

**Investigative Report on Labour Rights Conditions of
Hong Kong Enterprises and Hong Kong Listed
Enterprises in Mainland China 2017-2018**

**First Case of Internet+ Labour Right Action in
Hong Kong Enterprise,
State-owned Enterprises Heavy-handed in
Suppressing Labour Rights Actions**

**Hong Kong Confederation of Trade Unions
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Introduction

In the past few years, the Hong Kong Confederation of Trade Unions has been publishing the Investigative Report on Labour Rights in Hong Kong Enterprises in China (the Report) and monitoring the workers' collective actions triggered by labour rights violations in Mainland China operation by Hong Kong enterprises, overseas enterprises with subsidiaries or publicly listed in Hong Kong. In recent years, with the economic transformation and labour cost increase in the coastal areas in Mainland China, many Hong Kong and overseas enterprises moved inland or to other Southeast Asian countries. As most labour organizations and groups are located in Guangdong district, they faced difficulties in collecting information when the Hong Kong enterprises moved inland, which consequently caused difficulties in monitoring labour rights conditions.

At the same time, the Chinese government has been scaling up its suppression on the civil society in recent years. Since the large-scale arrest of labour right activists by the Guangdong government in 2015, the labour rights groups have gone low-profile in their work and most of the arrested activists were not able to return to their work, which was a heavy blow to the labour movement. With such background, workers kept a low profile in their rights defense actions, which made monitoring on labour actions and labour conditions difficult. As the Chinese government has banned media report on strikes long ago, data collection and compilation on labour collective actions have to depend on civil activists and labour activists, such as on-line platform Non-News. However, the founder of Non-New, Lu Yu-Yu and Li Ting-yu were accused of "picking quarrels and provoking troubles" and arrested by police of Dali, Yunnan in June 2016. They were formally tried at court in 2017 respectively. In April 2017, Li Ting-yu was sentenced guilty after a closed-door trial, and put on probation while her actual sentence remained unknown to public. Lu Yu-yu was found guilty by the Dali court in September 2017 and sentenced for 4 years, and the verdict remained unchanged after his appeal. The incident has made the few platforms for collecting and compiling information on collective labour actions to disappear, which made monitoring on labour conditions in China to be even more difficult. As some the information on cases included in the Report used to come from the Non-News, the current situation has reduced our sources of information.

On the other hand, with economic development in China, more and more state-owned enterprises went public to raise fund from the stock markets and expand their overseas business. As an international financial center, Hong Kong has before the major window for Chinese capital to go international, and considerable number of state-owned enterprises went public in Hong Kong. As these Chinese enterprises raised fund through Hong Kong, Hong Kong investors are obliged to monitor if their operations follow local labour laws and to make sure their live up their corporate social responsibilities. In fact, labour collective actions within enterprises would affect operation and stock price. Thus, stakeholders in Hong Kong should have the right to know the occurrence of labour collective actions in the enterprises, including state-owned enterprises. As such, this Report will include a new section on collective labour actions in the operation of Hong Kong listed state-owned enterprises in Mainland China.

Part 1 Executive Summary and Recommendations

Key research findings

1) Hong Kong Enterprises

1. Violation of labour law common, including numerous brand-names suppliers

The 2017-2018 Report has collected 12 cases of labour collective actions in Hong Kong enterprises' Mainland China operation. Over 90% of the cases (11 cases) involved violation of China labour law by the enterprises which resulted in labour collective actions and over 50% of the cases (7 cases) involved two or more violations of labour law. The figures showed that labour collective actions caused by employers' violation of labour laws were common. Among the 12 cases, 5 cases or 30% of the cases were related to labour collective actions caused by factories of brand-name suppliers. Two of these factories were suppliers to brand-names products of their mother company, while another two were suppliers to international brand-names such as Apple, Samsung, Kentucky and other well-known brands, many of which came from signatory countries to the Organisation for Economic Co-operation and Development Guideline for Multinational Enterprises (the OECD Guideline). The OECD Guideline has included clauses on due diligence of multinational enterprises towards their suppliers to ensure their suppliers comply with the principles and clauses of the Guideline, which includes respecting rights to collective bargaining, right to organize and right to strike. However, cases in this Report revealed that the brand-names did not fulfill their due diligence in monitoring their suppliers but connived at the suppliers' violation of labour laws.

2. Nation-wide labour actions broke out in mobile phone application related industries in Hong Kong enterprises

In April 2018, drivers of the Hong Kong-owned logistics company in Mainland China Lalamove went on strike which soon turned out to be a nation-wide strike. The strike was one of the numerous nation-wide strikes in 2018. In fact, a number of nation-wide strikes in the last few years were related to new industries related to mobile phone applications, such as Didi Chuxing, Meituan, ele.me (aka. Are you hungry?), etc. These new industries generally called "Internet +" were expanding quickly in Mainland China in the last few years and taking over business of traditional operation. Accompanied such expansion were collective labour actions in response to employment conditions. Since 2016, labour disputes related to "Internet +" industries were frequent. This report will cover the first incidents related to Hong Kong enterprises.

2) State-owned enterprises publicly listed in Hong Kong

1. Serious violation of labour rights in state-owned enterprises, in contrast to the "iron bowl" image

This report included state-owned enterprises listed in Hong Kong for the first time. As the investment of state-owned enterprises came from the Chinese government, it was thought that their employees would receive better treatment and be more protected in terms of labour rights compared with workers in private enterprises. That was far from the truth. Among the 92 documented cases of collective labour actions in this report, about 95% of the cases involved violation of labour laws of Mainland China and mainly related to overdue wages. The Chinese government, being the owner of state-owned enterprises, did not fulfill its responsibilities in protecting employees' rights by ensure the enterprises adhere to the labour laws.

The state-owned enterprises did not perform better than the private enterprises in terms of respecting labour rights. The laid-off workers of the China National Petroleum Corporation Sichuan Branch took actions to defend their rights, and disclosed how the state-owned enterprises used various means to abuse loop-holes of the laws to exploit their employees.

2. Violation of labour laws by state-owned enterprise common in construction industry

Most of the 92, or about 80%, of the documented cases came from the construction industry. Some of the enterprises involved are large Chinese construction companies which have projects in Hong Kong or other countries such as China Construction, China Railway Construction, China Railway, etc. Most of the cases involved collective labour actions caused by overdue wages by the employers. In recent years, the Chinese government is actively expanding state-owned enterprises' business in infrastructure construction under the banner "One Belt One Road". However, it was exporting a business model built on violation of labour rights to exploit workers in other countries.

3) Publicly listed enterprises

1. Self-disclosure by listed enterprises ineffective in protecting labour rights

When the Stock Exchange review the Environmental, Social and Governance Reporting Guide in 2015, the HKCTU proposed to the Stock Exchange to include indicators related to labour relations in "comply or explain" requirement of in the Environment, Social and Governance Report. But the Stock Exchange did not accept the suggestion. When reviewing the Environment, Social and Governance Report, and Sustainability Development Report of listed enterprises involved in documented cases, the HKCTU found that the enterprises did not include incidents of collective labour actions in the social sector. This reflects the fact that the review was not able to ensure stakeholders' access to information related to labour conditions in the enterprises.

Major Findings

1) Hong Kong enterprises

1. Decreasing number of recorded collective labour actions

During May 2017 to April 2018, the HKCTU documented 12 cases of collective labour actions in Hong Kong enterprises, which was a decrease of 48% of documented cases compared with last year. 25% of the collective labour actions evolved into strikes, which was 5% less, while the rest of the cases were collective protest. The common cause of the actions was employers' violation of labour laws. Employee resorted to collective actions to force employers into collective bargaining or intervention by local government, after other labour actions failed to push the employers to make correction of their violations.

2. More than half of the cases were related to severance pay and overdue wages

6, or 50%, of the 12 cases of collective labour actions involved missing severance pay ("financial compensation" in Mainland China), which was a 20% decrease compared with last year. 7, or over 50%, of the 12 cases involved overdue wages, which was of similar proportion compared with last year. 8, or over 60%, of the cases involved violations of two or more requirements of the labour law. Hong Kong enterprises using methods such as relocation of factories, transfer of

companies, or forcing employees to sign “voluntary resignation” to avoid making severance pay entitled by the employees was common.

3. Violation of labour rights by suppliers of brand-names continued

12, or over 90%, of the documented cases were caused by employer’s violation of labour laws of Mainland China. Among these 12 cases, 5 cases (or over 40%) involved violation of labour laws by suppliers of brand-names.

2) State-owned enterprises publicly listed in Hong Kong

1. Violation of labour rights in construction industries serious, overdue wages common in state-owned enterprises

The report documented 92 recorded cases of collective labour actions in state-owned enterprises listed in Hong Kong. 74, or 84% of these cases involved construction industry. 82, or 89%, cases of collective labour actions were related to overdue wages by the employers.

2. Police was mobilized by state-owned enterprises to monitor and suppress workers’ actions

18 of the 92 cases documented by this report involved police present at the scene to monitor or suppress workers’ actions. In some of the case, the workers in protest were assaulted by the police officers.

Demand of HKCTU

1. To multi-national enterprises

- Multi-national enterprises should strictly follow the OECD Guidelines for Multinational Enterprises, and ensure operations of their subsidiaries and suppliers comply with local labour laws;
- According to the national Labour Union Law, the Guangdong Province Regulations on Enterprise Collective Contracts and other provincial regulations on collective bargaining, the employers should negotiate with employee representatives or union representatives selected through legal procedures when there are labour disputes. The International Labour Convention and the OECD Guidelines for Multinational Enterprises clearly stated that employees enjoy the right to organize, strike and collective bargaining. Multi-national enterprises should ensure their suppliers respect these rights when handling labour disputes, and engage in collective bargaining with employees;
- When the multi-national enterprises receive complaints on violation of labour laws and the above basic labour rights by their supplier, instead of relying on information provided by the suppliers and take no initiation, they should launch independent investigation or send representatives to the collective bargaining process, so as to ensure that their suppliers are abide by the local regulations in handling disputes;
- In case of suppliers’ liquidation which cause missing severance pay, overdue wages, missing social security payment and other legal labour rights issues, the multi-national enterprises, as the final owner of the manufactured products, should take up the responsibility to pay these workers out of their huge profits;
- In case of collective labour disputes in the operation of the suppliers, the multi-national enterprises should urge the suppliers to refrain from using police force to suppress employees as a resort to the dispute, and to respect

workers' rights to organize and strike.

2. To the Chinese government

- Stop suppressing the civil society and development of labour movement in the country, respect workers' rights to organize, strike and collective bargaining, respect workers' rights to organize and free association according to the International Labour Convention;
- Stop connive at employers' abuse of police force to suppress collective labour actions as a resort to labour dispute, instruct the enterprises to resolve disputes through collective bargaining;
- Respect public's rights to monitor and access to information, stop suppressing freedom of speech;
- Strengthen monitoring "Internet +" enterprises, improve the Labour Law to protect labour rights of casual workers of these enterprises;
- Fulfill the responsibility of owner of state-owned enterprises, urge the enterprises to comply with Labour Laws in their operations;
- Release and stop surveillance on all wrongfully arrested and prosecuted.

HKCTU's Recommendations

1. To Securities and Futures Commission (SFC) and Stock Exchange

- Labour disputes in listed enterprises' operations will unavoidably affect the operation and profits of the enterprises. As such, listed enterprises should include events of labour disputes and their impact of company operation in the annual report or Environment, Social and Governance Report, so that investors would have sufficient information to assess if the operations of the listed enterprises are fulfilling their social responsibilities. Despite the review conducted in 2017, the listed enterprises do not have any pressure to reveal incidents of labour disputes in subsidiary companies or overseas operation in to the public through the Environment, Social and Governance Report. Thus, the HKCTU reiterate its recommendation to the Stock Exchange to include indicators on the following labour conditions in the guideline of disclosure in the social aspect in the "comply or explain" level, so that listed enterprises face stronger pressure when making decision on disclosure of information.
- To ensure the listed enterprises respect local labour laws, enact penalty clauses on listed enterprises' operation or subsidiaries committed multiple or grave violation on local labour laws and basic labour rights. Penalty should include fine, temporary or permanent suspension of listed status.
- Set up clear and open handling procedures with regard to complaints on operation and manufacturing process of listed enterprises, and handle the complaints in an open and transparent approach to protect public's interest and rights to information.

The HKCTU makes following recommendations on report disclosure details:

The HKCTU recommends the Guide to make following amendments ¹ (amendments in bold)	G4 Guideline ²
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¹ Taking reference from "Labour Groups' Joint Recommendation on Review of Environmental, Social and Governance Reporting Guide"

http://www.hkctu.org.hk/cms/images/userfile/file/20150918_ESG_proposal_Final.pdf .

² G4 Sustainability Reporting Guideline, <https://www.globalreporting.org/resource/library/GRIG4-Part1-Reporting-Principles-and-Standard-Disclosures.pdf>

italic) on Aspects B1, B2, B4, B5:		
Aspect B1: Employment		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare	LA1 Total number and rates of new employee hires and employee turnover by age group, gender and region.
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	
<u>KPI B1.3</u>	<u>Number of employees by monthly income and weekly working hours.</u>	
<u>KPI B1.4</u>	<u>Number of employees by employment contract types (long-term contract, short-term contract, part-time contract or out-sourced sub-contract).</u>	
Aspect B2: Health and Safety		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	LA6 Type of injury and rates of injury, occupational diseases, lost days and absenteeism, and total number of work related fatalities, by region and by gender. LA7 Workers with high incidence or high risk of diseases related to their occupation: Report whether there are workers who are involved in occupational activities who have a high incidence or high risk of specific diseases.
KPI B2.1	Number and rate of work-related fatalities	
KPI B2.2	Lost days due to work injury.	
<u>KPI B2.3</u>	<u>Number of work injuries and occupational diseases cases by types.</u>	
<u>KPI B2.4</u>	<u>Rate of work injury per 1000 workers.</u>	
KPI B2.5	Description of occupational health and safety measures adopted, how they are implemented and monitored.	LA8 Health and safety topics covered in forma, agreements with trade unions: a. Report whether formal agreements (either local or global) with trade unions cover health and safety. b. If yes, report the extent, as a percentage, to which various health and safety topics are covered by these agreements.
Aspect B4: Labour Standards		G4 Guideline
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and	LA12 Composition of governance bodies and breakdown of employees per

	<p>regulations that have a significant impact on the issuer relating to preventing child and forced labour.</p> <p>Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have significant impact on the issuer relating to freedom of association and collective bargaining.</p> <p>Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have significant impact on the issuer relating to elimination of employment discrimination.</p>	<p>employee category according to gender, age group, minority group membership, and other indicators of diversity.</p> <p>HR3 Total number of incidents of discrimination and corrective actions taken.</p> <p>HR4 Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights.</p> <p>HR5 Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.</p>
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	HR6 Operations and supplier identified as having significant risk for incidents of forced or compulsory labor, and measure taken to the elimination of all forms of forced or compulsory labor.
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	LA16 Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms.
<u>KPI B4.3</u>	<u>Description of mode, number of times and result of communication with employee representatives and organizations.</u>	
<u>KPI B4.4</u>	<u>Number of professional employees (manager-grade and professionals) by gender and nationality.</u>	
<u>KPI B4.5</u>	<u>Number of senior management employees by gender and nationality.</u>	
Aspect B5: Supply Chain Management		G4 Guideline
General Disclosure	Policies on managing environmental and social risks of the supply chain.	HR10 Percentage of new suppliers that were screened using human rights criteria.
<u>KPI B5.1</u>	<u>List of names and address of suppliers by geographical region.</u> (Originally: Number of suppliers by geographical region.)	HR11 Significant actual and potential negative human rights impacts in the supply chain and actions taken.
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	SO9 Percentage of new suppliers that were screened using criteria for impacts on society.
<u>KPI B5.3</u>	<u>Number of cases of suppliers violating local labour laws and international labour standards.</u>	SO10 Significant actual and potential negative impacts on society in the supply chain and actions taken.

		<p>LA14 Percentage of new suppliers that were screened using labor practices criteria.</p> <p>LA15 Significant actual and potential negative impacts for labor practices in the supply chain and actions taken.</p> <p>a. Report the number of suppliers subject to impact assessments for labor practices.</p> <p>b. Report the number of suppliers identified as having significant actual and potential negative impacts for labor practices.</p> <p>c. Report the significant actual and potential negative impacts for labor practices identified in the supply chain.</p> <p>d. Report the percentage of suppliers identified as having significant actual and potential negative impacts for labor practices with which improvements were agreed upon as a result of assessment.</p> <p>e. Report the percentage of suppliers identified as having significant actual and potential negative impacts for labor practices with which relationships were terminated as a result of assessment, and why.</p>
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2. To Hong Kong government

- Take reference from OECD Guidelines for Multinational Enterprises and develop guidelines on labour rights so that Hong Kong enterprises are fully aware of how to protect workers’ rights in Mainland China. Hong Kong government should also set up complaint mechanism to strengthen the monitoring on the implementation of the above labour rights protection;
- Review regulations on listed enterprises and the company regulations, penalize listed enterprises which violate labour laws in Mainland China

3. To commerce chambers and associations

- Establish clear penalty mechanism with regards to members which violate labour laws and labour rights, including removing membership of enterprises committed multiple or grave violation;
- Release names of members penalized to protect public’s right to know and facilitate public scrutiny on enterprises, so as to ensure the enterprise comply

with local laws and respect labour rights.

Part 2 Preamble

2.1 Research objectives

Monitoring on labour conditions of Hong Kong enterprises' operation in Mainland China has been insufficient and ineffective. Thus, for the fourth year, the HKCTU compiles the Database on Labour Conditions of Hong Kong Enterprises' Operation in Mainland China. Using information from media, social media, labour organizations in Mainland China and interviews with workers, data related to large scale labour disputes in Hong Kong enterprises in Mainland China was collected. The objectives of this report are to reveal common violation of labour rights among the Hong Kong enterprises in Mainland China, to monitor international brand-names' performance in fulfilling international agreements and corporate social responsibilities, and to urge the Hong Kong government to strengthen regulation on and education for Hong Kong enterprises to protect labour rights in Mainland China.

2.2 Research scope

This report will continue to document incidents of collective labour actions through various media and social media and assess latest labour conditions in Hong Kong enterprises investing in Mainland China. In the last report, it was found that labour rights were violated by mainland operation or subsidiaries of Hong Kong listed enterprises, and collusion with local government and public security department to suppress labour actions was common. The employers, under the tacit consent or even facilitation of local government, moved the factories to other regions and did not make severance pay according to the laws. In this report, it was again found that Hong Kong enterprises refused or made up excuses from making severance pay, overdue wages, social security payment and other lawful rights according to the law when relocating or closing the factories.

2.3 Research methodology

This Report covers the period of May 2017 through April 2018. The HKCTU collected 105 internet reports on collective labour actions, which included 13 reports on Hong Kong-owned enterprises and 92 reports on state-owned enterprises publicly listed in Hong Kong. Sources of the data included reports and commentary on large-scale strikes and collective labour actions from on-line media, websites, Weibo.

2.4 Research limitations

On 28 May 2010, the Publicity Department of the Chinese Communist Party Central Committee announced prohibition of report or comment strikes by local media. Political scrutiny was also regularly applied on the media and internet by the Chinese government. As such, this report is unable to estimate the total number of collective labour actions during the research period. The report could only collect information on recorded cases collective labour actions in Mainland China through the above-mentioned channels. Comparison with data from last year could only be made on limited scope. As the information was collected from different internet media, there might be discrepancy or mistake in the data. Readers are welcome to make corrections.

During 3 to 5 December 2015, the Guangdong government launched large scale arrest of labour activists in Guangzhou. Since then, systematic online record on large scale collective labour actions was rare. It is believed that labour organizations have been keeping low profile in handling labour dispute due to the suppression of labour

activists and labour organizations. All the prosecuted labour activists have been released on probation or by end of sentence. However, they are still under close surveillance of national security department and not able to be involved in work related to labour rights.

In June 2016, Lu Yu-yu and his girl-friend Li Ting-yu, who used the name of Non-New in reporting collective labour actions on internet, were accused of “picking quarrels and provoking troubles” by the court in Yunnan. They were formally tried at court separately. Lu Yu-yu was sentenced to 4 year at the end of the trial on 23 June 2017. In April 2017, Li Ting-yu was put on probation after pleading guilty in a closed-door trial. The incident, evident of Chinese Communist Party’s violation of freedom of information and public’s right to know, has further hampered the source of information on collective labour actions. This has made collection of information for this report even more challenging.

2.5 Definition of Hong Kong Enterprise

Hong Kong enterprise is defined as enterprises set up in Hong Kong with Hong Kong or overseas investment, including overseas or Chinese enterprises publicly listed in Hong Kong, which have branch or subsidiary in Mainland China, or use sub-contracted factories in Mainland China to manufacture their products. Labour rights are basic human rights which should be fully protected. Setting up a company in Hong Kong should also mean providing basic channels for the citizens, labour unions and labour groups to monitor if the enterprise complies with the basic labour rights in its business. Overseas enterprises publicly listed in Hong Kong, with Hong Kong citizens as shareholders, should be subject to the monitoring of Hong Kong citizens.

2.6 Report Structure

Part 1 of the Report is the Executive Summary and Recommendations, followed by the Preamble. Part 3 of the Report is research findings, including analysis on causes of strikes and large-scale protests in Hong Kong enterprises; practice of social responsibility by brand-names’ Hong Kong suppliers in Mainland China, especially the 3 basic labour rights (rights to organize, strike and collective bargaining); and labour conditions in Mainland China business of state-owned enterprises publicly listed in Hong Kong. Part 4 of the Report discuss, at an operational level, the HKEx’s practice to monitor whether Hong Kong publicly listed enterprises’ business in Mainland China (i.e. outside Hong Kong) respect labour rights and comply with local labour laws. Part 5 of the Report is the conclusion.

2.7 Acknowledgement and Invitation for Comments

The HKCTU welcomes comments on the Report and suggestions for further research. Please kindly send us your comments by email to hkctu@hkctu.org.hk or by fax to +852 27707388, or by mail to 19th Floor, Wing Wong Commercial Building, 557-559 Nathan Road, Kowloon Hong Kong.

Part 3: Research Findings

3.1 Causes of strikes and large scale labour action in Hong Kong enterprises

During the period May 2017 to April 2018, 13 cases of collective labour actions in Hong Kong enterprises were recorded. 12 or 95% of the cases were caused by violation of local labour laws by the enterprises.

3.1.1 Nation-wide strike in Lalamove's mainland operation the first case of "Internet +" Hong Kong enterprises

Rapid development of technology in Mainland China in recent years has brought huge impact to our lives with the convenience of technology. Technology combined with traditional industries to form new industries using mobile phone applications in operation. Entrepreneurs seized the opportunity to grasp a piece of the industry market, which also brought impact to the operation mode of and people involved in traditional industry. Livelihoods of workers in traditional industries are threatened as new industries took over the market, and they have no other choice besides joining these new industries. However, they are faced with exploitation by enterprise in the new industries, such as instability in income and job position. Nation-wide strike by drivers of Lalamove's operation in Mainland China broke out in April 2018.

Lalamove was set up by Hong Kong businessman Chow Shing-fok in 2013 and being one of the first "Internet +" logistics enterprises in Hong Kong. The company set up Huolala in 2014 to expand market in Mainland China and south-east Asia. Being one of the leaders of logistics e-commerce, Huolala now has more than 150 service point in Mainland China.

In 2018, the enterprise unilaterally announced new method to calculate drivers' fare which would reduce drivers' income by a large margin. At the same time, oil price increase in recent years in Mainland China has caused increase of operation cost and made the lives of drivers difficult. On 29 April, Huolala drivers in Changsha of Hunan Province went on strike³ to demand the employer to readjust and raise drivers' fare, to allow drivers to reject or revise one order, to levy extra charge to request drivers' assistance in moving goods. The collective labour action lasted till 3 May, which was followed by march in Xian of Shaanxi Province on 4 May. On 7 May, drivers in Kunming, Shenzhen and Chengdu also went on strike to demand the enterprise to raise drivers fare and resolve unfairness in order allocation. In the actions in Shenzhen and Kunming, public security was present at the scene to monitor the situation, but there was no report on suppression by the public security. There was also no record on whether the workers were successful in their demands.

Competition in logistics e-commerce in Mainland China has been very keen. Gogovan, the old-time opponent of Lalamove, entered the Mainland China market in 2015 using the name "Fast Dog Delivery". In 2017, the Fast Dog Delivery combined with another logistics company using mobile phone application, the 58 Delivery. The

³ No increase in courier fare no new order, 58 and Huolala drivers are on strike! Source: Dafunghou, <https://wemedia.ifeng.com/60666117/wemedia.shtml>

new company use 58 Deliver's Chinese name⁴ and Gogovan's brand name. The new company serves more than 110 cities with its network of 1.2 million drivers. The enterprise cut service charge to attract customers in the keen competition, and the drivers at the front-line bare the cost. Drivers said, in interviews by local media, the new service charge cost them about RMB1,000 a month⁵ which greatly affected their livelihoods. This was the reason for the industrial action. In fact, when the drivers went on strike on 28 April in Changsha, they pointed to the cut-throat competition between 58 Deliver and Huolala as the cause of large margin reduction in drivers' income. Though the drivers of 58 Delivery did not take labour action, employees' grievances accumulated as the "Internet +" enterprises continued to exploit workers to increase their competitiveness.

In fact, the fast growing e-commerce industries in Mainland China have been promoting their business with low price and convenient service. These approaches, though attractive, were built on exploitation of front-line workers to maintain the enterprises' competitiveness. On the other hand, as the number of enterprises in new industries grows, the competition become keener. Companies such as Meituan or ele.com use mobile phone applications to take delivery orders by users online, and the deliverers will take the meal orders from the caterer and deliver to the users placing the order. Under the keen competition, the enterprises decided to cut fare received by deliverers to cut operation cost and speed up deliver time. The enterprises also set up a harsh mechanism to ensure their front-line workers can deliver the orders faster than other enterprises. Once the service receives bad comments from service users, regardless of whether the comment was due to personal mistakes by the employees, their fare will be deducted. There was huge grievance among the front-line delivers due to the exploitations and harsh management and salary-deduction system. Collective labour actions in these two enterprises have been frequent in recent years. As the cut-throat competition between Huolala and 58 Delivery continued, it could be expected that grievances of front-line drivers would expand into large scale strike. The nation-wide strike in "Internet +" enterprises might become the trend of new labour movement.

More Hong Kong enterprises are expected to invest in the new industries which are still promising in terms of business. However, labour actions related to employment terms and management policies persisted among the employees of Meituan and ele.com, reflecting the serious exploitation of employees by these enterprises. The Chinese government was not effective in monitoring labour rights conditions in these new industries, as many workers are working on self-employment basis or without any employment contract. The Chinese government should strengthen monitoring on related enterprises and develop comprehensive mechanism to protect labour rights of the workers.

⁴ In August 2018, 58 Delivery was renamed as "Fast Dog Taxi". Some drivers felt being insulted by the new name and went on strike. Source:

<https://www.hk01.com/%E5%A4%A7%E5%9C%8B%E5%B0%8F%E4%BA%8B/224717/%E5%85%A7%E5%9C%B0%E8%B2%A8%E9%81%8B%E5%B9%B3%E5%8F%B0-58%E9%80%9F%E9%81%8B-%E6%94%B9%E5%90%8D-%E5%BF%AB%E7%8B%97-%E5%8F%B8%E6%A9%9F-%E6%9C%89%E6%90%8D%E5%B0%8A%E5%9A%B4-%E7%BD%B5%E8%AA%B0%E5%91%A2>

⁵

http://v.youku.com/v_show/id_XMzU4OTY2MTc0MA==.html?spm=a2h0k.8191407.0.0&from=s_1.8-1-1.2

3.1.2 About 50% of case related to relocation or closure

Among the 13 cases, 6 cases or 50% were related to relocation or closure of factories, and many of them involved avoidance of severance pay. Similar to the last two years, enterprises forced employees to resign voluntarily through removal, transfer of stock, over-due wages, etc., so as to avoid paying employees severance pay (“economic compensation” in Mainland China). Jiapan oil seal was one of the cases related to relocation of factories.⁶

The Jiapan Oil Seal Product Factory is a solely-owned subsidiary of the Japan Seal Industries (Hong Kong) Co. Ltd in Hong Kong which mainly produce oil seal and rubber products for automobiles. The factory in the case is located in the Fuhai Industrial Park in Boan, Shenzhen with more than 400 workers. In December 2017, the workers found that the factory was going to be moved to another area of the district due to the Fuyong Yiku project which was a new science and technology park 15km away from the original site. But the employer did not formally announce the plan or discuss arrangement or compensation for the removal. On 5 January, the workers make request to the enterprise for collective bargaining, and requested the factory to pay economic compensation, repay housing provident fund, social security and wages for annual leave.

However, the employer did not respond to request of the workers. Instead, the employer tried to track down leaders of the action, and asked workers to give their names. The workers did not give in. On 7 January, the workers launched collective action to stop employer from moving machines and material in the factory. The employer agreed to negotiate with the workers’ representatives on the same day. However, the employer showed no sincerity to resolve the issues on the negotiation table and refused the request of the workers. The employer only offered a “RMB3000 incentive scheme” where the workers could each receive RMB3000 as incentive if they sign removal agreement on or before 10 January and agree to return to work immediately in the new factory. The workers’ representatives refused the proposal and asked the employer to respond to issues on removal compensation and social security. The negotiation ended without any result.

On 8 January, the workers protested in the factory and demanded the enterprises to respond to their demands. Police from Fuyong arrived at the scene and arrested 5 worker representatives who were released at 8pm. At the same time, the employer post notice in the factory saying that no compensation is required for factory relocation. The employer also offered “incentives” to bribe and divide the workers, and asked the workers to return to position immediately or they would be considered “voluntarily resigned” and receive no compensation. Facing suppression by the police and divide by the employer, the workers felt powerless and accepted the offer. Workers returned to work on the day and ended their strike.

⁶Follow up report: Labour dispute in Jiapan Oil Seal Products Factory in January Industry upgrading in Greater Bay Area caused labour disputes Shenzhen workers’ collective actions suppressed. Source: Red Balloon Solidarity, <http://redballoonsolidarity.org/3161.html>

According to Article 40 of the Labor Contract Law, if the objective conditions taken as the basis for conclusion of the contract have greatly changed, so that the original labor contract cannot be performed and, after consultation between the employing unit and the worker, no agreement is reached on modification of the contents of the labor contract, the employing unit may revoke the labor contract, if it notifies in writing the worker of its intention 30 days in advance or after paying him an extra one month salary. In this case, as there is change in work location due to relocation, it is a major change in the employment contract and it is probable that the employees may not be able to accept due to family position or place of living. Jiapan Oil Seal's statement is not reasonable in this sense. The local government sacrificed workers' labour rights for the political mission, and mobilized the police to suppress the workers to ensure that the Fuyong Yiku project would not be delayed.

3.2 Labour rights conditions of state-owned enterprises listed in Hong Kong

Chinese enterprises are becoming more important in the stock market of Hong Kong. According to data in July 2018, Chinese enterprises comprise more than 60% of the market values of listed companies of Hong Kong Stock Exchange, or more than 40% of total number of listed companies. The figures show the importance of Chinese enterprises to Hong Kong economy.

When overseas enterprises set up subsidiaries and got listed in Hong Kong, we expect that the labour conditions of their operations outside Hong Kong should be under the scrutiny of Hong Kong investors and stakeholders. We hold similar expectations on Chinese state-owned enterprises listed in Hong Kong. It is expected that when state-owned enterprises got listed in Hong Kong, investors have the right to know if their operations outside Hong Kong comply with local labour laws and if their business is affected by collective labour actions. For the first time, this Report includes incidents of violation of labour rights by state-owned enterprises listed in Hong Kong.

3.2.1 About 95% of cases are related to violation of labour laws, mainly in construction industry

This Report has documented 92 cases of collective labour actions by employees of state-owned enterprises, among which, 95% (88 cases) involved violation of one or more labour laws. Over 80% (74 cases) of the cases are related to construction industries, but the scale was usually less than 50 workers since there are more casual workers in the construction industries and labour intensity is lower than manufacturing industry. The major cause of collective labour actions in the construction industry is overdue wages. The state-owned enterprises are owned by the Chinese government which is investing billions of RMB in infrastructure of other countries through the Belt and Road Initiative. Investment terms of these infrastructure projects require that these projects should be built by Chinese state-owned enterprises. These state-owned enterprises gained huge profits from the numerous projects from overseas, but failed to pay their Mainland China employees on time. As leaders of different industries in Mainland China and directly managed by the Chinese government, the state-owned enterprises should be setting examples in protecting labour rights.

3.2.2. High-hand suppression on labour actions by state-owned enterprises.

Among the 92 collective labour actions related to state-owned enterprises, workers in 18 cases (20%) were monitored by public security, or even beaten by people sent by employers or arrested by the police. In 11 cases, employees were beaten. This reflects the fact that instead of setting examples in protecting labour rights and resolving labour disputes through negotiation, the state-owned enterprises used force and public authority to intimidate the workers from defending their rights. The collective labour action in the case of PetroChina Sichuan branch in June 2017 is one of the examples.

The incident was triggered by a change in government in 2000 which required enterprises such as PetroChina to pay for old age insurance for their employees. The then management team deceived the employees by forcing them to sign off their length of service (the enterprises pay economic compensation to employees and arrangement re-employment as new employees or early retirement), so as to reduce the amount of old age insurance premium. According to reports of the

media⁷, 370,000 employees of PetroChina were forced to sign off their length of service, including 40000 employees in Sichuan. Some workers claimed that the enterprises even re-wrote contracts and personal files of 4000 female workers so as to force them into retirement before they reach the age, as a result, their entitlement to medical insurance and old age pension was also significantly reduced. Hardly able to manage their livelihood, the workers decided to defend their own rights.

On 12 June 2017, thousands of laid-off PetroChina workers from Chongqing, Luzhou, Longchang and other districts gathered in Chengdu to make their petition. It was their largest collective action in 17 years. However, many workers were stopped by the local government when they were on their way to Chengdu. In the end, only 300 workers managed to join the over-night sit-in at the Sichuan Petroleum Management Bureau. At the same time, employee representatives in other cities were also trying to make their petition to the PetroChina's Beijing Office and the national complaint bureau, and were also stopped by the local government.⁸

On 13 June, the Chengdu government mobilized 500 special police officers to clear the scene. During the actions, at least 4 workers were injured and 15 labour activists were arrested. According to the workers, there were more than 200 workers at the scene and the public security accused them of illegal assembly and dispersed the protestors.⁹

The incident showed that state-owned enterprises' tough attitude of towards workers defending their rights. Supported by the Chinese government who mobilize public power, the state-owned enterprises acted recklessly in suppressing workers defending their rights. The PetroChina shamefully used threats and lies to force the workers to but their length of service, so as to avoid paying old age pension fund. We believe the above incidents were only tip of an iceberg. The struggle of laid-off workers will continue.

⁷ 300 laid-off workers of CNPC Sichuan Branch suppressed for fighting for their own rights. Source: New Tang Dynasty Television,

<http://www.ntdtv.com.tw/b5/20170614/video/198850.html?%E5%9B%9B%E5%B7%9D%E4%B8%AD%E7%9F%B3%E6%B2%B9300%E4%B8%8B%E5%B4%97%E8%81%B7%E5%B7%A5%E7%B6%AD%E6%AC%8A%E9%81%AD%E9%8E%AE%E5%A3%93>

⁸ Largest scale demonstration in 17 years, CNPD Sichuan Branch workers arrested for defending labour rights. Source: Epochtimes, <http://www.epochtimes.com/b5/17/6/14/n9261495.htm>

⁹ Hundreds of laid-off CNPC Sichuan Branch workers demanded for retirement payment 500 Sichuan police dispersed the crowd and arrested protestors. Source: Radio Free Asia, <https://www.rfa.org/mandarin/yataibaodao/renquanfazhi/ql1-06132017114740.html>

3.3 Fulfillment of corporate social responsibilities in operation in Mainland China of brand-name enterprises' suppliers

Under the current of globalization of capitalism, most of the multinational brand-names have outsourced to OEM manufacturers or manufacturers to reduce the operation cost of enterprises. The terms and conditions offered by the brand-names to manufacturers have direct impact on labour conditions of workers. However, the Report found that, contrary to their image of upholding corporate social responsibilities, a number of suppliers to multi-national brand-name enterprises have violated labour laws in Mainland China, which led to collective labour actions.

This Report found that 5 of the 13 cases or 30% of the cases of documented collective labour actions involved suppliers of brand-name enterprises. These enterprises involved electronic, toys, clothing and other industries (refer to the table below). Mother companies of factories involved in 2 cases are brand-name enterprise and 3 of the cases involved suppliers to multi-national brand-names. Most of these multi-national brand-names sell their products in Hong Kong or have branch office in Hong Kong to handle sales matters. In recent years, many international brand-names emphasize their concern for impact on environment, labour and community in the manufacturing process. Nonetheless, it could be observed from the cases that brand-names are just paying lip service to corporate social responsibilities.

Multi-national brand-name enterprises did not fulfill responsibility to monitor suppliers, and connived at enterprises' violation of labour laws

From the following table, it could be observed that in 5 cases of collective labour actions in brand-names' suppliers, most involved enterprises' violation of labour laws such as overdue wages, missing social security and housing provident fund, etc, which are corporate responsibilities according to local labour laws. In these 5 cases, the brand-name enterprises did not fulfill their responsibilities to ensure suppliers' operation adhere to local labour laws. Many of these enterprises came from countries which have signed international framework agreements which include clear guidelines on suppliers' respect for labour rights. The incidents reflect the weakness in enterprises' monitoring on suppliers' labour conditions.

Situation of 3 basic labour rights during strikes or collective labour actions in Hong Kong-owned suppliers to international brands as recorded by media in 2017-18

Causes of strikes / collective labour actions	Brand names supplied	Company / Hong Kong-owned mother company	Situation of 3 basic labour rights	Highlights on situation of 3 basic labour rights
Relocation / closure, housing provident fund, social security	Apple, Samsung	Biel Crystal Manufactory (Shenzhen) Limited / Biel Crystal Manufactory Limited	Information not available.	Information not available.
Over-time work, social security, high temperature subsidy, etc.	Kentucky	High Beauty Toys (Shenzhen) Co. Ltd. / Hexon Enterprises Ltd.	Right to strike: violated Right to organize: violated	Police contacted by employer. In the evening of 20 December 2017, led by the factory manager, police entered the factory to arrest worker leaders and forced the workers to return to duty.
Overdue wages, missing severance payment in factory relocation	Apple	Shanghai Chong Loong Co. Ltd. / Hong Kong Chong Loong Co. Ltd.	Information not available.	Information not available.
Social security	Watson's	Beijing Watson's Bottling / CK Hutchison Holdings	Information not available.	Information not available.
Overdue wages, missing severance payment in factory relocation	Betu	Tungtex (Holdings) Co. Ltd. / Tungtex (Holdings) Co. Ltd.	Information not available.	Information not available.

Since 2011, the OECD Guideline for Multinational Enterprises (the OECD Guidelines) has included due diligence of multi-national enterprises to **ensure their suppliers comply with the principles and clauses of the Guideline for Multinational Enterprises, including respect for rights to collective bargaining and organize (right to organize includes right to strike)**¹⁰. However, the above-listed incidents reflect that many multi-national brand-names are apathetic about whether the enterprises along the supply chain are complying with local labour laws. These multi-national enterprises are only concerned with bigger profit by benefiting low labour and production cost in the manufacturing countries. Social corporate responsibility is only but a scrap of paper, while not real action is taken to ensure that labour rights are protected in the operation.

The High Beauty Toys (Shenzhen) Co. Ltd., as listed in the above table, mainly manufactures toys and souvenirs for Kentucky and has a factory in Chongqing. In December 2017, employees launched collective labour actions as the employer did not pay housing provident fund and high temperature subsidies, and issues related to over-time work. On 18 December, the employees submitted demand for improvement to the employer. However, the enterprise ignored employees' demand and threatened them together with local government officials. In the evening of 20 December, the manager asked for intervention from the public security to arrest the core workers, and dismissed the WeChat group set up by the workers. In the end, workers returned to their position under pressure, and their demand was not responded.

According to Article 10 – 12 of the General Policies of the OECD Guidelines¹¹ for Multinational Enterprises, multinational enterprises should carry out due diligence investigation to identify, prevent and mitigate actual and potential adverse impacts as described in the Guideline (including compliance with local labour laws and respect for rights to organize and collective bargaining), and account for how these impacts are addressed. The nature and extent of due diligence depend on the circumstances of

¹⁰ What is OECD Guideline for Multinational Enterprises? According to the 2011 OECD Guidelines for Multinational Enterprises (the OECD Guideline), 42 adhering governments agreed on, through multilateral negotiation, standards on integrative responsible business conduct which they pledged to recommend enterprises operating in or from the adhering countries to observe wherever they operate. The OECD Guideline is the only government-backed guideline on integrative responsible business conduct developed through multilateral negotiations. As of 2011, the OECD Guideline has included clauses on due diligence of multinational enterprises towards their suppliers to ensure compliance with the principles and terms of the OECD Guideline, including respect to right to collective bargaining and right to organize (right to strike inclusive).

¹¹According to Article 10 – 12 of the General Policies of the OECD Guidelines for Multinational Enterprises, multinational enterprises should:

- (10) Carry out risk-based due diligence, for example by incorporating it into their enterprise risk management systems, to identify, prevent and mitigate actual and potential adverse impacts as described in paragraphs 11 and 12, and account for how these impacts are addressed. The nature and extent of due diligence depend on the circumstances of a particular situation.
- (11). Avoid causing or contributing to adverse impacts on matters covered by the Guidelines, through their own activities, and address such impacts when they occur.
- (12). Seek to prevent or mitigate an adverse impact where they have not contributed to that impact, when the impact is nevertheless directly linked to their operations, products or services by a business relationship. This is not intended to shift responsibility from the entity causing an adverse impact to the enterprise with which it has a business relationship.

a particular situation. The HKCTU opined that enterprises of international brand-names should proactively monitor if the operation of the suppliers comply with the Guidelines, and set up mechanism to regulate suppliers involved with multiple violation of labour rights and labour laws, such as setting a black list and make public the information, so as to exert pressure on the suppliers to improve labour condition and respect for workers' basic rights.

Part 4: Monitoring on Hong Kong Listed Enterprises

In last year's report, the HKCTU found that a number of Hong Kong listed enterprises' branches or subsidiaries violate basic labour rights and local labour laws in their operation in Mainland China. The report also pointed out that the Stock Exchange's Environment, Social and Governance Reporting Guide (the ESG Guide) did not include guidance on disclosure of labour conditions in the social aspect. Maintaining the requirement as "recommended to disclose" (i.e. voluntary disclosure) is not effective in facilitating the public and investors to monitor if the listed enterprises have violated labour rights and labour laws in the manufacturing and operation process. Thus, in last year's report and response to consultation on revisions of the ESG Guide by the Stock Exchange, the HKCTU proposed to revise key performance indicators of the social aspects to include labour conditions, employment mode and violations of Multinational Enterprise Guideline by the supplier as the key performance indicators. The HKCTU also proposed that the disclosure requirement should be "comply or explain" level, so that the listed enterprises would face more pressure to disclose relevant information. Unfortunately, the suggestions were rejected by the Stock Exchange and review of the ESG Guide did not include relevant key performance indicators at the "comply or explain" level.

4.1. Effect of self-disclosure doubtful

This report found 94 cases of collective labour actions in Hong Kong listed enterprises' branch or subsidiaries in Mainland China. The case involved 26 listed enterprises which included 2 Hong Kong enterprises listed in Hong Kong (including the famous listed enterprise CK Hutchison Holdings Ltd.) and 24 state-owned enterprises listed in Hong Kong. 4 cases are small scale labour collective actions involved 10 or less workers, 48 cases involved 10 – 100 workers, and 5 cases involved more than 100 workers. The fact that insufficient information on number of participants is available for 33 cases is worrying, which reflects the blockade of information and difficulties in monitoring labour rights in China.

One of the largest scale collective labour actions involved the PetroChina Sichuan branch. In the 2017 Sustainability Report of the China National Petroleum Corporation¹² (Hong Kong Stock Symbol: 00857), information on employee gender, race and education level were included under the labour rights section, and emphasis was made about compliance to labour laws and respect to international convention and labour rights. However, no information on the incident was provided, reflecting the enterprise' negligence of corporate social responsibility and disrespect of employees. In the 2017 annual report or sustainability report of China State Construction¹³, China Railway Construction¹⁴ and China Communication Construction¹⁵, no information

¹² PetroChina Company Ltd., 2017 Sustainability Report,

<http://www.petrochina.com.cn/petrochina/xhtml/images/shyhj/2017kcxzfzbgcnf.pdf>

¹³ China State Construction International Holdings Ltd, 2017 Sustainability Report,

http://www.csci.com.hk/Uploads/pdf/csr_2017_tc.pdf

¹⁴ China Railway Construction Corporation Ltd, 2017 Annual Report,

<https://www.crcc.cn/module/download/downloadfile.jsp?classid=0&filename=4b635ae4ca2b4ff6ba3c31fd1299cb4d.pdf>

¹⁵ China Communication Construction Co. Ltd, 2017 Annual Report,

http://asia.cdn.euroland.com/arinhtml/CN-CYY/2017/AR_CHT_2017/index.htm

was provided on incidents of collective labour actions in 2017 under the environment, social and governance report section, but only repeatedly emphasized the enterprises strictly adhere to the China Labour Laws. This reflects that review of the ESG Guide did not have sufficient binding power on listed enterprises' disclosure of labour rights incidents. As the listed enterprises do not have urgency to fulfill relevant responsibilities, the ESG Guide was merely a scrap of paper. The fact that the ESG Guide did not include disclosure on collective labour actions was not helpful to stakeholders' monitoring on enterprises' fulfillment of corporate social responsibilities, and damage investors' right to know.

As listed enterprises publicly raise fund from investors through the stock market in Hong Kong, investors should have full access to information on the use of their fund, and whether the enterprises fulfill corporate social responsibility in their operation. The ESG Guide of the Stock Exchange is not effective in protecting the public and investors' right to know. The HKCTU opined that the Stock Exchange should raise the level of disclosure of listed enterprises' key performance indicators related to social aspect from voluntary disclosure to "comply or explain", to increase pressure on listed enterprises to disclose relevant information.

Part 5 Conclusion

During the period from May 2017 through April 2018, the media recorded 13 cases of collective labour actions in Hong Kong enterprises in Mainland China. Compared with last years, number of cases recorded by the media decreased by more than 40%. More than 50% of the cases were caused by missing severance pay, and overdue wages was also observed in more than 50% of the cases. In recent years, Hong Kong enterprises have violated labour laws or used different approach to avoid economic compensation (severance pay), which made the workers very sensitive to any news of factory relocation or closure. Moreover, Hong Kong enterprise of new industries started to operate in Mainland China where technology is developing rapidly. However, due to the lack of regulation in new employment mode, there is serious exploitation of workers by the enterprises which result in cross-region struggles by workers nation-wide. With the expansion of new industries, cross-region labour actions in related enterprises are expected in the future, forming a new trend in labour struggle.

On the other hand, there are 92 recorded cases of collective labour actions in state-owned enterprises listed in Hong Kong. About 80% of the cases were related to construction industry. State-owned enterprises often adopt different measure to suppress labour actions, including mobilizing police force in collaboration with local government, which made rights defense efforts in Mainland China more difficult. These state-owned enterprises, being leaders in their industries and enterprises directly controlled by the Chinese government, should be role models to protect labours rights. But the fact proved otherwise.

As the organization to monitor listed enterprises, the Stock Exchange failed, both at the implementation or policy levels, to effectively monitor or facilitate investors to monitor the listed enterprises and their subsidiaries in their performance of compliance with labour laws and fulfillment of social responsibilities. Relevant regulations became a mere scrape of paper, unable to protect the public's and small investors' right to know.

On the other hand, suppliers to international brand-names such as Apple, Samsung, etc. violated international organizations' guidance on labour policies or basic labour rights. However, the international brand-names did not fulfill their duties according to international agreements to monitor and ensure their supply chain does not violate labour rights.

Appendix 1 Incidents of collective labour actions in Hong Kong enterprises in Mainland China

Serial No.	Date (First day of action)	Location	Address	Nature of Action	Causes of Strike or Other Collective Labour Action	Industry	Brand-name Supplied	Name of Supplier	Hong Kong Mother Company	Hong Kong Stock Symbol	Scale of Action	Police Surveillance, Containment, Suppression or Arrest of Workers	Previous Incident of Strikes (including the supplier, mother company or other subsidiaries)	Remarks
2	3 May 2017	Beijing	Beijing Yizhuang Development Zone Watson's Bottling Factory	Protest & march	Sub-standard severance pay upon factory closure, social security.	Bottled water	Watson's	Beijing Watson's Bottling	CK Hutchison Holdings	00001	About 100 workers			
11	13 July 2017	Shenzhen, Guangdong Province	Yuan Shan District Ko Wah Optical Manufactory Ltd.	Strike, protest & march	Demand salary increase, housing provident fund, social security.	Optical products, frames and lens		Ko Wah Optical Manufactory Ltd.	Wah Ming Optical Manufactory Ltd.	/	80 workers	Mediation by government	A member of The Chinese Manufacturers' Association of Hong Kong	
18	27 July 2017	Guangzhou, Guangdong Province	Baiyun District Sanho Textile Co. Ltd.	Protest & march in front of company	Overdue wages	Textile		Sanho Textile Co. Ltd.	Sanho Textile (Hong Kong) Trading Co. Ltd.	/	1-100 workers			
44	28 September 2017	Shanghai	Shanghai Pudong New District Kangqiao Industrial Park	Protest	Overdue wages, finance compensation, relocation / closure.	Paper production	Apple	Shanghai Chong Loong Co. Ltd.	Hong Kong Chong Loong Co. Ltd.	/	1-100 workers			
49	8 November 2017	Fuzhou, Jiangxi Province	169 Jingni Road, Jingchao Economic Development Zone, Fuzhou, Jiangxi Province	Protest & march	Wages overdue for months	Pharmaceutical		Rong Yu Pharmaceuticals Ltd.	Wing Shing Pharmaceuticals (Hong Kong) Holdings Co. Ltd.	/	1-100 workers			
50	15 November 2017	Shenzhen, Guangdong Province		Protest & march	Overdue wages, relocation / closure.	Textile and clothing trade	Betu	Tungtex (Holdings) Co. Ltd.	Tungtex (Holdings) Co. Ltd.	00518	About 70 workers			
58	9 December 2017	Shenzhen, Guangdong Province	Baishitangjing, Qiuchang Town, Huiyang District, Huizhou	Sit in	Relocation / closure, housing provident fund, social security.	Panel protector glass	Apple, Samsung,	Biel Crystal Manufactory (Shenzhen) Limited	Biel Crystal Manufactory Limited	/	More than 1000 workers			
63	17 December 2017	Shaoqing, Guangdong Province		Sit in, protest & march	Overdue wages, financial compensation,	Shoes material		Yongxing Shoes Material Co. Ltd.	裔發香港貿易公司	/	40 workers			

					relocation / closure.									
64	18 December 2017	Shenzhen, Guangdong Province	Block 18, 19, 20, Tongyu Industrial District, Qiaohu Road, Fuyong District, Boan, Shenzhen	Strike	Increase over-time work, housing provident fund, high temperature subsidies.	Toys	Kentucky	High Beauty Toys (Shenzhen) Co.Ltd. /	Hexon Enterprises Ltd	/	900 workers	Under the arrangement of company manager, public security arrested active workers in the evening of 20 December. Workers were forced to dismiss their contact group and return to work.		
67	30 December 2017	Dongguan, Guangdong Province	Chenbeiwu District, Changping Town, Dongguan	Protest & march	Overdue wages, financial compensation, lay-off.	Eye-glasses		Hongda Glasses Co. Ltd.	Hongda Glasses (Hong Kong) Manufacturing Co. Ltd.	/	538 workers	Police at the scene.		
70	8 January 2018	Shenzhen, Guangdong Province	Xixiang District, Boan, Shenzhen	Protest & march	Financial compensation, relocation / closure, housing provident fund, social security.	Oil seal, rubber products for automobiles.		Jiapan Oil Seal Products Factory	Japan Seal Industries (Hong Kong) Co. Ltd (Hong Kong registered, Japanese investment)	/	400 workers	Workers demonstrated outside the factory on 8 January. Local police station sent police to the factory and arrested 5 workers who were released at night.		Collective bargaining with the company was held on 7 January.
104	29 April 2018	Changsha, Hunan Province		Strike	Pay cut.	Logistics		Shenzhen Huolala Technology Co. Ltd.	Lalamove	/	100-1000 workers			Industrial actions broke out later in various cities such as Xian, Shenzhen and Chengdu, etc..

Appendix 2 Incidents of collective labour actions in state-owned enterprises listed in Hong Kong

Serial No.	Date (First day of action)	Location	Address	Nature of Action	Causes of Strike or Other Collective Labour Action	Industry	Brand-name Supplied	Name of Supplier	Hong Kong Mother Company	Hong Kong Stock Symbol	Scale of Action	Police Surveillance, Containment, Suppression or Arrest of Workers	Previous Incident of Strikes (including the supplier, mother company or other subsidiaries)	Remarks
1	3 May 2017	Guangzhou, Guangdong Province		Protest & march	Overdue wages, workers were beaten by people sent by employer	Construction industry		China Railway 15 Bureau Group Co., Ltd.	China Railway Construction Corporation Ltd. (State-owned enterprise listed in Hong Kong)	01186	20 workers			
3	12 May 2017	Jiexiu, Shanxi Province		Protest & march	Wage level too low	Metal industry		Shanxi Jin Aluminum Industrial Metallurgical Materials Co., LTD	Aluminum Corporation of China Ltd. (State-owned enterprise listed in Hong Kong)	02600	N/A			
4	17 May 2017	Xian, Shaanxi Province		Protest & march	Pay raise, over-time work, layoff, social security	Telecommunications		China Unicom Shaanxi Branch	China Unicom (Hong Kong) Limited	00762	N/A			
5	19 May 2017	Shenzhen, Guangdong Province		Protest & march	Overdue wages	Construction industry		China Construction 8 th Engineering Division Corp. Ltd.	China Overseas Land and Investment Ltd. (State-owned enterprise listed in Hong Kong)	00688	50 workers			

6	13 June 2017 (12 – 14 June 2017)	Chengdu, Sichuan Province	19 Fuqing Road Section 1, Chenghua District, Chengdu	Sit in	Severance pay, old age pension, social security, lay off.	Oil & gas industry		PetroChina Southwest Oil and Gasfield Co.	China National Petroleum Corporation (State-owned enterprise listed in Hong Kong)	00857	More than 300 workers	Over a hundred public security officers dispersed the workers on 13 June, 15 workers were arrested and 4 injured		
7	15 June 2017	Taiyuan, Shanxi Province		Protest & march	Identity of beneficiary of company investment unclear	Metal industry		Chalco Shanxi Huatai Carbon Co. Ltd.	Aluminum Corporation of China Ltd. (State-owned enterprise listed in Hong Kong)	02600	50 workers			
8	29 June 2017	Mudanjiang, Helongjiang Province	China First Highway Engineering Co. Ltd. Fujian Nanlu Project	Protest & march	Overdue wages	Construction industry		China First Highway Engineering Co. Ltd.	China Communications Construction Company Limited (Listed in Hong Kong)	01800	30 workers			
9	29 June 2017	Changsha, Hunan Province	China Railway 7 th Bureau Huanghua Town Project Office	Protest & march	Overdue wages	Construction industry		China Railway 7 th Bureau Group Co. Ltd.	China Railway Group Ltd. (Listed in Hong Kong)	00390	10 workers			
10	30 June 2017	Liuzhou, Guangxi Zhuang Autonomous Region	Dajiang Jundian project site, Liuzhou	Protest & march, cutting off electricity	Overdue wages	Construction industry		China MCC5 Group Corporation Ltd.	Metallurgical Corporation of China Ltd. (Hong Kong listed state-owned enterprise)	01618	50 workers			

12	18 July 2017	Lanzhou, Gansu Province		Protest & march	Overdue wages	Construction industry		China Railway 23 rd Bureau Group Co. Ltd.	China Railway Construction Corporation Ltd. (State-owned enterprise listed in Hong Kong)	01186	About workers	20		On 3 May 2017, employees of its subsidiary company held a march protest.	https://weibo.com/1217617005/FeWld3oqi?refer_flag=1001030103_&type=comment#_rnd1533531524141
13	18 – 19 July 2017	Changzhi, Shanxi Province		Protest & march, blocking roads, demonstration in front of company	Issues related to share capital of the company	Manufactory industry / Petro chemical industry		Shougang Changzhi Iron & Steel Co. Ltd.)	Shougang Concord International Enterprises Co. Ltd. (State-owned enterprise listed in Hong Kong)	00697	More than 50 workers		Special police came and mediated.		https://mp.weixin.qq.com/s?__biz=MzI0MDU3MzU2Mw==&mid=2247485759&idx=1&sn=a5f9a48ba7493323c58b7695006f72ab&chksm=e919842bde6e0d3d1cb666137b63471eb8b9628a75296d9358382b0b3cf5d9d18174f80992f5&scene=21#wechat_redirect
14	20 July 2017	Harbin, Helongjiang Province		Demonstration in front of company	Overdue wages	Service industry		The People's Insurance Company of China	The People's Insurance Company (Group) of China Ltd. (State-owned enterprise listed in Hong Kong)	01339	3 workers				
15	24 July 2014	Chongqing		Protest & march	Overdue wages	Metal industry		Chongqing Iron & Steel (Group) Co. Ltd.	Chongqing Iron & Steel Limited by Share Ltd. (State-owned enterprise listed in Hong Kong)	01053	20 workers				

16	24 July 2017	Yulin, Shaanxi Province		Protest & march	Pay raise, severance pay, over-time work, working condition, equal pay for equal work	Mining industry		Shaanxi Yanchang Petroleum (Group) Co. Ltd.	Yanchang Petroleum International Ltd. (State-owned enterprise listed in Hong Kong)	00346	About workers	100	Police had clashes with the protesting workers at the scene.	
17	26 July 2017	Guangyuan, Sichuan Province		Protest & march in front of company	Severance pay, lay off, equal pay for equal work	Telecommunications industry		China Mobile Communication Group Co. Ltd.	China Mobile (Hong Kong) Co. Ltd.	00941	20-30 workers			https://www.weibo.com/1507220942/FeiAfAm2w?refer_fлаг=1001030103_&type=comment#_rnd1533534150781
19	31 July 2017	Tianjin		Sit in, Protest & march	Overdue wages	Construction industry		China Gezhouba Group Co. Ltd.	China Energy Engineering Corporation Ltd. (State-owned enterprise listed in Hong Kong)	03996	N/A			
20	1 August 2017	Shenzhen, Guangdong Province		/	Overdue wages, employees were beaten	Construction industry		China Railway No. 2 Group Co. Ltd. / China Railway Second Bureau Engineering Co. Ltd.	China Railway Group Ltd. (State-owned enterprise listed in Hong Kong)	00390	N/A	Employees were beaten		http://bbs.tianya.cn/post-828-1467584-1.shtml
21	2 August 2017	Sichuan Province		Sit in, Protest & march	Overdue wages	Construction industry		China Railway No. 3 Engineering Group Co. Ltd.	China Railway Group Ltd. (State-owned enterprise listed in Hong Kong)	00390	N/A		(21) On 1 August 2017, employees of another subsidiary China Railway No. 2 Group Co. Ltd. launched protest.	

22	3 August 2017	Jingtang, Sichuan Province		Stand in front of company	Overdue wages	Construction industry		China Railway 17 th Bureau Group Co. Ltd.	China Railway Construction Corporation Ltd. (State-owned enterprise listed in Hong Kong)	01186	More than 30 workers		(2) & (13)	https://www.eibo.com/2926851507/FfIMJheiV?refer_flag=1001030103_&type=comment#_rnd1533535904255
23	12 August 2017	Shenyang, Liaoning Province		Protest & march	Overdue wages	Construction industry		China Railway 11 th Bureau Group Co. Ltd.	China Railway Group Ltd. (State-owned enterprise listed in Hong Kong)	01186	10 workers	Employees asking for overdue wages were beaten by people sent by the employer.		
24	13 August 2017	Harbin, Helongjiang Province		Protest & march	Overdue wages	Construction industry		China Construction First Building (Group) Corp. Ltd.	China Overseas Land and Investment Ltd. (State-owned enterprise listed in Hong Kong)	00688	N/A			
25	16 August 2017	Shenzhen, Guangdong Province	Huafeng project site at Qianhai Bay	Protest & march	Overdue wages	Construction industry		China Construction Second Engineering Bureau Ltd.	China Overseas Land and Investment Ltd. (State-owned enterprise listed in Hong Kong)	00688	40 workers	Police were present		
26	21 August 2017	Tianjin		Protest & march	Overdue wages	Construction industry		China Railway No. 3 Engineering Group Co. Ltd.	China Railway Group Ltd. (State-owned enterprise listed in Hong Kong)	00390	N/A	Employees asking for overdue wages were beaten by the manager.		
27	22 August 2017	Changsha, Hunan Province		Protest & march	Overdue wages	Construction industry		China Railway No. 5 Engineering Group Co. Ltd.	China Railway Group Ltd. (State-owned enterprise listed in Hong Kong)	00390	10 workers			

28	22 August 2017	Nanyang, Henan Province		Protest & march	Overdue wages	Mining industry		China Resources Gas Group Limited	China Resources (Holdings) Company Limited (State-owned enterprise listed in Hong Kong)	01193	30 workers	Employees were beaten and injured by the police.		
29	22 August 2017	Chengdu, Sichuan Province	Project site of Jingduhui at Tianfu New District	Protest & march, blocking road, bridge and factory entrance	Overdue wages	Construction industry		China Construction Fourth Engineering Division Corp. Ltd.	China Overseas Land and Investment Ltd. (State-owned enterprise listed in Hong Kong)	00688	60 workers			
30	28 August 2017	Jianghu County, Yancheng, Jiangsu Province		Protest & march, attempt to jump from high place	Overdue wages	Construction industry		China Railway No. 10 Engineering Group Co. Ltd.	China Railway Group Ltd. (State-owned enterprise listed in Hong Kong)	00390	N/A			
31	31 August 2017	Hefei, Anhui Province	Construction site of Hefei technical school	Protest & march, sit in	Overdue wages	Construction industry		China Construction Third Engineering Bureau Co. Ltd.	China Overseas Land and Investment Ltd. (State-owned enterprise listed in Hong Kong)	00688	10 workers			
32	1 September 2017	Tongren, Guizhou Province		Protest & march	Overdue wages	Construction industry		China Construction Fourth Engineering Division Corp. Ltd.	China Overseas Land and Investment Ltd. (State-owned enterprise listed in Hong Kong)	00688	N/A			

33	4 September 2017	Nanchang, Jiangxi Province		Protest & march, blocking company entrance	Lay-off, 453 employees were forced to cut off their length of service.	Lan-line communication industry (telephone)		China Telecommunications Corporation Ltd.	1. China Telecom Corp. Ltd. 2. China Communications Services Corp. Ltd.	1. 00728 2. 00552	About workers	40	Police intervened to mediate.	https://www.weibo.com/2687766995/Fke90ta7C?refer_flag=1001030103_&type=comment#_rnd1533537242043
34	4 September 2017	Nanning, Guangxi Zhuang Autonomous Region		Protest & march, sit in	Overdue wages	Construction industry		China Construction Fourth Engineering Division Corp. Ltd.	China Overseas Land and Investment Ltd. (State-owned enterprise listed in Hong Kong)	00688	/		(30), (32), (33) etc	
35	6 September 2017	Sichuan Province		Blocking company entrance, strike inside the company	Overdue wages	Construction industry		China Construction Third Engineering Bureau Co. Ltd.	China Overseas Land and Investment Ltd. (State-owned enterprise listed in Hong Kong)	00688	More than 10 workers		(30), (32), (33),(35) etc	https://weibo.com/6362124743/FqUkdmnbu?from=page_1005056362124743_profile&wvr=6&mod=weibotime&type=comment#_rnd1533538139234 https://weibo.com/6362124743/Fkz8QqP1O?type=comment#_rnd1533538130015

36	8 September 2017	Yizhuang, Beijing		Protest & march	Overdue wages	Construction industry		China Railway 12 Bureau Group Co. Ltd.	China Railway Construction Corporation Ltd. (State-owned enterprise listed in Hong Kong)	01186	About workers	20	(23), (24), etc	https://www.weibo.com/6360470467/FkOOwCwy7?refer_flag=1001030103_&type=comment#_rnd1533538412753	
37	13 September 2017	Jiangsu Province		Protest and sit in inside company	Overdue wages	Petrochemical industry		China Petrochemical Corporation	China Petroleum & Chemical Corporation Ltd. (State-owned enterprise listed in Hong Kong)	00386	10 - 20 workers			https://www.weibo.com/1900467133/FLAMZ4G63?refer_flag=1001030103_&type=comment	
38	16 September 2017	Bijie, Guizhou Province		Protest at construction sites, sit in	Overdue wages	Construction industry		China Railway 12 Bureau Group Co. Ltd.	China Railway Construction Corporation Ltd. (State-owned enterprise listed in Hong Kong)	01186	About workers	20	The project office called people to beat up the peasant workers and stopped them from returning to hometown. Police intervened to mediate.	(23), (24), (37) etc	https://www.weibo.com/5058586181/Fm7STjvye?refer_flag=1001030103_&type=comment#_rnd1533541622889
39	18 September 2017	Beijing	Construction site of real estate development of China Railway Construction in Beijing	Protest & march, blocking entrance to construction site	Overdue wages	Construction industry		China Railway Construction Bridge Engineering Bureau Group Co. Ltd.	China Railway Construction Corporation Ltd. (State-owned enterprise listed in Hong Kong)	01186	More than 5 workers		(23), (24), (37), (39) etc	https://www.weibo.com/5711487333/FmneU9jKP?refer_flag=1001030103_&type=comment#_rnd1533542043346	

40	20 September 2017	Chongqing	Shuangjiang District, Chnqing	Protest & march, blocking company entrance, sit in	Overdue wages	Construction industry		China Railway No. 4 Engineering Group Co. Ltd.	China Railway Group Ltd. (State-owned enterprise listed in Hong Kong)	00390	More than 40 workers		(21), (27), etc	https://www.weibo.com/5699124261/FmFZgcqPL?from=page_1005055699124261_profile&wvr=6&mod=weibotime&type=comment
41	20 September 2017	Changsha, Hunan Province		Sit in	Overdue wages	Construction industry		China Railway Signal and Communication (Group) Co. Ltd.	China Railway Signal and Communication Corp. Ltd. (State-owned enterprise listed in Hong Kong)	03969	More than 40 workers			https://www.weibo.com/6158448573/FmICD3ufa?refer_flag=1001030103_&type=comment
42	25 September 2017	Sichuan		Protest at construction site	Overdue wages	Construction industry		China Railway Construction Corp. Ltd.	China Railway Construction Corporation Ltd. (State-owned enterprise listed in Hong Kong)	01186	More than 10 workers		(2), (13), etc	https://www.weibo.com/5464835006/FnsgF35Ij?refer_flag=1001030103_&type=comment
43	26 September 2017	Henan Province		Protest & march, blocking roads	Overdue wages	Construction industry		China Railway Major Bridge Engineering Group Co. Ltd.	China Railway Group Ltd. (State-owned enterprise listed in Hong Kong)	00390	N/A		(21) etc	

45	6 October 2017	Henan Province		Sit in	Overdue wages	Construction industry		China Construction Second Engineering Bureau Ltd.	China Overseas Land and Investment Ltd. (State-owned enterprise listed in Hong Kong)	00688	More than 20 workers		(30), (32), (33),(35) etc	https://weibo.com/6382404344/Fp5bNaqWR?from=page_1005056382404344_profile&wvr=6&mod=weibotime&type=comment	
46	17 October 2017	Henan Province	The company manager's office at Liuyangxi River project site.	Protest in front of company	Overdue wages	Construction industry		China Railway 15 Bureau Group Co. Ltd.	China Railway Construction Corporation Ltd. (State-owned enterprise listed in Hong Kong)	01186	About workers	10	(23), (24), (37), (39) etc	https://weibo.com/6391853430/FqOaQpp2x?ref=collection&type=comment#_rnd1533543980894	
47	23 October 2017	Zhangjiang, Shanghai		Protest at construction site	Overdue wages	Construction industry		China Construction Seventh Engineering Division Corp. Ltd.	China Overseas Land and Investment Ltd. (State-owned enterprise listed in Hong Kong)	00688	About workers	20	Employees were beaten at construction site.	(30), (32), (33),(35), (46) etc	https://www.weibo.com/6385137409/FrGoJhMZY?ref=collection&type=comment#_rnd1533544238183
48	24 October 2017	Jinan, Shandong Province	SINOTRUK Jinan Special Vehicle Co. Ltd. headquarters	Protest in front of company	Missing social security	Automobile industry		SINOTRUK Jinan Special Vehicle Co. Ltd.	SINOTRUK (Hong Kong) Ltd.	03808	More than 20 workers			http://www.epochtimes.com/gb/17/10/25/n9767413.htm	

51	21 November 2017	Guizhou Province		Protest & march	Overdue wages	Construction industry		China Railway No. 5 Engineering Group Co. Ltd.	China Railway Group Ltd. (State-owned enterprise listed in Hong Kong)	00390	N/A		(21), (44) etc	
52	27 November 2017	Yulin, Shaanxi Province		Protest in front of company	Overdue wages	Electrical system		China Guodian China Longyuan Power Group Corp. Ltd.	Longyuan Power Group Corp. Ltd. (State-owned enterprise listed in Hong Kong)	00916	More than 60 workers			https://www.weibo.com/5965821257/Fx23G3fTs?refer_flag=1001030103_&type=comment#_rnd1533545751192
53	1 December 2017	Shandong Province		/	Overdue wages	Oil & gas industry		Tianjin Sinopec Fourth Construction Co. Ltd.	China Petroleum & Chemical Corporation Ltd. (State-owned enterprise listed in Hong Kong)	00386	N/A	Employees were beaten by train members hired by the company.		https://www.weibo.com/6341940140/FxG5Xeg6V?refer_flag=1001030103_&type=comment#_rnd1533546453936
54	4 December 2017	Jining, Shandong Province		Sit in	Overdue wages	Construction industry		China Gezhouba Group Co. Ltd.	China Energy Engineering Corporation Ltd. (State-owned enterprise listed in Hong Kong)	03996	More than 10 workers		20	https://www.weibo.com/5730963517/Fy7DeEVHg?refer_flag=1001030103_&type=comment#_rnd1533546799096

55	6 December 2017	Zhaotong, Yunan Province	Company office (division 3) at construction site of Chengdu-Guizhou railway	Blocking company entrance	Overdue wages	Construction industry		China Railway No. 5 Engineering Group Co. Ltd.	China Railway Group Ltd. (State-owned enterprise listed in Hong Kong)	00390	More than 20 workers		(21), (27), (41) etc	https://www.weibo.com/2984505621/FyeM388Wc?refer_flag=1001030103_&type=comment#_rnd1533547182188
56	8 December 2017	Sichuan Province	Project manager's office, sewage treatment plant construction site managed by the company.	Blocking company entrance	Overdue wages	Construction industry		China Construction Fifth Engineering Division Corp. Ltd.	China Overseas Land and Investment Ltd. (State-owned enterprise listed in Hong Kong)	00688	More than 10 workers		(30), (32), (33), (35), (46) etc	https://www.weibo.com/6081557212/FyFEsbrfB?refer_flag=1001030103_&type=comment#_rnd1533547622731
57	8 December 2017	Hebei Province	Zhangjiakou, Hebei	Blocking company entrance	Overdue wages	Construction industry		China Harbour Engineering Company Ltd.	China Communications Construction Co. Ltd. (State-owned enterprise listed in Hong Kong)	01800	About 20 workers			https://www.weibo.com/5650937465/FyFEYCZ44?refer_flag=1001030103_&type=comment#_rnd1533547843605
59	12 December 2017	Jinjiang, Fujian Province		Sit in indoor	Overdue wages	Construction industry		China Construction Third Engineering Bureau Co. Ltd.	China Overseas Land and Investment Ltd. (State-owned enterprise listed in Hong Kong)	00688	More than 5 workers			https://www.weibo.com/6115370775/FzieTlc1V?refer_flag=1001030103_&type=comment

60	12 December 2017	Guangzhou, Guangdong Province	151 Zhongshan First Road, Guangzhou, Guangdong Province	Protest in front of company	Employees forced to sign employment contracts through another enterprise	Transportation industry		China Railway Guangzhou Group Co. Ltd.	China Railway Construction Corporation Ltd. (State-owned enterprise listed in Hong Kong)	01186	About workers	20	(23), (24), (37), (39) etc	
61	17 December 2017	Lingao County, Hainan Province		Protest & march	Overdue wages	Construction industry		China Communications Construction Second Harbor Engineering Company Ltd.	China Communications Construction Co. Ltd. (State-owned enterprise listed in Hong Kong)	01800	N/A			
62	17 December 2017	Zhengzhou, Henan Province	Zhongmo County Guozhuang Village	Protest & march	Overdue wages	Construction industry		China State Construction Engineering Corp. Ltd	China Overseas Land and Investment Ltd. (State-owned enterprise listed in Hong Kong)	00688	N/A		(30), (32), (33), (35), (46) etc	
65	20 December 2017	Changchun, Jilin Province		Protest & march	Overdue wages	Construction industry		China Railway 12 Bureau Group Co. Ltd.	China Railway Construction Corporation Ltd. (State-owned enterprise listed in Hong Kong)	01186	N/A		(23), (24), (37), (39) etc	
66	25 December 2017	Wuhan, Hebei Province	Intersection of Gutian 2 nd Road and Chenghua Road in Qiaokou District	Protest & march	Overdue wages	Construction industry		China Resources (Holdings) Company Limited	China Resources (Holdings) Company Limited (State-owned enterprise listed in Hong Kong)	01109	N/A			

68	4 January 2018	Dazhou, Sichuan Province	China (Sichuan) Free Trade Experimental District, 7 Tianyun Road, Gaoxin District, Chengdu	Sit in, protest & march	Overdue wages	Energy industry		Guodian Dazhou Power Co. Ltd.	Longyuan Power Group Corp. Ltd. (State-owned enterprise listed in Hong Kong)	00916	115 workers	Collective bargaining		
69	5 January 2018	Lianyungang, Jiangsu Province		Protest & march	Overdue wages	Manufacturing / petrochemical industry		China Great Wall Aluminum Corporation	China Aluminum International Engineering Corp. Ltd. (State-owned enterprise in Hong Kong)	02068	About 20 workers			
71	13 January 2018	Qingdao, Shandong Province		Protest & march	Overdue wages	Construction industry		China Construction Second Engineering Bureau Ltd.	China Overseas Land and Investment Ltd. (State-owned enterprise listed in Hong Kong)	00688	About 10 workers		(30), (32), (33), (35), (46) etc	
72	16 January 2018	Haikou, Hainan Province		Protest & march	Overdue wages	Construction industry		China Railway 25 th Bureau Group Co. Ltd.	China Railway Group Ltd. (State-owned enterprise listed in Hong Kong)	01186	About 10 workers		(23), (24), (37), (39) etc	
73	17 January 2018	Changzhi, Shanxi Province		Protest & march	Overdue wages	Construction industry		Shanxi Energy Engineering No. 1 Engineering Co. Ltd.	China Energy Engineering Corporation Ltd. (State-owned enterprise listed in Hong Kong)	03996	N/A			

74	17 January 2018	Baishe, Guangxi Zhuang Autonomous Region		Protest & march	Overdue wages	Construction industry		Shaanxi Northwest Power Construction No. 1 Engineering Co. Ltd.	China Energy Engineering Corporation Ltd. (State-owned enterprise listed in Hong Kong)	03996	About workers	10		
75	17 January 2018	Shaoyang, Hunan Province		Protest & march	Overdue wages	Construction industry		China Railway 20 th Bureau Group Co. Ltd.	China Railway Construction Corporation Ltd. (State-owned enterprise listed in Hong Kong)	01186	N/A		(23), (24), (37), (39) etc	
76	18 January 2018	Zhuhai, Guangdong Province		Protest & march	Overdue wages	Construction industry		China Railway Construction Engineering Group Co. Ltd.	China Railway Group Ltd. (State-owned enterprise listed in Hong Kong)	00390	N/A		(21), (27), (41) etc	

77	18 January 2018	Quanzhou, Fujian Province		Sit in	Overdue wages	Construction industry		Sinopec Fifth Construction Co. Ltd.	Sinopec Engineering (Group) Co. Ltd. (State-owned enterprise listed in Hong Kong)	02386	About workers	10		
78	24 January 2018	Xian, Shaanxi Province		Sit in	Overdue wages	Construction industry		China State Decoration Group Co. Ltd. (Northwest)	China Overseas Land and Investment Ltd. (State-owned enterprise listed in Hong Kong)	00688	About workers	20	(30), (32), (33), (35), (46) etc	
79	24 January 2018	Ganzhou, Jiangxi Province		Protest & march	Overdue wages	Construction industry		China Railway 21 st Bureau Group Co. Ltd.	China Railway Construction Corporation Ltd. (State-owned enterprise listed in Hong Kong)	01186	N/A		(23), (24), (37), (39) etc	
80	28 January 2018	Wuhan, Hubei Province		Protest & march	Overdue wages	Construction industry		China Construction Fifth Engineering Division Corp. Ltd.	China Overseas Land and Investment Ltd. (State-owned enterprise listed in Hong Kong)	00688	N/A		(30), (32), (33), (35), (46) etc	

81	1 February 2018	Chongqing		Protest & march	Overdue wages	Construction industry		China Railway 4 th Bureau Group Co. Ltd.	China Railway Group Ltd. (State-owned enterprise listed in Hong Kong)	00390	105 workers	被打	(21), (27), (41) etc
82	6 February 2018	Xuyong County, Luzhou, Sichuan Province		Protest & march	Overdue wages	Construction industry		China Railway 24 th Bureau Group Co. Ltd.	China Railway Construction Corporation Ltd. (State-owned enterprise listed in Hong Kong)	01186	About 20 workers		(23), (24), (37), (39) etc
83	7 February 2018	Changsha, Hunan Province		Sit in	Overdue wages	Construction industry		China Construction 8 th Engineering Division Corp. Ltd.	China Overseas Land and Investment Ltd. (State-owned enterprise listed in Hong Kong)	00688	More than 30 workers		(30), (32), (33), (35), (46) etc

84	9 February 2018	Xian, Shaanxi Province		Protest & march	Overdue wages	Construction industry		China Railway 7 th Bureau Group Co. Ltd.	China Railway Group Ltd. (State-owned enterprise listed in Hong Kong)	00390	N/A		(21), (27), (41) etc
85	11 February 2018	Liuyang, Hunan Province		Protest & march	Overdue wages	Construction industry		China Railway No. 10 Engineering Group Co. Ltd.	China Railway Group Ltd. (State-owned enterprise listed in Hong Kong)	00390	N/A	Police were present	(21), (27), (41) etc
86	12 February 2018	Si County, Shuzhou, Anhui Province	Huayuan Road, Sicheng Town, Si County	Sit in	Overdue wages	Construction industry		China MCC17 Group Co., Ltd.	Metallurgical Corporation of China Ltd. (State-owned enterprise listed in Hong Kong)	01618	About workers	10	
87	12 February 2018	Xian, Shaanxi Province	Jingyuan Metropol, Fenghe Road, Second Ring West	Protest & march	Overdue wages	Construction industry		China Construction Second Engineering Bureau Co. Ltd.	China Overseas Land and Investment Ltd. (State-owned enterprise listed in Hong Kong)	00688	N/A		(30), (32), (33),(35), (46) etc

88	12 February 2018	Haibin District, Tianjin	Central Business Area, Binhai New District, Tianjin	Protest & march	Overdue wages	Construction industry		China Construction Eighth Engineering Division Co. Ltd.	China Overseas Land and Investment Ltd. (State-owned enterprise listed in Hong Kong)	00688	About workers	10	(30), (32), (33),(35), (46) etc
89	13 February 2018	Huaian, Jiangsu Province		Protest & march	Overdue wages	Construction industry		China Construction Second Engineering Bureau Ltd.	China Overseas Land and Investment Ltd. (State-owned enterprise listed in Hong Kong)	00688	N/A		(30), (32), (33),(35), (46) etc
90	13 February 2018	Hefei, Anhui Province		Protest & march	Overdue wages	Construction industry		Anhui No.1 Electric Power Construction Co., Ltd	China Energy Engineering Corporation Ltd. (State-owned enterprise listed in Hong Kong)	03996	N/A		
91	14 February 2018	Guilin, Guangxi Zhuang Autonomous Region		Attempt jumping off from high place	Overdue wages	Construction industry		CSCEC Strait Construction and Development Co. Ltd.	China Overseas Land and Investment Ltd. (State-owned enterprise listed in Hong Kong)	00688	4 workers		(30), (32), (33),(35), (46) etc

92	27 February 2018	Zhenzhou, Henan Province	No. 5, 6, 7, 8, Lot 2, Section 6, Erjizhang Village, Longwang Town, Airport City	Sit in	Overdue wages	Construction industry		China Construction First Engineering Division Corp. Ltd.	China Overseas Land and Investment Ltd. (State-owned enterprise listed in Hong Kong)	00688	N/A		(30), (32), (33), (35), (46) etc
93	8 March 2018	Tongzhou District, Beijing		Protest & march	Overdue wages	Construction industry		China Construction Second Engineering Bureau Ltd.	China Overseas Land and Investment Ltd. (State-owned enterprise listed in Hong Kong)	00688	About workers	20	(30), (32), (33), (35), (46) etc
94	9 March 2018	Taiyua, Shanxi Province		Protest & march	Overdue wages	Construction industry		China Construction Industrial & Energy Engineering Co. Ltd.	China Overseas Land and Investment Ltd. (State-owned enterprise listed in Hong Kong)	00688	N/A		(30), (32), (33), (35), (46) etc
95	14 March 2018	Yaan, Sichuan Province		Protest & march	Overdue wages	Construction industry		China Construction Second Engineering Bureau Ltd.	China Overseas Land and Investment Ltd. (State-owned enterprise listed in Hong Kong)	00688	N/A		(30), (32), (33), (35), (46) etc
96	1 April 2018	Xuancheng, Anhui Province	Western New City Zone, Development District	Protest & march	Overdue wages	Construction industry		China Construction Seventh Engineering Division Corp. Ltd.	China Overseas Land and Investment Ltd. (State-owned enterprise listed in Hong Kong)	00688	N/A		(30), (32), (33), (35), (46) etc

97	5 April 2018	Zhenjiang, Jiangsu Province	Intersection of Guyang Boulevard and Jingu East Road, Dantu District	Protest & march	Overdue wages	Construction industry		CSCEC Strait Construction and Development Co. Ltd.	China Overseas Land and Investment Ltd. (State-owned enterprise listed in Hong Kong)	00688	N/A	Police at the scene.	(30), (32), (33), (35), (46) etc	
98	7 April 2018	Xian, Shaanxi Province		Sit in · Protest & march	Overdue wages	Construction industry		China Railway 1 st Bureau Group Second Engineering Co. Ltd.	China Railway Construction Corporation Ltd. (State-owned enterprise listed in Hong Kong)	01186	About workers	10	(23), (24), (37), (39) etc	
99	18 April 2018	Kunming, Yunnan Province		Protest & march	Overdue wages	Construction industry		CCCC Yunnan Expressway Development Co. Ltd.	China Communications Construction Co. Ltd. (State-owned enterprise listed in Hong Kong)	01800	About workers	10	Police at the scene.	
100	18 April 2018	Quyong County, Baoding, Hebei Province		Sit in	Overdue wages	Construction industry		China State Construction Engineering Corp. Ltd	China Overseas Land and Investment Ltd. (State-owned enterprise listed in Hong Kong)	00688	N/A		(30), (32), (33), (35), (46) etc	
101	20 April 2018	Zunyi, Guizhou Province		Protest & march	Overdue wages	Construction industry		China State Construction Engineering Corp. Ltd.	China Overseas Land and Investment Ltd. (State-owned enterprise listed in Hong Kong)	00688	About workers	50	Employees asking for overdue wages were suppressed by security guard sent by the employer. Police were at the scene.	(30), (32), (33), (35), (46) etc

102	21 April 2018	Beijing		Sit in	Overdue wages	Construction industry		International Engineering Co. Ltd. of CRCC 12	China Railway Construction Corporation Ltd. (State-owned enterprise listed in Hong Kong)	01186	About workers	10			
103	26 April 2018	Nanyang, Henan Province		Sit in , Protest & march	Overdue wages	Construction industry		China Communications Construction Co. Ltd.	China Communications Construction Co. Ltd. (State-owned enterprise listed in Hong Kong)	01800	About workers	20			