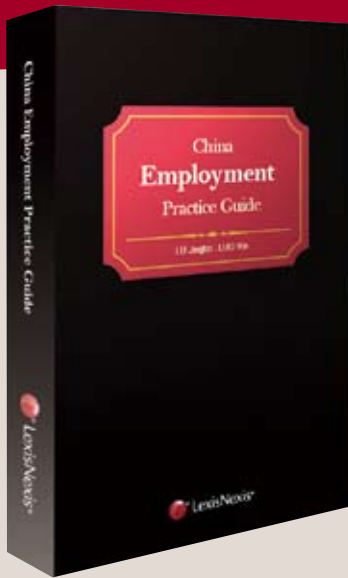


China Employment Practice Guide

— Employment Disputes Prevention and Handling



Do you know?

In China, cases of employment disputes through arbitration have been increased incredibly since 2008:

- In 2008, **286,221** cases of employment disputes were settled through arbitration in China, with an incredible increase of **93.93%**
- In the first half of 2009, the number is around **170,000**, **30%** more than last year

And, most of them ended up with the defeat of employers.

Why?

- China's continuous efforts to improve and modify its employment legislation
- The worldwide economic crisis leads to a more and more tense labor relation between the two parties
- Awareness of both employers and employees in safeguarding their legal rights has been strengthened rapidly
- The arbitration cost is relatively low now

What does this Guide bring to you?

- A thorough understanding of what you can and can not do under the most up-to-date employment laws and regulations
- Practical employment strategies
- Bright mirrors to reflect your potential employment risks
- Effective ways to protect your own legal rights and interests
- Easy reference to dealing with employment troubles
- Experiences and wisdom from the top employment lawyers

About the authors

Mr. Lu Jingbo, the president partner of River Delta Law Firm, is one of the most renowned labor law and corporate law experts around the country. Professional membership includes: Vice General Executive Officer of Shanghai Law Society-Labor Law Research Section; Arbitrator of Shanghai Labor Dispute Arbitration Committee; Legal Counsel of Shanghai General Labor Union and etc. Mr. Lu has led more than 300 public and internal trainings on labor law and employment relation management for enterprises and institutions. He also authored many articles and books published in China.

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