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study of comparative labor laws is needed so that governments can benefit from an understanding of how their labor laws compare to those of other countries. Prior research has generally described the provisions of laws in single countries. For example, prior research has described the changes in China's labor law that took place in 2008 (Harper, 2009; Jing, 2009; Wang, 2009). Other work has examined the differences between labor laws under the Soviet. These too may have been, in part, the result of mimetic isomorphism processes. As employers recognize the problems that can occur if they have difficulties in ending the employment of unproductive workers, it is logical that they would.