

The Emergence of China in Africa's Post-Colonial Human Resource Management: Discourse on Casualization in Chinese Operations in the Continent

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ABSTRACT

China's relationship with Africa in the past few decades have grown both in scale and visibility extending to investments, trade, high profile diplomacy and execution of contracts and deals leading to employment of Africans in Chinese enclaves in the continent. Chinese investments and overall operations in Africa being one of the praxis of global capital flow are underscored by the globalization logic of flexible labour regimes. This article examines the Chinese practice of employment casualization in certain countries in Africa with a view to the demonstration of the dehumanizing effects of this phenomenon and the African worker's struggle to abate it. Additionally, the study interrogates the factors orchestrating this practice by the Chinese operators and its attendant dynamics. The article concludes by adumbrating internationally dignifying human resource management practice in Chinese businesses in Africa that can curb this precipitous informal employment syndrome in Chinese labour relations with their African host.

Keyword: informal employment, labour relations, African worker, Chinese, dignifying.