



Labour, Education & Society

30

Siqi Luo

Collective Bargaining and Changing Industrial Relations in China

Lessons from the U.S. and Germany

Contents

0 Introduction.....	1
A note on methodology and resources	6
An overview of the chapters and main proposals	8
Chapter 1 Theoretical perspectives: labor relations and socioeconomic transformation in China	11
1.1 Previous research on China.....	12
1.1.1 Workers in the socioeconomic transformation	12
1.1.2 Labor law and policies	16
1.1.3 The state-capital-labor relationship and "Corporatism" approach..	19
1.2 Key theories and concepts	24
1.2.1 Comparative political economy	25
1.2.2 Forces of labor.....	28
1.2.3 Labor process and factory regime	33
1.3 The Regulation approach	36
1.3.1 Major concepts	37
1.3.2 Fordism and historical evolution	39
1.3.3 Previous applications on Asia and China.....	45
Chapter 2 Collective bargaining in the U.S. and Germany: The rise and fall of Fordist wage regulation	50
2.1 Two systems of industrial relations.....	50
2.1.1 Collective bargaining in comparison.....	51
2.1.2 Major differences of industrial relations	56
2.2 The development of collective bargaining	75
2.3 Valuable lessons	89
2.3.1 Common conditions in the formation of Fordist wage regulation	89
2.3.2 Major implications for effective collective bargaining	92

Chapter 3 Industrial relations and new regimes of production in China	100
3.1 The automobile and electronics industries	100
3.2 Production regimes	114
3.2.1 The automobile industry	114
3.2.2 The electronics industry	130
3.3 Wage regulation	156
3.3.1 Forms of wage determination	156
3.3.2 The development of the wage system	166
3.3.3 The formation and status of collective bargaining	173
Chapter 4 Wage regulation in China: Is Fordism coming back?	182
4.1 The new global context of China's development	183
4.1.1 The new global environments	183
4.1.2 The development path of China	188
4.2 Change of industries and production organizations	195
4.3 Chinese State and labor policies	205
4.3.1 Labor law and policies	206
4.3.2 Central and local states	211
4.4 Trade unions and workers	217
4.4.1 Trade Unions in China	218
4.4.2 Industrial actions and the "recomposition" of the working class?	225
4.4.3 The power and potential of Chinese workers	233
Chapter 5 Concluding remarks	245
Reference	257
Appendix A	272
Appendix B	274