

Resolution of Labour and Employment Dispute Conference

# Workplace Fairness Disputes in a Global Community: Hong Kong and PRC Perspectives

Friday, May 30, 2008 (9:30 am - 5:30 pm)

Hong Kong International Arbitration Centre, 38/F, Two Exchange Square, Central



Hong Kong International  
Arbitration Centre



LL.M. Degree  
in Arbitration & Dispute Resolution  
HKU Faculty of Law



HKU Centre for  
Comparative & Public Law

## Conference Programme

09:00 am **Registration**

09:30 am **Welcome Remarks and Conference Opening**

09:45 am **Morning Conference Session**

09:45 am **Panel 1: International Legal Standards for Labour & Employment Law**

A consideration of international legal standards for labour and employment law with particular focus on workplace fairness standards in the international and domestic context. Do current international legal standards fulfill their role as a framework for global business? What is the role of International Labour Organisation (ILO), NGOs and unions in establishing global human rights policies, codes of conduct and best ethical practices? What are the best practices for cross-border investigation and resolution of claims involving alleged violations of company policy and ethical codes of conduct?

10:45 am **Morning Refreshment Break**

11:00 am **Panel 2: Practical & Legal Issues that Impact Workplace Fairness**

A consideration of a variety of practical and legal issues that impact workplace fairness in both Hong Kong and the PRC, including: (i) workplace safety issues, (ii) minimum wage protection, (iii) employment standards and (iv) migrant labour issues.

12:30 pm **Lunch Break**

02:00 pm **Afternoon Conference Session**

02:00 pm **Panel 3: Perspectives on New Labour Laws in China**

A consideration of the legal and practical impact of various new laws intended to further protect the rights of workers in the PRC, including the provisions of the new: (i) Labour Contract Law, (ii) Employment Promotion Law, and (iii) Law on Labour Dispute Mediation and Arbitration. The challenges associated with the effective implementation of these new legislative provisions in China will also be discussed.

03:30 pm **Afternoon Refreshment Break**

03:45 pm

**Panel 4: Enhancing Workplace Fairness and Safety Standards through Mediation and Other Forms of Dispute Resolution**

This final panel will consider the use of mediation, conciliation and other forms of dispute resolution to enhance international labour standards, both in Hong Kong and in China. Various issues will be discussed, including:

- Is there a role for encouraging enterprises in HK and China to develop codes of conduct with an ADR component? Is there interest in working with the Fair Labor Association and other groups developing ILO compliant code systems?
- The recruitment and training of labor mediators (Qualifications? Training? Legal or labor relations issues or both?)
- Is there a role for labor arbitrators in the Hong Kong and/or Mainland China context?

05:15 pm

**Concluding Remarks**

**Confirmed speakers and moderators include:**

- **Dr BIAN Yongmin**  
University of International Economic and Business (Beijing)
- **Mr. Roy CHENG**  
Hong Kong Institute of Mediation
- **Dr Andreas LAUFFS**  
Baker & McKenzie (HK)
- **Mrs Dominique MULLER**  
IHLO Hong Kong Liaison Office of the ITUC / GUF / HKCTU
- **Mr. Robin MUNRO**  
China Labour Bulletin
- **Ms Jody SIN**  
Hong Kong Mediation Council
- **Mr. Gary SOO**  
Hong Kong Institute of Arbitrators
- **Dr Bill TAYLOR**  
Fullbright Fellow, Cornell University  
City University of Hong Kong
- **Prof Arnold ZACK**  
The Labour and Worklife Programme at Harvard Law School
- **Prof Albert CHEN**  
HKU Faculty of Law
- **Prof FU Hua Ling**  
HKU Faculty of Law
- **Mr. Rick GLOFCHESKI**  
HKU Faculty of Law
- **Mr. Benny TAI**  
HKU Faculty of Law
- **Mr. Simon YOUNG**  
HKU Faculty of Law
- **Dr ZHAO Yun**  
HKU Faculty of Law
- **Ms Katherine LYNCH**  
HKU Faculty of Law

**Registration Form**

**(Please complete the registration form and return it by fax 2559 3543)**

**Admission is FREE to all attendees who do not require Law Society CPD points.**

Please indicate if you require Law Society CPD points by checking the box below. You will be contacted by email or phone as soon as CPD accreditation is finalised. An administrative fee of HK\$1,250 is required if you require CPD points. Please send a cheque payable to "The University of Hong Kong" to the address below. This administrative fee is non-refundable.

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For enquiries, please contact Ms Phelane Tsang

Address : Ms Phelane Tsang, Faculty of Law, HKU, 4/F KK Leung Building, Pokfulam Road, Hong Kong

Phone: 2241 5939 Fax: 2559 3543 Email: phelane@hku.hk