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SEMINAR: Economics of Science & Engineering | joint with | China Economy Seminar
Harvard University, Department of Economics
Host: Professor Richard B. Freeman
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SPEAKER: Wei Huang (Renmin University of China)
TITLE: “What Sort of Workplace Democracy Can Democratic Management Achieve in China?”

ABSTRACT:
The year 2022 marks the 10th anniversary of the adoption of democratic management (DM) provisions in China. DM, once predominant in state‐owned enterprises, has now been extended to all enterprises. Democratising workplaces in China represents institutional experimentation. Both DM‐related research and practice thus require updating. Ten years on, a social consensus on DM's orientation and legitimacy remains elusive. Can expanding DM inspire industrial democracy or strengthen Party control over market‐oriented workplaces? Or is DM merely window dressing as previous studies suggest? This article aims to uncover the type of workplace democracy that DM can achieve in China. A triangle of DM is established and integrated with institutional theory as an analytical framework to explore the causes and characteristics of DM in six case companies.

BIO:
[Dr HUANG Wei](https://weihuang.academia.edu/) Dr Wei HUANG is an Associate Professor of Labor and Employment Relations at the Renmin University of China (RUC), Academic Fellow of the International Center for HRM at the University of Cambridge, and Vice Secretary-General of the China Academy of Labor Science Education. Educated at the University of Cambridge, his research has concerned workplace democracy and democratic management, employee-wellbeing oriented HRM, occupational health and safety, safer and mutual-gains workplaces, responsible leadership, trade union and national tripartism.