

LABOR CONTRACT LAW OF THE PEOPLE'S REPUBLIC OF CHINA
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Conclusion of a Labor Contract

Article 7 A labor relationship is established by an employing unit with a worker as of the date the former

In addition to the requisite terms mentioned above, an employing unit and a worker may agree to have other matters stipulated in the labor contract, such as probation period, training, confidentiality, supplementary insurance and welfare benefits.

Article 18 If a dispute arises because the labor remuneration rate, the standard for working

Article 23 An employing unit and a worker may have such terms stipulated in the labor contract as keeping business secrets of the employing unit and keeping confidential the matters relating to its intellectual property rights.

(1) failing to provide occupational protection or working conditions as agreed upon in the labor contract;

(2) failing to pay labor remuneration on time and in full;

(5) The fixed-term labor contract is terminated pursuant to the provisions in Subparagraph

Section 1

A Collective Contract

Article 51 The employees of an enterprise as one party and the employing unit as the another may, through negotiation on an equal basis, conclude a collective contract on matters

Article 58 For the purposes of this Law, a labor-dispatching unit is an employing unit which

within the limits of their respective duties, supervise and administer the implementation of

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