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ANALYSIS AND REGULATION OF NON-STANDARD EMPLOYMENT IN CHINA

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Non-standard forms of employment have become a contemporary feature of labour markets around the world. Their overall importance has increased over the past years in both industrialized and developing countries, as their use has become more widespread across economic sectors and occupations. Non-standard employment includes part-time employment, temporary employment and one-call work, multy-party employment relationship, disguised employment and dependent self-employment [1, p.7].

For some, working in non-standard forms of employment is an explicit choice and has positive outcomes. However, for most workers, employment in NSE is associated with insecurity. Non-standard forms of employment can also pose challenges for enterprises, the overall performance of labour markets and economies as well as societies. Supporting decent work for all requires an in-depth understanding of non-standard forms of employment and its implications.

In China, non-standard employment is often referred to as 'informal employment'. The use of non-standard employment has long existed in China albeit on a much smaller scale until the late 1990s. Nonstandard employment has maintained a rapid development in all types of industries in China since the 1990s. Some scholars point that the scale of non-standard employment will be expanding and predict non-standard employment will make up half of the total employment in the next 10–15 years [2].

Although there are a lot of problems with non-standard employment, and it has some negative effect on employment, non-standard employment provides more employment opportunities and help balance work and family life. Therefore, we need to face the existing problems in non-standard employment, and make efforts to solve these problems.

REFERENCES

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