

Abstract of Workplace Dispute Resolution in China

Shen, J. (2007). The labour dispute arbitration system in China. *Employee Relations*, 29(5), 520-539. doi: 10.1108/01425450710776326

Abstract:

The author examines the labor arbitration system from its historical background to its current practice in China. The author describes the increased acceptance of arbitration and notes that labor arbitrations are an institutional channel regarded as a helpful mechanism to tackle social unrest by the Chinese government. The paper observes that labor arbitration has become an important mechanism for settling labor disputes in China since the mid-1990s.

The author presents four aspects of the labor arbitration system, and highlights an emphasis on time, arbitral effectiveness, and the governmental (non-private) nature of the labor arbitration institution. The author also describes the labor arbitration process, and expresses his concern regarding the recruitment of arbitrators. The various reasons for proceeding to labor arbitration are reviewed from the employees' and employers' sides. The article observes that despite an expanding legally conscious working body in China (that learned from experience not to passively rely on government interferences when disputes occur) there are several limitations to the process. In conclusion, the article provides corresponding suggestions.

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