

China's Tripartism for Coordinating industrial Relations and Workplace Equality

Today, I would like to share some practical insights primarily regarding China's tripartism for coordinating industrial relations and the work of the China Enterprise Confederation (CEC) as a social organization, for your reference.

Since joining the International Labour Organization in 1990, China has developed an extensive organizational system for the tripartism for coordinating industrial relations through many years of development. Especially in recent years, under the guidance of Xi Jinping's Thought on Socialism with Chinese Characteristics for a New Era, we have continuously improved the tripartism for coordinating industrial relations, established and refined a comprehensive system of labor laws, regulations, and policies, and enhanced the mechanisms for interest coordination and rights protection in the labor relations field. These efforts have played a significant constructive role in building harmonious labor relations and achieving workplace equality.

I. Overview of the Operation of China's "Tripartism for Coordinating industrial Relations" in Recent Years

In recent years, the three parties involved in labor relations, under the coordination of the state, organize at least one national tripartite meeting annually to study and deploy key tasks and responsibilities of the parties, and to guide local tripartite bodies in implementing relevant consensus. Based on new trends, situations, and issues in the field of labor relations, the national tripartism office holds meetings with specific themes as needed to jointly discuss solutions and measures.

For instance, in response to the severe global financial crisis that erupted in 2008, the national tripartite parties jointly issued the “Guiding Opinions on Stabilizing Labor Relations in Response to the Current Economic Situation”, which effectively mitigated the impact of the financial crisis through implementing comprehensive measures such as protecting enterprises and stabilizing employment.

Similarly, in response to the sudden outbreak of the COVID-19 epidemic, joint documents such as the “Opinions on Stabilizing Labor Relations and Supporting the Resumption of Work and Production During the Prevention and Control of the COVID-19 Epidemic” were issued. These documents highlighted the significant role of the tripartism in coordinating labor relations under the impact of the epidemic, and ensuring

the overall stable development of society and the economy.

In 2019, a national commendation meeting for the advanced construction of harmonious labor relations was convened to promote effective experiences and practices in building harmonious labor relations. In 2020, the national tripartite parties launched the “Harmonious Advancement” joint action. Through these joint actions at all levels of the tripartite parties, guidance services were provided for enterprises to improve their labor management practices, cultivate a harmonious concept of “enterprises caring for employees, and employees loving enterprises”.

II. Several Cases of the “Tripartism for Coordinating Industrial Relations”

In March of this year, a national experience exchange meeting on creating harmonious labor relations was held. The advanced cases in this area were commended. Here are some relevant cases for sharing:

First, the case of Shandong Port Group strengthening the employee board member system. This company has made the improvement of democratic management a key focus for creating harmonious labor relations. It has thus established direct communication channels such as the “Chairman and

CEO's Mailbox" and instituted an employee representative inspection system. Regular collective negotiations and the signing of collective contracts on issues concerning employees, such as wages, have significantly improved workplace fairness and harmony.

Second, the case of Sany Heavy Industry Co., Ltd. improving the democratic management system with employee representative meetings as the basic form. The company emphasizes the implementation of democratic hearings, collective negotiations, and factory affairs disclosure. Over the past three years, it has resolved 27,000 issues related to business improvement and employees' living conditions, significantly enhancing workplace equality and harmonious labor relations.

Third, the case of Xi'an LONGi Green Energy Technology Co., Ltd. (LONGi) perfecting collective negotiation. As a leading company in the solar photovoltaic industry worldwide, the company actively organizes collective negotiations and signs a collective contract that covers more than 60,000 employees, ensuring the protection of employees' legal rights and interests as well as workplace equality at the group level.

In April of this year, China held the 28th meeting of the national

tripartism for coordinating industrial relations, where the key points of this year's work were outlined. The main focus is on promoting enterprise development and protecting employees' rights, deeply advancing the construction of the collective negotiation and coordination mechanism, and promoting high-quality development of labor relations. One key area of focus is adapting to the new situation where information technology is advanced and work-related information can be transmitted anytime and anywhere, by defining basic labor rights standards such as the "right to disconnect" for workers.

III. Key Work Promoted by CEC to Build Harmonious Industrial Relations

In recent years, the sudden outbreak of the epidemic has severely impacted the global economy, including China, leading to a difficult and slow adjustment and recovery process currently faced by all. This situation urgently requires the active responsibility and innovative practices of enterprises and entrepreneurs. In the first quarter of this year, China's economy demonstrated a more pronounced recovery trend. However, we also recognize that China's economic recovery remains at a critical stage, with the current real estate market still undergoing deep adjustments, export growth being

sluggish, and employment pressure being relatively high. As the largest business organization in China and an important party in coordinating industrial relations, CEC is committed to the following aspects:

First, we continue to strive for the sustainable development of China's economy. Enterprises and entrepreneurs serve as the main market players, the key participants in economic activities, the major providers of employment opportunities, and the most important forces in promoting economic recovery and development. CEC is dedicated to nurturing a fertile ground for the growth of enterprises and entrepreneurs, fully leveraging their roles to enhance economic vitality and strive to expand employment opportunities.

Second, we support entrepreneurs to become the main force in developing new quality productive forces. Enterprises and entrepreneurs are the primary drivers of technological progress and the main forces promoting high-quality economic development. The new technological revolution and new quality productive forces will inevitably lead to systematic changes in production relations, labor relations, and even social relations. We fully support enterprises and

entrepreneurs in adhering to new concepts and ideas for developing new quality productive forces, achieving high-quality enterprise development while exploring more efficient and harmonious new labor relations.

Third, we encourage enterprises and entrepreneurs to stabilize and expand employment opportunities. Enterprises and entrepreneurs are motivated to view talent development as a key resource for the development of new quality productive forces. While stabilizing and optimizing traditional employment positions, we vigorously cultivate and develop a workforce that matches the development of new quality productive forces. By adjusting the stock and expanding the increments, we aim to optimize the employment structure and actively practice harmonious labor relations.

Fourth, at the micro level, we guide enterprises to actively fulfill social responsibilities and create a fair and harmonious workplace. Enterprises are the primary employers at the micro level, directly facing various forms of discrimination or unfair practices in the workplace. As an important party in coordinating labor relations, CEC strengthens its role in serving, guiding, and educating business operators. It encourages enterprises to take on social responsibilities

courageously, stabilize job positions, ensure fair payment, protect employees' legitimate interests, enhance humanistic care, and create a comfortable and pleasant working environment.

Fifth, at the macro level, we actively participate in the tripartism for coordinating industrial relations and are committed to the construction of a harmonious society. CEC will continue to strive to create a favorable business environment, ensuring the stability of enterprises, job positions, and employment. We will improve industrial relations policies related to enterprises, extensively listen to the opinions of enterprises and entrepreneurs, and actively respond to their reasonable demands. Also, we will effectively promote policy innovation in the field of labor relations, aiming to serve the construction of a harmonious society and sustainable socio-economic development in the new era.