

## 国際交流分科会についてのお知らせ

社会政策学会会員各位  
第 133 回大会参加者各位

2016 年 10 月 1 日  
社会政策学会秋季大会企画委員会委員長 熊沢 透  
同 副委員長 杉田菜穂

第 133 回大会における国際交流分科会 Transformation of Employment Relations in Asia: Various Actors, Evolving Policies, Common Challenges  
コーディネーター WOO, Jongwon 会員より、以下のようなお申し出がありました。諸般の事情を考慮したうえで、幹事会の了承のもとで、報告者おひとりの交替をお認めすることとしましたのでご了解下さい。

### 記

今大会における開催予定の国際交流分科会で報告予定のWANG, Kan氏が、やむを得ない事情によって来日が叶わない事態となりました。そこで、単に報告をキャンセルするよりは、次善策として当該セッションの運営上妥当な報告者に別途依頼し、以下のようにプログラムの一部を変更させていただきますのでご了解下さいませ。

<変更前>

**【Paper 4 Title】**

Development of Labor NGOs in China: “Managed Co-optation”

**【Paper 4 Presenter】**

WANG, Kan

Assistant Professor, China Institute of Industrial Relations

<変更後>

【Paper 4 Title】

**Labor stakeholders and their impacts on a firm's HR practices in China**

【Paper 4 Presenter】

CHUNG, Sun-Wook

Associate Professor, Sogang University

CHUNG, Sun-Wook 氏の報告要旨

**Labor stakeholders and their impacts on a firm's HR practices in China**

Sunwook Chung (Sogang University, South Korea)

In recent years, we have seen a growing role of non-state actors in China's labor relations. Studies highlight the roles and importance of these actors (labor stakeholders, hereafter) such as the media, lawyers, labor or migrant NGOs, all of which have contributed to enhancing legal awareness of workers. However, few studies have considered the impacts of labor stakeholders on a firm's human resource management practices. Against this backdrop, this study seeks to investigate the impacts of various labor stakeholders on a firm's human resource management practices. The findings, which are based on the author's extensive fieldwork in China, show that employers express serious concerns about these actors' growing role in workplace labor relations, and have changed their HR practices so that they could address possible legal risks resulting from these actors. The recent changes include more emphasis on documentation, paternalistic practices, downsizing, reliance on various employment forms and relationship building with unions. By showing recent changes in a firm's HR practices, this paper offers a nuanced understanding of employment relations in China.

以上