

Collective Wage Bargaining: A Survey from Hunan Province

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Resume of XIE Yuhua

- XIE Yuhua, female, professor of School of Business Administration of Hunan University
- June 1989 graduated from Central China Normal University with master's degree in Law
- June 2004 Obtained doctor's degree in Public Management from Central China Normal University
- Jul 2006 - Jul 2007 Academic exchange in Deakin University; Jan - June 2009 Invited to have academic exchange in Australia at the invitation of Prof. HE Baogang
- Research fields: labor relations in enterprises, human resources; presently: collective wage bargaining. Published over 70 papers and 9 books
- Give lectures on <Labor Relations>, <Manage Communications>, <Public Relations>, <Organizational Behavior>, <Leadership Skill>, etc. to MBA students, postgraduates and undergraduates in Hunan University

The Survey of Collective Wage Bargaining

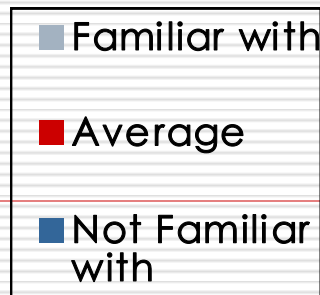
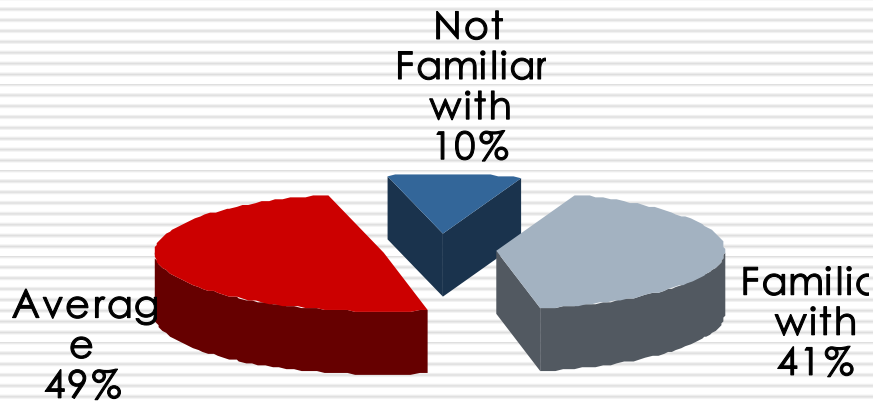


- 44 chairmen of trade unions, 12 HR managers, 3 executives, and 12 other managers from 71 Enterprises (44 private enterprises, 8 state-owned / holding enterprises, 11 foreign enterprises, and 8 enterprises of other types) have participated in the survey.

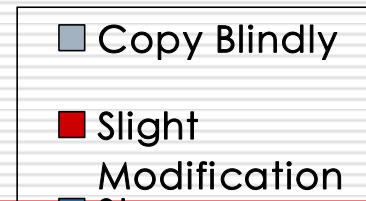
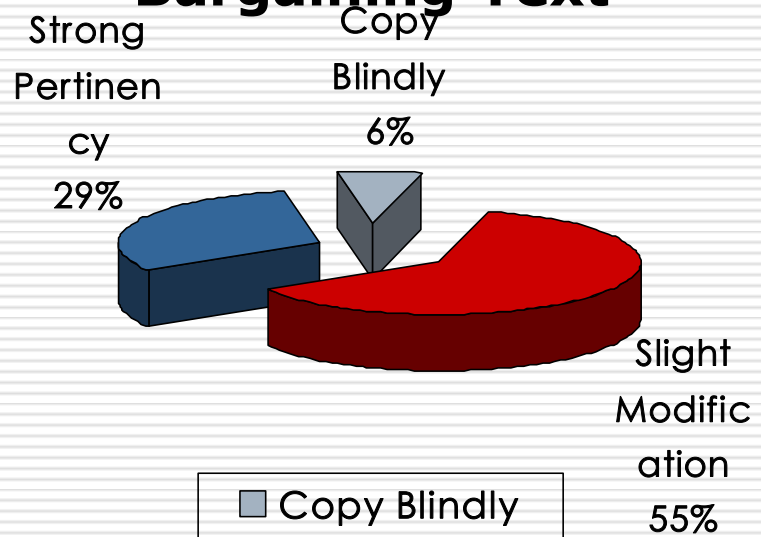
The Survey of Collective Wage Bargaining



- Present Situation
- ◆ Familiarization



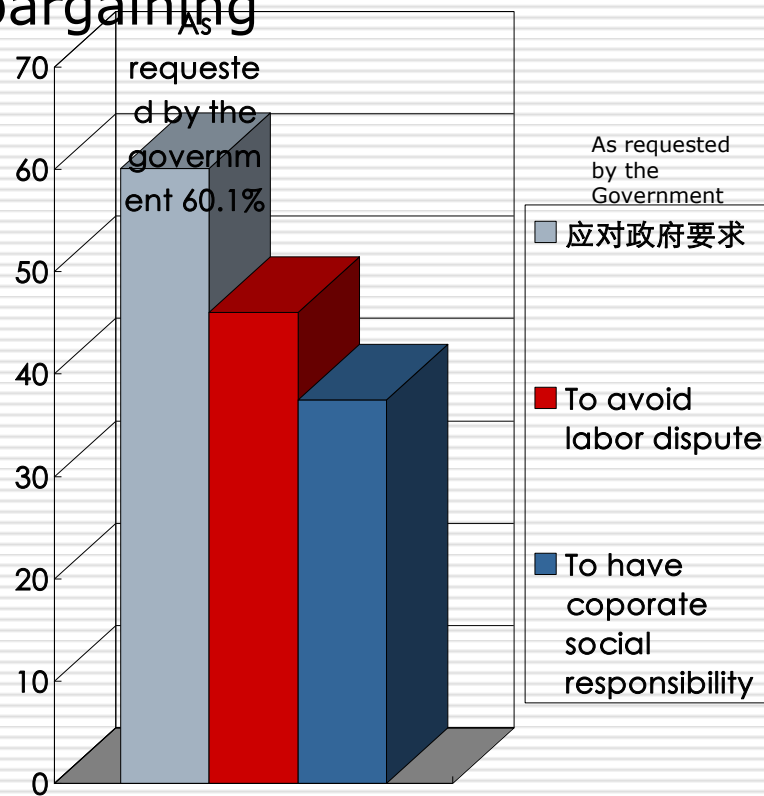
◆ Collective Wage Bargaining Text



The Survey of Collective Wage Bargaining

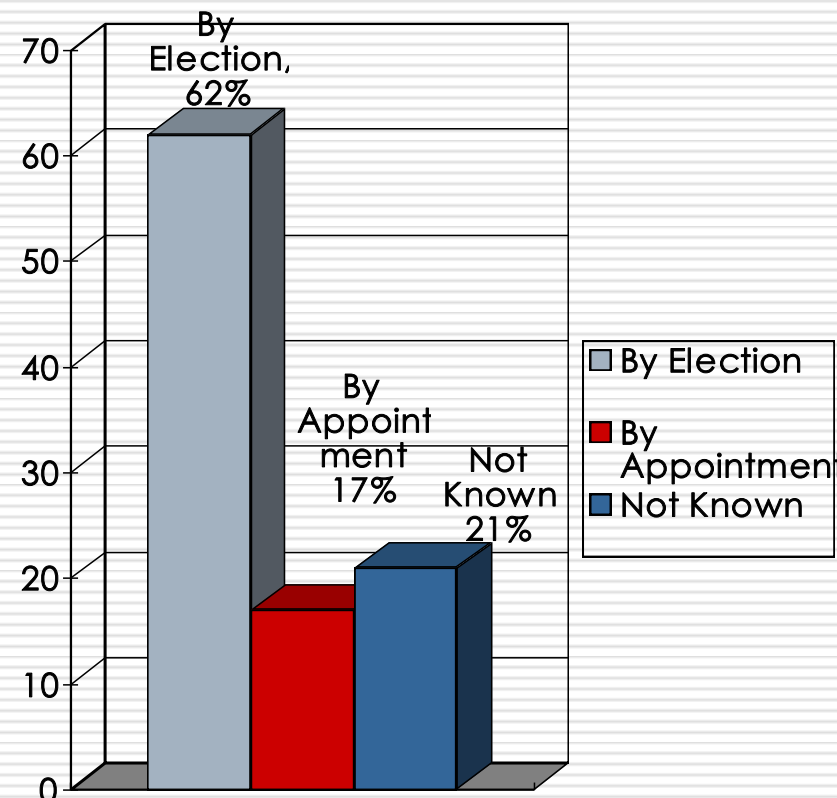


- ◆ The purpose of enterprises to implement wage bargaining



The purpose of Implementation

- ◆ The determination of worker representatives

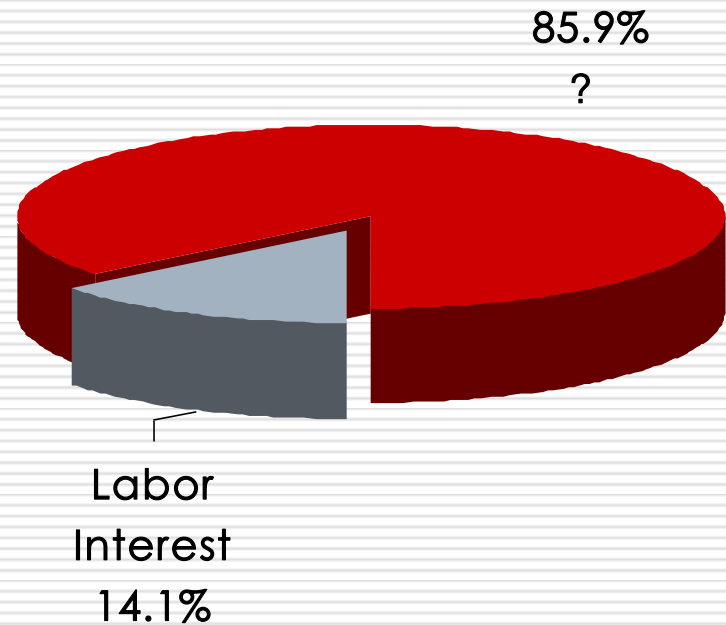


The emerge of labor representatives

The survey of Collective Wage Bargaining



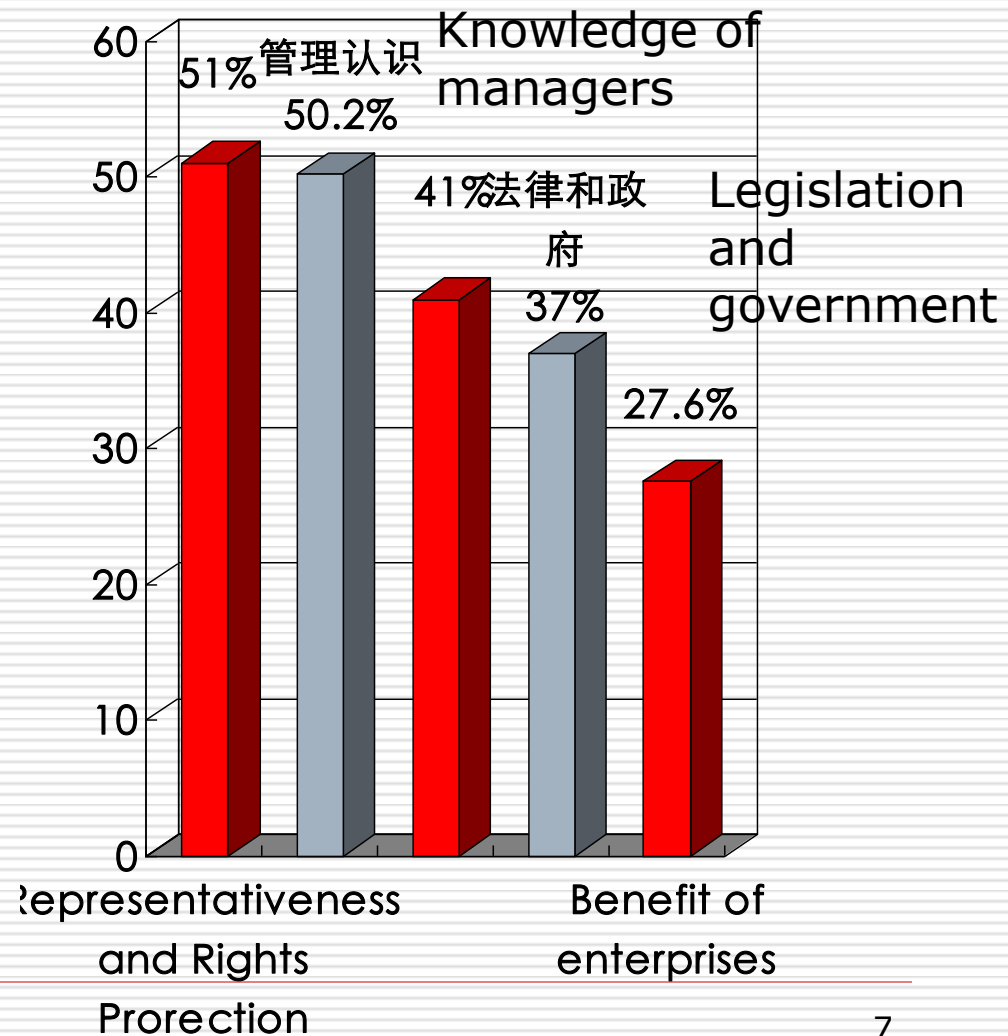
- 78% of the respondents consider their worker representative is the chairman and the members in the trade union of the enterprise.
- **Only 14.1% of the respondents consider collective wage bargaining protect employees' rights and interests.**



The survey of Collective Wage Bargaining



- When being asked the factors that might influence collective bargaining (multiple choices), the respondents provided the following answers: representativeness and rights protection (51%), the knowledge and openness of managers towards collective bargaining (50.2%), employees' awareness of rights protection (41%), the degree of support from legislation and the government (37%), economic benefits of enterprises (27.6%), etc.



The survey of Collective Wage Bargaining



- The dispute arising from collective contract is rare. **Among the three surveyed cities in a selected province, none of them had labor disputes due to collective contract.**
- However the research of a law firm indicates that since 2009, the number of collective labor dispute cases has been increasing substantially.



Enterprises' Response

- ❑ Strongly oppose: “It would be the 14th methods to strangle private enterprises”
- ❑ Superficial: Sign ineffective contracts as it is not legally binding
- ❑ Wait and see: Implement only when inspected by labor supervision body; do not care when inspected by the trade union
- ❑ Have enough reasons to justify the dismissal of negotiation representatives



Employees' Response

- Unknown
- Suspicious: government formalism?
- Pessimistic: incompetent trade union
- Expectation, support



Conclusion

- Prospect of “embedded” collective wage bargaining: would it be another alternative to harmonize labor relations in China?
- Challenge the system:
 1. Representativeness of trade union
 2. Rights of workers
 3. Social objectives and inter-governmental relations



□ The end

□ Thank you