

The Practice and Changes of Chinese Employee Participation

—— Based on Data Analysis of Two National Sample Surveys in 2007
and 2017

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Abstract: Employee participation is of great significance to employees, work unit and the society as well. However, its in-depth and systematic quantitative research of this nature is few. The research uses data from two national sample surveys in 2007 and 2017. It analyzes the situation of employee participation in China, and tends to conclude that the situation of employee participation in China shows a continuous improvement trend, while opportunities of employee participation are increasing, their participation rights are also increased, and the utilization rate in various participation channels has also increased significantly. In contrast, the situation of non-institutionalized participation has shown a weakening trend. Therefore, the improvement in participation is mainly reflected in the participation in the labor process, that is mainly to promote the improvement of labor efficiency or organizational performance. The improvement of employee participation, in particular that of participation opportunities and areas of participation, is conducive to enhancing employees' job recognition and reducing their willingness to participate in non-institutionalization.

Key words: employees participation; participation opportunities; participation fields; participation channels; participation authority