An Innovative Study on the Mechanism of Participation of Unions in Social Management

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Keywords: Unions, Social Management, Mechanism

Abstract. Participation in social management is both a responsibility and duty of our unions, and a subjective requirement by the economic and social development as well as the transformation of government functions. The characteristics and advantages of unions determine that they are capable of participating in social management, being an important part of the multiple subjects of social management, and fully playing their coordination role. In order to achieve the synergistic role in social management, on the one hand, unions need party and government organizations the need to provide favorable protective conditions; on the other hand, they need to strengthen self-construction to enhance the ability and level of participation in social management.

Introduction

The 18th National Congress of the Communist Party of China further emphasized to quicken the pace of building the following social management mechanisms and systems: a law-based social management system featuring Party committee leadership, government execution, nongovernmental support and public participation. Both a sound social management pattern and the establishment of the social management system explicitly require social coordination. Union is a member of society, therefore social coordination certainly contains a synergistic union. Coordination is the overall role of unions to participate in social management, while the diversity of social management tasks and unions’ own characteristics and advantages lead to a different role performance for unions in social management. It is not only necessary, but also feasible, for unions to participate in social management and to play their coordination role. How unions improve their own role to enhance the ability and level of participation in social management is worthy of further exploration and is a real and important issue.

Basis

Legal Basis of Participation of Unions in Social Management

Participation of unions in social management is both a right and an obligation under law. It is a necessary requirement to perform their duties. "Trade Union Law" stipulates: "safeguard the rights and interests of workers is a fundamental duty of a trade union", "unions participate through various channels and formats in the management of national affairs, economic and cultural institutions and social matters", "unions have the right to participate when any level of government drafts or amends laws, regulations, or rules directly related to the vital interests of workers. "Unions represented the majority of workers whose major sources of life are wages. The subject and object of social management are all citizens, including all workers who are the main force involved in social management.

Policy Basis of Participation of Unions in Social Management

With the socialization progress of public management, the Party and government put more and more emphasis on trade unions and other social organizations participating in social management and innovation, and make new demands on this participation. "Strengthen and innovate social management, improve the social management pattern with the party leadership, government
responsibility, social coordination, and public participation. Build a social management system of socialism with Chinese characteristics, improve the overall scientific level of social management, ensure that people live with peace, social harmony and stability." These important instructions and requirements provide policies and a theoretical basis, as well as a good political environment, for unions to get involved in strengthening and innovating social management.

Advantages

As the representatives and defenders of interests of workers, unions have compact organizational system and mature working mechanism, which are their unique advantages while participating in social management.

Advantage in Organization Network

First, the Chinese unions have a sound organizational system. There are five levels of unions set according to location and industries, with a compact organization network "local-based, supplemented by industry", "horizontal-to-edge, vertical-to-bottom". Second, it is a huge organizational system. By the end of 2011, the nationwide number of members reached 258 million, with a membership rate of 74.4%.

Advantage in Employment Mechanism

Developing a harmonious labor relation is not only the main line for unions to safeguard the legitimate rights and interests of workers, but also an important means for unions to participate in social management. Chinese unions, after 30 years of reform and development under market economy, have established a mechanism for a better coordination of labor relations. They have established a mechanism for coordination of interests, equal consultation and collective contract system, especially a collective wage negotiation mechanism, to ensure that workers share the benefits of reform and development.

Mechanism

Modern social management is a process combining both control and service. It is not only the control of community members, but also an insurance and a realization of individual social rights through an organizational way. Modern social management has three salient features: first, the social management bodies are diverse; second, the main content of social management is service; third, the value orientation of social management is to maintain and enhance social right. These features must be reflected while government innovating social management, and must be grasped by the mechanism of unions participation in social management.

Enhancing Legislation Participation and Policy supervision to fight for realization of employees’ rights

Labor relation is the most important social relation under market economy. The relatively weak position of workers in labor relations determines that the basic task of unions participation in social management is to maintain social rights of workers. Therefore, while participating in social management, unions should focus on legislative and policy involvement and supervision. They need to fight for more rights for social workers and to protect workers to fully achieve their social rights.

Fulfilling the Education Function of Unions to Improve Employees’ Consciousness and Participating Abilities

For unions, a widespread eligibility is mainly to fight for workers to share the achievements of economic and social development. Meanwhile, ability promotion is the ultimate realization to fundamentally guarantee the social rights of workers by improving the quality of workers and unionists abilities. Hence, unions should focus on improving the quality of workers and consciousness.
Perfecting the Coordination Mechanism of Labor Relation to Construct a Relation with Mutual Benefits

China has many problems in the coordination of interests. The disadvantaged position of workers in the labor relations and the general reality of the protection of legal rights of employees being not in place urgently require unions to strengthen and improve the construction of labor relations coordination mechanism, to play a good "representative" and "maintenance" role.

Dredging Tunnels for Employees to Express Complaints to Strength the Humane Care to Them

Workers interest expression mechanism refers to, in general, various systems, carriers and channels for unions to express and safeguard the legitimate rights and interests of workers. A necessary condition to achieve a harmonious and stable labor relation is that employees should have a unimpeded expression mechanism, which could make the interests of workers be fully and effectively expressed within the system, and the psychological stress and problems of workers receive timely and effective guidance and adjustment.

Promoting the Degree of Organization for Both Employers and Employees to Improve the Basis of Social Dialogue

Diverse social organizations bring challenges for the modern social management, but also possibilities and opportunities. In the overall pattern of social management, the "social coordination" is mainly to rely on various social organizations and to achieve self-discipline, representation of aspirations, and maintenance. Through the establishment of social dialogue mechanisms, we can coordinate the interests from various parties.

Exerting the Construction Function of Unions to Establish Material Conditions for Achieving Social Rights

Social right is formed upon certain level of economic development, and they are expressed through social welfare and social services, therefore it must have certain material conditions. Consequently, unions, while participating in social management, must fulfill their constructional functions, and mobilize workers to play their dominant role well in building a moderately prosperous society.

Enhancing Abilities and Levels of Unions to Serve Employees to Fulfill Social Demand

Generalized social services include welfare services, producer services and social services. Since unions are non-profit social organization, with their characteristics, union services to workers should be more focused on providing legal assistance, improving their welfare levels, promoting professional development, meeting the spiritual and cultural needs, and so on.

Conclusion

The promotion and innovation of social management by our government expands territory for unions, clarifies their duties, and puts forward higher requirements for their work, Unions must play a unique role in social management through a feasible mechanism. They need to truly become the tie between the party and workers, the defenders of legal rights of employees, and the main force a complete building of a moderately prosperous society. We must fulfill the social responsibility of unions in strengthening collaboration and innovation and social management in order to make due contributions to build a socialist harmonious society.

Acknowledgements

This work was supported by a grant from the 2016 postgraduate education teaching reform project of China Institute of Industrial Relations (YJG1607).
References


