

The Digitalization of China's Employment Law?

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Idea

Q: Is China's employment law being digitalized?

(Is platform employment bringing comprehensive change to China's employment law?)

A: Platform employment is bringing substantive but only partly change China's employment law. It is making a **“special zone”** in the system.

Special Zone

- **Content:**
 - Extending several labor-related rights (*esp. social insurance for work injury*) to platform workers;
 - Creating new rights (*e.g., rights to individual information protection*) for them;
 - No changes to the definition of “employment relationship” in law

Special Zone

- **Pushing force:**
 - The Administration as the pioneering and shaping force of the special zone;
 - The judiciary as an ambivalent policy decider (*rather than a legal decider*);
 - The legislature as the follower of the administration (“*regulatory experimentalism*”)

Thank you.