

<<中国产业民主>>

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作者：Rudolf Traub-Merz, Kinglun Ngok

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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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作者简介

作者:(德)鲁道夫·特劳普-梅茨、岳经纶

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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 or mation 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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