

Impact of SA8000 on labour-intensive Smes in Hangzhou Study

Haoran Fu^{1, a}, Angran Fu^{2, b, *} and Xin Song^{1, c}

¹School of Economics, Anyang Normal University, Anyang, China.

²School of Economics, Southwest University of Science and Technology, Mianyang, China.

^ahao3681@foxmail.com, ^bangranfu@163.com, ^c853391460@qq.com

Abstract

In recent years, with the development and promotion of SA8000, have formed an inevitable invisible barrier to many enterprises in China, have become a test that enterprises in some areas can not escape, especially for those labor-intensive small and medium-sized enterprises have a very large negative impact. SA8000 standard is a soft standard for employee rights and interests, the completion of this certifications means the improvement of the international credibility of enterprises, is a sign of corporate social responsibility, so the standard of related research have also increased. Through the investigation of the labor-intensive small and medium-sized enterprises in Hangzhou, this paper analyzes the relevant content of SA8000 and the impact on the labor-intensive smEs in Hangzhou, and puts forward some suggestions on this.

Keywords

SA8000, Hangzhou.

1. INTRODUCTION

The emergence of SA8000 have the reasons for the development of human society, that is, with the development of social economy, the concern of labor protection from all walks of life, but also the product of the imbalance of the competitive pattern in the international market. To curb the means and ways of improving the competitiveness of developing countries, some developed countries have sought to build various non-tariff trade barriers. The development and promotion of SA8000 have hurt many enterprises, and have become a test for some regions, especially labour-intensive SMEs, to enter the international market [1].

2. SA8000'S MAIN CONTENT AND THE SITUATION IN HANGZHOU

2.1. SA8000 Main Content

In 1997, the U.S. Economic Priority Commission was established and in October of the same year issued the Social Responsibility Management System SA8000, an emerging international regulatory standard that is the main content of safeguarding labor rights. In recent years, more and more multinational enterprises in dealing with other countries traders to implement the SA8000 standard, and gradually upgrade the international market access standards for many enterprise products, which makes most of china's enterprises to maintain trade and are forced to actively implement this standard. The impact of this standard is undoubtedly contagion, it affects all walks of life in all regions, especially labor-intensive enterprises have a great impact. The SA8000 standard is likely to develop in the future as an international standard similar to ISO, and may also become a standard similar to the green barrier to trade barriers to prevent products from other countries from entering their countries, and for the time being some developed countries have used the standard as a barrier to prevent low-cost products from

some developing countries from entering their countries, so the study of the standard is growing with the development of the standard. Based on the analysis of the basic content of the SA8000 standard, the influence of SA8000 standard on workers is selected for the development of the growing labor-intensive small and medium-sized enterprises in Hangzhou to study the impact of SA8000 standard [2].

SA8000 mainly includes nine standards, p, child labour, forced labor, health and safety, freedom of association and the right to collective bargaining, discrimination, disciplinary measures, working hours, wage severity, management systems. The SA8000 standard, a soft requirement for corporate social responsibility, is increasingly recognised in the international trade industry, and with a basic understanding of the content of the SA8000 standard, we can see that the standard is a progressive ideology that focuses on improving labor relations and employee welfare, and is a standard developed for humanitarian reasons [3]. We can expect some small and medium-sized enterprises can not meet these stringent conditions, such as some labor-intensive small and medium-sized enterprises in Hangzhou have low level of employee benefits, long working hours, deferred payment of wages and many other problems, if the certifications of the standard, the enterprise input costs will rise significantly, competitiveness will then decline, for its future development may be irreversible impact. It can be said that SA8000 is a double-edged sword, which can play a very positive and beneficial role in promoting its purpose in increasing labour welfare, but on the other hand it will lead to higher costs for enterprises, a decrease in competitiveness and a decrease in exports [4].

2.2. SA8000 Development Analysis in Hangzhou

Under the background of economic globalisation, the low-cost strategy of the development of labor-intensive small and medium-sized enterprises in Hangzhou is challenged, and how to avoid trade conflicts is still to be solved, and it is also a big problem to change the structure of enterprise economic development. At present, there is still a certain gap between the labor standards of labor-intensive small and medium-sized enterprises in Hangzhou and the provisions of the SA8000 standard, the production and living conditions of employees need to be improved, and the number of labor disputes related to pay, working hours, labor contracts and so on is increasing. The implementation of the SA8000 standard will have a great impact on the competitiveness of enterprises in Hangzhou in the short term, but it have also contributed to the acceleration of innovation in Hangzhou and the promotion of market diversification. As one of the fastest-growing southeast coastal areas, Hangzhou's main export products are the labor-intensive industries that are the focus of the SA8000 standard, and the main export markets are advanced economies such as the United States and Britain, which strongly value the SA8000 standard [5]. However, according to the survey, only a very small number of enterprises in Hangzhou to carry out SA8000 standard certifications, Hangzhou small and medium-sized enterprises, although most of the enterprises know SA8000 standard, but fully understand its specific content only a small proportion, the initiative to choose certifications of Hangzhou labor-intensive small and medium-sized enterprises is very few. The labor standards required by the SA8000 standard are very difficult to implement among the labor-intensive SME industries in Hangzhou due to the lack of understanding of social responsibility standards and labor laws and regulations by most enterprises [6].

To get a clearer picture of the development of the SA8000 in Hangzhou, we will compare the employment situation of the labor-intensive SMEs in Hangzhou with the SA8000, p,

(1). Use of child labour

Understanding SA8000 is known that businesses are not allowed to engage in child labor and need to work with relevant interest groups to ensure the right of adolescents and children to compulsory education. As we all know, China's Labor Law have also been continuously improved in recent years, in which the relevant protection regulations for minors who have

reached the age of 16 years and are under the age of 18 have been defined. According to the relevant questionnaire and the author understand, Hangzhou labor-intensive small and medium-sized enterprises in some period of strong demand for products to reduce costs or improve profits, but most small and medium-sized enterprises still strictly follow the labor law, child labor is only a very few enterprises will appear [7].

(2). Health and safety

The SA8000 requires companies to know to avoid a variety of industry and specific hazards and provide a safe and healthy working environment for their employees. Most labor-intensive small and medium-sized enterprises in Hangzhou can provide workers with a safer and more healthy working environment, but in some labor-intensive enterprises, such as toys, clothing, chemical raw materials, paper and other labor-intensive enterprises will also appear in the production process harmful to human health noise dust situation, because the general problemist, so it is difficult to be valued, but if the long-term production of employees in this environment is difficult to ensure that it will not affect their bodies. For example, some employees may be able to bear or physical lysing weaker than others, it is difficult to ensure that some others do not feel the pressure.

(3). Discrimination

The SA8000 standard states that companies must not discriminate against employees based on race, nationality, age, etc. According to the survey, many small and medium-sized enterprises in Hangzhou, foreign workers often do not enjoy a fair treatment, most foreign workers lack labor protection, labor subsidies are only very small, social welfare treatment is lower than that of local residents. They work the same hours as locals but receive much less than local workers. According to the author's query in the recruitment website, Hangzhou some enterprises marked not to recruit workers over 25 years old, or indicate that to recruit male or female workers, this age or gender there is more discrimination in recruitment, there are enterprises do not accept foreign workers, or recruit return to the sea [8].

(4). Work aspects

Under SA8000, employees may not be regularly required to work more than 48 hours a week, rest at least one day every seven days, and not more than 12 hours of overtime per week. According to the research, only a small number of labor-intensive small and medium-sized enterprises in Hangzhou work less than 40 hours, most of the average weekly working time of more than 48 hours, some enterprises to trade require staff to work overtime, employees have little free time. Because many labor-intensive enterprises at the bottom of the workers to implement the piece-by-piece system, and because of the current shortage of primary labor in large cities, the phenomenon of oversupply of primary labor is particularly obvious, Hangzhou small and medium-sized workers, especially foreign workers to keep their jobs had to choose to submit to this unfair treatment [9].

(5). Wages and remuneration

SA8000 states that the wages paid by the company to employees should not be lower than the legal or industry minimum standards and must be sufficient to meet the employee's basic needs. According to the relevant reports, in Hangzhou City every year to accept labor disputes, due to salary arrears and wages and compensation caused by the situation of disputes accounted for a larger proportion. Some small and medium-sized enterprises in the city appear edify wages to retain employees and deliberately default, the minimum wage is not fully implemented, employers force employees to work overtime without paying the corresponding compensation is not uncommon, and some enterprises do not buy social insurance for employees [10].

3. SA8000 POSITIVE IMPACT ON LABOR-INTENSIVE SMES IN HANGZHOU

3.1. Motivate Employees and Improve the Quality and Efficiency of Workers

The quality of an enterprise worker and its skill proficiency and the ability of managers can be said to determine the development prospects of enterprises to a great extent. The SA8000 standard requires a safe and healthy working environment for employees, prompting companies to set strict labor standards, and conditions such as high employee benefits, non-forced overtime, and minimum wage protection can effectively attract talent and increase employee motivation. From the current distribution of staff education in Hangzhou labor-intensive small and medium-sized enterprises, most of the staff education is not high, mostly junior high school or higher vocational, high-quality personnel lack and enterprise skilled labor is less, technology is mostly immature, only simple machine operation or assembly line work, although Hangzhou City labor resources are very rich, but labor capital is very scarce, and labor capital is different from labor resources, it requires the progress of enterprise machinery and equipment and other similar resources. Hangzhou Small and Medium Enterprises certifications SA8000 standard will absorb high-quality talent, improve the level of internal system management, the overall quality of employees will be driven by managers to be effectively improved, workers can know and skills to use more complex machinery and equipment to enhance the overall efficiency of the enterprise. The implementation of the SA8000 standard protects the labor rights and interests of labor-intensive small and medium-sized enterprises in Hangzhou, thus promoting internal harmony, improving employee belonging and morale, and more active participation of employees, which will ultimately enhance the efficiency of Hangzhou enterprises.

3.2. Improve the Reputation of Enterprise Products and Enhance International Competitiveness

The SA8000 standard have emerged in recent years as consumers across the country have become increasingly aware of CSR and concerns about whether employee benefits are forced to work overtime. It is because of this awareness of the increasing, Hangzhou City labor-intensive small and medium-sized enterprises certifications SA8000 standard will undoubtedly be a good reputation for enterprises, attention to social responsibility, high employee welfare is conducive to the intangible label of enterprises, and thus for enterprises to win more customers. For example, certifications SA8000 enables consumers to buy products produced by labor-intensive SMEs in Hangzhou, so that retailers can reduce supervision of enterprises, reduce their procurement costs, while attracting domestic and foreign investors, increase the source of corporate funds to achieve longer-term development, and ultimately enable enterprises to obtain a peaceful trading environment, and gradually improve the reputation of Hangzhou labor-intensive SME products. Economists have said that companies are "economic people" and that they are set up to make a profit. While enterprises get the guarantee of economic profits, Hangzhou labor-intensive enterprise certifications SA8000 standard is the threshold to the international community, is to improve its international competitiveness, shows that Hangzhou labor-intensive small and medium-sized enterprises are willing to assume social responsibility, and help enterprises to achieve the "social person" transformation, also to the certifications SA8000 standard so that Hangzhou labor-intensive small and medium-sized enterprises in the face of buyers can reduce customer review, save costs, This is the enterprise's core competitiveness to enhance the place.

3.3. Improve the Level of Enterprise Management and Promote Social Harmony in Enterprises

The implementation of the SA8000 standard in Hangzhou city can protect the rights and interests of small and medium-sized enterprises, reduce internal conflicts and social disputes,

and thus promote social harmony. Although China have also promulgated the relevant labor laws to restrain enterprises, but due to the lack of concern about labor-intensive enterprises concerned, the relevant law enforcement officials law enforcement is not strict, coupled with the public also lack of supervision and whistle-blowing awareness, resulting in the rights and interests of employees of such enterprises still have not been effectively protected. SA8000 standard content requires the enterprise management to make decisions that are beneficial to the interests of the company and meet the labor standards And the sAA8000 standard for labor-intensive Small and Medium-sized Enterprises in Hangzhou can promote the improvement of the enterprise's management system, improve the overall quality of the workers, reduce the contradictions and related disputes between employees at different levels, and ease the internal relations between labor-intensive sMEs in Hangzhou. Certified SA8000 standards demonstrate that companies comply with the minimum wage, no longer illegal lying to child labour and unpaid wages, and no longer force workers to work overtime, which shows that these most prone to labor disputes can be resolved. In essence, SA8000 standard is a soft corporate social responsibility standard, Hangzhou City labor-intensive Small and Medium Enterprises certifications SA8000 standard said that corporate social responsibility standards are placed in an important position, and it is materialised into the enterprise charter, the enterprise's overtime system, working hours, employee benefits, etc. are subject to standard constraints, certifications of the standard of enterprise implicit will affect the overall standards of such enterprises. Enterprises are part of society, and certifications SA8000 promotes the harmonious development of the internal system of labor-intensive smEs in Hangzhou, which undoubtedly contributes to social harmony.

4. NEGATIVE IMPACT OF SA8000 ON LABOR-INTENSIVE SMES IN HANGZHOU

4.1. Increasing the Cost of Enterprises Is Not Conducive to Improving Their Competitiveness

SA8000 is an international standard for social responsibility for third-party certifications, designed to constrain all types of businesses around the world with ethical standards, thereby improving labour relations and work practices. Its implementation will lead to three major costs (2006) first, the existing situation or procedures and related assessment of the cost; Third, the costs of certifications, review and continuous supervision may be only part of it, but these costs add up to the Hangzhou Small and Medium Enterprises to choose to certify the standard have caused a great obstacle. The labor-intensive small and medium-sized enterprises in Hangzhou, most of the lack of adequate funds, a management system is not perfect enterprises will be discouraged. Therefore, the certifications of the SA8000 standard have become a game of large enterprises, for the majority of small enterprises in Hangzhou at this stage of poor labor conditions are either unable to participate in certifications or further decline in competitiveness, and even more directly forced out. From the above analysis can be seen that for Hangzhou labor-intensive small and medium-sized enterprises certifications SA8000 in the current view at least a large proportion of the negative aspects, thus greatly affecting the export trade of labor-intensive enterprise products in Hangzhou. In recent years, Hangzhou have also seen some multinational enterprises require enterprises to certify SA8000 standards, otherwise no order or even disqualification of importers, this phenomenon is a trend and is likely to cause significant losses to labor-intensive small and medium-sized enterprises in Hangzhou in the future.

4.2. Forming New Trade Barriers Is Not Conducive to Product Exports

Trade liberalisation does not amount to an unconditional 'principle based on a fair trade,' since the 1990s, a series of international certifications operating privately have emerged, with SA8000 standard certifications in corporate social responsibility as the main conditions for market access. Although Hangzhou City have not yet seen cases of exports that cannot be exported due to failure to pass the certifications, in recent years many multinational enterprises have been affected by the fact that some enterprises in Hangzhou city cannot meet the requirements of buyers regarding corporate social responsibility. Many multinational companies have even carried out the relevant classification of Chinese enterprises, set up the red light, green light, yellow light three to indicate whether the enterprise meets the standard, or whether it can ship, some export enterprises because they did not obtain SA8000 certifications and was disqualified as suppliers. With the SA8000 standard is increasingly recognised by countries, it have also become a tool for some developed countries to resist low-cost products into the market, for Hangzhou labor-intensive small and medium-sized enterprises, SA8000 standard requirements are difficult to meet, forced certifications will only be as analysed earlier to reduce competitiveness, greatly improve product costs so that the loss of Hangzhou labor-intensive small and medium-sized enterprises have been a low labor cost advantage, At present, small and medium-sized enterprises in the labor-intensive industries such as clothing, toys and footwear in Hangzhou are more affected.

4.3. Change the Advantage of Labor Force to Disadvantage, Employment Pressure Increases

Cheap labor cost is the main reason for the strong comparative advantage of labor-intensive small and medium-sized enterprises in Hangzhou, and low-cost input is the key to the success of labor-intensive small and medium-sized enterprises in Hangzhou. In recent years, due to rapid economic development and increasing labor costs, although compared with developed countries and international averages, China's labor costs have gradually no advantage compared with other Asian competitors such as India. As one of the cities that have developed rapidly in recent years, the average annual and monthly wages and monthly minimum wages of working workers in Hangzhou city are on the rise, according to the SA8000 standard, enterprises must provide regular labor employees to pay higher than the local minimum wage standards, and the current minimum wage standard in Hangzhou is higher than the standards of other parts of China, it can be seen that the certifications SA8000 standard is bound to bring serious obstacles to the enterprise strategy. From the current development situation in Hangzhou, labor-intensive enterprises occupy a considerable proportion, and due to the rapid development of cross-border e-commerce in recent years, the number of products produced by such enterprises is increasing, in the future it is very likely to be used by other countries, reduce the added value of products, weaken the advantages of low prices. Also, the implementation of the SA8000 labor standards, may also lead to the majority of low-quality workers in Hangzhou small and medium-sized enterprises unemployed, thereby increasing employment pressure in Hangzhou.

4.4. Reduced Foreign Direct Investment

Hangzhou have always focused on attracting foreign investment, but the overall scale of foreign investment is smaller than in Other regions such as Suzhou. certifications of SA8000 means raising labour standards to the SA8000 standard, the cost of working intensive SMEs in Hangzhou will continue to rise, and the attractiveness of foreign investment will be reduced compared to other lower labour costs and higher profits, and they will most likely switch to regional or national investment slower than Hangzhou's labour costs. And in the case of information asymmetry, foreign investors may think that enterprises under the burden of this

standard will be difficult to have more room for progress, so it is possible to choose to divest completely. However, in recent years, foreign capital have played an important role in the development of labor-intensive small and medium-sized enterprises in Hangzhou, the use of foreign capital have made a significant contribution to the adjustment of industrial structure of small and medium-sized enterprises in Hangzhou, if you want to speed up the pace of utilising foreign capital, certifications SA8000 standard may become a major obstacle to such enterprises, this characteristic of mutual obstruction undoubtedly proves that certifications SA8000 to attract foreign investment can have a negative impact.

5. HANGZHOU'S LABOR-INTENSIVE SMALL AND MEDIUM-SIZED ENTERPRISES TO DEAL WITH SA8000 RESPONSE STRATEGY

5.1. Corporate

Hangzhou labor-intensive small and medium-sized enterprises have been adopting low-cost strategy, to maintain their competitiveness need to reduce labor costs, maintain labor cost advantages, strengthen foreign investment and attract foreign direct investment. In today's growing SA8000, companies still need to clarify their strengths and directions, accelerate the pace of technological innovation, improve the overall quality of the workforce, and avoid the adverse impact of the SA8000.

(1). For SA8000 requires a force

Hangzhou's labor-intensive SMEs should properly evaluate their capabilities and choose whether to certify the SA8000 standard in a clear understanding of their. It can be seen that if Hangzhou small and medium-sized enterprises want to get better development in the international community, we must break through this layer of trade barriers, as soon as possible to improve the indicators of enterprises. In fact, you can see that SA8000 a lot of content is also with China's labor law many provisions are also in line, but because many areas of legal awareness is not in-depth, the relevant personnel law enforcement is not strict, or some laws and regulations have not been perfected reasons, which will make some enterprises "drill holes", which requires enterprises to enhance self-awareness. For most of Hangzhou's labor-intensive small and medium-sized enterprises, although in recent years have been very good development, but the development is not very mature, may not have the conditions of certifications SA8000 standard, which is the reason why the number of certifications in the city is very small, but enterprises can work more towards this aspect, and in the enterprise by the SA8000 standard improve to the time to complete certifications.

(2). Strengthening technological innovation

Science and technology is the first productive force, technology is the core force of enterprise development. As in other parts of the country, Hangzhou labor-intensive small and medium-sized enterprises have been relying on low-cost price competition strategy, low value-added products, and the inevitable environmental pollution, cheap labor and do not pay attention to innovative processing technology phenomenon is still a lot, and do not pay attention to brand effect, in the energy shortage, labor costs are increasing today, if not pay attention to the promotion of technology and brand cultivation, it is likely to be squeezed out by this growing industry. In this regard, Small and medium-sized enterprises in Hangzhou need to strengthen cooperation with scientific research institutions at the same time, improve treatment to attract high-quality talent, to strengthen technological innovation, or from abroad to introduce advanced machinery and equipment to achieve long-term development.

(3). Improving the quality of workers

On the one hand, small and medium-sized enterprises in Hangzhou need to strengthen cooperation with colleges and universities to jointly train high-quality talents. Hangzhou City, a

large number of universities, strong talent, strong scientific research force. At present, many small and medium-sized enterprises in Hangzhou simply do not have their research and development capacity, low staff technology, and in China's increasingly implemented industrial, academic and research combined policy, enterprises can strengthen the contact with Hangzhou University, to introduce high-quality management and scientific and technological personnel. On the other hand, small and medium-sized enterprises in Hangzhou need to develop training plans to improve the quality of in-service personnel. Most of the employees of small and medium-sized enterprises in Hangzhou have low cultural quality and low productivity level, and enterprises can improve the skills of workers and improve their proficiency through colleges and universities, so as to improve their labor productivity and corporate profits. Also, enterprises should also pay attention to foreign exchanges, so that technical personnel more contact with foreign advanced technology, learning advanced theory.

5.2. Government

Strengthen the promotion and promotion of the SA8000

(1) Real-time tracking of the application and development of SA8000 certifications. The government is the guide of society, the CSR standard reflects the government's macro-policy intention, the government should actively lead enterprises and the public to correctly understand the main content of the SA8000 standard, analyze the advantages and disadvantages of certifications SA8000, and provide certain support to enterprises with the will to certify.

(2) Strengthen the promotion, training and popularisation of the SA8000. Inform the relevant enterprises of Hangzhou City appropriately, so that enterprises treat SA8000 with the right attitude, consciously improve the labor standards of enterprises, take the initiative to assume social responsibility. Hangzhou can use the Internet to create promotional web pages, make online posters to promote between enterprises, popularize SA8000 knowledge.

(3) Promote the SA8000 in an orderly manner. Because Hangzhou labor-intensive small and medium-sized enterprises development is not yet mature, and very few enterprise certifications, so the promotion of this standard needs to be treated with caution. And most enterprises in Hangzhou do not certify SA8000 is mainly because of the high cost. Therefore, for the government to guide enterprises to strengthen their development at the same time, the formulation of relevant policies to encourage small and medium-sized enterprises to certify SA8000 standards, and to complete the certifications of enterprises to give some subsidies.

5.3. Improve Local Laws and Regulations Related to Labor in Hangzhou

The Hangzhou municipal government should continue to cooperate with local labor security legislation. Hangzhou City needs to improve local laws and regulations, such as in recent years, several labor relations related to the "Zhejiang Province Collective Labor Contract Regulations", Zhejiang Province Women Workers Labor Protection Law, etc, for SA8000 designated strict standards, in the city's labor laws strictly formulate relevant laws and regulations and strictly enforce, so that there are laws to comply with, there are laws must be followed. For example, crack down on child labor, ensure minimum wages for employees, ensure a safe and healthy working environment for employees, and provide basic social insurance for employees.

5.4. Improve the Minimum Wage and Protect Workers' Rights and Interests

The city of Hangzhou shall, by the relevant provisions of the national or Zhejiang minimum wage standards, formulate local standards according to its development or adjust the standards in due course. We will continue to strengthen the protection of the labor rights and interests of employees of enterprises, set up inspection institutions for enterprises that violate relevant labor laws or standards, set up public whistleblowing websites, and impose relevant penalties

on enterprises that violate relevant regulations. Hangzhou still needs to improve medical care, old-age, unemployment and other related social security systems to ensure that enterprises to the corresponding benefits of employees.

6. CONCLUSION

At present, Hangzhou enterprises are at a critical moment of industrial upgrading, with the changes in the international situation, many enterprises have suffered such as anti-dumping, technical barriers to trade and other factors. In recent years, the SA8000 standard, which is the banner for the protection of workers' rights and interests, have been subject to the audit requirements of foreign buyers in the export of Hangzhou City, so the importance of the standard have become increasingly prominent. To be sure, SA8000 is conducive to the coordinated development of enterprises and society, but under the current productivity conditions in most parts of China, the production conditions of many enterprises are still difficult to meet the requirements of SA800 standards. The negative impact of the SA8000 standard on the economic development of Hangzhou enterprises should not be ignored, we should face up to its negative impact and give full play to the beneficial role of SA8000 so that Hangzhou labor-intensive enterprises can get long-term healthy development.

REFERENCES

- [1] Wei Shaoting. On the impact of SA8000 standard on labor-intensive industries and developing countries. *Journal of Yangzhou College of Education*, (2005) no.4,p, 60-62.
- [2] Zhao Hongshan. SA8000 trade and countermeasure analysis of labor-intensive products. *China Market*, (2016) no.7,p, 179-183.
- [3] Huang Chunquan, Wang Ruishi. A Study on the Impact of SA8000 on Labor-intensive Export Enterprises in Guangdong Province. *Market Forum*, (2010) no.11,p, 30-32.
- [4] He Meng. The impact of SA8000 on export enterprises in Quanzhou and its countermeasures. *International Business*, (2014) no.2,p, 50-54.
- [5] Chen Lei. Investigation report on the ethics of SMEs in Zhejiang Province . *Zhejiang Social Sciences*, (2008) no.1,p, 62-66.
- [6] Cao Lina. The impact of SA8000 standard on China's labor-intensive export enterprises and countermeasures. *Market Weekly*, (2006) no.8,p, 8-9.
- [7] Lu Hongfen. The impact of social responsibility management system (SA8000) on Zhejiang's foreign trade exports and countermeasures. *Productivity Research*, (2006) no.12,p, 117-120.
- [8] Liu Yinxing, Han Wei. The Impact of Blue Trade Barriers on Export Trade in Zhejiang. *Chinese and Foreign Entrepreneurs*, 2017 no.4,p, 1-4.
- [9] Liu Bin. Research on the Reasons for China's Listed Chinese Enterprises Encountered by Blue Trade Barriers in Banking Social Responsibility Auditing. *Financial Supervision*, (2016) no.8,p, 101-103.
- [10]Zhang Chi. Research on Social Responsibility Audit of Chinese Listed Banks. *Commercial Modernization*, (2015) no.5,p, 13-14.