation and Arbitration Law (LMA) administration of, 17 arbitration under, 18, 173-177 collective negotiations, impact on, 47 dispute resolution under, 168-169 economic development, in context of, 5 illustrative cases, 189 injury compensation under, 124 labor dispute defined, 171 litigation under, 180–182 mediation under, 171-172 migrant workers, 89 reforms under, 10 text of, 299-309 wages and hours, disputes regarding, 132 Labor disputes defined, 171 resolution of, 5 Labor Law (1994) administration of, 16 collective negotiations under, 53-55, 59 discipline under, 151 discrimination under applicants, inapplicability to, 76 disability or health condition, based on, 93-94 enforcement, 101 gender discrimination, 77

migrant workers, 88 race or ethnic discrimination, 83-84 religious belief, based on, 91-92 dispute resolution under, 168, 171 employment relationships under, 23-25, 29-30, 32 individual contracts under, 38, 40 labor standards under, 10 leave under annual leave, 144 maternity leave, 145 local implementation of, 6 mediation under, 171 restrictive covenants under, 163-164 safety and health protection under, 105, 108-109 social insurance under maternity benefits, 137 pension insurance, 140 termination of employment under, 156 text of, 253-269 wages and hours under, 125, 128-129 work rules under, 151 illustrative cases, 194 Labor market management, 66-68, 76 Labor reform, balancing with economic development, 3-4 Labor unions industrial unions, 51-53 trade unions (See Trade unions) Law against Unfair Competition, 187 Law on the Prevention and Treatment of Occupational Disease, 105, 111, 113 Law on the Protection of Women's Rights and Interests enforcement, 78 gender discrimination under, 78, 81-82 litigation under, 182 multiple forums, availability of, 187 Layoffs, 158-159 LCL. See Labor Contract Law (LCL) Leave, 143-146 annual leave, 144 bereavement leave, 146 holidays, 128, 143 home leave, 146 illustrative contracts, 223-228 marriage leave, 146 maternity leave, 145 medical leave, 144-145 vacations, 128

Libel, 72-74 LMA. See Labor Dispute Mediation and Arbitration Law (LMA) Managers exemptions from law, 34 wage disparity with workers, 9 Mandated benefits. See Social insurance Mao Zedong, 79 Marriage leave, 146 Maternity benefits, 137-138 discrimination based on, 75, 78 leave, 145 Mediation, 5-6, 171-172, 178, 180 Medical benefits, 136–137 Medical condition, discrimination based on. See Disability or health condition, discrimination based on Medical leave, 144-145 Medical records, 72-74 Mergers and acquisitions, impact on individual contracts, 40 Migrant workers arbitration, 89 discrimination against, 86-91 economic development and, 6 employment relationships, 30-32 hukou system, 87-89 individual contracts and, 37 mining industry, in, 107 occupational diseases and, 107-108 statistics, 89 trade unions, in, 45 unpaid wages, 9-11 wage disparities, 126 women as, 90 Minimum Wage Law, 26 Minimum wages defined, 128 enforcement of laws, 125 medical leave, during, 144-145 wage disparities and, 7-8 Mining industry migrant workers in, 107 safety in, 6, 105-107, 109-110 Ministry of Health (MOH), 16, 112 Ministry of Human Resources and Social Security (MOHRSS) duties and functions, 13-14 goals of, 17-19

Index

329

Labor and Personnel Dispute Arbitration Procedure Rules, 169 Labor Bureaus, 188 organization of, 15-16 promotion of employment, 66 safety and health protection, 112 Ministry of Labor and Social Security (MOLSS) arbitration rules, 177 civil servants and, 32 Collective Contract Provisions, 49, 53-62 duties and functions, 13 gender discrimination, investigation of, 80 Interpretations on Part-Time Workers, 31 promotion of employment, 66 Provisions on Collective Negotiations, 47 Regulations on Labor Market Management, 66 Regulations on Minimum Wages, 128 students and, 40 Ministry of Personnel (MOP), 13, 68 Minorities, discrimination against, 83-86 MOH (Ministry of Health), 16, 112 MOHRSS. See Ministry of Human Resources and Social Security (MOHRSS) MOLSS. See Ministry of Labor and Social Security (MOLSS) MOP (Ministry of Personnel), 13, 68 Multiple employers, 156 Multiple forums, availability of, 187-189 Muslims, discrimination against, 92 Nanchang Labor Dispute Arbitration Committee, 193 National People's Congress, 5 Negotiating representatives, 54-55, 61 Negotiations. See Collective negotiations 1994 Labor Law. See Labor Law (1994) Noncompete agreements, 38-39, 164-166 Nonmandated benefits, 146–147 Notice on Migrant Workers' Employment, 88 Occupational diseases, 107-108, 111, 120

Occupational diseases, 107–108, 111, 120 Open-ended term contracts, 37 Organization Rules of the Labor Dispute Arbitration Commission, 173 "Outsourcing," 32 Overlapping rights, 187–189 Overseas workers, 33 Overtime, 130–131

Index

Part-time workers employment relationships, 30 individual contracts, 39-40 medical benefits, 136-137 wages and hours, 129 Penalties wages and hours, violations, 132 work rules, violations, 152 Pension insurance, 140-142 "Poaching," 70 Pregnancy. See Maternity Privacy rights, 72-73 Privately owned enterprises (POEs), 51 Privatization, 6-7 Probationary employees, 155 Professional employees, 33 Promotion of employment, 65-69 Provisions on Collective Negotiations, 47 Provisions on the Work of Enterprise Trade Unions, 47 Public organizations, 26 Race, discrimination based on, 83-86 Recruitment of employees, 67, 69-72 Reductions in workforce, 158-159 Regulation on the Implementation of the Employment Contract Law of the People's Republic of China, 290-298 Regulations, role of State Council in issuing, 5 Regulations on Labor Market Management, 66-68, 76 Regulations on Minimum Wage, 7, 125, 128 Regulations on Overseas Employment Agency, 33 Regulations on Paid Annual Leave for Employees, 18-19 Regulations on Settlement of Labor Disputes in Enterprises, 168 Regulations on Unemployment Insurance, 32 Relationships in workforce. See Employment relationships Religious belief, discrimination based on, 91-92 Representative offices, 28, 196-197 Resignation, 160 Restrictive covenants, 163-167 confidential information, protection of, 38, 164-166 dual provisions, 164 illustrative cases, 189-192 legal regulation, 163-164

noncompete agreements, 38-39, 164-166 remedies for breach, 166-167 trade secrets, protection of, 38, 164, 167 Retaliation, prohibition against, 60-61 Retirement ages, 78, 99-100 Rules in workplace. See Work rules Rules on the Administration of Human Resources Markets, 68-69 Rural workers disparities in wages, 127 medical benefits, 136 promotion of employment, 66 Safety and health protection, 105-114 construction industry, in, 105-107, 109-111 education and training, 110 enforcement of laws, 18, 110-111, 113 illustrative contracts collective negotiations, 228-233 individual contracts, 202 injury compensation for violations, 116 inspections, 18, 109, 112 legal regulation of, 109-114 market economy, impact of, 108 mining industry, in, 6, 105-107, 109-111 occupational diseases, 107-108 SOEs, in, 108 statistics, 106-108 women, 105-106 Salaries. See Wages and hours SARS epidemic, 95-96 Seconded employees, 71 Severance pay illustrative contracts, 207-208 liability for, 161 termination with, 157-159 termination without, 154-157 unlawful termination of contract, 41 Sex discrimination. See Gender, discrimination based on Sexual harassment, 75, 81-83 Shanghai Trade Union Council, 45 Shanghai Wage Regulation, 32 Slander, 72-74 Social insurance, 136-143 goals of labor law, 17-19 housing fund, 143 illustrative contracts collective negotiations, 233-238 individual contracts, 203-204 maternity benefits, 137-138

331

medical benefits, 136-137 pension insurance, 140-142 unemployment insurance, 139-140 union fund, 143 work-related injury insurance, 138 Socialist market economy, 6-7, 126 Social origin, discrimination based on, 87 Social security, 135 SOEs. See State-owned enterprises (SOEs) Special Economic Zones, 126 Staffing firms, 39, 71, 196 Standard Assessment of the Seriousness of Work-Related Injuries and Occupational Diseases, 121 Standing Committee, role in enacting laws, 5 State Administration of Coal Mine Safety, 111 State Administration of Industry and Commerce, 68, 187 State Administration of Work Safety, 105, 110-112 State Council promotion of employment, 66 regulations, role in issuing, 5 Work Safety Commission, 111-112 State organs, 26 State-owned enterprises (SOEs) challenges posed by, 4 collective negotiations in, 50 dispute resolution involving, 170 marriage and bereavement leave, 146 safety and health protection in, 108 socialist market economy and, 6-7 Worker's Congresses and, 46 Statistics arbitration, 169-170, 172 collective negotiations, 47 dispute resolution, 169-170, 173, 180 employment relationships, 24 injury compensation, 115-117 migrant workers, 89 safety and health protection, 106-108 wages and hours, 127-128 Strikes, 62, 170 Students employment relationships, 35 wages and hours, 129 Summary termination, 154-157 Supreme People's Court, 73, 168-169, 181, 183 Temporary workers, 28

Termination of employment change in circumstances, due to, 158 damages for violations, 161-162 deception or coercion in making of contracts, 156-157 dereliction of duty, for, 155-156 expiration of contract distinguished, 154 incompetence, for, 158 material breaches of work rules, for, 155 medical grounds, 157-158 multiple employers, 156 probationary employees, 155 reductions in workforce, 158-159 remedies, 160-162 resignation, 160 severance pay (See Severance pay) summary termination, 154-157 unilateral termination, 159-160 with notice and severance pay, 157-159 without notice or severance pay, 154-157 Textile industry, 10-11 Tibet, discrimination in, 86 Town and village enterprises (TVEs), 51, 109 Trade secrets criminal liability for disclosure of, 167 individual contacts, protection in, 38 protectable interest, as, 164-165 Trade Union Law collective negotiations under, 54, 59 illustrative cases, 194 protection of workers under, 53 role of trade unions under, 49 union membership under, 44 Trade unions, 44-49 CCP, role of, 45 economic growth, role in, 46 establishment of, 44 industrial unions, 51-53 management functions of, 50-51 migrant workers in, 45 obstruction, prohibition against, 60-61 union fund, 143 Trial Regulation on the Work of Enterprise Trade Unions, 53 Turnover in employment, 70 TVEs (Town and village enterprises), 51, 109 Unemployment insurance, 17, 139-140 Unemployment Insurance Law, 27 Unemployment Regulations, 139

10th Five Year Plan, 17

Index

Unions industrial unions, 51–53 trade unions (*See* Trade unions) Universal Declaration of Human Rights, 87 U.S.-China Business Council, 70 Use of law in regulating workplace, 4–6

Vacations, 128 Voluntary benefits, 146–147

Wages and hours, 125-132 administrative penalties, 132 deductions, 129 disparities in wages economic development and, 6-12 gender, based on, 79-80 management versus workers, 126-127 migrant workers, 126 rural versus urban households, 127 societal, 126-128 dispute resolution, 132 distribution methods, 128-129 enforcement of laws, 132 exclusions, 129 FIEs, in, 8-9 Flexible Working-Hour System, 131 illustrative contracts collective negotiations, 210-219 individual contracts, 202-203 injury compensation (See Injury compensation) leave (See Leave) migrant workers unpaid wages, 9-11 wage disparities, 126 minimum wages defined, 128 enforcement of laws, 125 medical leave, during, 144-145 wage disparities and, 7-8 overtime, 130-131

part-time workers, 129 severance pay (See Severance pay) statistics, 127-128 students, 129 working hours, 129-130 Warm weather subsidies, 147 Welfare. See Social insurance Wholly owned foreign enterprises (WOFEs), 196-197 Wolfensohn, James, 8-9, 126-127 Women discrimination (See Gender, discrimination based on) illustrative contracts, 238-243 safety and health protection, 105-106 Women's Rights Law. See Law on the Protection of Women's Rights and Interests Workers' compensation. See Injury compensation Worker's Congresses, 46-47, 51, 151 Workforce relationships. See Employment relationships Work-related injuries. See Injury compensation Work-Related Injuries Law, 26 Work-Related Injury Insurance, 27, 138 Work-Related Injury Insurance Regulations, 115-117 Work-Related Insurance Law, 29-30 Work rules, 151-154 illustrative cases, 193-194 illustrative contracts, 245-248 individual contracts, in, 42-43 material breaches, termination for, 155 Work Safety Commission, 111-112 Work Safety Law, 26, 105, 109–111, 117 Work stoppages, 62, 170 World Bank, 8, 126 World Trade Organization (WTO), 29

Xinjiang, discrimination in, 86