

中国的竞争优势和经济增长,在很大程度上得益于相对低廉的劳动力成本。然而,无论中国工人的工资多少,他们有权得到合乎伦理道德的公平对待,并享有安全健康的工作场所。

所有在中国的企业都必须遵守中国劳动法,中国劳动法规定的范围广泛而又全面。然而,这一法律的贯彻执行是不彻底的。对于一些公司来说,逃避执行劳动法的规定并非难事。对于那些开展企业社会责任(CSR)活动的公司而言,首先要做的就是确保劳动法的落实和贯彻执行。这就是说这些公司要严格遵守劳动法的下列相关规定:每周法定工作时间、法定最低工资额、加班工资、按时发放工资、休假、以及避免不公平的停止工作和惩罚。

在中国工厂中工作的很多工人是民工,这些民工离开家乡农村出外打工挣钱。由于这些民工背井离乡,他们通常得不到与当地工人同等的法律保障,因此他们更容易受到不公正对待。特别是女民工,她们常常要面对更多的问题,从轻微的歧视行为到更为严重的身体虐待。有道德的雇主确保向民工提供安全的工作场所,公平合理的对待,以及提供

Much of China's competitive advantage and economic growth are the result of relatively cheap labor costs. But no matter what their wage level is, workers in China still must be treated ethically and have safe and healthy workplaces.

All enterprises in China are subject to the wide ranging and comprehensive Chinese labor law. However, implementation of the law is sporadic. For some companies, it is not difficult to avoid being in compliance with labor regulations. For those companies practicing corporate social responsibility (CSR), the starting point must be to ensure that the labor law is upheld. This means they follow the regulations relating to the length of the working week, minimum wages, payments for overtime work, payment on time, days off, and the avoidance of unfair stoppages and fines.

Many Chinese factory workers are migrants who have left rural areas to seek work and wages. Because migrant workers are away from home, they often do not have the same legal protection as local workers and are therefore vulnerable. Women migrant workers, in particular, often face problems ranging from minor discriminatory practices to more serious physical abuse. Ethical employers will

技能开发和培训的机会。好的雇主将确保不发生以员工个人特点为理由所产生的歧视,同时将制定政策和执行程序,以确保对员工个人特点多样性的尊重。

作为公司开展企业社会责任(CSR)活动,能够首先采取的步骤之一是制订行为守则,其目的是确保健康安全体系的建立和在工作场所没有性骚扰。但是,对行为守则的执行情况必须进行监控,因此,对工厂需要进行视察。为了防止在对工厂视察期间弄虚作假,那些主导公司正在倡导新的计划,发起建立在工人和管理者之间的行为能力。这些首创行动的很大一部分内容涉及到授权给女工,以及工人参与健康与安全程序的执行、培训、和技能开发的行动等。本书将就此提供相关的范例。

在中国的部分地区正在出现劳动力短缺的现象。工厂需要通过竞争雇用工人,而工人在挑选工作场所方面则有了更多的选择。开展企业社会责任(CSR)活动以保证工作场所合乎职业道德标准,不是为了做表面文章,而将成为吸引和保持高素质、忠于职守的职工队伍的关键因素。

ensure that migrant workers are provided with secure workplaces, fair treatment, and opportunities for skills development and training. Good employers will ensure no discrimination takes place on the grounds of personal characteristics and will have policies and procedures in place to value diversity.

Establishing a code of conduct aimed at ensuring that health and safety systems are in place and the workplace is free of harassment is one of the first CSR steps a company can take. However, codes of conduct have to be monitored and factories therefore need to be inspected. To prevent cheating during inspections, leading companies are now initiating projects that build capacity among workers and their managers. Many of these initiatives involve empowering women and involving workers in health and safety procedures, training, and skills development. Some examples are provided in this publication.

A shortage of labor is now appearing in some parts of China. Factories have to compete for workers, and workers themselves are able to be choosier about their workplaces. CSR practices that ensure an ethical workplace are not just window dressing, but will be critical to attracting and retaining good quality, committed staff.



合乎道德的工作场所 Ethical Workplace