



世界视阈下的和谐劳动关系调整机制

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Harmonious Adjustment Mechanism of Labor Relations: A Global Perspective

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- 摘要
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摘要 劳动关系是现代经济社会中最重要的关系之一。从总体上讲, 西方各国劳动关系的发展是从对立向对话、从冲突向合作、从无序向法制化方向逐渐推进。国家主导的立法干预机制、劳资双方集体协商机制、及时公正的劳动争议处理机制是保持劳动关系长期和谐稳定的重要制度条件。我国已经进入经济结构加速调整时期, 建立健全顺畅、高效的劳动关系调整机制, 维护社会稳定, 是实现经济社会协调发展的重要制度保障。

关键词: 调整机制 劳动关系 和谐

Abstract: To guarantee labors fundamental rights at work is an effective way with the lowest costs to resolve the inevitable conflicts and problems in a period of fundamental changes. China has entered into an era of scientific development, both socially and economically, relying more on institutions as a major competitive advantage, with adjustment of government legislation, collective bargaining between employers and employees and timely and fair dispute resolving system as important mechanisms to build and develop harmonious labor relations and to protect laborsrights and interests. Developing and improving labor relations adjustment mechanism is the institutional assurance to achieve corporative and winwin solutions between management and labor, and economic and social development. Key words:

Keywords: adjustment mechanism, labor relations, harmonious

基金资助:

教育部人文社会科学研究项目“《劳动合同法》对劳动力市场效率影响的实证研究”(08JA790130)

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引用本文:

程延园. 世界视阈下的和谐劳动关系调整机制 [J] 中国人民大学学报, 2011,V25(5): 2-9

CHENG Yan-Yuan .Harmonious Adjustment Mechanism of Labor Relations: A Global Perspective[J] Journal of Renmin University of China, 2011,V25 (5): 2-9

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