Performance analysis of China's employment policy

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*Abstract:*With the increasing employment rate in China, is the current employment situation as bright as it appears, what is the quality of the occupations these employed people are engaged in, and what is the future of China's employment in the post epidemic era.This paper will focus on the performance of China's employment policy and related issues.

key word:Employment Rate,;Employment Policy

1. Introduction

Since the full liberalization of the two child policy in 2016, China's population growth has increased. Based on China's huge population base (which has reached 1.405 billion in 2019), with the arrival of the post epidemic era in China, employment is full of opportunities and challenges.In 2019, the number of China's labor force is 811.04 million, the number of employed people is 774.71 million, and the theoretical unemployment rate is 4.48%. In 2019, the urban registered unemployment rate is 3.62%, and the urban investigated unemployment rate is 5.2%. Theoretically, the survey of unemployment rate will make the unemployment data more real, so the actual number of unemployed people in China is slightly higher.We need to think about how policies can promote the employment of these unemployed people.

In addition, in the case of promoting the employment rate, policies need to promote the improvement of employment quality.At present, there are many zombie enterprises and many low-quality industries in China.With the announcement on matters related to the total ban on the import of solid waste to be issued on January 1, 2021, this extremely low quality industry will disappear in China.However, the low-quality industries such as imported foreign garbage and the "blood sucking insects" of the national economy such as Zombie enterprises are just the tip of the iceberg in China.This paper will focus on the performance of China's employment policy in dealing with these two aspects: employment rate and employment quality.

2. The concept of employment

China's definition of employment is to work in order to get paid after reaching a certain age. Although this definition is very accurate, it is not explained from a broader perspective. Here we need to elaborate my personal views on employment for the later analysis.

Human society is a system, which requires the vast majority of people to play a role in order to ensure the stability and development of the system. Employment means that people perform their duties in the system and maintain the operation of the system.Systems are ubiquitous, ranging from solar system systems to human body systems.It should be noted that such activities as war, crime and terrorism can be regarded as "improper employment". Therefore, it is necessary to let people establish correct values and provide acceptable jobs for the vast majority of people.

3. Employment and unemployment theory

Full employment is one of the four goals of macro economy.To promote the improvement of employment rate and employment quality is of the following significance

3.1Promote the development of national economy

National economy is usually measured by gross national product or national income. GDP calculated by expenditure method is GDP = C + I + G + (x-m), where C is the total consumption of a country, I is the total investment of a country (including depreciation), G is the government purchase of a country, and (x-m) is the difference between export and import, that is, net export.When the employment rate is low and the quality of employment is poor, the total income of the people will decrease, which will lead to the decrease of consumption.

According to experience, the lower the income, the higher the possibility of unemployment.This paper selects the relevant data of China's various regions in 2019. Due to the lack of data on private enterprises, only the total wages of employees from non private business units, the total population of corresponding cities and towns at the end of 2019 and the registered unemployment rate of cities and towns are selected.According to the ascending order of urban registered unemployment rate and the scatter diagram of the corresponding provincial average wage, a linear regression model (two lines in the figure) is established. The model verifies the relationship between income and unemployment rate: the lower the income, the higher the unemployment rate. The overall law is a concentrated reflection of individual law. Therefore, it actually reflects that the lower the personal income, the higher the possibility of unemploymentThe higher.

region	Total wages of Urban Non private sector employees (10000 yuan)	Total urban population at the end of the year (10000 people)	Average wage (reference value, 10000 yuan)	Urban registered unemployment rate (%)
Beijing	131932000	2154	16.6803	1.3
Tianjin	29259000	1562	9.6527	3.5
Hebei	41875000	7592	7.9421	3.1
Shanxi	30603000	3729	9.0929	2.7
Inner Mongolia	22570000	2540	8.2227	3.7
Liaoning	36660000	4352	9.8889	4.2
Jilin	20517000	2691	7.9303	3.1
Heilongjiang	24212000	3751	9.9654	3.5
Shanghai	107114000	2428	7.6479	3.6
Jiangsu Province	126792000	8070	7.9037	2
Zhejiang	97194000	5850	8.6559	2.5
Anhui	45211000	6366	6.9551	2.6
Fujian	51528000	3973	7.4316	3.5
Jiangxi	32849000	4666	7.3725	2.9
Shandong	86889000	10070	11.8118	3.3
Henan Province	63891000	9640	7.3607	3.2
Hubei	51303000	5927	7.2956	2.4
Hunan	43665000	6918	7.3813	2.7
Guangdong	205100000	11521	8.3298	2.3
Guangxi	30175000	4960	6.7268	2.6
Hainan	8325000	945	7.8361	2.3
Chongqing	32001000	3124	8.1446	2.6

Sichuan	64928000	8375	8.3367	3.3
Guizhou	26358000	3623	8.6586	3.1
Yunnan	31385000	4858	6.8416	3.3
Tibet	5286000	351	8.1814	2.9
Shaanxi	38890000	3876	10.8002	3.2
Gansu Province	18532000	2647	14.9377	3
Qinghai	6065000	608	8.0563	2.2
Ningxia	5883000	695	8.3947	3.7
Xinjiang	25968000	2523	7.2891	2.1

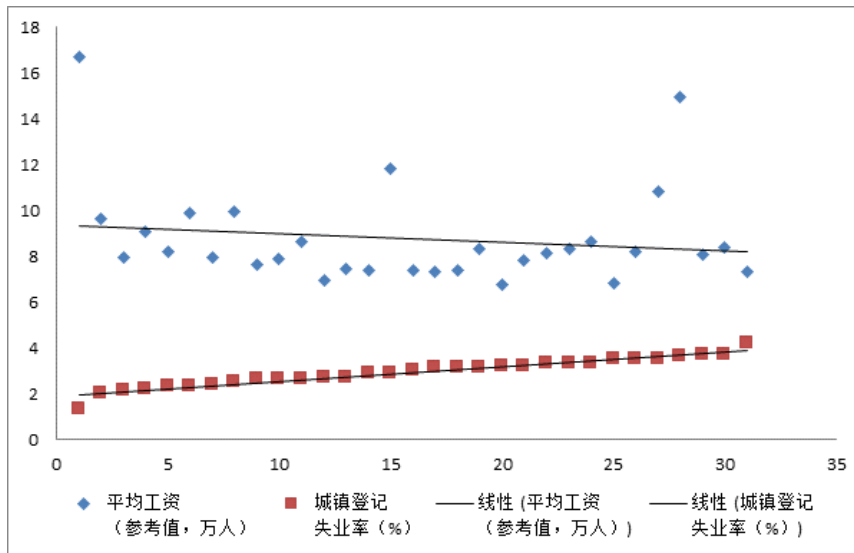Table 1 data source: China Statistical Yearbook, 2019

Table 2 from left to right: Beijing, Jiangsu, Xinjiang, Qinghai, Hainan, Guangdong, Hubei, Zhejiang, Guangxi, Anhui, Chongqing, Shanxi, Hunan, Jiangxi, Tibet, Gansu, Hebei, Jilin, Guizhou, Henan, Shaanxi, Shandong, Sichuan, Yunnan, Heilongjiang, Fujian, Tianjin, Shanghai, inner Mongolia, Ningxia, Liaoning

Just like cells with aging, pathological changes, structural abnormalities and low functions, low-income people have low income because of various reasons that they lack the ability to create beneficial products. Society can only give limited returns to these people, just as the human body only transports a small amount of nutrients to these cells, resulting in their wages lower than the average wageThe lack of ability makes them more likely to be eliminated by the society and unable to find a job.According to Keynes, people with low income have higher propensity to consume than people with high income.Therefore, the increase in unemployment is generally due to the increase in the number of low-income people who are unemployed, which will lead to more decline in the overall consumption of society.

Similarly, the decrease of total income will also lead to the decrease of investment. According to the multiplier effect of investment, these reduced investments will lead to more decrease of national income than themselves, that

is, the change of national income $\Delta y = \Delta I + C\Delta I + C^2\Delta I + \ldots + C^{n-1}\Delta I = \Delta I(1 + c + C^2 + \cdots + C^{n-1}) = \frac{1}{1-c}\Delta^{[1]} I$, where

C is marginal propensity to consume.Similarly, the reduction of total income will directly lead to the reduction of tax revenue, and the reduction of tax revenue will also lead to the reduction of more people to lower tax paying units.In order to balance the government's revenue and expenditure, the government's purchase will be reduced, followed by the multiplier effect of tax$K_t = \frac{-c}{1-c\,(1-t)}$[2](where t is the marginal tax rate) brings more reduction in national

income.Under the theory of three sector national accounts, low employment rate and poor employment quality will slow down the growth of the national economy and increase the government's burden; on the contrary, promoting employment and improving the quality of employment will promote the development of the national economy and reduce the government's burden.

3.2 Promoting social harmony and stability

Unemployment is not only an economic problem, but also a political problem.Unemployment and long-term low-quality work are painful for the people concerned. They will produce self doubt, easily lead to anxiety, depression, mania and other psychological problems in the loss of self-worth, and then have a negative impact on the family, and finally affect the society, which is easy to cause social unrest.The government is the maintainer of social order, so it is necessary to solve the unemployment problem.Stabilizing employment and improving the quality of employment is a key to stabilizing society.

4. Performance analysis of China's major employment policies (subject analysis)

4.1 For the labor force with less than university education and age

In the society, it is difficult for such people to get employment. In China, there are various employment service systems to help such people get employment through employment introduction, information consultation, guidance service and vocational training.Most of them are doing the most difficult work in the society.As for the employment policy in the poverty alleviation policy, it is mainly to develop industries and promote employment, which can promote employment of a certain scale; for individuals, local governments will adjust measures to local conditions, or develop family industries, with remarkable effect.

However, there are a large number of unemployed and semi unemployed recessive unemployed people in China. These people do not meet the standard of poverty policy support, but their life is no different from that of the poor people. China's employment policy for these people is not comprehensive, positive and practical.
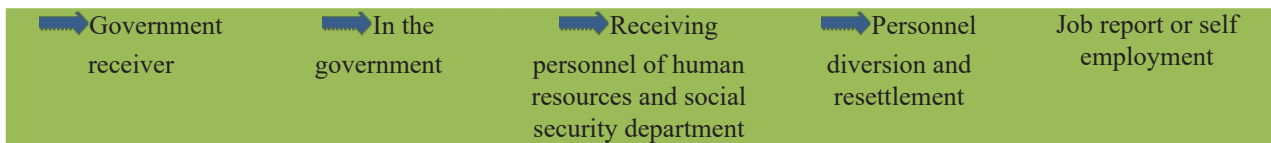
4.2 For College Students

Employment policy: encourage college students to choose their own jobs and actively start their own businesses. Local governments will also have specific plans, policies and employment service agencies.As the most active labor force in the society, college students have a strong ability of self employment, and the current employment market in China is developing rapidly. The state guides college students to establish a correct concept of employment, career choice and entrepreneurship, and encourages them to start from the basic work practically, so that most college students can obtain employment effectively.

However, there is no obvious employment policy for college students with narrow professional employment field, limited personal ability and limited resources.Due to the difficulty of employment and long-term unemployment, this part of College Students' preference for high-quality jobs (which will be explained in Section 5) will decline, and they will have to turn to those jobs with lower wages, higher labor intensity and "no face".Otherwise, they will continue to lose their jobs.

4.3 For veterans

The main policy is the resettlement of veterans. The law of the people's Republic of China on the security of veterans will be implemented on January 1, 2021, which will undoubtedly promote the employment of veterans.At present, the operation process of the placement of retired soldiers is as follows:

Government receiver	In the government	Receiving personnel of human resources and social security department	Personnel diversion and resettlement	Job report or self employment

lem needs to be improved.

5. An analysis of the causes of unemployment and the relative performance of reemployment policy

People have been studying the causes of unemployment for a long time.Unemployment is commonly divided into frictional unemployment, structural unemployment, cyclical unemployment and technical unemployment.

5.1 Frictional unemployment and relative reemployment policy performance analysis

It refers to the unemployment in the process of the normal flow of workers, which is affected by the system, social culture, labor structure and other factors. In today's China, the network is extremely developed, and the information is very open, the frictional unemployed are easier to find a job.

However, some frictional unemployment in China is particularly serious in the world: for example, people choose to give up a job because they think that a job will appear to be low status, low salary, poor development prospects, or because the society has prejudice against the job.By analogy with Keynes's theory of "preference", people who give up this job just because it can't meet their various "needs", that is, it doesn't conform to their own preferences. Therefore, this special unemployment in frictional unemployment can be attributed to "preference unemployment".In China, the labor force of this kind of "preference unemployment" [3]is huge.

5.2 Structural unemployment and relative reemployment policy performance analysis

It refers to the unemployment caused by the mismatch of labor supply in terms of occupation, skill, industry and regional distribution.A small part of this kind of unemployment can be reemployed quickly, and some can be reemployed through self skill improvement, job transfer or migration. The remaining part is really difficult to get employment. At this time, government intervention is needed to promote it.The government departments are mainly responsible for helping frictional unemployment and structural unemployment. China has established the unemployment subsidy system and implemented the unemployment insurance policy, but the reemployment policy is still the old centralized unemployment training, which has little effect. The Baidu search entry even recommends "can you get the unemployment subsidy if you don't participate in the unemployment training?".

5.3 Technical unemployment and relative reemployment policy performance analysis

Since the industrial revolution, technical unemployment has come quietly, and the hidden unemployment caused by it may have become the main reason for unemployment.Since the advent of Josiah Wedgwood's assembly line technology, the rapid progress of social mass production has promoted the globalization and regional cooperation, and many industries and fields have sprung up.This explains why, with the development of technology, China's unemployment rate has increased instead of decreasing, because the number of new jobs provided by the development of socialized mass production brought by technology exceeds the reduction of labor demand from the original jobs.

Nevertheless, we can't ignore the impact of the panic of "machines replacing people" on ourselves.In modern society, there are many jobs in China that almost do not need human power, such as container transportation in ports, automatic operation of oil wells, etc.; in most fields, automation equipment and artificial intelligence have been involved, and even in the home, the number of robots is increasing.This will lead to a pessimistic attitude towards the future employment prospects and an aversion to the increasing employment pressure.No one can predict the impact of labor-saving and intelligent machines on means of livelihood and work in the future, but this narrative communication itself may amplify the economic prosperity and recession and public policy. For example, the narrative communication about artificial intelligence and machine learning replacing human wisdom and abandoning skilled workers causes the

instability of expenditure and entrepreneurial model.

6. Solutions to the existing problems of employment policy

There are still some problems to be solved in the current vocational training in China: first, the phenomenon of fraud in employment training is serious; second, it pays attention to the form rather than the effect; third, it is too broad and not specific; fourth, it only pays attention to the quantity of employment but not the quality of employment.This has something to do with the malpractice of the way of performance evaluation. "Face project" has always been a pain point in China's government affairs, especially in the assessment of unemployment assistance - the training object is not the real unemployed, the training process is process oriented, the training significance does not exist at all, and the training quantity is more important than the training quality.It's a waste of resources and time.

In this regard, we can learn from the idea of "targeted poverty alleviation" and establish a more detailed employment training system, which varies from time to time and from person to person.Specific improvement methods can be different, the most important thing is to improve the assessment method: change the assessment process into the assessment results - to assess the employment and reemployment of the unemployed, combined with investigation, then the actual effect will be greatly improved.

7. How to change China's employment policy in the post epidemic Era

After the previous analysis and summary, combined with the background of today's era, the following three change directions are sorted out:

7.1 Stabilize employment and introduce more active and comprehensive employment policies

As the substitution of technology and capital for labor is more and more obvious, the government should pay more attention to the role of non-public economy in absorbing employment, ensure the global supply chain enterprises to return to work and production, and support the development of the tertiary industry. Some macro employment policies need to give way to micro employment policies, and employment policies need to reflect pertinence.

7.2 Improve the quality of employment and increase the institutional guarantee after employment

We should pay attention to the quality of employment, just as China's economic development policy has changed from focusing on weight to focusing on quality.Since the high-quality jobs are limited and the social effective demand is limited, it is also the fundamental way to alleviate the employment problem to accelerate the development of productivity, accelerate technological progress, and bring about the increase in the number of jobs and the expansion of social demand.[4] However, it has been stated that this measure is not the scope of employment policy.However, it is the catalyst for the employment policy to play its role. Only economic development can bring about a decline in the difficulty of employment.

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