

HIGHLIGHTS

Poll finds, half of Japanese support holding Tokyo Olympics as scheduled

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WORLD TOPIC

The Indian "New Crown Warrior" died of infection due to lack of treatment

A man in India has been dubbed the "New Crown Warrior". And recently, the "warrior" died by the novel coronavirus after being denied a hospital bed and treatment.

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NEWS

Work Culture in China: The 996 Working Hour

By Niv Schwartz, *Chinese Business News*, June 10th, 2021



Employees who work late at night until one o'clock.

'996', a working system that has become something of the ordinary in China. One of its biggest endorses, Alibaba founder Jack Ma, had written a lengthy post praising the 996 working system: "I personally think that 996 is a huge blessing…how do you achieve the success you want without paying extra effort and time?"

Many huge IT companies in China adopt 996 as their working policy, as encouraged by leading entrepreneurs such as Jack Ma of Alibaba, Robin Li of Baidu, Richard Liu of JD.com and many others. Even Tesla co-founder, Elon Musk, seems to support China's busy work system: "No one ever changed the world on 40 hours a week."



On April 11, Jack Ma exchanged the topic of 996 with employees of Alibaba in an internal communication activity of Alibaba. He said 996 is a hot topic in China.

Reactions to 996

Many huge IT companies in China adopt 996 as their working policy, as encouraged by leading entrepreneurs such as Jack Ma of Alibaba, Robin Li of Baidu, Richard Liu of JD.com and many others. Even Tesla co-founder, Elon Musk, seems to support China's busy work system: "No one ever changed the world on 40 hours a week." He wrote in his Twitter account, implying that working long hours allows for one's success and growth.

Jack Ma stresses that it was passion for his job that drove him to work tirelessly and achieve his enormous success, thus claiming that: "If you don't like it, every minute [of work] is torture." And that the 996 working hour system can only truly work when one is dedicated completely to his work: "If we find things we like, 996 is not a problem."

Even with those statements in mind, the founder of Alibaba still views overtime work as essential for a company's accomplishment: "If you want to join Alibaba, you need to be prepared to work 12 hours a day, otherwise why even bother joining?" he writes in Weibo, "We don't lack those who work eight hours comfortably." Richard Liu, founder of JD.com, cuts right to the chase with his own opinion on that matter, referring to people who complain about the long work schedule as simply "slackers."

CPPCC Members Have Called for a Curb on Overtime Workwork

By Si Cheng, *China Daily*, June 6th 2021

Members of China's top political advisory body have proposed reinforced and effective supervision to stop companies overworking their employees.

Since 2019, the 996 work culture — which means working from 9 am to 9 pm six days a week, a schedule widely used at tech companies — has sparked public debate, with some industry insiders calling it a "blessing".

The issue of overworking employees is getting worse, said Li Guohua, a member of the 13th National Committee of the Chinese People's Political Consultative Conference, pointing out that the absence of official supervision and protection by labor unions has led to the current situation.

"Some companies require employees to work more than 380 hours a month — even more than 996, under which 300 working hours a month are required," he said. "More hectic working schedules are prevailing in areas including short-video sharing, online education, ride-hailing and e-commerce."

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In March 2021, Li Guohua, member of the CPPCC was in the two sessions

Wang Meihua, also a CPPCC National Committee member and deputy chief engineer at Shanghai Construction Group, said that official work hours have also been blurred at companies

that rely on calls or instant messaging services for their business. For such enterprises, some employees are required to remain on standby 24 hours a day.

"Missing any calls or not replying to instant messages immediately will be regarded as a breach of duty "that has led some to lose their jobs, Wang said.

Li urged authorities to pay more attention to the problem while enhancing regulations to protect workers' well-being.

The problem is complex. On the one hand, authorities have made some headway. In November 2019, the Ministry of Human Resources and Social Security released a labor contract guideline stating that work time is not allowed to exceed eight hours a day or 40 hours a week.

Work time can be stretched after negotiations, but overtime should not exceed one hour a day in general or three hours a day in special circumstances. Further, no more than 36 working hours can be added over a one-month period, according to the guideline.

"The nation's high-quality development is an endurance race, driven by the labor force's physical and psychological health," said Lyu Guoquan, also a member of the CPPCC National Committee.

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Cyberpunk 2077: Journalists Called Out for Allegedly Fabricating 'Crunch Narratives' for Clicks

By Saahil Agnelo Periwal, June 10th, 2021

• Cyberpunk 2077 is scheduled to arrive on the 19th of November and is one of the most anticipated games of the year.

• The game has been marred by allegations of late, which state that the makers enforced a 'Crunch' period on employees.

Studio Projekt Red's upcoming magnum opus, 'Cyberpunk 2077', is one of the most anticipated games of the year and is scheduled to release on the 19th of November.w

While the hype surrounding the game continues to remain astronomical, the past few days have been rather forgetful for the makers of the game. This is due to the 'Crunch debate,' which all began when a prominent game journalist for Bloomberg, Jason Schreier, reported that CD Projekt Red has made it mandatory for employees to work overtime.





CDPR's share price to plummet by about 40% within a week after its release

Many developers on Cyberpunk 2077, one of the most hotly anticipated games of 2020, have been working overtime hours for months if not years now. But this call for six-day work weeks, "mandatory" crunch, directly reneges on what CDPR's bosses told me last year.— Jason Schreier (@jasonschreier) September 29, 2020

Here is why it's news: "Last year, the bosses of CD Projekt Red approached me for an interview. They wanted to announce that for Cyberpunk 2077, they would be avoiding mandatory crunch.

This week, they sent out an email to staff announcing studio-wide mandatory crunch."— Jason Schreier (@jasonschreier) September 29, 2020

Crunch is often used to denote a period of excessive overtime, which is usually imposed to hasten up the process leading up to the official release date. When it comes to Cyberpunk 2077, the reason why this is so controversial is due to the alleged hypocrisy of the makers, as they had previously assured employees that they would not have to work overtime.

However, Polish game studio CD Projekt's (CDPR) stock continued to plummet on Monday following the bumpy release of its long-awaited video game Cyberpunk 2077.

Todays News



Efficiency Is Much More Important Than Working Long Hours

By Jiayi Chen, SCBC, June 6th 2021

From the perspective of enterprise management, the reason why the "996" overtime culture prevails is that on the one hand, managers think that performance and work efficiency can be improved in this way, so they often ignore the feelings of employees; on the other hand, it is determined by the Internet's pursuit of high efficiency and rapid iteration. Enterprises need to constantly create new core technologies to remain invincible This is also the reason why Baidu and Apple respect the "wolf" culture.

996 has created a vicious competitive atmosphere, aggravated the social anxiety of migrant workers, and shaken the mainstream values. The main reason for the popularity of "996" in the workplace is that the illegal cost is too low. In this regard, it is far from enough to rely on the refusal of workers.

The relevant labor supervision departments can not keep silent. They should speak out in time, strike hard, strengthen administrative law enforcement, strictly supervise the process, and give workers the confidence to safeguard their rights.

Why Is Desk Work So Depleting?

By Xi Zhang, *China Daily*, June 6th 2021

This is the greatest mystery of our adult life: How can we spend all day typing at a computer and go home feeling exhausted? How could merely activating the small muscles of our fingers leave us craving the couch at the end of the day?



This question actually lies very close to one of the more hotly contested issues in psychology: What causes mental fatigue? Why is desk work so depleting?

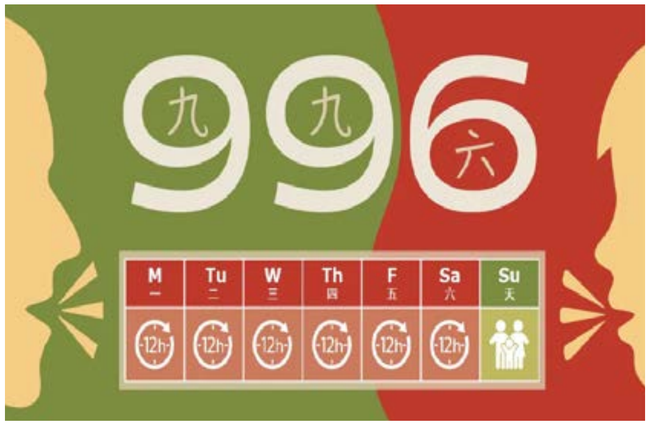
"As an organism, we need to meet multiple goals to survive," Inzlicht explains. We're not solely focused on finding food or pursuing our passions in life. We need to do all these things to be a healthy, thriving species.

In this light, boosting our motivation to stay on a task could lead us to feel less fatigued. One study found that just paying people some money when they're depleted can keep them on task. A similar thing is found in studies on physical endurance: People can be easily pushed to work beyond what they think is their physical limit.

Work Hour Systems in China

By Hugo Butcher Piat, *China Briefing*, June 10th, 2021

Work hour systems define specific work hours, rest periods, and overtime rates for employees. The latter two systems are considered "special work hour systems", which require special approval and compliance requirements. Compliance with these regulations is essential to correctly maintain payroll expenses and avoid unnecessary costs that could arise, including potentially damaging labor disputes.



The Standard Work Hour System

The standard work hour system requires that an employee's work day is not more than eight hours and an average work week is not more than 40 hours. Most white-collar jobs in China currently operate according to this system, which equates to a five-day work week, although some domestic companies institute six-day work weeks.

The Comprehensive Work Hour System

The comprehensive work hour system accumulates work hours over a specified cycle (weekly, monthly, quarterly, or yearly). The average number of hours is then determined based on this accumulation period. Broadly speaking, this system is most suited to work roles with irregular shifts, including seasonal or project-based work.

The Non-Fixed (Flexible) Work Hour System

The non-fixed work hour system accommodates employees whose working hours are impractical to measure. Employees on such a work hour system will generally be paid as a salaried employee. This salary is a set amount paid per period, often monthly in China.

Entertainment

Uno Santa Appeared on the Homepage of "SDF" Official Website

By *Sina News*, June 10th, 2021





Uno Santa hip-hop dance photo has become the registration publicity map of 2021 SDF official website. SDF is one of the most valuable individual competitions in the world and one of the most difficult competitions in the world.