

Study on Role and Status of Non-Profit Organizations In the Construction of Harmonious Labor Relations

Hong-Zhen LIN

School of Management, Wuhan University of Science and Technology Wuhan, China

Distinct addresses: 947 He Ping Street, Hubei Wuhan 430081, China

linjingziran@126.com

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Abstract: The purpose of this paper is to research role of non-profit organization in harmonious labor relations. Using the method of investigation and document study obtained necessary data in order to deeply, correctly understand the problem. the problem of non-profit organization in harmonious labor relations has become a major social problem. Effective measures and suggestion to improve role of non-profit organization in harmonious labor relations should be put forward based on the analysis of the problems existing. The conclusion is that it is important to enhance role of non-profit organization in harmonious labor relations.

Introduction

Nonprofit organization has played a more and more important role in various fields. However, due to the influence of many factors, the role of non-profit organizations in the process of developing socialist harmonious labor relations is still not obvious, and sometimes even conflict with the existing labor management conflict. Throughout the history of non-profit organizations, it should become an important regulatory power to adjust the labor relations. Based on the analysis of the present situation of the development of non-profit organizations in China, this paper analyzes the role of the development of the harmonious labor relations in China, and tries to put forward the reasonable operation path of China's non-profit organizations in the field of labor relations.

Non-profit Organizations in China's Status

First of All, non-profit Organization Is AN Important Component of Multiple Governance Structure.

With the establishment of socialist market economy, China government function transformation is the core of the reform of political system also in unceasingly thorough, governance concept has begun to penetrate into the social and political views of countries to, the new public management paradigm is gradually formed, the lot of public management functions can bear down by non-profit organizations, which can gradually make government, enterprises and non-profit organization interact. [1]Non-profit organizations are playing a more and more important role in the multi governance structure.

Secondly, Non-profit Organizations Are the Communication Between the Government And The Public Information.

Because of China's national conditions the demand of many different groups of people is difficult to timely and accurate delivery to the level of government decision-making. At the same time, as the government and social public policy, it is difficult to implement^[2]. Decision makers requires a good media as communication messenger, and nonprofit organizations can finish this work well and become the medium and bridge of the government and the public.

Finally, Non-Profit Organization Is Conducive to the Construction of A Harmonious Society.

Harmonious society is based on the idea of the value of public administration universal justice. It need to be people-oriented as the value orientation of public administration. The government as the main body of public administration in addition to regulate their own administrative acts, but also need to promote the external mechanism. In the construction process, the non-profit organizations as interest expression channels and coordination mechanism of harmonious society in China can promote the construction of democratic politics, improve the citizen's political participation ability and level, promote the government decision-making more scientific and democratic.^[3] And it can protect the interests of vulnerable groups, promote social fairness, ensure social stability, maintain good social values, and create a good social and moral atmosphere. These are the important role that the non-profit organizations in our country can play in the construction of the society.

The Principle of Non-profit Organizations In The Construction of Harmonious Labor Relations

First of All, it is to Promote the Mutual Harmonious Understanding between the Two Sides

Government, unions, non-public enterprises organizations should joint research, joint consultation, and jointly promote.^[4] Through the influence of the external force, enterprise labor both sides of the main body, gradually form the harmonious consciousness.

Secondly, it is to Promote both Sides Win-Win Cooperation.

The establishment of any new type of labor relationship is difficult. The result of win-win cooperation should take into account the interests of both sides of labor relations.^[5] Mutual benefit, mutual understanding and mutual accommodation is the basis of win-win cooperation. Through the high-level three party labor relations consultation mechanism, in view of the enterprise labor relations present situation and the development level, the basic plan and the implementation plan, gives the support and the help from the outside.

Thirdly, it is to Promote The Interests of Both Sides to Share.

Achieving the harmonious labor relations is the result of the joint efforts of the labor and capital. In the capital side taking advantage of the situation, the capital side should play a decisive role in promoting and building a harmonious enterprise labor relations. the biggest beneficiary is still capital in the consolidating relationship. the harmonious labor relations can maximize mobilize people's enthusiasm, and greatly improve the labor productivity.

Suggests of Promoting the Role of the Non-profit Organizations in the Construction of Harmonious Labor Relations

First of All, Supervising the Management and Improving the Welfare of the Workers.

Nonprofit organizations can go beyond labor, capital, political interests as fourth party status involved in the labor relations system. It can protect their rights and interests as a spokesperson, enhance the status of workers in labor relations. In addition to the composition of workers within the enterprise of collective negotiations with management of non-profit organizations and improve labor's welfare and sustain the main demands of non-profit organizations in western developed countries. There are a considerable number of workers the basic working conditions.^[6] They exist for supervision and management and improve the overall welfare treatment. Their supervision can effectively improve workers working and living conditions, improve the welfare of society as a whole and promote social basic fairness. The supervision way of the capital can be divided into legal supervision, system supervision, internal supervision and supervision by public opinion.

Non-profit organizations actively effectively mobilize all resources and information including some institutional supervision.^[7] Supervision of the effect is to maximize the realization of more than one effective supervision and comprehensive supervision, which our country there is no lack of successful examples. Living conditions of the enterprise labor relations management system find the problem. The news media has aroused widespread concern. It can be seen that the non-profit organizations are independent of the external field of vision and effective supervision. Improving the enterprise's own labor system defects have very obvious effect. Currently some enterprises in our country have begun to buy professional labor non-profit organization service. Monitoring and evaluation and timely adjustment of the management system greatly improved the relation between labor and capital to promote the realization of social fairness and justice.

Secondly, Participating in the Formulation and Revision of Relevant Laws and Regulations for the Government to Give Advice and Suggestions and Promoting THE Labor Dispute Processing Scientific and Standardized.

Nonprofit organizations as the third sector between the government and enterprises, the independent position is its distinctive characteristics. For the management of these institutions, China has formulated and promulgated the social organizations registration procedures. A number of local non-profit organizations need the number of laws and regulations to regulate. Labor law is not perfect, still exist many problems. The contents of the regulations focus on employee social security aspects. Non-profit organization hopes to use the law to protect labors' right. Non-profit organization through extensive investigation and research analysis micro and macro labor relations in the field of all kinds of problems and feedback to the government in order to provide the reference for the correct decision of the government in the field of labor relations. In fact, our non-profit organization participate in formulating relevant laws and regulations in labor relations management.^[8] non-profit organization advice promote the science of law. It has obvious effect in the development of harmonious labor relations.

Finally, Safeguarding the Legitimate Rights of Individual Workers.

China's government made it clear that to truly respect and support, including all kinds of rights and interests of the working class. It is important to improve the coordination mechanism of labor relations and the development of harmonious labor relations. it is necessary to protect the legitimate rights of workers from the specific individual, which is an important foothold in the work of labor in development of harmonious labor relations. But our country currently the relevant labor laws and regulations is not very perfect. When the negotiation, arbitration and other means failure in legal proceedings, limited by the factors of the legal system of labor dispute is too complicated and high cost of individual rights. Public interest litigation under the help of non-profit organizations will be an effective way to solve this problem.

With the development of economy, China appeared the trend of labor capital contradiction and the conflict intensified. There have been many nonprofits help the individual worker in legitimate labor rights. Non-profit organizations are as regulator role in the development of harmonious labor relations.

Conclusion

The special status of non-profit organizations, which is independent of the enterprise and the government, can not only make it play a positive role, but also bear the heavy responsibility and role. The labor relations system of non-profit organizations can beyond the tripartite relationship between the interests of the three parties of the fourth identity intervention, as a spokesman for the workers to safeguard their rights and interests, enhance the status of the laborers in labor relations; it can also undertake the transfer out of the transformation of government functions in the public service responsibility, or entrusted by the government, to provide services in order to improve the

status of labors. It also can play the role of educators, help workers set up reasonable benefit view, correct occupation values and a positive working attitude, improve their comprehensive quality and occupation ability, to better adapt to the working pressure and occupation challenges. It can also use their own advantages to the organization and absorb the social resources to provide social support for workers. Non-profit organizations development in our country is a new thing to play a function of the harmonious labor relations in the complicated social and economic relations. To achieve their proper functions and practical ability, there is also a considerable distance. Generally speaking, the development process is facing a lot of problems. The existence of these problems has restricted the positive role of our non-profit organizations to play an active role. In the future, we should develop a series of policies to protect and promote the development of non-profit organizations so as to really play the role of non-profit organizations.

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