

Study on the Quality of Labor Relations of Small and Medium-sized Enterprises in the View of Decent Work

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Abstract

In the view of decent work, the characteristics of labour relations have changed. With the further development of China's economic system reform, small and medium-sized enterprises play an increasingly important role in China's socialist market economy. However, the number of small and medium-sized enterprises is increasing at the same time, there is still a large number of decent work deficit, to build high-quality labor relations are facing many practical difficulties. To this end, based on the overview of the quality of decent labor and labor relations and the characteristics of the quality of labor relations of small and medium-sized enterprises, this paper adopts the literature research and standardized analysis and research methods, puts forward the key path of building the quality of labor relations of small and medium-sized enterprises as follows: accurately grasp the concept of the quality of labor relations, strengthen the main position of small and medium-sized enterprises by improving labor skills, To play the coordinating role of the government and strengthen the construction of trade union organizations, the aim is to effectively protect the legitimate rights and interests of workers, achieve decent work, achieve higher quality labor relations, and promote the construction and development of a harmonious society.

Keywords

Decent work;Labour relations;Quality of labor relations.

1. Introduction

With the emergence of the new normal of economic development in our country, a new situation has appeared in the field of labor relations in China: the labor relations of small and medium-sized enterprises gradually show the characteristics of the main body diversification and complicated contradictions, and pay more attention to decent work. In particular, the Party pointed out in the report of the 19th National Congress that socialism with Chinese characteristics has entered a new era, based on the new concept and new requirements of national governance in the new era, and the value concept of building harmonious labor relations should be mainly locked in the development and adjustment of high-quality work and labor relations, and the coordination mechanism for consultation and coordination with the participation of the government, trade unions and enterprises should be improved. Build harmonious labor relations to achieve higher quality employment. The frequent labor disputes of small and medium-sized enterprises, unfair income distribution, protection of workers' rights and interests and other complicated problems seriously restrict the establishment of high-quality labor relations. How to explore the quality of labor relations between small and medium-sized enterprises in the pursuit of decent work has become a key proposition to promote the development of small and medium-sized enterprises in China and promote the healthy development of China's economy.

2. The meaning of the quality of labor relations between small and medium-sized enterprises based on decent work

2.1 The Connotation and Characteristics of Decent Work

The Director-General of the International Labour Organization, Juan Somavia, first proposed the new concept of "decent labour" at the 87th International Labour Conference (1999), which clearly states that the so-called "decent labour" means that in productive work, workers must enjoy full and equal employment opportunities, freedom of work and equality of work, There is sufficient income to guarantee a life, a safe working environment and a job with dignity, so that workers enjoy freedom, equality, justice, security and dignity in employment.

Decent work is often defined in our academic circles as: "by promoting employment, strengthening social security, safeguarding the basic rights and interests of workers, and conducting a tripartite consultation and dialogue between the government, enterprise organizations and trade unions, to ensure that the vast number of workers work in free, just, safe and dignified conditions." Comrade Xi Jinping put forward that "we should adhere to social equity and justice and strive to enable workers to achieve decent work and all-round development", and pursued the satisfaction of workers for their labor and the realization of the value of their work. In decent labor relations, the four strategic objectives of workers' rights, employment, social protection and social dialogue should be realized, so that workers can share the fruits of social development and ensure social equity and justice.

The decentness of labor is a new form of labor today, which is different from the pattern characteristics of the exploitation of the pressing of the workers in the past, which is mainly reflected in the following aspects.

Decent work is a work of human dignity, which is the greatest characteristic of decent work. Decent work emphasizes the need to respect the personality of workers, safeguard the dignity of workers, workers in the course of labor will not be subject to other factors of the forced role, can independently realize their own will; No worker can be marginalized, regardless of the nature and type of job in the industry, in pursuit of fairness.

Decent work is a work that is protected by rights and interests, which is the core of decent work. The protection of rights and interests is mainly embodied in the primary nature of workers' right to personal safety and health, the inviolability of labor rights and interests, the fairness of employment opportunities and promotion, the reasonableness of remuneration and benefits, the validity of social protection and social dialogue, the safety of the labor environment and the inalienable enjoyment of the right to the fruits of labor.

Decent work is self-fulfilling labor, which is the pursuit of the value of decent work. In essence, labor refers to human labor, is the conscious activity of human freedom, is the process of exerting and realizing the essential power of human beings. It is in this process that, on the one hand, workers can realize the production activities dominated by their own will, produce labor products and create the value of labor; It is an important way to realize social contact between people, and an important way for workers to realize themselves and show their self-worth, and workers can freely choose the field of labor according to their own interests and expertise, free labor and contribute to social development.

2.2 The Meaning of The Quality of Labor Relations in the Perspective of Decent Work

At present, the academic circles in Our country have less research on the quality of labor relations, and the concept of quality of labor relations has not yet given a clear definition, and its measurement dimension struck out as a unified point of view. In this paper, the main content of the study of the quality of labor relations is the degree of labor relations between small and medium-sized enterprises and employees, based on the concept of fair and effective, the two subjects in the pursuit of high-quality labor relations and the pursuit of their own further development in the process of the formation of the value of labor relations.

Focus on grasping the meaning of labor relations quality, we should analyze the quality of labor relations from many angles, which is mainly reflected in the following aspects.

From the scope of labor relations, labor relations are generally the relationship between capital and labor, a kind of social and economic relationship that occurs in the process of combining labor force and means of production in the production process, which highlights the opposing and unified relationship between laborer and capital owner. This shows that the main source of labor conflict is the conflict of interests of both employers and employees or the interests of one party is not satisfied, which will cause the quality of labor relations both sides in the labor relations process because they can not meet their respective needs and produce negative cognitive evaluation. Thus, the advantages or disadvantages of labor relations affect the quality of labor relations to a large extent.

From the perspective of harmonious labor relations, the essence of harmonious labor relations is the harmony and balance of interests between the subjects of labor relations. The purpose of pursuing high-quality labor relations is to achieve a state in which enterprises and employees sign legal and compliant labor contracts in accordance with the law, entrepreneurs and employees get along harmoniously, enterprises have a good compensation system and match the labor value created by employees, enterprises should provide a safe and secure working environment for their employees, and the management mode of the enterprise is scientific and rational. Employees can have channels and ways to safeguard their legitimate rights and interests, enterprise planning objectives are consistent with employee development goals, in such a state, the interests of both parties in labor relations can be satisfied, thereby promoting the high-quality development of labor relations.

In terms of decent work, the quality of labour relations is studied through the four dimensions of employment rights, equal employment, social security and social dialogue, in accordance with the strategic objectives of decent work issued by the International Labour Organization. At the macro level, in order to achieve decent work, government departments should formulate regulations on decent work and high-quality labor relations, create more jobs, guarantee workers' right to social dialogue, and provide a safe and secure social environment and working environment for the vast number of workers; To ensure wages and salaries and improve the working environment, and at the micro level, individual workers should adapt to economic progress and enterprise development, constantly optimize their own labor skills, improve labor literacy, and create more labor value. In the process of promoting the construction of decent work, the quality of labor relations is optimized throughout the process.

3. Evaluation criteria for the quality of labor relations

The premise and key to measure the quality of labor relations of small and medium-sized enterprises under the vision of decent work is to have a clear and reasonable evaluation criterion, which should be evaluated from the three levels of labor, enterprise and government, mainly in the form of: employee satisfaction, enterprise interest balance and government supervision.

Employee satisfaction is mainly from the point of view of employee rights and interests protection, the main factors affecting employee satisfaction as the evaluation criteria of labor relations quality. These factors are as follows: labor income satisfaction, labor appraisal system satisfaction, labor security system satisfaction, labor conditions or environmental satisfaction, corporate culture and enterprise rules and regulations satisfaction, labor rights and interests realization and labor skills development satisfaction.

The balance of enterprise interests is mainly from the perspective of internal management of enterprises, and the relevant policies and regulations, corporate honor and other factors that have an impact on the external environment of enterprises. Because of the incompleteness of labor contract, the selection of evaluation indicators should take into account the needs and interests of both employers and employees, and aim to strengthen the cooperation between the two sides, fulfill the corresponding obligations and responsibilities, and avoid the widespread bilateral opportunistic behavior. From this, it can take the evaluation criteria from the aspects of enterprise performance, the

signing of labor contract, cooperation and conflict management, employee demand, enterprise resources and input.

The main reason for government supervision is that the government plays an external role in the quality of labor relations, from the implementation of policies, to the protection of workers' rights and interests, to the function of the organization of trade unions and the coordination of labor disputes. Mainly includes the government to complete the task of supervision, enterprises to implement labor legislation and employment policies, workers to comply with the rules and regulations and rights and interests of the establishment of a tripartite coordination mechanism.

4. Key points to improve the quality of labor relations between private small and medium-sized enterprises

4.1 Accurately grasp the quality dimension of labor relations

The dimension division of the quality of labor relations mainly includes the basic relationship quality, the quality of the developmental relationship and the atmosphere of labor relations. The quality of basic relationship is basic, including working environment, salary salary, work intensity, labor contract, organizational commitment, enterprise management, etc., and the quality of development relationship is mainly around the profession itself, including the expectation of career future development, job satisfaction, personal performance level, promotion opportunity, self-worth realization, etc. The labor relationship atmosphere mainly refers to the perception and judgment of the labor relations behavior between enterprises and employees and employees, which are influenced by social, organizational, individual and other related factors in the process of forming labor relations under the guidance of different interests and ideology. It is the measure and important embodiment of the quality of labor relations of enterprises, whose main forms of expression are cooperation and conflict, positive and negative.

The improvement of both dimensions of basic relationship quality and development relationship quality is beneficial to reduce or eliminate employee dissatisfaction with enterprises, but compared with the improvement of the relevant incentive factors in the quality of development relationship, it is more important to enhance employee satisfaction, mobilize the enthusiasm of work and improve the quality of labor relations. Generally speaking, among the factors influencing the influence of labor relations, the influence of social factors on the labor relations atmosphere of enterprises is indirect, and the influence of organizational factors on the quality of labor relations between enterprises is more direct and concrete, and is also the main reason for the quality of labor relations between different enterprises. Individual factors are the main reasons for the different labor relations atmosphere perceived by different employees within the same enterprise.

4.2 Paying attention to the importance of the quality of labor relations between private small and medium-sized enterprises

The study of the quality of labor relations is necessary, and with the transition of the planned economic system to the market economy system, the labor relations of small and medium-sized enterprises are becoming more and more complicated, and people pay more attention to high-quality labor relations. The increasing number of labor disputes, workers' rights and interests protection issues and so on hinder the establishment of harmonious labor relations quality, in the long run, this is not conducive to the sustainable development of China's economy. Therefore, it is very important to grasp the quality of labor relations between small and medium-sized enterprises.

(1)The quality of labor relations between small and medium-sized enterprises is an important form for workers to realize their legitimate rights and interests

The quality of labor relations is an important guarantee for the sustained and healthy development of the economy and health, which is related to the vital interests of the workers. And whether workers have a sense of belonging and the positive degree of work contribution are closely related to high-quality labor relations. However, the reality of the rights and interests of the workers of small and

medium-sized enterprises in China has not been fully guaranteed, from the point of view of decent work, the problem is mainly reflected in the improper protection of workers' right to work, the lack of social protection, unfair dialogue mechanism, the interest claims are difficult to express, etc. This low-quality labor relationship seriously damages the legitimate rights and interests of workers.

(2) The quality of labor relations of small and medium-sized enterprises is an important part of the competitiveness of enterprises

The quality of labor relations is an important guarantee for the sustained and healthy development of the economy, which is related to the vital interests of enterprises and an important basis for the survival and sustainable development of small and medium-sized enterprises. Enterprise labor relations of high quality, good corporate relations atmosphere, good cohesion, high management level, less internal contradictions, low non-operating costs, is conducive to attracting and retaining talent, establish a good corporate image, enhance the core competitiveness of enterprises. However, from the current development of China's small and medium-sized enterprises, the construction of high-quality labor relations still have a certain degree of difficulty, but also hinder the development of small and medium-sized enterprises themselves, it is difficult to stand in the increasingly competitive market.

(3) The quality of labor relations between small and medium-sized enterprises is an important factor of social harmony and stability

The quality problem of labor relations is important because it has a far-reaching impact on the construction of a harmonious society, and the construction of high-quality labor relations has laid a good foundation for building a harmonious society. With China's economic development into the new normal, small and medium-sized enterprises in China's national economic life plays an increasingly important role, it accounts for 99% of all kinds of enterprises in China, absorbs nearly 80% of China's labor force, for the development of China's GDP has made an important contribution to the active market, expand employment, stabilize the economic layout, Promoting social harmony and stability play an irreplaceable role. With the development of labor relations gradually showing complex and diversified, the quality of labor relations has become an important social development problem in Our country, which is the inherent need and objective requirement of building a harmonious society, and high-quality labor relations is the foundation and key of building a harmonious society. Therefore, only high-quality labor relations, properly handle the interests of society, enterprises and employees between the three, can promote social harmony and stable development.

4.3 The quality of labor relations of small and medium-sized enterprises should be grasped in key links

(1) Pay attention to the concept of quality of labor relations

From the perspective of the concept of high-quality development of labor relations, the high-quality focus of labor relations is in harmony, and to promote the high-quality development of labor relations is based on the requirements of fair and effective, to promote the harmony of labor relations. The concept of high-quality development of labor relations includes not only the high-quality development of workers at the main level, but also the high-quality development of small and medium-sized enterprise employers, the high-quality development of labor relations at present, and the sustained high-quality development of labor relations, and the high-quality development of economic benefits pursued by labor relations. It also includes the high-quality development of the benefits pursued by labor relations, including both the creative development of labor relations and the sharing of labor relations.

(2) Improve the labor skills of workers

From the labor level: First, workers should constantly improve their own value through learning and training, market demand, adapt to the needs of enterprise development, and constantly update their knowledge and skills reserves, improve labor skills, to be a qualified and high-quality workers, in order to achieve their own labor rights and interests to increase chips. Second, workers should

improve their own moral literacy and enhance professional ethics. Professional ethics is the establishment of workers, high-quality labor relations can not only rely on enterprises, but need enterprises and workers to work together. In addition, workers should also strengthen the understanding and learning of relevant legal knowledge, when appropriate to understand the use of the law to safeguard their legitimate rights and interests.

(3) Strengthen the status of the main body of the enterprise

On the one hand, small and medium-sized enterprises should establish the concept of "people-oriented", put the interests of enterprise employees in a prominent position, strengthen the humane care of workers, protect the legitimate rights and interests of workers, respect the main position of workers, pay attention to the value created by workers. At the same time, in the enterprise human resources management should adhere to the principle of fairness, fairness, consultation, improve the communication mechanism, scientific and humane management, the implementation of standardized democratization of management, the establishment of a scientific and reasonable enterprise management system. On the other hand, it is necessary to implement reasonable and standardized enterprise labor agreements, and labor agreements should match the actual situation of small and medium-sized enterprises themselves, improve the internal handling mechanism of labor disputes, and ensure the construction of the quality of labor relations. Finally, small and medium-sized enterprises should strengthen the construction of enterprise culture, which belongs to the soft power of sustainable development of enterprises, which is conducive to creating a good enterprise environment, improving the cohesion of enterprises, strengthening corporate social responsibility and constructing high-quality labor relations.

(4) Play the coordinating role of the government

To construct high-quality labor relations and realize decent work is an inevitable requirement to safeguard the legitimate rights and interests of workers and promote social and economic development. In the treatment of small and medium-sized enterprises, the government must first accurately grasp the quality of labor relations of small and medium-sized enterprises, and actively guide them to a harmonious and stable direction of development, the use of a variety of means for the construction of labor relations quality to create a good institutional conditions and external environment. Secondly, increase the support for small and medium-sized enterprises, increase fiscal and tax support, alleviate the financing difficulties that exist in most of the current small and medium-sized enterprises. Finally, further strengthen and improve labor legislation, improve labor law enforcement efforts, and promote the legalization of labor relations between small and medium-sized enterprises. In the treatment of workers, in order to ensure that workers truly achieve decent work and protect their legitimate rights and interests, we should improve the social security system, improve the social insurance coverage of workers, improve the level of social insurance and social assistance, so that all workers work under fair, dignified and guaranteed conditions.

(5) Strengthen the construction of trade union organizations

In the construction of the quality of labor relations, the trade union of enterprises should perform its own functions, play a good role of link and promote the construction of high-quality labor relations. Therefore, the trade union of enterprises should strengthen the construction of its own system, improve the functions of trade union organizations, work independently in accordance with the law, promote the system of collective bargaining, do a good job in communication and coordination between workers and enterprises, increase the publicity of building high-quality labor relations, and cultivate good professional ethics of workers. To guide business leaders to establish high-quality labor relations to build the concept of sharing, enhance social responsibility, so that workers can truly achieve decent work, between small and medium-sized enterprises and workers to build a real high-quality labor relations.

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