

<<国家与劳动力市场>>

图书基本信息

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内容概要

《国家与劳动力市场：中国国有企业下岗职工为例》以国有企业下岗职工再就业为例探讨当今中国政府与劳动力市场的关系。

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This policy gave rural people the incentive to produce more. In addition, private enterprises were also allowed to develop. They were run according to the market principle from the very beginning. In the social and political areas, the state relaxed its control to a large extent (Li et al., 1999). The most notable change in the employment area was brought about by the private enterprises. As they are run according to the market principle, they have the total right to hire and fire. As a result, they attach more importance to the ability and performance of staff as other businesses in the market economy do, rather than residence. Even rural people can compete relatively equally with their urban counterparts in private enterprises (Li, 1999). In the 1990s, more drastic changes took place in the employment system. The state decided that China should adopt the market economy and thus abandon the central planned economy completely. This has resulted in profound changes in the lives of China's citizens. With the introduction of the market economy, the majority of state-owned enterprises (SOE) found themselves operating at a loss. In the 1990s, the state allowed some state-owned enterprises to become bankrupt. For other SOEs not in a good operating state, the state enforced the policy of downsizing. As a result, the problem of mass unemployment occurred. Millions upon millions of unemployed former SOE employees became the concern of the government and the society (Chen, 1999).

How is the government going to deal with the problem of the unemployment of former SOE employees? What is life like for former SOE employees after they have become redundant? How do they search for new jobs? What are the obstacles preventing them from finding a new job? Will they get on well with their new employer and colleagues?

What are the reasons for some being unable to adapt to their new surroundings?

These are the concerns of this thesis. Through interviews, documentary analysis and observation, this thesis will endeavour to answer the above questions in detail to convey to the reader a clear picture of the post-unemployment life of former SOE employees during this period of upheaval in their lives.

1.2 Definition of Unemployment

The word 'unemployment' is used very often in daily life. It has occurred several times in this thesis already. But what is 'unemployment' exactly? More particularly, what is 'unemployment' in the Chinese experience?

In China people without a job can be categorised into four groups—those displaced from SOEs (Xia Gang and Gong Ren); normal unemployed people; people waiting for employment; and rural surplus labour (Yu, 2000). Displaced workers are former SOE employees, without jobs but actively searching for new jobs. They still maintain labour relations with the SOE that originally employed them. In China, if a person still has labour relations with a SOE or other state work organisation, s/he can claim welfare from this work organisation, such as free medical care, a pension, and living expenses. This group of people emerged in the transitional period from the central planned economy to the market economy.

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