

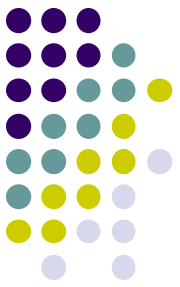
Working Between Confrontation and Harmony

--- Investigation of Employment Practices
of Chinese Enterprises in Africa

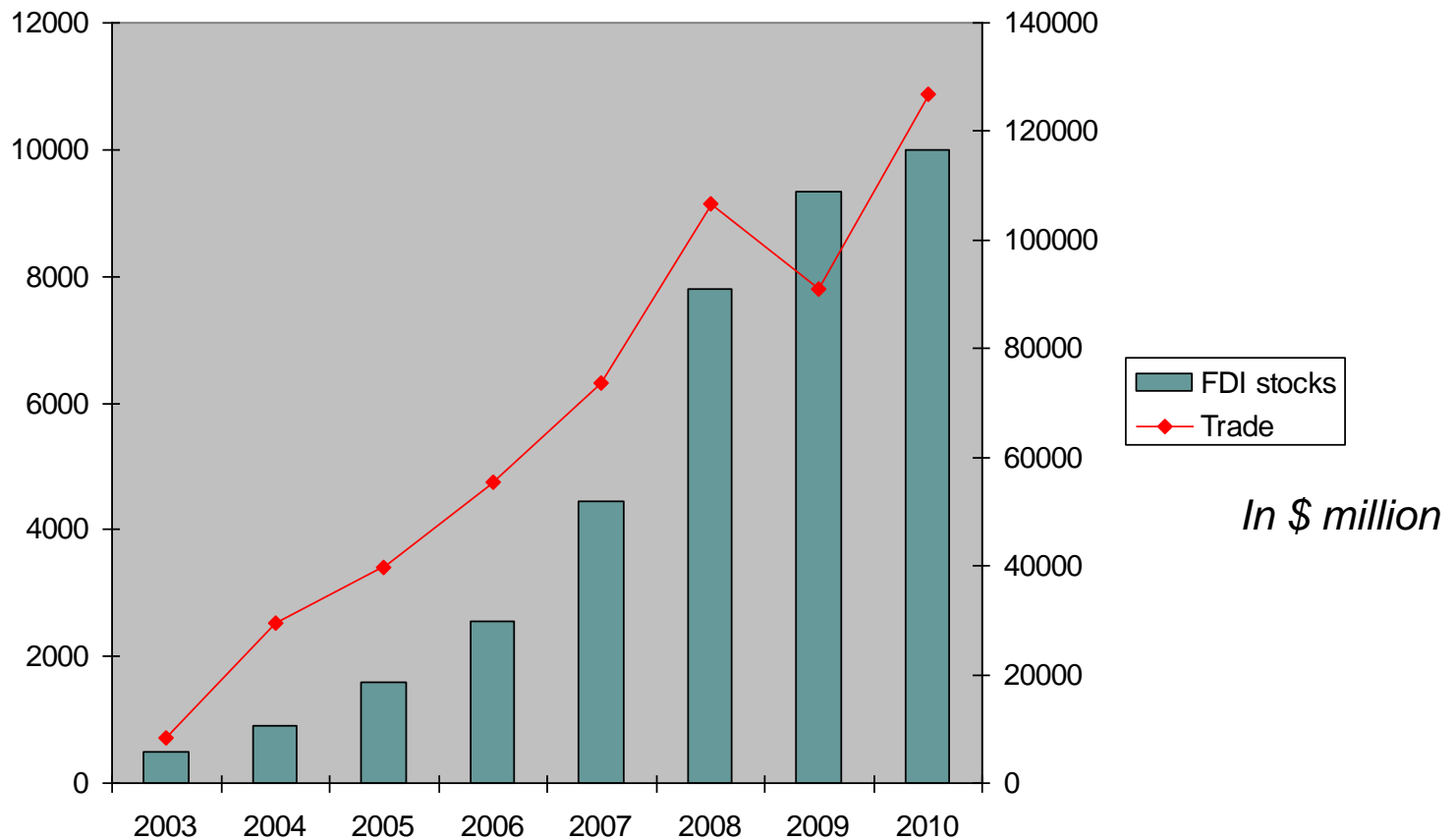
TANG, Xiaoyang
Tsinghua University



Background



- Rapid growth of Chinese economic activities in Africa

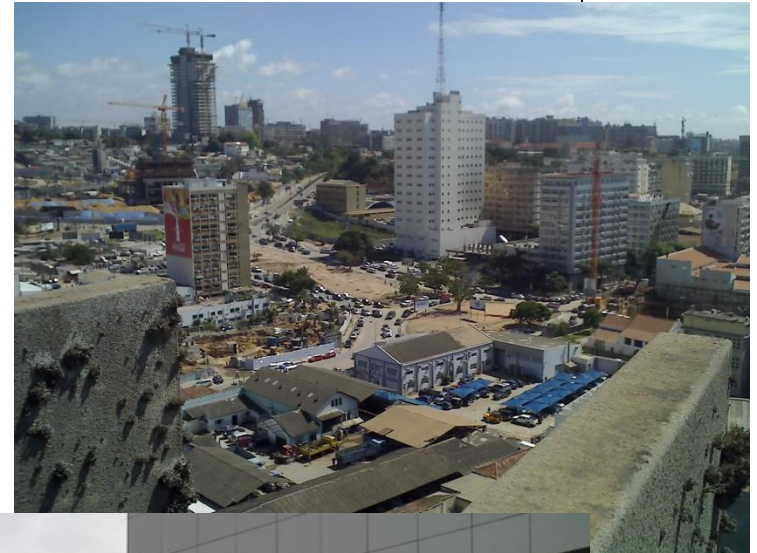


Source: MOFCOM of P.R.C.

Background



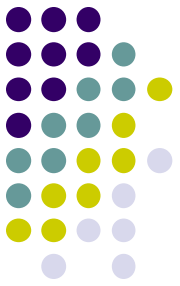
- Areas of Investment
 - Construction
 - Energy
 - Mining
 - Manufacturing
 - Telecom
 - Agriculture
 - Service



Employment

- Topics
 - *Influx of Chinese Workers?*
 - *Low Wages?*
 - *Poor working conditions?*

- *Hard work?*
- *Disciplines?*

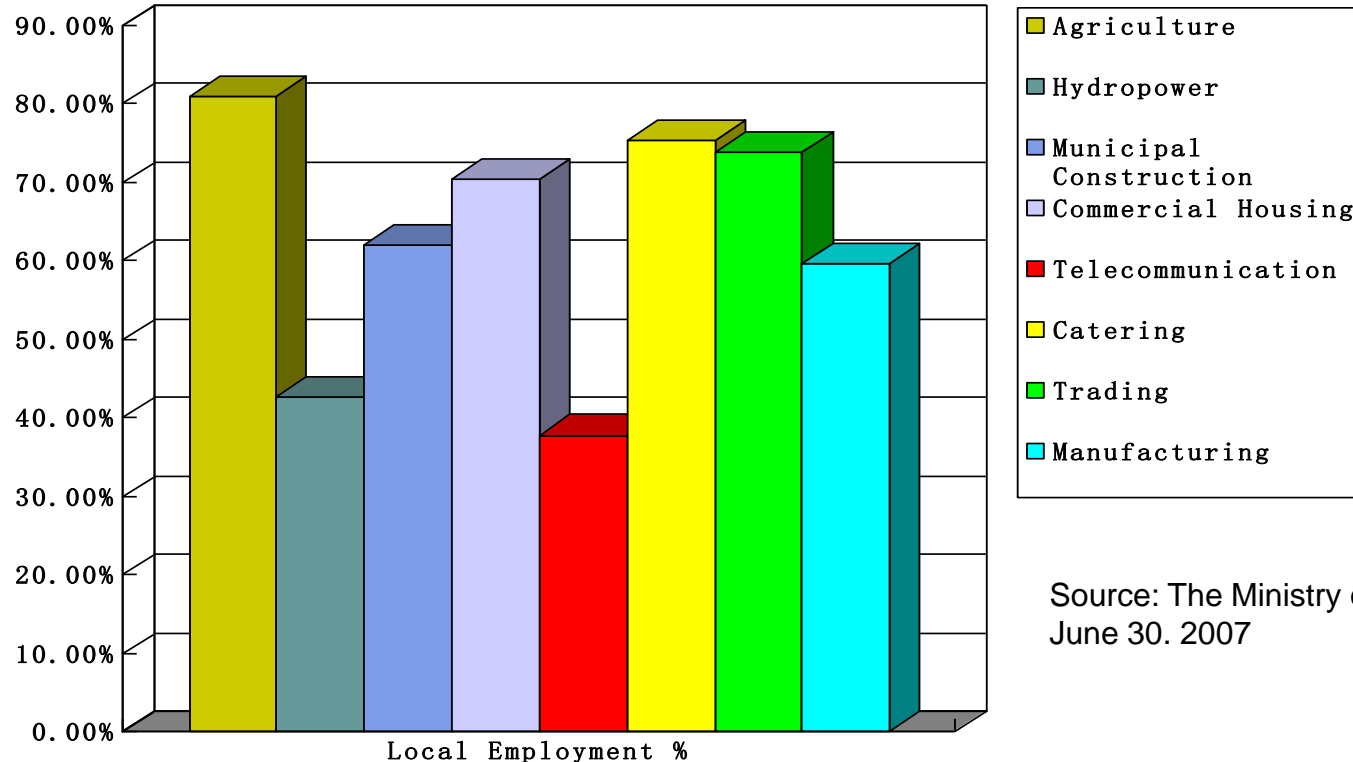


Influx of Chinese Workers?

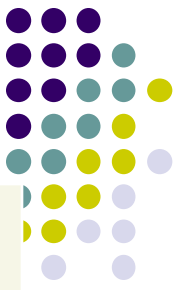


- State of Local Employment

- Various ratios of local worker by sectors

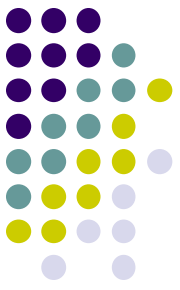


Source: The Ministry of Finance of Angola,
June 30, 2007



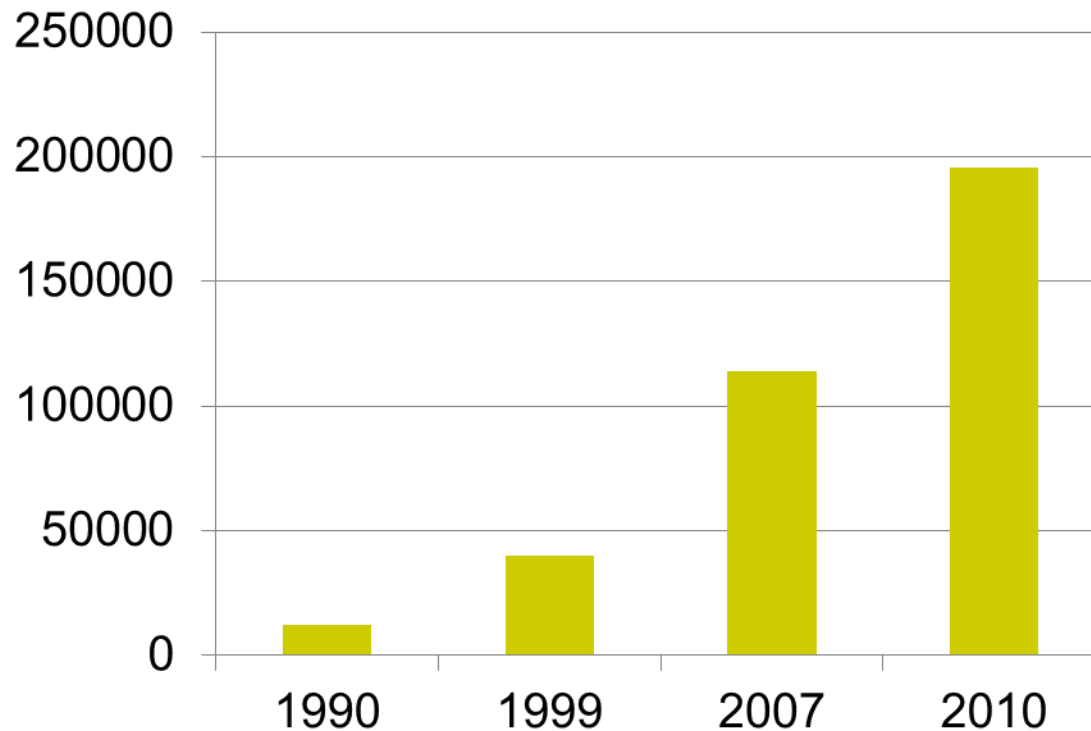
		No. of Tenant Com- panies (signed)	No. of Tenant Com - panies (in oper- ation)	Tenants: Approx. # of Chinese workers	Tenants: Approx. # of African Workers
Egypt TEDA		49	38	103	1102
Zambia Chambish		36	26	1372	7973
Nigeria Lekki		26	6	50	400
Mauritius Jinfei		n/a	0	n/a	n/a
Nigeria Ogun		34	7	177	1619
Ethiopia Eastern		12	6	300	1600

Source: Field research

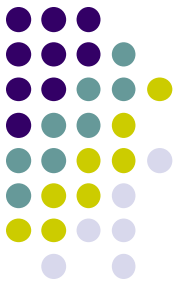


- a large number of Chinese workers have come to Africa recently.

Number of Chinese Workers in Africa



Source:MOFCOM



- employment of local workers is both encouraged by governments and motivated by economic calculation (reduce labor costs)
- early reliance on Chinese employees
- related to Chinese companies' labor intensive business models.
- short term need and long term trend

Low Wages?

- No clear unambiguous answer

Case study: two Chinese tanneries in Ethiopia



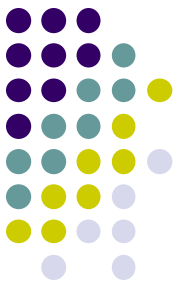
Low Wages?

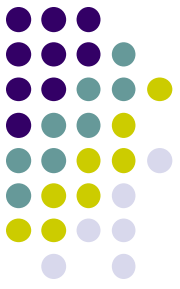


- Quick return vs. long term investment
- Low wages first and increasing pay incrementally
- Chinese perspective vs. African perspective?
- Employer perspective vs. employee perspective?

Poor working conditions?

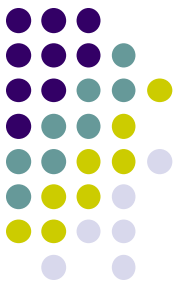
- Investment first and enjoyment later:
“eat bitterness” and African acceptance





- Divergent views on working and living conditions
 - e.g. labor protection and safety issues in mining
 - 3 accidents/week vs. 1 accident/month





Hard work?

- stereotypical perception of Chinese work ethics and African characteristics
- “the Chinese do not rest;”
“their work cannot be done by human beings;”
- “slow”, “inefficient”,
“backward,” or simply “lazy.”
- learn spirit of hard work





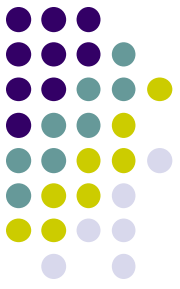
- Questions

What makes up hard work?

Overtime?

Heavy load?





Disciplined Organization?

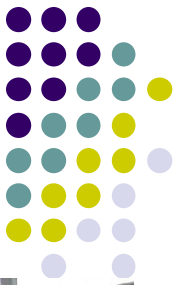
- Punctuality

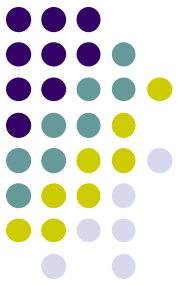
“Late arrival is delay, early arrival is waste, punctuality is integrity.”



● Authority and Paternalism

“100% cooperation, 100% understanding, 100% implementation and 100% obedience”





Conclusion

- Capitalist Logic

pursuit of profit, and forever *renewed* profit, by means of continuous, rational, capitalistic enterprise –Max Weber

Industrialization transforms traditional society

- Adaptation and Social Integration

capitalism with Chinese characteristics

vs. capitalism with African characteristics