

<<中国产业民主>>

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内容概要

Industrial relations in China are undergoing profound changes. These changes were set in motion by reforms which ended centralised control of employment and wage fixing , reintroduced labour markets and made negotiations on labour contracts and wages extremely one-sided. Trade unions , which had no responsibility for collective bargaining under the socialist command economy , are now being challenged under the new dispensation to act as representatives of the workers under market conditions , while continuing to be under the tutelage of the party.

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书籍目录

Foreword
Introduction
Part I Representing Workers Interests through Trade Unions
Rudolf Traub-Merz
The All China Federation of Trade Unions (ACFTU)
Structure, Functions and the Challenges from Collective Bargaining
The ACFTU as a Lobby Organisation - The Making of the Labour Contract Law
Tripartite Coordination with Chinese Characteristics: A First Step
Towards Tripartite Consultation and Social Dialogue?
Capacity-building and Reform of Chinese Trade Unions : Using Legal and Democratic Means to Resolve the Conflict of Roles of Trade Union Chairs
The "Yiwu Model" and Labor Rights Protection with Chinese Characteristics
The Prospect of Trade Union Reform in China: The Cases of Wal-Mart and Honda
In the Absence of Industrial Democracy: Industrial Conflicts in China and Vietnam
Informal Labour Activism and the Prospects for Industrial Relations Reform in Vietnam
Transition in Union Representation and the Organisation of Worker Representation in Korea
Representation of Workers by Trade Unions: The Case of Germany
Part II Workplace Representation of Workers beyond Trade Unions
An Overview of the Workers' Congress System in China
Workplace Consultation in Vietnam
Industrial democracy through the Labor-Management Council in Non-union Firms in South-Korea
Representation of Workers at Plant and Company Level in Germany - Elected Representatives and Their Legal Position
.....
Part Corporate Social Responsibility and Workers Interests

章节摘录

Korea recognises the freedom to establish trade unions. To establish a union , two or more workers must hold a general meeting on the formation of the trade union and submit a declaration of formation and the bylaws of the trade union to the Korean Ministry of Labour or local government office , which then issues a certificate verifying the declaration of ormotion after confirming that the necessary requirements have been met. Once the declaration of the union is complete , the union will receive protection as a lawful trade union , as specified in the Trade Union and Labour Relations Adjustment Act. The declaration of formation must include the name of the trade union , the location of the main office , the number of union members and the names and addresses of union officers. When a declaration of formation is submitted , the Ministry of Labour or local government office acknowledge it after confirming that the necessary requirements have been met. The statutes of a trade union must include the name of the trade union , purpose and activities; clauses on union members (clauses on constituent organisations in the case of a trade union formed as an associated union) ; clauses on the council of delegates and other meetings; clauses on membership fees and other treasury-related issues; clauses on disputes; and clauses on official and delegate election procedures. After a declaration of formation has been submitted , the KoreanMinistry of Labour or local government office confirms whether the organisation corresponds to the definition laid down in the Trade Union and Labour Relations Adjustment Act :

The term "trade union" means an organisation or associated organisation of workers , which is formed in a voluntary and collective manner on the workers' initiative for the purpose of maintaining and improving their working conditions and enhancing their economic and social status.

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