

# EMPLOYMENT PLAN 2014

CHINA



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## 1. Employment and labor market outlook

In the year 2013, China, adhering to the guideline of making progress while maintaining stability, coordinated the work of stabilizing growth, readjusting structure and promoting reforms, sustained stable and sound economic development. The GDP reached 56.9 trillion RMB, a year-on-year increase of 7.7%.

Last year the Chinese government fully implemented the pro-employment strategy and more active employment policies, expanding employment channels, strengthening employment services and vocational training, supporting through multiple ways business start-ups, providing incentives for enterprises to continue employing and avoid making their existing jobs redundant, thus keeping employment situation stable. Last year 13.1 million job seekers found employment, setting a new record; the registered urban unemployment rate at the yearend was 4.05%, on a par with the previous year; the number of employed college graduates increased; the reemployment of urban unemployed totaled 5.66 million and employment of hard-to-place people totaled 1.8 million, the annual employment targets were successfully met; the scale of the rural laborers transferring to non-rural employment continued to increase.

In 2014 China still faces complicated situation. Economy slows down, and there exists multiple unstable and uncertain factors especially the significant downward pressure on economy, all of which will have impacts on employment expansion. The major economic and social development targets for 2014 are: GDP growth around 7.5%, consumer price rise around 3.5%, urban newly increased employment over 10 million, urban registered unemployment rate kept under 4.6%, and the basic balance of international payment.

	GDP growth		Per capita GDP (RMB, Yuan)		Urban newly increased employment (10,000 persons)		Employment and population ratio	
	China	9.6%	7.7%	23708		1113	1310	56.9%
G20 average	1.4%	1.9%	\$25,339	\$26,243			57.7%	57.1%
	Urban registered unemployment rate							
China	4.2%	4.05%						
G20 average	6.3%	6.1%						

Note : 1. G20 average is calculated by the G20 presidency Australia and international organizations.

2. G20 average refers to unemployment rate.

Urban newly increased employment	Urban registered unemployment rate		
Over 10 million	Within 4.6%		

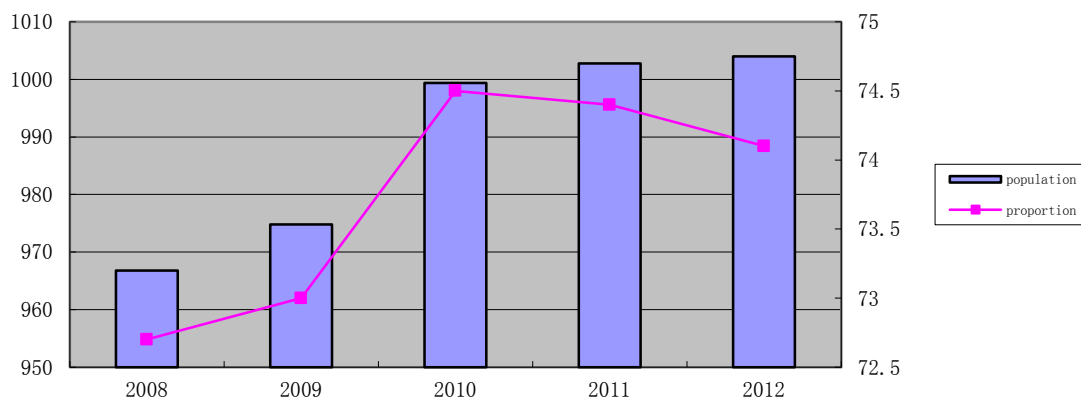
## 2. The employment challenge for China

For a period from the current to the near future, the tension between China's aggregate labor supply and demand coexists with employment structural contradictions, and the latter has become ever more evident; the task of youth employment, especially for college graduates poses tough challenge; rural labors need to be transferred to other employment, urban unemployed especially people with employment difficulties have more obstacles in finding jobs. In the meantime, the changing of economic development mode, economic restructuring, the phase-off of overcapacity will put new pressure on employment. These tensions and challenges are intertwined; the employment work in China continues facing serious situation.

### CHALLENGE: LABOR FORCE SUPPLY-DEMAND IMBALANCE PERSIST FOR A LONG TIME

From the supply side, the number of working age population (aged 16 to 59) has declined continually. Yet the labor force supply especially the new labor force supply is still in its peak period. In 2013 the working age population in China stood at 920 million, the new labor force to be employed in urban areas in the next few years will still total as high as 16 million on annual basis. In addition, as the urbanization accelerates, large number of rural surplus labor need to be transferred to new employment. From the demand side, although the Chinese economy keeps steady growth, the downward pressure remains significant, the restructuring task is arduous, there is great pressure in maintaining the current job scale and further expanding employment, and the employment aggregate tensions will persist for a long time.

**Figure 1. Changes of population aged 15-64**  
(Unit : 10,000 persons, proportion to total population)



Source : [www.stats.gov.cn](http://www.stats.gov.cn)

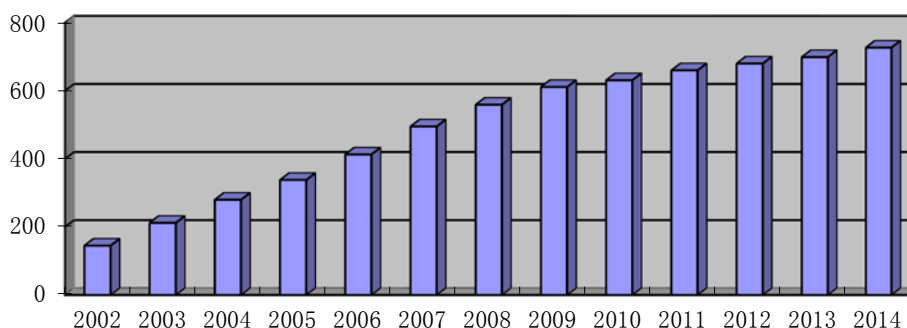
## CHALLENGE: EMPLOYMENT STRUCTURAL TENSIONS MORE EVIDENT

In today's Chinese labor market, there is significant difficulty to recruit frontline workers as well as serious shortage in skill workers, and in the meantime, there is a tough task of employment of college graduates and urban hard-to-place people. The structural contradiction, therefore, is quite pronounced. In recent years the industrial transformation and upgrade as well as enterprise technology progress have boosted the strong demand for skill workers, the skill worker vacancy to applicant ratio<sup>1</sup> has gone so far as to above 1.5:1, and the ratio related to senior technician even reaches 2:1. Due to the compound effects of the changing demands of industries and the changing in labor supply, lacking technicians and skill workers, already a problem, will become even more serious. Furthermore, industrial transformation and upgrading accelerate, the constraint of resources and environment will become more evident, as some outdated productivity should be phased off, some overcapacity needs to be resolved, and some workers are faced with the prospect of job transfer and reemployment.

## CHALLENGE: EMPLOYMENT FOR COLLEGE GRADUATES MORE ARDUOUS

In recent years the college graduates has kept growing rapidly, reaching 7.27 million in 2014, with a year-on-year rise of 280,000 people. From the demand side, however, the high-end job creation as result of the technological transformation and upgrading could not keep pace with the graduates' growth. Vacant posts suitable to graduates are in short supply. The structural contradiction such as the mismatch between graduates' education structure, their employment perception and market demand is prevalent. The institutional barriers that hinder the mobility of graduates still persist. Furthermore, in the process of industrial transformation and upgrading, what the industry and job markets need will see accelerating adjustment, which will present challenge to the reform to make education adapted to market demand.

Figure 2. College graduates aggregate since 2001 (Unit: 10,000 persons)



Source : Compiled with relevant data from the Ministry of Education

<sup>1</sup> Ratio of job vacancy to applicants refers to the number of employees in demand to the number of applicants; it shows the job vacancies corresponding to each applicant in the market. For example, 0.8 means 10 applicants compete for 8 posts.

### 3. Current policy measures and new commitments

#### (1) MACROECONOMIC MEASURES

Additional efforts are made to improve the effectiveness of the fiscal, taxation, financial, investment and trade policies in order to cultivate new employment growing areas in the course of promoting sustained and healthy economic development.

##### Macroeconomic policies

- The Chinese government implemented pro-employment strategy, established a mechanism linking economic development with employment expansion. The central government requests the various levels of governments that, in formulating economy plan and making major readjustment to industrial structure and layout, they should take employment promotion as the primary objective for social and economic development, set up a long-term mechanism under which the economic development, industrial restructuring and employment expansion reinforcing one and another. It further requests that take stabilizing growth and ensuring employment as bottom-line indicators to determine if the economic performance is within a rational range, which means realizing full employment would be a key factor to be taken into account when target of economic development is to be determined. In 2014 when the Chinese government set its economic growth rate, Premier Li Keqiang pointed out, “we have set this year’s (2014) GDP growth target at around 7.5%, what we have on our minds is to ensure employment, improve people’s live and increase the income of urban and rural residents. So, what we care more about is the livelihood of people behind GDP growth figure and employment behind the GDP growth. Without job, there will be no source of income, and it will impossible to create social wealth. The GDP growth should ensure relatively full employment and needs to help to increase people’s income.”

##### Industrial development, finance and administration policy measures

- The Chinese government has made strenuous efforts in developing the tertiary industry, creating more jobs in service industry, and increasing the employment proportion of service industry in the whole of the employment structure. It is the shared conviction that expanding service sector at higher speed is a major task for advancing economic structure readjustment, industry structure optimization and upgrade, an effective means adaptable to the new situation of opening-up and improving overall national strength, and also a response to the inherent requirement of promoting employment and meeting the rising material and cultural needs of the general public. In 2013 the Chinese government issued policy documents to support the development of service sectors. The policy measures include developing the senior services, encouraging information consumption to stimulate domestic demand, promoting integrated development of cultural and creative industries and other relevant industries. In 2013 tertiary industry employed a total of 296.36 million people, representing 38.5% of the total employment, and has kept growing for 3 consecutive years.
- The Chinese government has been actively promoting the development of small and medium sized enterprises; it pays particular attention to the healthy development of small and micro business. As the government believes that small and micro business plays an indispensable role in increasing employment, promoting economic growth and scientific innovation, and is of strategic significance for national economy and social development. The Chinese government has come up with a series of supportive policies that have achieved sound results. In 2012 the State Council issued documents to support the healthy development of small and micro business from various aspects such as finance, taxation, funding, innovative development, market exploration, human resources development. In the meantime, different departments have implemented relevant supportive policies providing support to small and micro business. For instance, People’s Bank of China has guided financial institutions to increase the credit to small and micro business. By the end of 2013 the loan balance of small and micro business totaled 13.2 trillion RMB, a year-on-year increase of 14.2%. The industrial and commerce departments have



actively widened channels for guarantee for financing small and micro business by making chattel mortgage and equity pledge applicable to small and micro business.

- The Chinese government launched administrative reforms, further streamlining administration and delegating power to local government in order to release the dividends of reform. In 2013 the Chinese government cancelled and delegated 416 administrative approval items, called off and waived 348 administrative charges, which resulted in reducing the burden worth of 150 billion RMB for enterprises. In 2014 the Chinese government will cancel and delegate additional 200 plus administrative approval items. Meanwhile the government has launched registered capital registration system reform to loosen the control of market entity access, lower access threshold, improve business environment and promote the rapid development of market entities. Since the implementation of this reform there are 4.4 million newly registered market entities, rising 20.48% year-on-year, which contributed significantly to promoting the entrepreneurship and employment.

## (2) LABOR MARKET AND SOCIAL PROTECTION

### Labor market management

- The Chinese government has been pushing for enterprise wage distribution system reform. The government introduced minimum wage system, wage collective consultation system and wage distribution macro guidance system. These efforts aim to increase the low-income employees' wage level through implementation and promotion of steady growth of enterprise employee wages along with economic development. In 2013 a total of 27 provinces/autonomous regions/municipalities raised minimum wage with an average margin of 17%; 1.555 million effective collective contracts were concluded, covering 3.146 million enterprises and 157 million employees. The government strengthened regular law-enforcement inspection and targeted inspection on enterprise wage payment, and took measures to improve the enterprise wage payment guarantee system. The government encouraged employing units to conclude and follow labor contract with laborers, continued to improve labor standard system and promoted implementation of paid annual leave.

### Social protection

- The Chinese government stepped up efforts to combine the non-working urban resident's basic old-age insurance and the rural resident basic old-age insurance into an integrated system. A similar initiative has been taken to integrate the urban resident basic medical insurance system and new rural cooperative medical program. These initiatives are taken to making the systems between urban and rural more equitable and more economical utilization of administration resources. Social insurance coverage has been expanding gradually. By the end of 2013 urban employee old-age insurance participants totaled 322 million, urban-rural residents old-age insurance participants totaled nearly 500 million, a total of 218 million people are drawing pension; urban-rural basic medical insurance participants totaled 1.3 billion, which means that China basically achieved universal coverage of its population in term of medical insurance. China adheres to the combined model of social pooling with individual accounts, and has established social security benefits setting mechanism as well as regular adjusting mechanism, taking into account of the needs of different groups of people, in order to achieve sustained, orderly and rational growth on the basis of economic development. The Chinese government also explored more channels for financing social security funds, the government will accelerate the establishment of social insurance funds investment and operation system in order to ensure the value preservation and appreciation of social security funds and ensure that payment is made to beneficiaries and the safety of the fund. China will further improve the performance of social security administration agencies, introduce a national social security card across the countries, and establish a social security service system more convenient for the people and more efficient

## More active employment policies

- China has adopted policies to support business start-up. **First**, certain categories of people, when they get self-employed, are entitled for up to 8000 RMB per household per annual within 3 years tax reduction in term of business tax, urban maintenance and construction tax, education surcharges, local education surcharges and individual income tax. The eligible people are those who are registered unemployed for over half a year in the public employment service agencies, those from zero-member employed families, the registered working-age unemployed members of a family receiving urban residents' minimum living allowances (social welfare), students graduate from college for less than one year. **Second**, registered unemployed, disabled persons, veterans and normal college graduates leaving school no more than 2 years, when they get self-employed, they will be exempt from administration, registration, certificate and other administrative fees. **Third**, registered unemployed, demobilized officers and veterans, college graduates, hard-to-place people, when they start up their own business, they will be granted small guaranteed loan ranging from 50,000 to 100,000 RMB and corresponding finance discount. For those with partnership the loan could be increased.
- Policy measure to encourage enterprises to absorb employment. **First**, taxation reduction and exemption. Certain categories of enterprises meeting certain conditions are entitled to exemption from business tax, urban maintenance and construction tax, education surcharges, local education surcharges and individual income tax within certain quotas at certain period. That is to say, commerce and trade enterprises, service enterprises, small manufacturing enterprises in the employment service enterprises, small manufacturing enterprise in sub-district and communities that employ people to their vacant posts such as laid-off workers of SOEs, workers to be placed due to shut-down and bankruptcy of SOEs, laid-off workers of collective enterprises owned by factories, other urban registered unemployed people receiving minimum living allowances and being unemployed for at least 1 year, and that these enterprises conclude labor contracts with over 1 year term and have made social insurance contributions. **Second**, social security subsidy. Enterprises that employ hard-to-place people under a labor contract and make social insurance contributions for the people to social security funds, are entitled to social insurance subsidy for certain period. Small and micro businesses that recruit college graduates in their graduation year under a labor contract and make social insurance contributions for the people to social security funds, are entitled to 1 year social insurance subsidy. **Third**, micro guaranteed loan. Labor intensive small enterprises with the number of eligible persons recruited reaching over 30% of the their total employee, are eligible to loan up to 2 million, RMB with discount interest and commission subsidy. **Fourth**, vocational training subsidy. Enterprises that recruit urban registered unemployed, rural migrant workers, college graduates in their graduation year, middle school graduates who discontinue study under a labor contract with over 6 months and that conduct pre-job employment skill training within 6 months as of the conclusion of contract, are eligible for fixed amount of vocational training subsidy
- Policy measure to support hard-to-place people. **First**, the hard-to-place people meeting the job descriptions have priority to public welfare posts developed by governments; and the government will as per these people's social security contribution condition, provide subsidy for their basic old-age insurance, basic medical insurance and unemployment insurance as well as proper post subsidy during the period when the hard-to-place people work on these posts. **Second**, Enterprises that recruit hard-to-place people under a labor contract and that make social insurance contributions to social security funds, are eligible for subsidy for basic old-age insurance, basic medical insurance and unemployment insurance contributions within certain period. **Third**, hard-to-place people that find employment in flexible form and that they register with public employment service as employed and make social insurance contributions, are eligible for certain amount of social insurance subsidy.
- Policy measures to strengthen public employment service. **First**, the Chinese government takes measures to strengthen public employment service system, focusing on providing equal access to public employment services for both the urban and rural people, and free employment services to laborers. **Second**, government agencies purchase the service of occupational intermediaries, and encourage them to carry out employment services through job referral subsidy. **Third**, Further efforts are made to deepen human resources market system reform, with an aim to break down the urban-rural and local segmentation, put the human resource market in order, conduct regular campaign against irregularities in human resources markets and ensure job application, recruitment by employing units and employment agency practice follow the rules and regulations. Meanwhile the



government has stepped up labor inspection and law enforcement in order to safeguard the legitimate interests of urban and rural laborers.

- Policy measures to strengthen vocational skill training. Vocational training subsidy is provided to the unemployed, rural migrant workers, college graduates in their graduation year and middle school graduates upon graduation who discontinue study. These four types of people who successfully complete vocational training or business startup training, and acquire vocational qualification certificate above the primary level after passing vocational testing, will receive one-time vocational skill testing subsidy. Certain middle school graduates upon graduation, who discontinue national education, are eligible for living expense subsidy when they attend labor reserve training. The eligible trainees are those from rural areas or from families receiving urban residents' minimum living allowances
- Policy measure to increase employment funds. In implementing the active employment policies, the Chinese government has established employment funds by dedicating public finance. Through subsidy provision, services purchase and other methods, the employment fund supports and helps urban-rural laborers to get employed or start up their own business, finance public employment services and public training, and support the employing units to take part in employment work. Since its founding, the employment fund has continually expanded its disbursement scale. From 2003 to 2013 governments at all levels rendered employment aid totaling 531.8 billion RMB, providing solid foundation to the full implementation of active employment policy and employment work.
- Policy measures to address unemployment. **First**, the government has made improvements on employment and unemployment registration administration methods; it improves surveyed urban unemployment rate statistics collecting. **Second**, the government improved unemployment monitoring system to monitor changes in enterprise post supply. **Third**, the government is piloting unemployment early-warning system focusing early warning and prediction in order to provide basis for targeted policy measures. **Fourth**, the government has improved unemployment insurance system. It is better positioned to take proactive prevention measures to address unemployment risks arising from restructuring, major disaster and crisis. It has developed contingency plans with concrete measures to help stabilize employment and keep unemployment well within the tolerance level of the society. **Fifth**, a set of measures are in place to encourage enterprises to shoulder social responsibility of stabilizing employment, and to regulate large-scale downsizing of enterprises.
- Policy measure to promote synergy of social security and employment promotion policies. **First**, a mechanism that links employment with social security is established. Under this mechanism, appropriate levels of unemployment insurance and urban residents' minimum living allowance are established to make minimum wage level, unemployment insurance benefits level, and urban residents' minimum living allowance level distinctive and reflective of their sufficient differences. In the meantime, conditions and procedure for claiming unemployment insurance benefits, urban residents' minimum living allowance are to be followed strictly, linking the claim conditions with acceptance to job referral, vocational training and participating public welfare work in order to gradually form the pro-employment policy environment. **Second**, efforts have been made to make social insurance account transfer possible, and there are several issues to address the social insurance account left by the laid-off workers and the one resumed by those workers get re-employed, the coordination between urban-rural social insurances.

### Policies targeted at the labor market vulnerable

- Employment of college graduates. The Chinese identifies the college graduates as the priority group for its employment work, and formulate and implement a series of policy measures to promote the employment and business start-up for college graduates. **First**, college graduates could enjoy relevant policies in the active employment policy, in term of entrepreneurship, enterprise absorbing employment, public employment services, and vocational skill training. **Second**, incentives are given to college graduates who get employed in urban-rural grassroots as well as in central and western China. College graduates who get employed and serve for certain service period in rural grassroots units under the county level in central and western China or in poverty-stricken and remote regions, will have portion or whole of their liable tuition and student loan write off in consistence with certain regulations. College graduates who engage in social work and public services in rural grassroots and

urban communities, when eligible for public welfare posts, are entitled to social insurance subsidy and public welfare post subsidy. **Third**, college graduates unemployed upon graduation could apply for employment practice. Such practice normally lasts for 3 to 12 months, college graduates who participate in the employment practice will receive basic living subsidy provided by local governments and practice units. Those practice units shall buy life accident insurance for these people. **Fourth**, one-time application subsidy will be offered to college graduates in their graduation year with families receiving urban-rural minimum living allowances. **Fifth**, “employment promotion plan for the unemployed college graduates” is dedicated to unemployed college graduates with employment intention. They will be provided with public employment service, have access to a set of integrated policy measures and services such as real name registration, job guidance, vacancy information disclosure, entrepreneur service, employment pair-up assistance, employment practice, vocational training. According to this plan, every unemployed college graduate could get employed or attend job-ready activities by the year-end of their graduation year.

- The rural surplus labor employment. In response to the rapid urbanization, the government has given greater attention to the development of small towns, county economy, township enterprises and non-agricultural industry, so as to provide greater production and employment channels for rural surplus labors to achieve employment in their local places or nearby places. Business startup policy measures are introduced to support the rural migrant workers to get back to their hometown and start up their own business. Measures are taken to eliminate the system barriers against job mobility, create sound policy environment. Efforts are made to further improve the working mechanism of vocational training, employment services and labor rights protection so as to help the rural surplus labor to seek jobs in urban areas and stabilize their work. Measures are taken in line with local conditions and in a phased manner to offer urban resident status to the whole family of rural migrant workers who have stable labor relations and who reside in urban areas up to certain time period.
- Measures to combat employment discrimination and promote equal employment. Employment equity is the prerequisite of protecting the rights of laborers and promoting their development. The Chinese government opposes any form of employment discrimination. *The Labor Law*, *the Employment Promotion Law* and other relevant laws have made specific provisions in this aspect. *The Employment Promotion Law* which was promulgated in 2008, in particular, has one dedicated chapter for equal employment, The chapter makes clear provision that governments at all levels should create environment for equal employment and eliminate employment discrimination. *The law* establishes relevant principles and system, code of conduct for employing units and job agencies. It specifies the legal relief channels for laborers who have grievances in term of employment discrimination. The 3<sup>rd</sup> Plenary Session of the 18<sup>th</sup> CPC Central Committee put forward that recruitment and employment system would be properly regulated, in order to eliminate urban-rural, industry, status, sex or any other systematic barriers to equal employment and employment discrimination due to urban-rural status, industry, sex, etc. To implement these laws and decisions, departments concerned have come up with a series of policies facilitating employment equity and cracking down on employment discrimination. For example, there are policies to protect the right of hepatitis B surface antigen carriers to enrolment and employment. These laws and policies have laid system basis for the equal employment of laborers.
- Measures to promote women employment. **First**, laws and regulations are formulated and promulgated to protect the equal labor and employment rights of women. A legal system which consists of a set of laws and regulations to protect the labor rights and to promote employment of women, has taken shape in China. In this system *The Constitution* provide for the foundation, *The Law on Protecting Women’s Rights and Interests*, *The Labor Law* and *The Employment Promotion Law* provide specific guarantee, and *The Regulations on Female Worker Labor Protection*, *The Regulations on the Work Scope Forbidden to Female Workers*, *The Regulations on Labor and Health Care Work for Female Workers*, *Provisional Methods for Maternity Insurance of Enterprise Employees* provide specific approaches. The legal system effectively protects women’s labor and employment rights. **Second**, efforts have been made to actively develop employment posts, improve employment policy and advance women employment. In recent years China strives to develop tertiary industry suited for women employment, especially community service. In order to expand women’s employment, China continually enhances the capacity of labor intensive enterprise, SMEs and non-public ownership enterprise for absorbing female employees. **Third**, policy support for women has been initiated and women are encouraged to start up their own business. Entrepreneurship training are organized for women with entrepreneurial spirit, and one-stop

services including policy consultancy, project reference, business startup guidance, follow-up support have been provided to them. Preferential policies in terms of small guarantee loan and finance discount have been provided for those who are qualified. **Fourth**, improve the maternity insurance system. Women's employment environment has been improved. To dispel the reluctance of employers to recruit female workers with child-bearing burden, China has pushed forward maternity insurance system coverage. By the end of 2013, the participants to maternity insurance totaled 163.92 million and 5.22 million people received benefits that year.

### (3) EDUCATION AND TRAINING

#### Vocational training and higher education

- Policy measures to readjust education structure, and develop modern vocational education. In February 2014, Premier Li Keqiang convened a State Council Executive Meeting, at which a decision was made to accelerate the development of modern vocational education. In June 2014, the State Council issued the *Decision to Push Ahead the Development of Modern Vocational Education*, which outlines the objectives and strategy of developing modern vocational education; the objective is to establish a vocational education system that contributes to the economic development, to employment promotion, is up to the demand of technology advance, production reform and public service delivery. Priority will be given to deepening systematic reform, making government and market play their respective role in a coordinated manner, enhancing integration of production and education, cooperation of school and enterprise so that by 2020 a modern vocational education system is put in place.
- Measures to enhance the competency and skill of students, and improve training quality. Efforts are made to strengthen the analysis of the prospective labor market demands on college graduates as result of economic and social development. This is to improve labor market information system including prediction on labor market demand, public employment information, and employability of college graduates of different specialties so as to provide guidance to the colleges to improve the curriculums and specialty fields. Measures are also taken to establishing a matching mechanism between institutions of higher learning and major industrial sectors so that coordination between educational sector and enterprises can be achieved in term of labor demand and supply. This would create a virtuous circle in which training, enterprise need and employment reinforce one another. Special attention is given to strengthen the vocational skill training for students of higher vocational colleges. A double certificate system combining graduation certificate and occupational accreditation certificate is introduced at certain higher vocational colleges and institutions of higher learning, which makes it the possible for the students, have access to acquiring relevant accreditation certificate
- Policy measures to establish vocational training for all laborers. Skill rejuvenation campaign was launched in a hundred cities across China. In 2013 the government provided subsidy to vocational training to 20.49 million person times, which included employment skill training for 12.28 million person time, job upgrade training 5.49 million person time, entrepreneurship training 2.08 million person time, other training 640,000 person time. The Ministry of Human Resources and Social Security, along with the Ministry of Finance, provided guidance to and support the projects of the 80 high skill worker training bases and 100 skilled master work studios. Training program for technicians was launched. With concerted efforts especially multiple measures taken by the enterprises mobilized, the high skill worker in 2013 increase by 2.8 million.
- Policy measures to promote rural migrant worker skill upgrade. **First**, A major skill training programmer dedicated to rural migrant workers was launched aiming to provide government subsidized skill training of 10 million person time annually so that every rural worker will have chance to attend government subsidized training at least for one time by 2020, and that phenomenon of emerging labor force getting employed without any skill will be eliminated. **Second**, a major skill upgrade training programmer was launched for rural migrant workers to provide on the job skill training for 10 million person time every year till 2020 so that most on-the-job rural migrant workers could upgrade their skill level to become technicians. **Third**, high skill workers training programs and business startup training are organized to train 1 million workers annually. **Fourth**, labor reserve system training was carried out for the fresh middle school graduates who discontinue study and prepare to get employed in non-agriculture sector or in urban areas, and veteran of rural family background. **Fifth**, community public welfare

trainings are organized partnering sub-district and communities organizations, secondary and higher vocational education colleges, normal colleges, technician schools to provide pro bono education and flexible community training to enhance the vocational skill and competency of rural migrant workers.

**Table3. Employment training in recent years**

Unit: 100,000 persons

Year	technician schools		Employment Practice Centers			Private Vocational Training Colleges		
	Persons times trained	Number of people who complete courses	Persons trained	Number of people who complete courses	Employment number	Persons trained	Number of people who complete courses	Employment number
2010	468.4	371.3	817.9	725.8	599.6	1155.7	1005.3	729.1
2011	527.5	416.1	832.8	744.2	594.3	1253.8	1062.2	1052.0
2012	551.3	441.6	850.5	755.9	692.6	1353.9	1138.1	886.1
2013	523.0	397.1	682.1	616.9	486.5	1223.5	988.2	754.5

Source: China Human Resources and Social Security Yearbook



## 4. Monitoring of commitment

Implementation of the commitments made in the G20 Youth Employment Strategy adopted in the G20 Labour and Employment Ministerial Meeting (2012)

- Measures in response to youth unemployment

See the content of “Promote the employment of college graduates” under “Policies targeted at labor market vulnerable”.

- Effective school-work transition program

See the content of “conduct employment practice program” and “organize employment promotion plan for the unemployed college graduates” under “Employment of college graduates.”.

- Support youth Employment

See the content of “college graduates could enjoy relevant policies in the active employment policy” under “Employment of college graduates.”

### MEASURES TAKEN UNDER THE 2010 G20 TRAINING STRATEGY

- Labor market information and employment services

Currently, the human resources and social security system has put in place a public employment service network with 5 tier management and 6 tier service covering the ministry, province, municipality, district and county, sub-district (township), community (administrative village). Employment services are provided for job seekers and employing units through comprehensive service bodies above the county level (including the government-held human resource exchange service agency and labor and employment service agency), grassroots service windows of sub-district (township) and community (administrative village). Substantive employment services include training, micro loans, business startup service are provided for job seekers and employers.

Aside from institutionalized services, different types of laborers are offered more convenient and rapid public employment services through modern technology. Public service through modern technology is an important task for human resources and social security departments to improve employment service. So far, large and medium sized cities in China have basically put in place human resources market information network system, initially realized employment information online connection, and the network system has directly provided information about laborer application and enterprise recruitment. Besides, more than a hundred cities have established employment websites, providing employment information search and online job referral service as well as information related to local policy, employment service, training and accreditation certificate testing, guidance wage levels.

To achieve national employment information online connection, the Ministry of Human Resources and Social Security issued *The Circular of Accelerating the Buildup of Employment Information Public Service Network* requiring 3 layered network be set up at ministerial, provincial and municipal level so as to achieve recruitment information sharing and joined disclosure by public employment and human resource service agencies at all levels and provide free accurate post information to all kinds of job applicants with convenient searching service. According to the requirements of the *Circular*, the Ministry set up National Public Recruitment Network ([www.cjob.gov.cn](http://www.cjob.gov.cn)) and put it online in Nov. 2011. 200,000 pieces of effective post information have been made public everyday on that site, including 1.5 million vacancies. This network has initially realized the national sharing and disclosure of employment information, offer laborers informational like employment post, practice training, public employment service agency. The network also held online job fair help laborers find employment.

