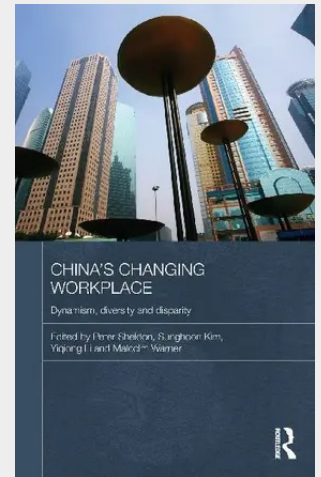


China's Changing Workplace

Dynamism, diversity and disparity

This book explores the diversity and dynamism of China's workplaces and of the wider labour market experiences of its workforce. Drawing on the authors' extensive recent research, it considers a diverse range of issues and types of workplaces. These changes include: the continuing spread of market-oriented human resource management across public and private sector organisations; greater employment rights for workers; local diversity in regulatory control alongside the governmental priority of a 'harmonious society'; persistent shortages of skilled labour co-existing with vast underemployment amongst the unskilled; uneven access to education and training across regions; and changes in union behaviour and influence. Unlike other studies - which tend to assume changes to management, work and employment are relatively uniform across modernising parts of the economy - this book conveys the rich variety among contemporary China's local labour markets by looking at them, and the institutions that influence them, from the bottom-up. It focuses on other under-explored but emerging phenomena such as family-owned firms, the role of private services businesses, and the emergence of employer associations.

This book explores the diverse nature of Chinese workplaces and workforce experiences. Considering a wide range of issues and different types of workplace, it outlines the critical changes in China's work and employment over the last decade, including the shortage of skilled labour, the emergence of service industry, and changes to the ways in which unions influence the Chinese labour market.



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