



Implications of the "Fengqiao Experience" for the Construction of Harmonious Labor Relations in Private Enterprises in Sichuan Province

Zhenglin Li*, Guiqing Li^a, Zhiqing He^b

School of Statistics, Chengdu University of Information Technology, Chengdu, China

*1134115639@qq.com, ^a453227130@qq.com, ^b814305579@qq.com

Abstract. This paper provides an in-depth analysis of the challenges faced by private enterprises in Sichuan in the field of labor relations, including poor working environment, high labor intensity and imperfect labor dispute resolution mechanism, which not only threaten the physical and mental health of workers, but also impede the sound development of enterprises. In order to effectively address these challenges, this article draws on the "Fengqiao Experience" of the new era and puts forward a number of targeted strategies and recommendations. Looking ahead, the article points out that we should continue to deepen the research on labor relations in private enterprises in Sichuan, especially in the context of the new era, and explore new modes of labor relations governance adapted to the development of new technologies and industries, so as to promote the harmonious and stable development of labor relations.

Keywords: "Fengqiao Experience"; Private Enterprises; Harmonious Labor Relations; Sichuan Province

1 Introduction

The "Fengqiao Experience" is a social management model originated by Fengqiao Town of Shaoxing, Zhejiang Province in the 1950s, which emphasizes on resolving conflicts at the grassroots level through self-management and mediation to achieve social harmony and stability. The Fengqiao Experience provides a reference for social management in China, emphasizing the resolution of conflicts at the grassroots level to achieve social harmony and stability. In the new era, the Fengqiao Experience should continue to be carried forward, contributing to the modernization of the national governance system and governance capacity. In conclusion, with its unique concept and practice, the Fengqiao Experience provides valuable lessons for social management in China. It emphasizes resolving social conflicts at the grassroots level through self-management and self-mediation to achieve social harmony and stability. This experience has played an important role in the practice of social management in China and provided strong support for building a harmonious society. In the context of the new era, we should continue to carry forward and inherit the Fengqiao experience, so that it can

© The Author(s) 2024

L. Zhu et al. (eds.), *Proceedings of the 2024 4th International Conference on Public Relations and Social Sciences (ICPRSS 2024)*, Advances in Social Science, Education and Humanities Research 874,

https://doi.org/10.2991/978-2-38476-305-4_4

play a greater role in modern society and contribute to the modernization of the national governance system and governance capacity. [1]

2 The Impact of the New Era "Maple Bridge Experience" on Harmonious Labor Relations

In the context of the new era, the development of Chinese society is changing rapidly, and labor relations are also facing unprecedented challenges and opportunities. At this time, the Fengqiao Experience, as a social governance model with Chinese characteristics and wide influence, has played a positive role in promoting the construction of harmonious labor relations.

First of all, the Fengqiao Experience emphasizes people-oriented and focuses on solving the practical problems of the masses. In labor relations, this means paying attention to the protection of workers' rights and interests and ensuring that their legitimate rights and interests are not violated. By strengthening the publicity and enforcement of labor laws and regulations, the Fengqiao Experience helps workers better understand and protect their rights and interests, and promotes harmonious and stable labor relations. [2]

Second, the Fengqiao Experience focuses on mediation and consultation, advocating the resolution of conflicts and disputes through peaceful means. In labor relations, this means establishing a sound mediation mechanism and resolving labor disputes through dialogue and consultation. This not only reduces the cost of labor disputes, but also enhances mutual trust between workers and employers, creating favorable conditions for the harmonious development of labor relations.

In conclusion, the "Fengqiao Experience" in the new era has had a profound impact on the construction of harmonious labor relations. It not only provides theoretical guidance and practical experience for the harmonious development of labor relations, but also provides useful reference for solving labor disputes, safeguarding the rights and interests of workers and promoting the development of enterprises. In the future development, we should continue to carry forward the spirit of Fengqiao, constantly improve and innovate the mode of social governance, and make greater contributions to the realization of sustained harmonious and stable labor relations. [3]

3 The New Era of "Maple Bridge Experience" in Sichuan Private Enterprise Labor Relations Exploration

(1) Sichuan Golden Rudder Construction Co.

The company actively promotes the "Maple Bridge Experience" in project construction, and resolves conflicts and disputes by improving the mediation organization, optimizing the mechanism and strengthening the strength to ensure the smooth progress of the project. Firstly, the company attaches importance to the construction of mediation organization and cultivates professional team to ensure efficient operation. Sec-

ondly, the company optimizes the mediation mechanism, introduces scientific and technological means, innovates mediation methods, and improves efficiency and effectiveness. Finally, the company emphasizes mediation power, selects high-quality mediators, and improves their ability through training. Overall, Sichuan Gold Rudder Construction Co., Ltd. promotes the "Maple Bridge Experience" to ensure the smooth progress of projects, providing experience and inspiration for the construction industry. In the future, the company will continue to adhere to this concept and contribute to the construction of projects in China.

(2) Chengdu Century City New International Convention and Exhibition Center

This exhibition center introduced the "Fengqiao Experience" and set up a one-stop service center to provide policy consultation, complaint handling and other services to solve business problems and create a convenient business environment. Chengdu Century City New International Convention and Exhibition Center has actively explored and practiced the "Fengqiao Experience" as an innovative initiative to provide enterprises with all-round, efficient and convenient services. The "Fengqiao Experience" emphasizes people-centeredness, social harmony and sharing, focuses on the leadership of the Party, and promotes the joint participation of the government, enterprises, social organizations and the public. The one-stop service center is an important vehicle for realizing the "Fengqiao Experience", simplifying procedures, saving time and energy, and focusing on core business.

The Convention and Exhibition Center also promotes the publicity and interpretation of policies and regulations, improves enterprises' ability to understand and grasp policies, and enhances their competitiveness. In short, the HKCEC has introduced the "Fengqiao Experience" and built a one-stop service center to optimize the business environment, promote the healthy development of enterprises and achieve common prosperity. In the future, the center will continue to improve the one-stop service system, create a better business environment for enterprises and promote the prosperity of the exhibition industry. [4]

4 Analysis of the Current Situation and Problems of Labor Relations in Private Enterprises in Sichuan

4.1 Overview of the Development of Private Enterprises in Sichuan

(1) Industry distribution of private enterprises in Sichuan: In the 2023 Sichuan Top 100 Private Enterprises list, the manufacturing industry continues to dominate, with a total of 48 enterprises selected. This reflects the strength and core competitiveness of Sichuan's private economy in the manufacturing sector. In addition, the number of enterprises in wholesale and retail trade, construction, and information technology services has also increased, indicating that Sichuan's private enterprises are gaining momentum in these areas.

(2) Regarding the regional distribution of private enterprises in Sichuan: Chengdu, Mianyang and Yibin occupy a larger proportion in the 2023 Sichuan Top 100 Private Enterprises list. This indicates that the private economy in these regions is more mature,

with higher competitiveness and innovation ability. At the same time, private enterprises in various cities and municipalities are also gradually rising, showing a balanced trend of regional development. [5]

(3) As for the innovation ability of Sichuan private enterprises: as the importance of scientific and technological innovation in enterprise development becomes more and more prominent, Sichuan private enterprises are also increasing their investment in R&D and improving their innovation ability. In the 2023 Sichuan Top 100 Private Enterprises list, 40 enterprises have R&D organizations, and the proportion of R&D investment is increasing year by year. This shows that Sichuan private enterprises are actively embracing innovation to lay the foundation for sustainable development.

(4) Social Responsibility of Sichuan Private Enterprises: While developing and expanding, Sichuan private enterprises are actively fulfilling their social responsibility. According to statistics, 70% of the top 100 Sichuan private enterprises in 2023 have set up public welfare foundations or carried out public welfare activities. These enterprises focus on environmental protection, education, poverty alleviation and other aspects, contributing to the harmonious development of society.

4.2 Problems of Labor Relations in Private Enterprises in Sichuan Province

(1) Low labor compensation and treatment. There is unfairness in labor compensation in some private enterprises in Sichuan, where workers are underpaid and fail to be paid in a timely manner. This violates the provisions of the Labor Law on the protection of workers' rights and interests.

(2) Unstandardized social insurance payments. Some private enterprises do not pay social insurance for workers in accordance with the provisions of the Social Insurance Law, or the amount of payment is insufficient, resulting in a lack of protection for workers in the event of illness, unemployment, old age and other problems.

(3) Poor labor conditions. Some Sichuan private enterprises have problems with labor conditions, such as poor working environment, high labor intensity, and long overtime hours. These poor labor conditions affect the physical and mental health of workers.

(4) Inadequate labor dispute handling mechanism. Some private enterprises lack effective labor dispute handling mechanisms, which makes it difficult for workers to solve problems through legal means when they encounter disputes. This makes the rights and interests of laborers vulnerable to infringement. [6]

5 Inspiration of "Fengqiao Experience" in the New Era for Private Enterprises in Sichuan to Build Harmonious Labor Relationships

5.1 Promote Communication and Consultation between Enterprises and Employees

In the communication and consultation between enterprises and employees, it is crucial

to establish diversified communication channels. Enterprises should set up specialized communication platforms, such as internal forums, suggestion boxes and symposiums, to facilitate suggestions from employees. At the same time, modern communication technologies such as email and instant messaging tools are utilized to achieve real-time communication and information transfer. These measures help enterprises to listen to the voices of employees and increase the enthusiasm of employees to participate in management. [7]

5.2 Utilizing the Synergy of Government, Enterprises and Labor Unions

The government should strengthen its supervision of enterprises, push them to strengthen technological innovation, improve product quality and service level, and at the same time strengthen the management of environmental protection and production safety to protect the legitimate rights and interests of enterprises and employees.

Enterprises should also actively participate in the cooperation between the government and labor unions, strengthen technological innovation and talent training, improve product quality and service level, and at the same time strengthen the fulfillment of corporate social responsibility to protect the rights and benefits of employees.

As the representative and defender of employees' interests, the labor union should actively participate in the cooperation between the government and the enterprise, reflect the employees' demands and opinions, and safeguard the legitimate rights and interests of the employees.

In short, the government, enterprises and labor unions should strengthen their cooperation and jointly promote social and economic development and progress. Only by establishing a closer cooperative relationship can they better utilize their respective advantages and roles to achieve win-win and common development. [8]

6 Conclusion and Recommendations

6.1 Conclusion of the Study

Labor security work is crucial to social stability and economic development. The government, enterprises and trade unions play a key role in labor security. To promote labor security work, measures need to be strengthened from various aspects.

The government should increase investment and improve regulations to ensure workers' rights and interests. Enterprises should be better supervised and urged to comply with regulations to create a favorable labor environment.

Enterprises are the mainstay, and they need to strengthen publicity on labor security to raise employees' awareness of the law and their ability to protect themselves. Optimize remuneration, harmonize labor relations, and actively resolve disputes.

Labor unions, as representatives of employees, need to actively participate, safeguard the rights and interests of employees, strengthen tripartite communication and collaboration, and promote the smooth progress of the work.

Construct a diversified participation mechanism to form a working pattern in which the government, enterprises and trade unions work together to create a safe, fair and harmonious labor environment.

Synergy among the government, enterprises and trade unions is crucial to labor security work. Only by working together can we achieve better results and provide protection for economic and social development. We need to give full play to our respective strengths, strengthen communication and collaboration, and contribute to the well-being of workers and social harmony and stability. Let's join hands to create a better future.

6.2 Prospects for Future Research

Future research can explore the implementation effect of smart city construction in private enterprises in Sichuan and its impact on enterprises and employees. Long-term tracking surveys can provide insights into the actual results of smart cities in enhancing the competitiveness of enterprises and the career development of employees. Meanwhile, studying the role of private enterprises in Sichuan in the synergistic development of the central and western regions and the impact of such cooperation on regional economic development can help to understand their strategic position in the country. In addition, studying the contribution of smart cities in promoting green development, focusing on issues such as resource conservation, lowering energy consumption, and reducing pollution, will provide experience in green development. Finally, the intrinsic connection between smart city construction projects and harmonious labor relations in private enterprises in Sichuan can be explored from an interdisciplinary perspective to provide theoretical support for building harmonious labor relations. In conclusion, future research should further expand the field, pay attention to the dynamics of enterprise development, study its role and status in the context of national strategy, and provide theoretical support for smart city and private enterprise

Acknowledgement

The National Social Science Fund of China (Grant Number 19BGL123) and the Chengdu University of Information and Technology Innovation Capacity Enhancement Program (Grant Number KYTD202229)

References

1. Ding Y. "Fengqiao Experience" and Island Grassroots Governance: Endogenous Logic and Realization Path [J]. *Journal of Global Economy, Business and Finance*, 2024, 6(1)
2. Cai M, Liu Q. Research on the Practical Approach of Rural Governance from the Perspective of "Fengqiao Experience" [J]. *Scientific and Social Research*, 2023, 5(3)
3. Guo K, Liu X, Li J. "Fengqiao Experience" and the Path of Grass-roots Social Governance [J]. *International Journal of Frontiers in Sociology*, 2023, 5(1)

4. Zhengdong S, Xuejin H. GOVERNANCE LOGIC ANALYSIS OF GRASS-ROOTS SUPERVISION OF “FENGQIAO EXPERIENCE” UNDER THE BACKGROUND OF SOCIALGOVERNANCE PSYCHOLOGY [J]. *Psychiatria Danubina*,2022,34(S1):507-508.
5. Tan J. "Fengqiao Experience" and the Innovative Path of Grass-roots Social Governance From the Perspective of "the Integration of Three Governance"[C]//International Science and Culture Center for Academic Contacts(Russia),Zhengzhou Yingchun Conference Planning Co., Ltd.(China).Proceedings of 4th International Conference on Economy, Judicature, Administration and Humanitarian Projects(JAHP 2019)(Advances in Economics, Business and Management Research,VOL.94).East China University of Political Science and Law;, 2019: 5. DOI:10.26914/c.cnkihy.2019.046882.
6. Tan J. "Fengqiao Experience" and the Innovative Path of Grass-roots Social Governance From the Perspective of "the Integration of Three Governance"[C], 2019:
7. Zhou W. On the Construction of Harmonious Labor Relations in Private Enterprises from the Perspective of Conflict Management[C]//Institute of Management Science and Industrial Engineering. Proceedings of 2019 7th International Education, Economics, Social Science, Arts, Sports and Management Engineering Conference (IEESASM 2019). Jiangxi Vocational Technical College of Industry Trade;, 2019:4. DOI: 10.26914/c.cnkihy.2019.041602.
8. Zhang Y, Ni J. Construction of Evaluation Index System of Harmonious Labor Relations in Chinese Enterprises: An Empirical Analysis Based on Structural Equation Model [J]. *Sustainability*, 2023, 15(20):

Open Access This chapter is licensed under the terms of the Creative Commons Attribution-NonCommercial 4.0 International License (<http://creativecommons.org/licenses/by-nc/4.0/>), which permits any noncommercial use, sharing, adaptation, distribution and reproduction in any medium or format, as long as you give appropriate credit to the original author(s) and the source, provide a link to the Creative Commons license and indicate if changes were made.

The images or other third party material in this chapter are included in the chapter's Creative Commons license, unless indicated otherwise in a credit line to the material. If material is not included in the chapter's Creative Commons license and your intended use is not permitted by statutory regulation or exceeds the permitted use, you will need to obtain permission directly from the copyright holder.

