

REJUVENATING CHINA THROUGH HUMAN RESOURCES DEVELOPMENT

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EAI Background Brief No. 894

Date of Publication: 13 February 2014

Executive Summary

1. China is striving to transform from a global manufacturing powerhouse to a global innovative powerhouse. The agenda up to 2020 is to transform China from a human resource-rich country to a human resource-strong country.
2. In 2001, China made it a national strategy to rejuvenate the country through human resources development. Playing a leadership role is the Central Personnel Work Coordinating Small Group (中央人才工作协调小组), helmed by the head of the Organization Department of the Chinese Communist Party's Central Committee.
3. To develop and utilize human resources, China has promulgated laws to protect labor rights and establish professional standards, and enacted policies to develop education, promote employment, strengthen vocational training, and improve human resources management and services.
4. In the post-crisis period, China's pro-active employment policy prioritizes on helping college graduates find jobs, encouraging business start-ups, and making better use of both public and private human resources service agencies.
5. China also stresses the importance of vocational training. Different training programs are available for civil servants, professionals, new college graduates, laid-off workers, and rural migrants just out of junior or senior high schools.
6. In recent years, China has been actively recruiting foreign talents and nurturing homegrown talents through various talent schemes. Meanwhile, plans have been made to support enterprises as a major driver of innovation.
7. At a gathering in October 2013 to celebrate the 100th Anniversary of the Western Returned Scholars Association (欧美同学会), Xi Jinping called on overseas-educated scholars and professionals, at home or abroad, to contribute to realizing the Chinese dream of national rejuvenation.

8. Overall, the strategy of rejuvenating the country through human resources development worked well to develop China into an upper-middle income country. The challenge for China now is to move up the global value chain and development ladder.
9. There are concerns that China's current education system and R&D regime are not conducive to nurturing top talents. However, recent publication, patent and high-tech export data suggest that China is fast becoming a global innovative powerhouse.