

Research subject: The predicament of rights action about the migrant-worker in urban village.

Research topic: The research of the mechanism of labor sub-standard---based on analyzing the cases of salary arrears of migrant worker in urban village

Thesis subject headings:

1. The introduction of the economic environment and the Department of labor in one of Guangzhou urban villages.
- 2.The working content and procedures of Department of labor.
3. Tripartite Game Strategy.(employers, workers and governments)
4. The realization of mechanism of labor sub-standard.

Abstract:

According to poor conditions of labor rights protection of migrant workers, Some scholars conduct research and analysis, considering that the sub-standard has emerged from the enforcement process of labor law. The mentioned standard ,so called sub-standard, is in addition to the mandatory labor standard, the implementation of labor law complies with the sub-standard based on a tacit agreement by employers, workers, governments and other stakeholders. Sub-Standard is usually lower than the statutory labor standard, transforming illegal activities into norms and long-term trends. Sub-standard is the result of a long separation between the legal text and legal practice, the former is to meet the need of ideology, while the latter is to meet the need of reality. But the procedure of rigid legal obligation (statutory labor standard) transforming to elastic legal obligation(labor sub-standard) is still a black box. By analyzing the cases of migrant workers' salary arrears in urban village, I try to reveal the microscopic mechanism of the realization of the "sub-standard " and further divide " sub-standard " into "benchmark sub-standard " and " relief sub-standard ",in order to reflect the current migrant workers' rights predicament accurately and find the crux of problem on the labor rights protection.

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