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Modern Trends in the Formation of Human Resources in China (to the Formulation of the Question)

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Abstract. *Human resource management, in modern conditions, is a defining tool. They act as an indicator of the level of development in the country. The human resources of the People's Republic of China are unique and have no analogues in the world, both in terms of population and composition. In modern conditions, China is the leader in terms of population in the world and in terms of its share of GDP in the global economy. However, this situation may change in the near future since there are a number of demographic problems in the country associated with the introduction of the "One Family, – One Child" policy. Therefore, the assessment of China's human resources needs to be investigated on the market using a comprehensive system analysis covering all aspects of the lives of the populations of the countries, using both qualitative and quantitative criteria. Only such an analysis of human resources will contribute to its truly predictable composition and structure. China's human resources need to be subjected to a qualitative scientific analysis that will make it possible to predict their further development. For a long time, China's economy has been growing at a rapid pace due to the use of a large amount of labor and large capital investments. In recent years, the growth rate has started to decline significantly. One of the reasons for this phenomenon was not an improved human resource management system. Therefore, there is an urgent need in China to identify and subsequently solve human resource management problems. The leading role in this direction belongs to the state.*

Keywords: human resources; human capital; human resource management; economic development; demographic situation in China; urbanization; economic development; One Family – One Child policy

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Современные тенденции формирования человеческих ресурсов в Китае (к постановке вопроса)

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***Аннотация.** Управление человеческими ресурсами в современных условиях является определяющим инструментом. Они выступают индикатором уровня развития страны. Человеческие ресурсы Китайской Народной Республики уникальны и не имеют аналогов в мире как по численности, так и по составу. В современных условиях Китай является лидером по численности населения в мире и по доле ВВП в мировой экономике. Однако в ближайшее время эта ситуация может измениться, так как в стране существует ряд демографических проблем, связанных с введением политики «Одна семья, один ребенок». Поэтому оценку человеческих ресурсов Китая необходимо исследовать на рынке с помощью комплексного системного анализа, охватывающего все стороны жизни населения стран с использованием как качественных, так и количественных критериев. Только такой анализ человеческого ресурса будет способствовать его действительно предсказуемому составу и структуре. Человеческие ресурсы Китая необходимо подвергнуть качественному научному анализу, который позволит прогнозировать их дальнейшее развитие. В течение длительного времени экономика Китая росла быстрыми темпами за счет использования большого количества рабочей силы и крупных капитальных вложений. В последние годы темпы роста стали значительно снижаться. Одной из причин этого явления была несовершенная система управления человеческими ресурсами. Поэтому в Китае существует острая необходимость в выявлении и последующем решении проблем управления человеческими ресурсами. Ведущая роль в этом направлении принадлежит государству.*

Ключевые слова: человеческие ресурсы; человеческий капитал; управление человеческими ресурсами; экономическое развитие; демографическая ситуация в Китае; урбанизация; экономическое развитие; политика «Одна семья – один ребенок»

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Introduction

Human resources are a "type of capital" embodied in employees; they are represented by the level of knowledge, technical level, and ability to work. The theory of human resources is in a stage of gradual improvement, and the process of its systematic formation is inseparable from the objective historical background [1]. In the last decade, there has been an active study of human resources using sociological research methods. The change in the concept of "human resources" and its modern interpretation are analyzed in detail in the article by L.G. Batrakova [2]. In the collective work "Human resource management: the concept and methodology of evaluation" [3], the conceptual foundations and methodological apparatus for evaluating human resources and their use are investigated. In the work of I.Y. Lopatina and D.O. Larionova, it is concluded that human resources are an integral concept that includes both existing human capital and human potential, which can be realized when creating the necessary conditions for this [4].

The concept of human resources has found coverage in American management [5]. In Chinese studies on this topic, the following authors can be distinguished. According to Tian Jingling [6], human resources are a kind of acquired resource, physical and intellectual resources. Zhao Yixuan, Zhao Shuming, Luan Jiazui [7] note that human resources represent the basic concept in the theory of human capital. Modern research by Chinese sociologists, in addition to the topic of human resources, also touches on the organization of human resources, employment, and unemployment. The works of Wu Peng-Sen [8], Chen Naixin [9], Ding Qiu [10] are devoted to these issues. The analysis of changes in the structure of modern Chinese society, the rational use of the country's labor potential are reflected in the works of Zhang Genmin [11], Yuan Hongchun, Liao Bo, Chai Shuizhen Deng [12]. The study of human resources in China is at the state level and has begun to actively develop in the direction of human resource management.

The purpose of this article is to identify current trends in the formation of China's human resources, affecting demographic, urban, and economic aspects. The research is based on informational socio-economic materials. General scientific methods were used in the work: analysis, synthesis, generalization and comparison.

Research Results and Their Discussion

One of the most important areas of research on the growth of national economies is formation and development of human resources. The People's Republic of China is building its economy and considers its national human capital a key factor for further growth. China has the most significant human resources among all countries in the world, which largely ensures its success in the global economy.

Given the versatility of the term "human resources", it is necessary to specify the subject of this study. It will be about national human resources that have their own macroeconomic specifics. In a narrow sense, a country's human resources can be defined as a set of quantitative and qualitative parameters of the population that determine the nature and pace of development of the national economy. In a broad sense, they represent an intensive factor in the socio-economic development of the country, a source of strength for the economic system, or, in relation to the concept of human capital, a driver of innovative waves [13]. The study of human resources as a factor of national production determines the use of indicators that link the "human" component of the resource base of society with the economic development of the country.

China systematically creates conditions for the socio-economic development of the country. Whose essence is to accumulate and improve the quality of human resources. The People's Republic of China began its reforms with a technocratic approach to human resource management, in which a large, illiterate, and disenfranchised workforce was subordinated to the needs of national production. The availability of an almost unlimited resource of labor and its migration following capital to the points of economic growth provided China with about a third of the Gross Domestic Product growth in the period 1978–1988. [14, p. 11]. In subsequent years, GDP grew almost tenfold over the period from 2000 to 2019 [15].

At the end of the 1980s of the twentieth century, the Chinese government adopted the concept of sustainable development [16]. The main idea of sustainable development was not only the planned, progressive and stable development of the Chinese economy but also the strategy of building an average, prosperous society. The creation of such a society was put forward at the XVI National Congress of the CPC held in 2002. The Congress clearly set

the task: "... to raise the ideological, moral, scientific, cultural, and physical qualities of the whole nation, to create a perfect modern system of public education, a system of scientific, technical, and cultural innovation, a system of nationwide physical training, as well as medical care and healthcare, to stimulate the comprehensive development of the individual" [17].

Chinese President Xi Jinping has repeatedly noted in his speeches that the prosperous Xiaokan society cannot be realized without eliminating the gap between the city and the countryside and without improving the quality of life and well-being of the rural population [18]. At the XIX National Congress of the Communist Party of China held in October 2017, Xi Jinping noted that "the prerequisite for the revival of rural areas is to consolidate achievements in the fight against poverty and further pay close attention to this so that the lives of people who have escaped from poverty can be improved to a higher level" [19]. Following the goals of China's socio-economic development, the party under the leadership of Xi Jinping is forming a new policy to solve three rural problems, the so-called "san nong" (Chinese: 三农), which are associated with the heterogeneous development of rural and urban areas and the lack of social and economic stability of the rural population. These problems are closely related to building a harmonious society and improving China's human resources.

Speaking at the plenary session of the XXIII St. Petersburg International Economic Forum in June 2019, Chinese President Xi Jinping stressed the importance of sustainable development as an inevitable result of the growth of social labor productivity and technological progress [20]. The realization of sustainable development is impossible without restructuring the spheres of upbringing, education, healthcare, and informatization. This leads China to the need to create an innovative model for the formation of human resources, as a result of which the "passive resource" of the Chinese economy began to be considered an "active participant in the production process", and the excess and cheap labor force turned into a "unique and unparalleled in the world in number and structure" human capital [21, pp. 56–65].

Chinese scientists consider their national human potential as one of the most important strategic resources that determine the complex power of the state and ensure China's national competitiveness in the world economy [22].

In the report "On the problems in the Chinese economy and prospects for 2023, it is noted: "The Chinese economy looks quite confident, but the situation in it still does not meet the planned indicators." After a slight slowdown at the end of 2021 and the first quarter of 2022, it moved to rapid growth in the third quarter, by 3.9%, but slowed down again in the fourth quarter. As a result, in the first three quarters of 2022, the growth was 3% year-on-year. It is already clear that by the end of the year, China's GDP growth will be noticeably less than 5%" [23]. According to many analysts, the problems with China's economic growth are not least related to the demographic situation in the country.

Currently, there is a complex and contradictory demographic situation in China. It is connected with the policy of birth control, "One family, one child", adopted in 1979 [24]. This policy has led to a reduction in the working-age population in the country, which has affected many socio-economic problems. "China's cheap labor force, which has been used by the whole world for a long time, may run out in the next few years... The reduction of the labor force can significantly slow down the development of China" [25, p. 86–87]. The growth of the social burden, the decline in domestic demand, and the loss of investment and production opportunities "directly threaten the prosperous growth of the Chinese economy" [26, p. 191]. A number of socio-economic parameters in China related to demographic changes, as well as the possible consequences of these changes in the short and long term, will determine the specifics of the formation of human resources in the country.

The population in China is still characterized by positive natural growth. However, the "One family, One child" policy significantly reduced the average annual population growth rates: in the 70s, they were 1.9%, in the 80s, 1.6%, in the 90s, 1.1%, in the 2000s, 0.6%, and for the period 2010–2015, 0.49% [27]. According to UN forecasts, by 2030, the population of China will reach its maximum and then begin to decline.

During the reform period, a significant increase in the labor force was achieved by reducing the number of future generations. According to forecasts, by 2050, China will "receive less" about 70 million people. The share of young people in 2050 will be only 14%, while the share of the elderly population will grow and will amount to 38% [28].

Since 2010, the demographic burden has been steadily increasing, and since 2013, the absolute number of able-bodied citizens has begun to decrease, at the level of 1130–1500 thousand people, or 0.1% per year. At the same time, the largest share, 9.1%, is made up of citizens 40–44 years old, and slightly less – 8.8% – citizens 45–49 years old [29]. This situation will lead to the fact that in 15–20 years, when representatives of this age cohort retire, the rapid aging of the Chinese population will begin.

By 2020, the number of able-bodied people has decreased by more than 80 million people compared to the level of 2014. China has yet to build a powerful social security system for a growing army of an aging population.

In the long term, the reduction in the number of able-bodied population will contribute to the gradual exhaustion of sources of human resource growth. This will lead to the formation of a shortage of labor to its rise in price. The economic reforms that made China a "global factory" were based on the use of surplus, cheap and competitive labor.

Taking into account the improvement in the quality of the labor force, as well as the increase in the cost of education and training, the increase in the social burden, all this will make the Chinese labor force one of the most expensive in the world by the middle of the XXI century. According to scientists, "demography has ceased to be a positive factor for China's economic growth" [30, p. 20].

Since January 1, 2016, it is allowed to have two children in a family in China [31]. However, this change will not allow the return of stable positive trends in population growth. The main reason for this is the change in social attitudes in Chinese society. The current young generation of Chinese is focused on self-realization and improving the quality of life. These attitudes have become no less important factors of birth control than the state policy of family planning. The results of surveys of the Chinese population are interesting: "In 2014 less than 1 million couples have applied for the birth of a second child, which is half as much as predicted. Urban families still prefer to limit themselves to the birth and upbringing of one child for financial reasons. Of these, only 60-65% would like to have a second child; in rural families, this figure reaches 90%" [31].

In modern conditions, one of the tools for hanging the quality of human resources in China is urbanization [32]. Urbanization is the process of concentration of the able-bodied population in cities, which represent an element of industrial and cultural growth, which leads to an increase in population density, activation of socio-economic life and strengthening the potential for the development of human resources.

On December 4, 2013, the State Council of the People's Republic of China organized the Central Economic Working Conference, where issues of urbanization and urban development in China were discussed [33]. The focus on urbanization and urban development in the development of human resources, as well as improving the quality of life, is reflected in many party documents of China. Chinese President Xi Jinping pointed to the active advancement of the urbanization process as a sure way to modernize society and increase labor productivity. At the same time, he emphasizes the priority of the human factor, namely ensuring equal access to basic public services, the environment with the most comfortable living conditions, as well as increasing the sense of satisfaction and happiness of the people. The new urbanization plan of a new type adopted by Xi Jinping proclaims urbanization "for man", which has given a new impetus to urbanization and will raise the standard of living of the Chinese population.

The process of urbanization in China, which began a long time ago. In 1953, the urban population was 77.3 million people, or 13.2% of the country's population. Today, 750 million people or 54.8% of the total population of China live in Chinese cities [29]. In 2020, the country reached the level of urbanization of 60%, and in 2050 it is planned to reach the level of 70% [34, p. 166].

Over the past 35 years, the urban population has increased by 557.8 million people 3.9 times, with 48% of this increase occurring in 1980–2000 and 52% in 2001–2014. The period 1980–2000 was characterized to a greater extent by an increase in the number of cities, and the period 2001–2015 was characterized by the expansion of existing cities, the active formation of agglomerations. To compare the scale of urbanization in China, the following data can be cited: for 40 years, 1–2 cities like Moscow or 3–4 cities like St. Petersburg appeared every year. In total, during the specified period, China had a population four times larger than the population of Russia.

The main sources of urbanization in China are: natural growth of the urban population, internal migration of the population from rural areas to cities, the emergence of new cities and the administrative expansion of urban areas. Since 1984, the city has been considered an economic center with a population of more than 3 thousand people, in which 85% of the inhabitants are engaged in agriculture. According to calculations based on statistical data, during the period of intensive urbanization of 1980–2014, the growth of the urban population was on average 19% due to natural growth and 81% due to internal migration and administrative transformations [35].

The main direction of modern intra-Chinese migration is the movement of labor from labor-surplus regions to labor-deficient ones, i.e. from the inner (western) provinces to the coastal (eastern) ones. Eleven coastal provinces, including the cities of central subordination Liaoning, Beijing, Tianjin, Hebei, Shandong, Jiangsu, Shanghai, Zhejiang, Fujian, Guangdong and Hainan, account for 60% of China's GDP, 42% of its total population lives in them [30]. During the 1990s–2000s, Guangzhou occupied the first place in terms of inbound migration, receiving 20–30% of the country's migration flows, and Shanghai 7% and the third is Beijing [21, p. 85]. In coastal cities, the share of migrants reaches 70–80% of the total workforce [36, p. 72].

Currently, China shows the world a high rate of urban population growth, which contributes to the growth of urbanization. The largest agglomerations of the country: Guangzhou – 65701502, Shanghai – 30900000, Beijing – 21516000, Tianjin 11400000, Xiamen – 10000000, Chengdu – 9600000, Hangzhou – 8300000, Wuhan – 8000000, Shantou – 7950000, Shenyang – 7650000, Chongqing – 7050000, Nanjing – 6850000, Xi'an – 6650000, Wenzhou – 5900000, Qingdao – 5700000 [37].

The economic effect of the movement of human resources within the framework of urbanization is significant. Urbanization as a process of concentration of human resources in cities is an important factor in increasing labor productivity and increasing the efficiency of the Chinese economy as a whole. Despite the active development of medium and small cities, in the near future China's human resources will continue to be distributed unevenly across its territory, gravitating towards large export-oriented production centers in the eastern regions. In the medium term, as the population stabilizes and the quality

of life improves, it is likely that people will relocate in favor of the central regions and concentrate them in cities with a moderate population for China (from 1 million to 8 million people).

According to research, the processes of urbanization in China will continue. Here is one of the forecasts prepared by a group of researchers from Chongqing University of Arts and Sciences [38]. Forecast for 2020–2070. The estimated % of the urban population in 2025 is 54.6%, in 2030 – 57.1%, in 2035 – 59.1%, in 2040 – 61.2%, in 2045 – 63.2%, in 2050 – 65.0%, in 2055 – 66.6%, in 2060 – 68.2%, in 2065 – 69.8%, in 2070 – 71.1%.

This study shows that China has a sufficient number and quite favorable structure of human resources. However, the current situation reflects the existing problems that can negatively affect the formation of human resources and the further economic development of China. In the future, in order to maintain leadership positions in the global economy and ensure further sustainable economic growth, the country will have to take a number of serious measures related to the preservation and development of human capital, which will require fundamentally new approaches to human resource management for China.

Conclusion

The concept of human resources is in the process of transformation due to the impact of global processes of modernity on it. The structure of the human resources category is defined as a set of health capital, education capital, culture capital, migration capital, and the capital of having meaningful information.

China began its reforms with a completely technocratic approach to human resource management, in which a large, illiterate and disenfranchised workforce was subordinated to the needs of national production. Currently, China is one of the fastest growing economies in the world, demonstrating an unprecedented high growth rate of national production. The economic reforms that made China a "world factory" were based on the use of surplus, and therefore cheap and competitive labor. A resource that passes into the category of scarce, a priori cannot be cheap. Taking into account the improvement in the quality of the labor force, which provides for an increase in the costs of education and vocational training, and an increase in the social burden, which will require additional expenses for the maintenance of the elderly population, it

should be noted that the Chinese labor force may become one of the most expensive in the world by the middle of the XXI century.

According to scientists, "demography has ceased to be a positive factor for China's economic growth." The degree of urbanization is an important indicator characterizing the trends in the formation of China's human capital. Being a natural result of economic development and optimization of the distribution of productive forces of society, urbanization largely determines the features of the spatial distribution of labor resources.

It should be noted that the trends of demographic development and urbanization of the late twentieth and early twenty-first centuries were fully used by China to achieve impressive success in economic development. In the future, in order to maintain leadership positions in the global economy and ensure further sustainable economic growth, the country will have to take a number of serious measures related to the preservation and development of human capital, which will require fundamentally new approaches to human resource management for China.

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