

Globalization and Its Effects on Youth Employment in China

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Considering the remanent influence inherited from China's traditional planned economic system, the impacts on youth employment brought by globalization have been extremely strong in the course of transition to the market economy and industrialization. The youth are faced with severe employment challenges regardless of the numerous policies and measures taken by the Chinese government and social partners for promoting youth employment. In this paper, youth employment situation in China on the background of globalization will firstly be analyzed, secondly, measures having been adopted to cope with the impacts of globalization will be introduced, in the third and fourth part, challenges facing the social partners and policy implications will be explored separately.

I. Youth Employment situation in China under the background of globalization

Globalization refers to trend of world economic and social integration, including the process of formation of common markets and game rules, and integration of cultures. In that process, all parties take various economic, political and cultural measures to compete globally for grabbing resources, interests and for gaining their say. In addition to impacts from global economic factors, labor markets are also subject to interference of political factors, where the outcomes hence become complex. As newcomers in the markets, young people are faced with ever-increasing employment vulnerability in the context of increased labor market variables as a result of globalization. The employment hardness embedded into the following five aspects.

1.1 Limited Openings from Public Sector Leading to intense competition

In the traditional system, State-owned institutions monopolized all sectors, which reserved huge amount of surplus labor force. In the transition course, such institutions have received a variety of ownership reforms and entered the market. Remaining State-owned institutions, which are relatively small in number, are mostly engaged in critical industries and sectors relating to the national economy and the people's livelihood and offer relatively good pay and employment stability by virtue of their monopoly position, which has made them the desired employers of most young people. China's first "School to work transition" survey shows that more than 50% young people wish to enter governmental agencies and State-owned enterprises, nearly 1/4 want to carve out their own business, and only about 1/4 desire employment in other types of institutions.

Opposite to the desire of the youth, jobs from the public sector are very limited. In 2004, China had 400 million people employed in non-agricultural sectors, only less than 38 million and 30 million of them were in public institutions and State-owned enterprises respectively, accounting for less than 10% and 8% separately, and aggregately below 1/5 of the total. In general, jobs from public institutions are very limited.

Further, there are also very few new job opportunities in the sector. In 2004, there were 1 million government agencies, party agencies, social organizations and other

public agencies in China and less than 300,000 State-owned justice person enterprises. Only some of them were in major and medium-sized cities. Regardless of the huge reduction of staff, the sector still has a considerable number of inefficient employees and has the problem of huge staff but low efficiency, which remains serious compared internationally. In that context, many public institutions have implemented the policy of “zero staff increase”, which has further reduced new openings and resulted in fiercer employment competition.

At present, jobs in the public sector generally require education above master’s degree, which has led to young people’s excessive pursuit of higher educational levels, bringing the admission rate of entrance examinations for master’s degree education to one several hundreds. The number of college graduates in China has reached 3 million In 2004, and about 500,000 of them has above master’s degrees. Many people compete fiercely for entering the public sector. Only one out of every several hundred people succeeds in public civilians’ examinations, and hundreds will register for examination even when there is only one vacancy, which is similarly seen in some monopoly industries. Besides, young people see relatively slow promotion after entering the sector due to the impossibility of quickly changing the traditional employment mechanism.

The acute unbalance between labor supply and demand in the public sector has made the employment of high-quality young people a very serious problem.

1.2 Jobs from traditional low-end advantageous sectors are becoming increasing insufficient

In the traditional planned economic system, China adopted the policy of closing the country to the international world and the economy ran in a closed manner. In 1978, the economy started to open up to the outside world, then embarked on GATT negotiations in 1986 and WTO negotiations in 1995, which symbolize faster integration of China with the world economy. In 2001, China officially entered into the World Trade Organization. Throughout the course of the integration, the advantages China enjoy by virtue of its huge amount and low cost of rural labor force have been fully developed, China has gained significant shares of international markets of low-end products through such channels as processing sector trade. During the internationalization, many young rural people have found non-farming jobs, increased their income and promoted growth of the economy. The internationalization is an important source of China’s economic growth, industrialization, urbanization and employment increase.

However, globalization of developing countries is at all times under control of developed nations. In the international industry chain, developed countries control technologies and are key importers of products from developing economies. On one hand, developed countries gain huge profits and constantly narrow room for profit of processing industries of low technology content in developing economies by controlling the entire product processing and export chain, and in turn limit employment increase in terms of quantum and quality. On the other hand, developed nations limit technology transfers to developing countries, which hampers smooth

adjustment of their domestic industry structures and often leads to trade deficit. To solve the deficit, they then exert pressure on developing economies for appreciation of the latter's currencies, which further limits the development and the number of jobs in industries in the latter that are of low technology but high labor content.

To sum up, the unequal globalization dominated by developing economies will lead to an ever-expanding gap between developed nations and developing ones, and ever-decreasing job opportunities for general labor force in the latter. Although 200-300million laborers have been transferred from rural areas and the country's urbanization rate has reached 40%, a huge amount of poorly qualified and skilled labor force still remains in rural areas and needs to be diverted to non-agricultural sectors. Pursuing fair globalization is the ultimate solution for promoting youth employment.

1.3 Under the pressure of globalization, youth human resources has been malignantly developed, which has resulted in insufficient supply of young labor force

China has a huge labor force supply in aggregate. According to the national census conducted in 2000, the population at working ages of 16 and above was 883.35 million, of which 688.89 million participated in labor market activities, including 115.28 million young people aged between 16 and 24, accounting for 17%. In addition, there are nearly 10 million unemployed people in towns and cities, and the national net increase of working-age population exceeds 10 million people per annum. Compared with demand, the total labor force supply is huge.

New labor force demands mainly come from the private sector. Private enterprises run flexibly and have lower requirements on quality of labor force, thus being employers of a majority of the youth. According to China's first "School to work transition" survey, nearly 70% young people work in private enterprises. Facing the pressure from global competition, the private sector makes every effort to lower labor cost, causing severe waste of young human resources.

First, private enterprises only employ young people aged between 18 and 25, and replace them with new recruiters once they are beyond that "golden" section of age. Second, they only use young employees but never provide training to them. Third, the youth lack employment protection and social security. According to said survey, more than 60% young people have not signed employment contracts or only signed contracts for less than 1 year, their average working hours per week are more than the nation's statutory amount, their pay level is low, many of them enjoy no social security and welfares to which they are entitled, and most of them have never received any form of training. This practice of dealing with young human resources, just like draining the pond to get all the fish, has led to insufficiency of effective supply of young labor force, turned today's labor force into tomorrow's burden of society, and further exerted heavier gross and structural employment pressures.

In short, accession to globalization will often cause developing countries to pursue economic growth at the cost of inefficient resource utilization in the context of low economic development level in order to solve the problems of employment and

survival, which will ultimately lead to waste of valuable resources, including young human resources.

1.4 Globalization has led to faster changes of technologies and ways of production, to which youth are difficult to adapt due to quality limitations.

In general, general educational level of Chinese youth is ever improving as result of better economic growth and education quality, continuous enrollment rates of schools at all levels and constant expansion of higher education, most of them have received junior high school education, and the number enrolled in 2004 for general higher education reached 4.5 million. However, Chinese youth are remarkably disadvantageous in terms of educational level in the context of globalization. According to the 5th national census in 2000, 61% of youth had received junior high school education, 19% primary education, 8% senior high school and 7% secondary vocational education, and the figure for higher education was below 5%. Even though higher educational institutions are expanding enrollment year over year by 20% averagely, a broad gap still exists compared with the higher education enrollment rate of more than 30% in some developed nations.

Table 1: Youth Educational Levels

Primary school	Junior high school	Senior high school	Secondary technical school	college	university	graduate degree
19.34%	60.90%	7.53%	7.09%	2.49%	0.69%	0.01%

Source: Fifth National Census in 2000

Information technology is the fundamental technology of globalization, which has not only created new patters of production and employment, but also reformed traditional production models. In China, most youth live a life on informal employment of poor technology content due to limitations of the economic development level, and the popularity of new production-related information technologies remains low among employed young people, who have far less opportunities of access to new information technology-based production patterns than their peers in developed countries. According to China’s first “school to work transition” survey, industries where youth are primarily employed include manufacturing (20%), wholesale and retail (15%), residents-aimed service (10%), information transmission and software (8%), transportation (7%) and board and lodging (6%) industries. 70% of youth take physical strength-based or simple technical jobs and only less than 20% have successfully got employed soon after leaving school. When young people in developed countries do modeling using advanced information technologies, most of Chinese youth are still learning simple charting.

In short, due to difference in economic development level, globalization with information technology as the feature will make it difficult for youth in developing countries to adapt to quality requirements of the new economy and cause an

ever-expanding gap between them and other parts of the world if without artificially driven communication and transfer of technologies and knowledge to the countries. Lack of knowledge and technologies is worse than scarcity of materials.

Further, similarly due to young labor force's quality being unable to adapt to the requirements of globalization, and to insufficient information, only an extremely low percent of young Chinese people get employed in foreign countries regardless of the ever-increasing number of them studying abroad.

1.5 Unemployment, underemployment and inactivity issues becoming more serious

In the context of globalization, bad labor market conditions have severely affected youth's behavior there.

Some good students will extend their school years for higher education, but doing so will only defer their entry into labor markets and will not ease the employment pressure, and they will even be faced with a higher unemployment rate than young people with lower education after their graduation and entry into the markets.

Most of young people go to labor markets after finishing secondary education. They are particularly difficult to find jobs and see the highest unemployment rate as they are not qualified for higher posts but unwilling to accept lower ones, for instance, the unemployment rate of each of the groups of youth of senior high school, technical school and college education is above 15%. On the other hand, they also involve underemployment reflected by insufficient income and their overtime percent is above the average (the percents of young people working 6 days and 7 days per week are 2% above the averages respectively).

Young people of poor educational level have no choice and will feel satisfied as long as they can find jobs, so their unemployment rate is the lowest. However, their underemployment rate is the highest. 8.2% of total employed work less than 3 days per week and the figure for employed young people aged between 16 and 19 is 8.7%.

In summary, in the context of globalization, employment pressure will exist for a long period in the youth labor market. There will be more young people falling in the state of underemployment reflected as insufficient working time or income, or in unemployment, and temporarily exit labor markets with the hope of returning there some day (1/4 of youth have withdrawn from labor markets with causes unidentified), the problems of unemployment, underemployment and inactivity have become worse, and young human resources have been wasted seriously.

Table 2: Percents of Youth of Different Educational Levels in Inactivity, Unemployment and Employment

	Inactivity	Unemployed	Employed
General	31%	9%	91%
Illiterate	20%	1%	99%
Received courses for getting rid of illiterates	5%	1%	99%

Primary school	10%	3%	97%
Junior high school	20%	8%	92%
Senior high school	62%	18%	82%
Technical school	47%	18%	82%
college	56%	15%	85%
university	83%	9%	91%
Graduate degree	93%	5%	95%

Source: Fifth National Census in 2000

II. Social Partners' Measures Responding to Employment Impacts from Globalization

Just like all other countries in the world, China has taken many effective measures to deal with the impacts of globalization on youth employment, of which the core is to create job opportunities for young people.

2.1 Special preferential policies aiming at college graduates have helped solve the problem of structural unemployment of high-quality labor force

2.1.1 Policies are formulated to divert high-quality labor force to jobs in western, grassroots and hard-condition regions

The Chinese government has launched files in recent three years consecutively to encourage college graduates' employment, which contain some policy breakthroughs for employment through flows of the graduates, that is, a number of job opportunities are supported and created in western, grassroots and hard-condition regions to solve the employment problem of the graduates and meanwhile promote local economic and social development. The government bears costs of creating the jobs. The policy breakthroughs mainly involve removal of permanent registered residence restriction, future employment promises, preferred access to education, etc. In terms of employment promotion, these measures are substitutes instead of complements effects.

Besides, policies for promoting flows of college graduates for employment also include removal of unauthorized and unreasonable administrative charges upon college graduates taking jobs in provinces or municipalities other than their origins. Cities at and below provincial capital level have canceled residence registration restrictions on non-local college graduates. Cities above provincial capital level should also loosen such restrictions and simplify relevant procedures as needed. This policy is a genuine market-oriented action going for the promotion of youth employment.

2.1.2 Policies are formulated to encourage college graduates to work for private employers

The core of these policies is to attract college graduates to nonpublic employers through improving law enforcement and services for them, enhancing employment conditions in nonpublic institutions and protecting the legal rights and interests of college graduates working for them. Specific processes include supervising and urging the employers to sign employment contracts, pay remunerations and cover

social security for their college-graduate employees. These measures help ease the structural employment pressure of college graduates and improve the quality of their employment.

2.1.3 Policies are formulated to encourage college graduates to carve out their own business and self-employ

These policies primarily involve the exemption of registration and administrative charges to college graduates in start-up stage of their own businesses, which is equal to a type of financial subsidy used to ease employment pressure. The policies are apparently temporary and are not intended to promote stable entrepreneurship by youth.

2.2 Provide unemployed youth with help and support based on neighborhoods as the platforms

China's labor market structure consists of "four levels of governments, four tiers of administration and five layers of networks, under the fourth level of governments (district/county governments) are organs (sub-districts) dispatched by the governments, under each sub-district are many resident autonomous organizations (neighborhoods), and each neighborhood is comprehensive of a number of residents' committees (residents' buildings). Faced with the ever-increasing severity of the employment situation, governments have strengthened the construction and improvement of the system of employment administration and service organizations and set up social security platforms in sub-districts, neighborhoods and townships based on existing organizational networks to manage rural and urban labor force and employment as a whole, bring into full play the service functions of neighborhood in terms of employment and social security, and have thus established channels offering practical help to youth. The following work has been done based on sub-districts and neighborhoods as the platforms:

2.2.1 Obtain a full knowledge of conditions of youth not in employment

Through home interviews, some neighborhoods have achieved a full knowledge of young people not in employment and college and secondary technical school graduates covering cause of unemployment, family condition, ideological trends, skills, strong points and job requirements, hence creating conditions for taking appropriate measures to help or support them. At present, the Chinese government is proceeding with the "golden security" project, under which a nationwide integrated, efficient and practical labor protection information system will be established, which will further help promote youth employment.

2.2.2. Provide youth with living relief and help through diversified channels.

Local governments and neighborhoods have carried out pertinent activities to help and support young people out of employment depending on their respective circumstances. For instance, help is offered to each "zero-employment household" by finding a job for one child of the household; when conditions permit, cities and neighborhoods organize college graduates registered unemployment with them to participate in temporary social jobs, public welfare activities, or work on internship for certain pay; and civil affairs administrations provide temporary relief with

reference to local “basic living security” standard to those prevented from employment due to such reasons as illness and identified to have no income source. These measures have to some extent mitigated financial difficulties of unemployed youth.

2.2.3. Organize and develop new jobs in diversified forms.

Primary practices include selecting capable young people and graduates enthusiastic about neighborhood services to take grassroots labor protection jobs through public recruiting during the construction of labor protection platforms of sub-districts and neighborhoods, and provide support to enterprises absorbing young people according to documented policies regardless of their forms of ownership. However, the current situation indicates that the support to youth employment is not powerful enough, which generally excludes post-specific allowances and social security subsidies, and less public welfare jobs are offered to youth.

2.2.4. Permit unemployment registration and access to employment services.

By presenting certificates from their colleges or universities, college graduates unable to get employed more than half a year after graduation and requesting jobs are permitted to fulfill unemployment registration with the labor protection administrations in the cities or counties where their permanent residence were registered before going to college or university. Public job centers and neighborhood labor protection agencies will provide them with free-of-charge employment services.

2.3 Education and Training for Youth

Education and training for youth is the key measure to promote youth employment. Specific practices include:

2.3.1. Youth “Vocational Internship” Programme

In recent years, a “vocational internship” programme has been launched in some developed regions specifically for young unemployed people, under which some technologically advanced enterprises of better management and certain publicity in their respective industries are selected as internship employers, where young unemployed people under the programme work on internship at some posts of high technology content for three to six months, but in no case for more than one year, in order to improve their competitiveness in job hunting. For the young people working on internship, governments provide living expense allowance and cover comprehensive insurance for the internship duration, and also certain compensation to the employers. The programme has gained praise and appreciation from enterprises, young unemployed people and their families.

The programme can help young people acquire professional skills, working experience, labor law and regulation knowledge and spirit of respect to job that match developments of new industries, but is faced with many limitations during its implementation, mainly arising from the prerequisite that economic growth engines, potential job opportunities must be available in the local places, and that the governments must be able to afford it financially.

2.3.2. Establish public training bases

Some public training bases have been established also in eastern regions to

provide free-of-charge vocational skill training and practicing facilities to educational and training institutions of all types, and to provide vocational skill identification services for promoting the cultivation of highly skilled human resources.

2.3.3. Provide entrepreneurship training

By improving international experiences depending on conditions in China, the Chinese government and its social partners have developed many entrepreneurship training programmes, which, among others, aims at college students and young unemployed people, and primarily involves the following components: improving young people's awareness and basic skills of entrepreneurship through providing them with entrepreneurship training; offering business opening guidance to help business carvers obtain fundamental business startup skill; provide enterprise incubation to enhance business carvers' physical operating capabilities; provide financing services to improve the carvers' awareness of good faith and ability of capital operation; and offer follow-up services to promote their business running capabilities. However, all associated chains are still under progress and only a very limited number of young people can enjoy the services.

2.3.4. Provide rural labor force with internal-migrant employment training and training of technologies applicable in rural areas

Funds are offered from governments to finance training of law promulgation, common knowledge of living and production skills to young labor force from rural areas in order to heighten the stability of their internal migration employment, and training of technologies applicable in rural areas to young people working in the areas to help improve their productivity.

2.3.5. Improve vocational education

In consideration of the current situation that China is in short of skilled labor force and in limited supply of access to education, the country will make effort to improve vocational education in a relatively long period. Specific measures include the following. First, enlarge financial investment in construction of vocational education infrastructure, such as school building and teacher training, with particular focus placed on rural areas. Second, reform the mechanism of vocational education and encourage diversified cooperation between eastern and western regions, cities and rural areas, and schools and enterprises. Third, establish the student support system for students from poor families, including arranging support from government finance, organizing the students to participate in part-work and part-study, covering students from poor families under national student loans, and offering tuition reduction or exemption, living expense allowance and appropriate vocational skill identification fee reduction to students from such families. Nevertheless, there is still a long way to go.

2.3.6. Training in Enterprises

It is also a focus of the government to promote the improvement of on-the-job training of youth to continuously improve their adaptability to new technologies.

2.4 Constantly strengthen labor market protection

The lack of labor market protection is a key result of impacts from globalization.

While adapting to flexibility of labor markets in order to promote employment, social partners are also taking measures to strengthen the protection of labor markets for youth for the purpose of improving their employment quality.

2.4.1. Speed up legislative process, strengthen law enforcement, and improve protection of workers' rights through enhancing the legal system.

The Labor Contract Law has been discussed and passed at meetings of the standing committee of the State Council, and submitted to the standing committee of the National People's Congress for review. The draft of the Employment Promotion Law has been submitted to the legal system department of the State Council for improvement and argumentation. The draft of the Provisions on Vocational Skill Training and Identification has received amendment. The Provisions on Labor Dispute Handling are under accelerated formulation. The Provisions on Labor Protection Supervision and Investigation have been promulgated and supervision and law enforcement efforts are increasingly reinforced. Employment entry policies are strictly implemented for technical occupations and law enforcement is put under strengthened supervision to standardize recruiting and job hunting activities.

2.4.2. Other Measures

In the context that the legal system is not sound enough, the government has also taken many administrative measures to protect young people's right to work. Inspections are done to check implementation of policies, mechanisms have been established for salary default protection, labor contract signing and labor dispute conciliation, the group negotiation system has been brought into trial implementation, and explorations have been made relating to the social security system for flexible employment.

2.5 Provide unique public employment services

2.5.1. Public employment service agencies provide young people with free-of-charge employment directions, job referrals, one-off training allowance, etc.

2.5.2. Employment offices are set up in schools of all types to provide young students with employment guidance.

2.5.3. Information networks of labor markets are linked with vocational education and training institutions to improve the guiding and service roles of job information in vocational education and training. A variety forms of skill and post interlinking activities are regularly organized between employers and vocational education and training institutions to provide such services as information communication, job referral, internship posts, social security service, etc.

2.5.4. Provide special services to young people in internal migrant employment that are from rural labor force.

III. Challenges Facing Social Partners

Regardless of the numerous measures taken by various circles of society, for example, those for promoting young people's adaptability to the globalization trend, Chinese youth are still in a serious situation of employment and social partners are still faced with many tough challenges at deep levels, resolution of which will take

time.

3.1 Problem of ideology Change

Although the Chinese economy has irreversibly entered the globalization process, governments, social partners, young people and their families are faced with the problem of incorrect positioning when dealing with the impacts from globalization due to China's relatively poor economic development level, limitations from economic growth on social improvement, and the lack of full adaptation of society operation mechanisms and social ideology to the requirements of the market economy, which is mainly reflected among two groups of youth. One is young people having received higher education. The idea that a higher educational diploma is equal to guaranteed employment has its deep roots in governments, the public and the young people themselves, governments offer many preferential policies to college graduates, who blindly pursue high-quality posts offering higher pay and better treatment, and colleges, universities by virtue of their monopoly position keep expanding enrollment for profits instead of improving the quality of education they offer, all having resulted in ever-increasing severity of employment problem year over year. Second is the great number of young people having not received higher education, for whom governments have not promulgated special and preferential policies, and who enterprises exploit to the extreme extent, but the young individuals themselves can do nothing about it. Therefore, joint effort of all members of society is required to solve the employment problem of Chinese youth.

3.2 Labor Market Segmentation Problem

Youth employment is exposed to influence from overall economic development level and operation mechanism of the economy. As the public sector has not become fully market oriented, public and private sectors see significant gap between them in terms of employment protection and social security, and that unequal system has caused unreasonable allocation of resources and artificially limited job opportunities to young labor force. To speak more generally, other labor market segmentations and inequalities are also important factors limiting job opportunities to youth, of which the most serious one is the segmentation between urban and rural areas, and the huge differences between the areas in terms of educational resources, public facilities and development level have led to tremendous inequality in the regard of job opportunities to rural young people.

3.3 Globalization Pressure on Developing Countries

Globalization has caused further deterioration of the youth employment problem in addition to the limitations from the domestic economic and social environments. Developed countries depending on their solid financial strengths pursue adjustments of their domestic economies by means of globalization and through controlling the economies of developing nations, and they will even not hesitate to take political measures for that purpose. In the context of globalization, a globally unified market has come into being, the inequalities or market segmentations between developed and

developing nations have limited job opportunities to youth in the latter. Therefore, global effort is required to solve the employment problem of youth.

3.4 Integration of Policies and Measures

It can be seen that China's current policies and measures for promoting youth employment are of the problem of lacking centralized decision making, systematicness and planning as a whole. Labor administrations take charge of employment, vocational training and social security of youth, but youth employment isn't a focus of their work yet. Educational institutions are responsible for offering education, but the education is seriously disjointed from labor market needs and educational resources are allocated with severe inequality. Civil affairs administrations are in charge of social relief and support. The Chinese communist youth league as an organization of the Chinese Communist Party assumes no physical administrative functions and is also unable to shoulder the tough mission of planning youth employment as a whole. Central and local governments independently exercise authority upon finance and other affairs and are responsible for separate duties respectively. There isn't a unified organization responsible for the administration of youth problems, making it ultimately impossible for such problems to get concerned and resolved.

IV. Recommended Countermeasures against Globalization Impacts on Youth

Youth problems will be increasingly highlighted along with the progress of globalization, the development of China's economy and society and the gradual improvement of its market economic system, and will become among the most important social problems. The following recommendations are proposed in response to the current situation and challenges in employment of Chinese youth:

4.1 Set up a dedicated social inclusion department to plan youth education, training, employment services, employment and social security as a whole

4.2 The United Nations should make greater effort to promote global resolution of youth problems

As a matter of fact, it was expressly brought forward in the Millennium Declaration released on the Millennium Conference to "formulate and implement strategies to provide opportunities for young people around the world to find due productive jobs" (Resolution 55/2, Paragraph 20), proposing new political undertakings for solving the employment problem of youth around the world and new types of partnerships entered into for that purpose by governments of various countries and global organizations, putting youth-related public policies under the entire employment policy, and making full employment as the foremost goal of global economic and social strategies as well as national policies. The UN employment policy network has later been established to offer views and experiences of the best solutions to the challenge of youth employment.

In the coming 10 years, the world's young population will continue to expand,

with the growth mainly from developing countries, including Asia as one of the major sources of the growth. Therefore, the international community with UN as the major part should make in-dept research of Asian youth problems by topic and by country in order to provide reference for the formulation of pertinent policies and measures. To deal with the challenge of globalization, public policies for promoting youth employment are required to be global and national. All countries, particularly the developed ones, should review, reconsider and adjust old policies and implement new policies to pursue social development benefiting all people, and to ensure the sustainability of the global economy, society and environment. In that regard, global strategies must be mandatory to some extent and may not exclude consideration of the actual conditions of developing nations.

Global policies for promoting youth employment should place focus particularly on the communication and development of knowledge and technologies to and among young people in developing countries.

4.3 Reform the public education system to strengthen its connection with labor market needs

Educational, vocational training and labor market policies should be reviewed, reconsidered and adjusted to create favorable conditions for young people's smooth transition from schools, colleges and universities to jobs, and a good start for their future career lives. Services and support from labor markets should be extended upstream, and just like the reversal pressure mechanism of university entrance examinations on primary and secondary school education, practical and effective vocational education and guidance should be implemented since primary school education to provide clear occupation directions. On the contrary, common education as a way of offering knowledge and cultivating the ability to acquire knowledge should not train students using the methods of scientific research personnel training in order to pursue the knowledge and abilities required in scientific research, and should instead play the role of occupation guiding. While the occupation directing function of diploma education gets diminished and eliminated, its reversal pressure effect will decline increasingly and only in that way can the vicious cycle of poor education and training, inability to find good jobs and poor life of young people be broken, and jobs and social justice be brought to youth. In this regard, UN should play the role it ought to play.

4.4 Formulate employment-promoting policies benefiting all young people

Due to limited financial strength of the nation, most of prevailing policies only benefit minority of youth. In the future, all these policies are to be extended to all young people, so that they can really benefit all members of the young population. In this regard, UN should again play the role it is supposed to have.