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Achieving decent work in China: a case study of decent working time

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Propositions relating to the dissertation

ACHIEVING DECENT WORK IN CHINA

A case study of decent working time

by Weidong Zhang

1. Being a development goal, decent work cannot be achieved in one day, instead it requires a long march.
2. The road to decent work is paved with international labour standards which can only be completed when they are fully respected.
3. The five dimensions of decent working time – healthy working time; family-friendly working time; gender equality through working time; choice and influence regarding working time; and productive working time – are interrelated and taken together they are more than the sum of the parts.
4. Achieving decent working time is like constructing a house.
5. From a legal point of view, the achievement of decent working time is not only dependent on its substantive aspects, but also depends on its procedural aspects.
6. Since China's regulatory configuration comes closest to the ideal type 'Mandated Configuration', it should improve its decent working time standards through statutory legislation and enforce them effectively through labour inspections.
7. China is increasingly providing similar-to-higher standards than international labour standards, but there is still a long way to go for China to achieve decent work as its enforcement mechanisms are lagging behind.
8. The ILO's international labour standards are perfect benchmarks to evaluate national labour legislation because they are universal.
9. When people enjoy their work, nobody needs to recuperate and therefore no one needs paid annual leave.
10. People work to enjoy life, therefore, instead of a 996-working week we should have a 933-working week.

