

Course Profile

Course Name: Chinese Human Rights and Labor Issues

Course Code: X190657

Course Credits: 2

Course Category: Required Elective

Terms Offered:

Fall 1-11 week

Spring _____

Summer_____

Course Pre/Co-requisites: none

Textbook: own materials, including slides, handbook and cases

Instructor: Wang Bin

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[Office] 468, Leo Koguan Law Building

[Office Hours]: Monday-Friday, 11am-3 pm or by appointment.

Course Description:

This course introduces law students to the main labor issues in China. The first part of this course focuses on the discrimination law in China. In this part, the students go through the legislation as well as the typical cases of discrimination. The second part of this course is the case analysis

on latest PRC Labor Contract law. The cases selected are the important cases heard by the court or the arbitration tribunal. The cases cover the main legal issues related to the labor rights such as the application of labor contract law, the probation period, the term of service, the liquidated damages, the non-competition clauses, the validity of the labor contract, the performance and modification of the labor contract, the termination and dissolution of the labor contract law, etc.

Grading Policy:

Students will be evaluated based on active participation (10%), presentation (20%) , paper work (20%)and final Exam (50%)

Syllabus:

Part I. Updated Chinese Legal System

Part II. General Introduction to Chinese Constitution

Part III. General Introduction to Chinese Human Rights Protection

Part IV. Anti-discrimination Law in China

1. Overview of Employment Discrimination in China
2. Definition, Characteristic and classification of discrimination
3. China's Anti-discrimination Legislation
4. cases study

Part V: Selected Cases Analysis on Latest PRC Labor Contract Law