

**The Influence of Labor Market Development to Labor Relations
in 21st and Measure of Labor Relations in China**

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Abstract: Labor relations are a foundation of economic relations under the system of market economy. With the transfer toward to the socialism market economy system in China, the labor market development gradually, the market labor relations has already replaced the planed labor relation. In this process, the labor and management conflict starts break up. How handle the benefits contradiction of the labor and management carefully, set up harmonious of labor relations, have become currently an important problem of China economic and social development. Through analysis the development of Chinese labor market, This paper think participant's structure of labor market has changed greatly with the citizenization, industry upgrading and industry transfer quickly, the development of labor market level in China, the traditional segmented labor market between city and country has broken gradually, The high technical ability employee becomes mainly strength of business enterprise industry adjust and upgrade the high level value chain of production function, this kind of employee has a high level income and good work condition, The active power and the words power becomes more and more big in labor relations, flowing scope becomes more and more wide, and changed the structure of strong capital-weak in labor market to some extent, But low technical ability workers' surviving pressure becomes more seriously in dualistic labor market system along with advancement of produce technique level continuously. Especially under the influence of inflation and the other indetermination factors, the income of the low technical ability workers is almost not enough to the manpower capital investment before, they can't even estimate the investment income of the expectation. The depravation of the outside environment makes this part of workers' technical abilities promoting speed lower than the speed that produces technique developed in the economic structure, the unbalance of "The technique link up" makes them become the main object of dismissal in the period of technique upgrade of business enterprise or become the not-regular employment group of the labor market or dispatched workers by rent, Labor contractual corpus position weak, labor contract completeness bad, this situation becomes the main aspect of labor relation contradiction produced by "strong capital-weak labor" phenomenon. In addition, in labor market the supply labor force has already generated from the traditional town workers to neonatal employee, The employee of the new generation has the different behavior style and benefits demand with the traditional employee, Therefore, the traditional labor relation adjustment model of single economic benefits type has already seemed to be shortage. According to these reasons, the management of China labor relations should lay equal stress on the individual labor relations and collective labor relations in the future, the high technical ability employee's labor relations persist individual management based on labor contract, the

low technical ability workers' labor relations strongly pushes transformation toward to collective labor relations, gradually perfects wage negotiation mechanism and triplicate collective negotiation mechanism, resolve the proportion of labor earnings overmuch lower compared with manager earnings in the first time distribution, pay more attention to the spirit health and mental state of new generation employee in labor relations, giving them release passage of psychological stress, Make use of various means in labor relations management.

Key words: Labor market, Labor relations, Employee's troops, Countermeasure

Labor relations are the basis of all kinds of economic relations under the market economy. With China's socialist market economy system gradually established, market-oriented labor relations have replaced the labor administrative relations under the planning system. In this process, the labor conflicts began to highlight and escalate. How to properly deal with the conflict of interest of both employers and employees , and build a harmonious labor relations, has become an important issue that can not be avoided at this stage of China's economic and social development. This paper, from the perspective of development and changes of Chinese labor market, explore the means and strategy of the management of labor relations in the new labor market environment.

1. The main changes of Chinese labor market since the 21st century

Since reform and opening up in 1979, Chinese labour market from scratch, from small to large and from weak to strong, and has gradually developed. It has undergone three stages of development. The first stage is the 1980s, mainly rural labor migrant. In addition to the traditional planning system, the labour market gradually produced and formed. Compared with the dominant unit labor and employment mode, it is a local labor market. The second stage is the 1990s.Chinese labor market gradually developed, the labour market is built in the round, but this stage of labor market and talent market developed respectively. The third stage is the 21st century. China's labor market system gradually mature, the construction of labor market institutions is steadily advancing, and labor laws and regulations and supporting systems are increasingly perfect, forming the talent and labor unified allocation of human resources market. Throughout the development of China's labor market, its features are as follows:

1.1 Double binary segmentation pattern of labor mobility is more obvious

The development of China's labor market is increasingly breaking down the traditional urban-rural split in the labor market structure based on "household" and "identity", and gradually formed a relatively uniform integration of the labor market. However, there are significant urban-rural split in urban and rural labor mobility, which makes the employment of the labor force structure imbalance. Mainly displays in: First, the excessive flow of rural

labor force have a serious impact on the labor force needed for the agricultural production. From 2000 to 2009, the rural migration of labor has increased from 78.49 million to 145 million, accounting for the ratio of the number of rural labor force rose from 16.0% to 31.0%. The number of agricultural employment, during the "10th Five-Year" period, has reduced by 2073 million people. During the "Eleventh Five-Year" period, the number reduced even more sharply .From 2005 to 2009, The number of agricultural employment decreased by 33.16 million. The absolute number reduced, meanwhile, in the total labor force, the proportion of employment in agriculture declined from 59.7 percent in 1991 to 39.6 percent in 2008, more than 20 percent reduction; which, since 2002, dropping by more than 10 percentage points. At present, many of the administrative villages have been deserted, agricultural labor force are mainly the elderly who are left behind and children. According to the estimates of Zhang Zheng of Guanghai School of Management, Peking University, National Rural account labor has 550 million in 2009, including 230 million migrant workers, agricultural labor force is only about 180 million. The 550 million National Rural account labor, 30 years old and below, only 154 million, 35-year-old and below, only 209 million. Therefore, we can determine the overall rural labor resources in China under the age of 35 have been exhausted. Excessive flow of young agricultural labor force, the aging of the population age structure of agricultural employment, the feminine and the relatively low level of education and other factors, for the modernization of agriculture development and technological advances in agriculture have posed a challenge. Second, the flow of asymmetry, the flow of labor in the field of employment is mainly concentrated in the areas of manual and physical labor-based. Regionally speaking, it is mainly from the countryside to the cities, from backward western regions to eastern developed regions, while the urban labor force rarely flows to rural areas. Prior to 2008, the rural labor mobility continued to focus mainly to the east, after 2009, the eastern region is influenced by the global financial crisis and industrial restructuring and upgrading, the Midwest take the initiative to meet the industrial transfer of the eastern part of the successor and effects begin to be felt by the central policy support .Economic development in the speed began to exceed the eastern areas, and thus bringing new employment opportunities. Therefore, labor flows also began the new changes, the proportion of the flow of the eastern region decreased from 71.1% in 2008 to 62.6 percent, a decrease of 8.5 percentage points. As the flow of labor are mainly migrant workers, and they are mainly employed in labor-intensive industries, which don't need much technology, and is a simple repeated operation, but the practitioners' physical strength, responsiveness, or operating accuracy are highly required. Such as mining, manufacturing and construction, and other heavy, dirty, bitter, tired ,risk types of work, therefore, when the developed eastern areas of industrial upgrading ,a large number of low-end labor-intensive industries transfer to the central and western regions, these migrant workers began to say "no" to the Pearl River Delta and other places of employment patterns, and began to leave the Pearl River Delta, Yangtze River Delta, Bohai Sea, to undertake the industrial transfer of the door. Some of the traditional labor-exporting provinces also began to divert their attention from "given away" to "keep people "and "recruit people". Labor-exporting province of Sichuan and Anhui, for example, in 2010, the number of Sichuan's labor export was 2245.9 million, including 1013.92 million of the province's employment; Anhui Province ,of which the surplus agricultural labor force shift to employment and the population is 13 million people, of which

nearly 400 million people in the province were employed, an increase of 42 million more than in 2009. For this reason, some scholars believe that these migrant workers who don't have urban household registration status to protect employment began to have the right to "opt out", and by using the right, it can change the labor market's phenomenon of "strong capital, weak labor". I believe that this is only the appearance. These low-quality flow of migrant workers whose field of employment is still the traditional textile, clothing, food, toys, leather, footwear, household appliances, electronic information and other labor-intensive enterprises, changing only places of employment rather than employment rights.

Another change of labor market developments on the labor mobility is that the flow of highly skilled personnel is getting more and more free and adequate, and the low quality of labor mobility radius is getting smaller and smaller, more and more difficult to flow. With the increase of industrial upgrading and a new round of international competitive pressures, the production function began to upgrade the value chain of high-end and hiring standards changed. Therefore, due to the features of high heterogeneity, scarce and hard to replace of highly skilled employees, Enterprises rely mainly on them for industrial restructuring and the production function upgrading to the value chain of high-end. These employees have high income and good working conditions. Their initiative and right to speak is growing increasingly wider and wider in labor relations game, and so do the flow range. To some extent, it changed the game pattern of the traditional "capital strengthening the weak labor"; However, with the rising level of production technology, the pressure on the survival of low-skilled workers is continuously increasing in a dual labor market system. Especially influenced by inflation and other uncertainties, the income of low-skilled workers is barely not enough to pay the upfront investment in human capital, but also the expected investment income have no way to estimate, therefore, the flow radius dropped and the flow is more and more difficult. As is shown by Migrant workers Monitoring Report released by National Bureau of Statistics in 2007, the proportion of province workers between 2008 and 2010 was rising, respectively, 46.7%, 48.8%, 49.7%. The deterioration of the external environment make the increased speed of this part of the workers' skills lower than that of the requirements for improvement on the production and technical due to the economic structure upgrading. The imbalance of "Technology convergence" causes them to be the main object to "lay off" when upgrading enterprises, or the labor market to non-formal employment or labor dispatching form of "employment" groups. Weak position of the main body of the labor contract and incompleteness of the labor contract become the main aspects of conflicts in labor relations for the phenomenon of "strong capital, weak labor".

At present, the skill structure of Chinese laborers, only junior workers accounted for half, the mid-level workers accounted for more than 40 percent, however, the proportion of senior workers, technicians and senior technicians is very little. Chinese Academy of Personnel Science in 2009 Chinese personnel report shows that the supply of professional and technical personnel in 2010 is about 40 million, while the demand is 60 million. According to the labor market supply and demand data analysis, provided by Chinese labor market information network testing center the fourth quarter of 2010, employment service, The number of supply and demand of technical grade grouping ratio is shown in Figure 1. As is shown in Figure

2, in 2010 Job demand and job-seekers ratio of job seekers over the age of 45 is only 0.8, the lowest of all ages. According to the statistics of the China Human Resource Information Monitoring Centre in February 2011, 16-34-year-old workers is the main body of the demand for labor, accounting for 66.3% of the total demand of labor. Therefore, in the labor market, the oversupply situation of the elderly low-quality labor force is still very prominent, “low-skilled staffing” issues and “high-skilled labor shortage” phenomenon will be difficult to avoid.

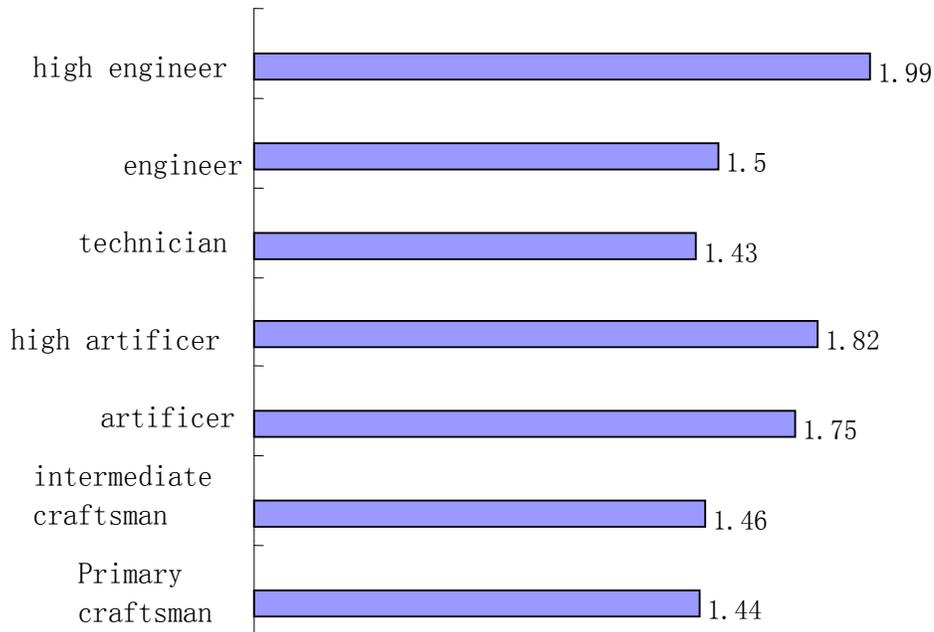


Figure 1 Ratio of supply and demand grouped by skill grading

Data source: Detect center of Chinese labor market meshwork in 4th quarter in 2010

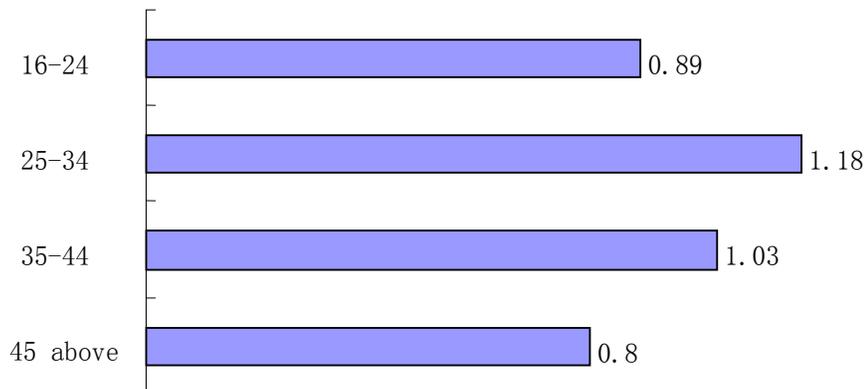


Figure 2 Ratio of supply and demand grouped by age in 2010

1.2 The Labour market participants are mainly a new generation of migrant workers

The arrival of a new stage development of the dual economic and the rising level of labor market development, and the removal of labor mobility barriers between urban and rural areas, between ownership, between departments and between enterprises, all of which made the original hidden unemployed rural surplus labor and overstaffing of urban enterprises reconfigured through the labor market, so that the total amount of contradictions in the labor market give way to the structural contradictions. As is shown in Figure 3, between 2001 to 2009, the proportion of job demand and job-seekers has been steadily rising, the contradiction between supply and demand is more prominent. After 2010, the labor supply began to appear the state of shortage.

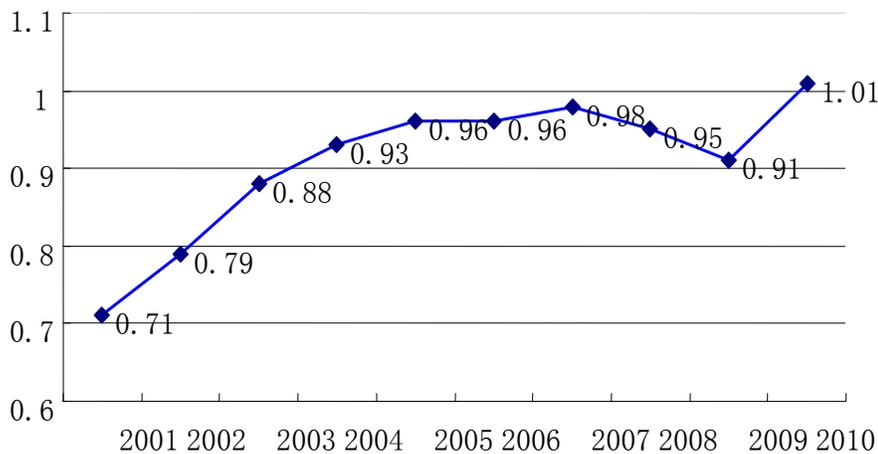


Figure 3 Ratio of vacancy and application in labor market in 2001-2010

In 1990, the proportion of population aged 18 to 45 in the labor market was 68 percent, and the proportion of population aged 46 to 65 was 32 percent. By 2000, the proportion of 18 to 45-year-olds accounted for this age group of labor force increased to 80.6% the proportion from 46 to 65-year-olds corresponding decrease of 12.6 percentage points, particularly, 46 to 65-year-old women reduced by nearly half. Observing the changes in population age structure and labor supply trends in the first half of the 21st century, you can find :total labor supply of diminishing marginal phenomenon has already occurred, the absolute reduction in the number of labor supply will soon appear. So far, the total amount of 16 to 60-year-old working-age population and the proportion of the total population have been in a rising trend, becoming the source of increasing labor market supply. This is not only the formation of China's rich human resources, has also become the main source of the "demographic dividend" and an important factor in promoting economic growth in the past 20 years. However, according to the latest projections, the upward trend of China's working-age population will slow down from 2013, and it will begin an absolute decline after reached its peak in 2016, while the working-age population growth rate has been reduced year by year, and the rate of decline tends to accelerate. Therefore, the total labor supply and demand

contradiction almost relieved. With the mitigation of the total labor supply and demand contradiction, the structure of labor market participants has also changed. The outstanding performance is the new generation of migrant workers becoming the main body of the labor supply. According to the migrant workers monitoring survey by the National Bureau of Statistics of the country's 31 provinces, of all the migrant workers, the portion of the new generation of migrant workers namely migrant workers born after 1980s was more than half, accounting for 58.4%. . Projecting the number, 145.33 million of migrant workers going out to practitioners for 6 months and above in 2009, the number of the new generation of migrant workers has reached 8487 million. Compared with the rural industry labor force, the age composition of migrant workers was younger. The rural labor force born after 1980s accounted for 26.4% of all rural industry labor, but born after 1980s of migrant workers have been accounted for 58.4% of the outgoing migrant workers, making the new generation of migrant workers to become migrant workers in the main part.

Among the migrant workers, under the age of 25 accounted for 41.6%, 26-30 years old accounted for 20% 31-40 years old accounted for 22.3 percent, over the age of 40 accounted for only 16.1%.And among the migrant workers, junior high school level and above accounted for 64.8%, above the high school education accounted for 23.5%. More than 60 percent of migrant workers are concentrated in the employment of large and medium-sized cities. These new generation of migrant workers basically do not understand the agricultural production, 60 percent of the new generation of migrant workers are lack of basic knowledge and skills of agricultural production, of which 24% of the new generation of migrant workers has never done farm work. Different from the previous generation of migrant workers concentrated in the manufacturing and construction employment, the new generations of migrant workers are mainly concentrated in manufacturing employment. as shown in Table 1.

Table 1 Main working field of the new generation of migrant workers

Distribution (%)	Migrant workers		
	total	the previous generation of migrant workers	the new generation of migrant workers
manufacturing	39.1	31.5	44.4
construction	17.3	27.8	9.8
traffic、 storage and post	5.9	7.1	5.0
Wholesale and retail trade	7.8	6.9	8.4
Hostel and eatery	7.8	5.9	9.2
service	11.8	11.0	12.4
rest	10.3	9.8	10.8

Most of the new generation of migrant workers are the labor force that had grown up in the reform and opening up, they had a higher educational level ,but they are not familiar with farming activities and are more inclined to choose the city life rather than farming and living in the rural, Thus, even the urban labor market is impact by the employment, he (she) would still choose to flow into cities looking for employment and development opportunities.

1.3 The values of the employment of workers change from “make a living” to both “make a living” and “find dignity”

The new generation of employees whose main body is the new generation of migrant workers living in the era of social upheaval in China, the transformation of economic and social, the influence of foreign culture, the popularity of the modern means of communication, the gradually wealth standard of living, plus a special one-child family environment, all of which have made their mode of thinking and behavior characteristics contrast from the older generation and the value orientation of the employment has also changed. "80", "90" workers do not just work to "make a living, but have a new pursuit for the sake of their own long-term development. "A living" overlay "to find dignity" becomes the main value of their employment. The survey shows that most of the "80", "90" workers have a clear career development goals, and pay greater attention to their future development. AS for career goals, 25.8 percent of the "80", "90" workers want to “master the technical expertise, have a professional skills” by their job, as well as 26.3% of the "80", "90" workers hope to “be self-employed, being a boss. " The new generation of employees prefers to have the work atmosphere of justice, democracy, equality, harmony, friendship, mutual assistance and the interpersonal atmosphere of mutual respect, equality of personality in the work. Concerned with their labor rights, they are more willing and dare to put forward their claims, including making demands to the boss, collective wage negotiations and legal proceedings. Treated with psychological stress, they often transfer their attention from "clustering" to "release". If the anxiety and concerns of the workers did not receive timely attention and persuasion, it will affect their moral judgment and rational choice, becoming a latent psycho-social crisis. When this psychological crisis accumulated into an unbearable weight, such extreme phenomena as suicide, venting their anger on others will appear. For "80" "90" Laborers, Internet and watching TV often becomes the main leisure activities of the new generation of workers, therefore, their ideas and value orientation are also more influenced by the impact of these media.

2. Changes in the labor market on labor relations

2.1 Segmentation of the labor market, urban and rural integration stages of development challenges the uniform adjustment of the labor relations

The adjustment is usually divided into individual labor relations, collective labor relations adjustment and labor relations adjustment. In general, the individual labor relations is the basis of the specification and adjustment of labor relations, collective labor relations is the center of the specification and adjustment of labor relations, social and labor relations is the goal of the specification and adjustment of labor relations. Individual adjustment of labor relations is the relationship between individual workers and employers, mainly through the labor contract specifications. "Labor Contract Law," the specification of the labor contract system, its essence is the specification of the individual labor relations. Collective labor relations is laborer collective (usually in union representative) and the employer or the

employer groups, labor conditions, labor standards and relevant labor affairs consultation, in the form of social relations negotiations. Workers through the power of solidarity with the employer or employers' organizations to negotiate, change the balance of power between labor, achieving equal identity and status to deal with the pattern of labor affairs. Therefore, the adjustment and regulation of the market economy in most countries of labor relations, collective labor relations is the center and the main line. Does Chinese labor relations should also turn to the collective labor relations? Many scholars hold a positive opinion. In this regard, I have a different view. I believe that the development of China's labor market has the characteristic of highly fragmented, and this division requires specification and adjustment of labor relations to pay attention to the ordinary low-skilled workers and labor relations, achieving labor relations from the individual labor relations in transition to collective labor relations, change the "strong capital, weak labor" status, meanwhile we should also concern about the high-skilled workers' labor relations, for such workers in the labor relations are basically strong labor, weak capital and, therefore, must adhere to the individual labor relations specification and to change direction.

2.2 The changes of major participation of labor market and its values bring new demands on the ways and means of labor relations management

The participating subjects in the labor market are mainly migrant workers as the main body of the new generation of workers. These workers, aged mostly in his early 20s, just went out of college about 3-5 years, the vast majority of whom are unmarried, and whose career path is still in the beginning stages. Their thinking, mind is in constant and changeable stage of development, plus catching up with institutional change and a new stage of social transformation, gradually enriched material life made them transferred from Survival to the development of their hierarchy of needs, and job motivation shift from the "better life" to experience life to the pursuit of the dream ", the pursuit of life, from marriage, having children and better meet the changes in the demands of labor rights and education for children to look forward to the spiritual, emotional needs of life, The demands of labor rights, from the simple requirement to achieve basic labor rights transferred to the pursuit of decent work and development opportunities. Thus, they not only focus on wages, but also pay attention to improve their skills and achieve full labor rights; especially in modern civilization as the main indicator under the influence of mass media and communication technology progress, forming multiple values. The changes of labor market participation ask us to no longer rely solely on traditional ways and means in the management of labor relations, we must update management philosophy, comprehensive use of economic, legal, management, ethics, and other means and methods must be adopted to adapt to the new generation characteristics of workers.,

2.3 Urbanization, industrial restructuring and high-class become important factors to affect China's future labor relations management

Urbanization requires system-level integration, that is, economic systems, social systems, cultural and institutional systems, the four of which is mutually converged rather than out of

touch. Generation of migrant workers as the main flow of workers in the labor market, if only accepted from the economic system, but subjected to discrimination and exclusion in life, action and psychological and other social and cultural systems, that is not the real urbanization. Therefore, realizing peasant workers' citizenization so that they integrate into the urban mainstream society in the survival of the occupation, social status, their own qualities and sense of behavior, this is the main task of China's urbanization. peasant workers' citizenization Is not only a process of labor market development, but also a result. The process and results required that the employment and training, stable residence, social security and public services of the new generation of migrant workers must be highly concerned about from the social point of view of labor relations management to achieve the integration of social and labor relations.

The adjustment of industrial structure and high-class is the main task facing China's future economic development. Facing the macro environmental pressures of vigorously promoting industrial restructuring and upgrading, some high energy consumption, high pollution traditional industries that rely on low labor costs to get the profit margins will gradually lose the advantage in the process of industrial upgrading and transformation. These industries usually have lower employee pay and benefits, mainly dependent on the management thinking and profit model of minimized labor cost to survive. In the face of competitive pressures, employers are often only try to maintain the low status of the existing labor costs and even continue to reduce labor costs and neglect of workers demands and the state of labor relations, which made labor relations tense and labor conflicts be triggered at any moment. This is also the main reason for imbalances in the China Pearl River Delta and other developed areas of labor relations.

In the course of industrial structure adjustment and urbanization, primary industry and rural development issues must also be considered. At present, excessive flow of Chinese labor to the cities has brought about the "hollowing out" of the rural labor force, which is a greater contradiction with the requirements of the development of urban and rural economic integration, and which must be resolved in the future. With the improvement of the urban and rural economic integration and industrial structure, labor relations management must shift attention from the concern of urban labor relations to labor relations in society as a whole.

3. The consolidation of the individual labor relations, the implementation of collective labor relations, norms for labor relations: the main orientation of the future of labor relations management

As for the highly skilled personnel on the labor market, we should adhere to the direction of the individual labor relations management, and in accordance with the Labor Contract Law to continue to consolidate the development rights to protect "their hand to vote". At present, the normative contract of Chinese individual labor relations should be strengthened, through the

internal labor market to stabilize the employment relationship, cultivating core advantages in human resources to achieve labor win-win situation. Treating labor relations management of the high-skilled personnel, we should use mobility as the basis to achieve stability. Of course, the basis of liquidity emphasized not just mobility, more than no need of stability. In the face of the era of change, stability of labor relations mainly refers to the stability of the identity of workers, rather than specific job stability. For workers, stability refers to workers with the ability and opportunity to continuously get jobs can quickly create a new labor relations after the end of the old labor relations,. For employers, the stability is no longer refers to long-term labor relations established with specific workers, but rather in the circumstances of its employment needs, it can be sustained and stable labor market to obtain the most suitable for the needs of the enterprise workers and establish labor relations.

As for the low quality of ordinary workers, when there is a gap in the employers and their demands in labor relations, they can only choose to "voting with their feet" and select "exit" mechanism, making it difficult to change the state of "strong capital weak labor" . Mainly as follows: on the one hand, the high rate of labor mobility, low commitment, extreme shortage of mutual trust, , employers rely on the mandatory implementation of direct means to implement the labor control, so the "decent work" can not be achieved; on the other hand, the South China Sea Honda collective downtime consultation cases, represented by a series of similar lay-off consultation events, indicates that the collective consciousness of the workers began to take shape. As a result, to promote labor relations for these workers to shift from the individual labor relations to the collective labor relations effectively, the mechanism of collective bargaining negotiations must be established. At present, not only employers' organizations are not standardized, but also trade union organizations are lack of an independent status and power in China, making it difficult to become truly representative of the working class. Lack of collective bargaining mechanisms .Although collective bargaining is carried out, which only belongs to the government effort to implement the embedded collective bargaining, and often it is the government own wishful thinking, employees and employers are not interested, which, of course, make it hard to avoid labor conflicts constantly, and turning into spontaneous collective bargaining in the case of strike. So, the most in need of innovation to promote collective bargaining is what forces can induce employers to sit down to talk and accept the requirements of the labor union representatives and how to make the behavior of the representative of trade union free of employers pressure.

In the social and labor relations, we should start from the new generation of migrant workers groups' particularity in order to promote the generation of migrant workers the public as the target, establish urban accepted mechanism. Natural classification of labor based on the identity of farmers to change from the policy, instead of people engaged in occupational classification. Occupational groups is the guarantee of the modern social cohesion and regulate the consensus of the groups of workers, but also can improve the bargaining power of workers and employers, so, we can explore the standardization of construction of the occupational groups based on the occupational composition of occupational groups.

The segmentation of the labor market and socio-economic development of the evolution of

the process of urbanization is closely associated. China's rural labor to urban areas has three distinct characteristics. First, mobility is rather than migration. Second, labor mobility, rather than low labor mobility. Third, the flow has brought the agricultural labor shortage in rural areas, resulting in left-behind children and migrant children and other social problems. these features in the management of labor relations, from the height of the society established the principles and direction of labor relations management, to achieve coordinated urban and rural labor relations management, and social harmony.

We must speed up the city construction of affordable housing for urban workers, especially migrant workers. According to the 2007 survey of the Chinese Ministry of Public Security, in accordance with their own income levels, 74.1 percent of migrant workers are willing to accept the purchase unit price at 3000 RMB per square meter, 19% are willing to accept the unit price between 3001-4000 yuan, only 6.9 percent willing to bear more than 4000 yuan. 3000 yuan/square meter house is mainly concentrated in the cities and counties in the western region and the following towns, but migrant workers are mainly flowed in the eastern coastal areas, these areas, even small towns, housing prices are far more than 3000 yuan/square meter. Therefore, the city accepted mechanism must take into account the stability of the housing problem of the migrant workers.

We must further regulate “the Tripartite four main” labor relations consultative mechanism through the improvement of the tripartite coordination mechanism to eliminate the labor-management conflicts. In the future, workers should be regarded as a core subject included in the consultation mechanism of the labor relations. By using "value rationality - instrumental rationality-oriented relationship between the three unified, to achieve and maintain workers' interests as a basic starting point and ultimate destination of the labor relationship adjustment. To achieve the effective integration of individual rationality and collective rationality to achieve harmonious labor relations situation.

In the approach of the management of labor relations, a variety of methods should also be taken. We must keep pace with the interests of multi-level of the new generation of workers prayed, smooth labor relations internal communication mechanisms, open up multiple channels of communication, improve the efficiency of information communication, and the formation of an effective mechanism to communicate timely feedback or improved. Employers' organizations should be encouraged to establish a benefit-sharing concept of the business and employees to achieve a win-win between employers and employees .Reasonable distribution of socio-economic rights on the basis of the principle of fairness, wealth creation were able to get what they want, to share the fruits of economic development and social progress, making traditional " Establish the credibility " changes to” legislate charm”.

More efforts should be put to monitor the labor and social security, extend the supervisory chain of labor protection, and earnestly safeguard the legitimate rights and interests of laborers. establish enterprises and employment integrity of files, and integrity services of workers into the labor relations dynamic management areas, change from “Post-placement monitoring” to “pre-employment monitoring”, grasp the situation of the labor and

employment, payment of wages, social insurance contributions. Giving judicial assistance to workers of the economic difficulties, it is to earnestly safeguard the interests of the workers. Only through the power of three aspects, that is, enterprise consciously abiding by the labor and social security laws and regulations, the masses self-maintenance their rights, human resources and social security departments strengthening their management can we strengthen the construction of the labor market, thereby establishing a harmonious and stable labor relations.

We should continue to adhere to the minimum wage and other labor standards legislation, establishing a unified hierarchical effective interface between the urban and rural social security system. China's labor market is a typical monophony market; the minimum wage can not be ignored. The increase of the Minimum wage, for the Government, will help to solve the rising labor disputes caused by the distribution of income and insurance benefits of this universal phenomenon, to narrow the income gap, and building a harmonious society; for enterprises, help to attract more workers, the relative abundance of human resources, but also "reversed" through innovative technology, process improvements, innovation management to achieve the transformation and upgrading; for individual workers, it will help improve living standards, improve quality of life. Thus, while the academics on the minimum wage have a different view, the actual situation in China must adhere to this system. On social security, we must break the current security system based on the status of different groups of sub-regional; establish a unified, hierarchical convergence of urban and rural social security system to create the conditions for urban and rural workers to find employment, to coordinate labor relations

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