



Universiteit
Leiden
The Netherlands

Collective labour rights and collective labour relations of China

Li, X.

Citation

Li, X. (2018, January 11). *Collective labour rights and collective labour relations of China*. Meijers-reeks. The Meijers Research Institute and Graduate School of the Leiden Law School of Leiden University, Leiden. Retrieved from <https://hdl.handle.net/1887/59467>

Version: Not Applicable (or Unknown)

License: [Licence agreement concerning inclusion of doctoral thesis in the Institutional Repository of the University of Leiden](#)

Downloaded from: <https://hdl.handle.net/1887/59467>

Note: To cite this publication please use the final published version (if applicable).

Cover Page



Universiteit Leiden



The handle <http://hdl.handle.net/1887/59467> holds various files of this Leiden University dissertation

Author: Li, Xiang

Title: Collective labour rights and collective labour relations of China

Date: 2018-01-11



MI
302

Xiang Li

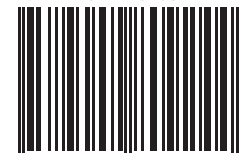
Collective Labour Rights and Collective Labour Relations of China

Following a wave of strikes in the summer of 2010, labour relations in China have attained a more collective character. The increasingly numerous collective actions by workers are, however, in tension with existing labour law, which was designed mainly to resolve issues involving individuals. The legislation governing collective labour relations suffers from being both insufficiently detailed and heavily influenced by notions that originated in the planned economy. Adopting the methodologies of legal text analysis, literature analysis, comparative study, data analysis and case study, this thesis explores ways to regulate the emerging collective labour relations in China.

It is argued that the freedom of association – shaped in developed capitalist countries characterised by multi-party political regimes and spontaneous market economies – is incompatible with the Chinese political environment. Any effective reform of Chinese law must instead begin by taking into account the ideology that underlies the proposed legislation. Balanced and realistic alternatives to complete compliance with the ILO's fundamental standards are presented here relating to guaranteeing workplace democracy in official representative agencies (i.e. trade unions), protecting workers' participation in collective bargaining and regulating workers' collective actions.

This is a volume in the series of the Meijers Research Institute and Graduate School of the Leiden Law School of Leiden University. This study is part of the Law School's research programme 'Reform of Social Legislation'.

ISBN 978-94-0280-924-4



9 789402 809244 >



Collective Labour Rights and Collective Labour Relations of China

XIANG LI