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## **[NATIONAL] Supreme People's Court released seven labor-related guiding cases**

Supreme People's Court released the 32nd batch of guiding cases, totaling seven labor-related cases (<https://www.court.gov.cn/zixun-xiangqing-364701.html>) which involve the (i) identification of labor relationship in spite of signature of cooperation agreement, (ii) requirement on the content of the notification for termination of labor contract due to the employee's serious violation of internal rules, (iii) manager's obligation to take measures against sexual harassment in the workplace, (iv) employee's entitlement to performance bonus in case of meeting specified conditions, (v) employee's entitlement to annual bonus in case of departure initiated by the employer, (vi) non-competition obligation, and (vii) employer's responsibility for employment discrimination.