

# Research on China's Urbanization and the Intensified Employment Competition of State Owned Enterprises

Haotian Xiang

Basis International School Guangzhou, 510663, China

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**Abstract:** Rural population decrease quickly, and they join city for money. Also, state owned enterprises (SOE) increase the level of employee. During nowadays in China, those social issues may be good for our society, and those technology improvement also help the rural area to reduce population, and let more people join city and work for those factory. Then Chinese will not affect those issues. China start rebuild SOE, and more difficult to get in those SOE. However, those SOE will help development in future, and they will guild Chinese economic. Also, rural population migrate to city happened more frequently. However, it is not bringing lots of hurt to China society. Then Chinese government do not force those population stay in rural area.

## 1. Introduction

At present, there will be nearly ten million fresh graduates in China, facing employment. Due to the vacancy in the market, many small and medium-sized enterprises will go bankrupt, and a large number of talents will flow into the market. The number of fresh graduates is huge. Facing the difficulty of employment, how should these people deal with it? So, the purpose of this article is to explore why the number of state-owned enterprises has been declining in the past ten years. Whether there is a direct relationship between the increasing difficulty of assessment and the large number of people choosing to join state-owned enterprises. And what role does the private enterprise play in it. Also, the transform of countryside to city in China. In past 10 years, there were less people choosing working in countryside, and more people start to work at city. This article is going to explain what reason causing that transform. However, the different income in city and countryside may be the important reason to force people leave countryside and move to city. This article will bring us find reason that countryside worker decrease reasons. Also, in this article will explain why countryside population decrease, but government despite this happen. But it is not certain whether the mass loss of workers is harmful to the countryside, because the rural population has been lost but with the improvement of various technologies. Rural areas do not need a large population base for production, but a variety of technologies to help rural production. Secondly, the internalization of state-owned enterprises is beneficial to the development of China in the general direction, because when state-owned enterprises can show the ability to lead social progress, China's development is bound to make rapid progress.

Therefore, this study wants to explain that Chinese population migrate, and the job that choose by Chinese people. Also, in this article give many reasons that government's role in those transform of population move and job choosing. In this article, also show that benefits of those social transform in China. Also, this article wants to find the reason of those migration population. Then in this article will explain Chinese government's role in those issue, and will government support these two issues in Chinese society now. Will those social issue really bad to China? This article may give you answer of this question. However, young people also play important role in these social issues. Then Chinese future of those issues are causing by young people. However, in this article you can understand why those Chinese farmers wants to leave rural area, and join city, and why more and more difficult to join SOE.

## 2. Literature Review

Hu researched that topic about how education affect people treat in SOE. He use the data that great change in past 30 years. He receive that higher education people are increasing in SOE, and low education people are decreasing in SOE. Then it show that the requirement of SOE are increasing each years, so less people can join those SOE. However, those SOE giving their employee better and better treatment every years. Then there are more and more people want to join SOE [1]. Lin et al. researched that topic about last 40 years Chinese SOE business. He use those data to show that different advantage of SOE and normal company in China. He find SOE do not have good economic performance in the past few years. Then it means Chinese should have some improve in the economic area. Therefore, SOE should improve the threshold to hire employee. However, those SOE just hire less and less people each years [2]. Crossley researched that topic about the covid-19 affect the SOE hire worker. The news show that SOE hire many graduates. Then we can see the threshold of SOE during 2020 and 2021 may decrease for solve those social problem and stop reduce the employee get in to SOE. It may solve the social problem for now, but for future it will causing SOE hire less people for a better economic performance. Also, the threshold of SOE may increase in the future because this time hire too many people [3].

Berkowitz et al. researched that topic about Chinese reform SOE. The article talk about the IRON RICE BOWL policy was cancel by Chinese government. Then it means that not everyone can easily to get in SOE and do not out from those SOE company. Then those employee of SOE in China will decrease each years, because there were many people fired by the SOE. Then those total employee in those SOE company were decrease every years [4]. Wang et al. researched that Chinese urban area condition become better and better. Therefore, rural people attract by those urban area is a normal phenomenon, and those rural population leave issue is causing by different living conditions. Then they find in urban area living conditions become better and better [5].

Also, Zhao researched the Chinese rural population migration reasons. Also, he give many evidence that rural population choose leave countryside are causing by several reasons. For example, there are many rural people do not choose migration to city even have low income. Then there must be some other reason causing those rural people leave [6]. Qiang research that Chinese policy affect the rural population leave the countryside. However, he show that lots of rural population want to leave countryside and go to high income region even there are government policy to limit them to stay in their hometown [7]. Liu et al. researched that education affect rural population leave countryside and go to urban area. In China most of high education should be taken in urban area. Therefore, lots of rural people want to give their children better education they will move to city. Then it causing the rural population reduce [8]. Hao research that urbanization requires lots of lobar force from rural area. Therefore, they give those rural people better condition and higher income to attract more rural people move to those urban area for work. Also, those industry hire many people from countryside. Then rural population migration to urban area[9].

However, Yang et al. researched that different income of those rural family and urban family. Then it analysis that rural income is much lower than urban income. Therefore, lots of rural area people migrate to urban area for higher income and better living conditions [10]. City become bigger and bigger, so it need to attract more people to get in and build the city. Those people who get in city and growth city are rural people. They join in city and increase city population, and help city gain quick development. Thus, in past 70 years Chinese cities are growth really quick [11]. Wei researched that Chinese cities become bigger and bigger in past 30 years. Also he give us the reason that why those city should be growth. Chinese development need those city growth up. Thus, rural population can join in city and help China develop. Then show the tendency of rural population join urban area [12]. Han researched that different income of rural area and urban area. Then those evidence show that why rural people want to leave and join in urban area. However, he also says Chinese government have different way to receive tax from different region [13]. Xu researched that Chinese Income growth tendency from rural area and urban area. Then that tendency show the reason rural people leave. They want better living condition and higher income, and in urban area they can get those stuff they want. Thus, rural population migrate is a tendency that cannot stop [14].

### 3. Urbanization Process and Tendency

According to the data feedback from 10 to 19 years, the rural population loss and the urban population surge are obvious problems. Again, the main purpose of this paper is to explore the reasons for this phenomenon.

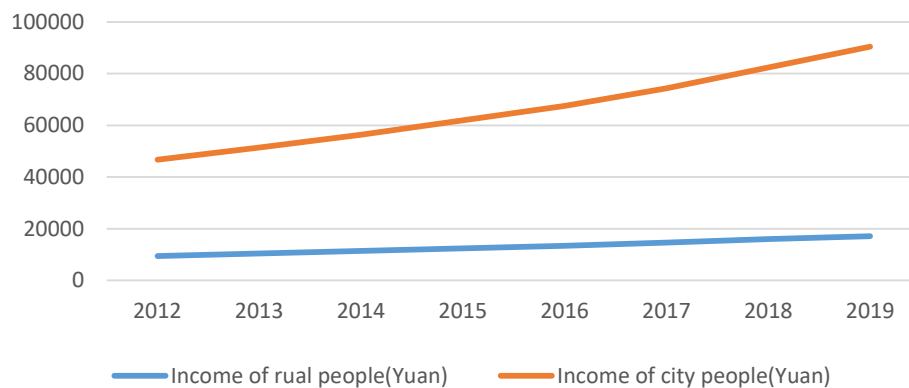


Fig.1 Income of Different Region People

First of all, the rural income may affect greatly the idea to hang on to people living in the countryside. Because of the rural economic development relative to cities is too slow. As a result, most of the people living in the countryside have to leave the countryside. Many rural people chose to leave, and part of the population chose to wait. Even so, this part of the people choose to leave is still a large number, and the second part of the wait-and-see people also choose to leave one after another, so the number of people leaving the countryside is increasing every year. Moreover, those who have succeeded in the city are also the main reason for the rural people to leave, because compared with those who have gained a lot of wealth, it is impossible for them to continue to stay in the country to get the same life. Therefore, more rural people migrate to the city with the idea that they can succeed in the city. This migration leads to the loss of the rural population and the growth of the urban population, but people do not care about this phenomenon. People want to leave the countryside and go to the cities in search of a better life. Although there are more and more people leaving the countryside, there are still enough people in the countryside to supply the material needs of our society. Therefore, the population of the countryside will be reduced to a minimum, or our society will be in trouble of insufficient supply.

Secondly, the reason for the decrease of rural population is the loss of young people. Most of the young people in rural areas have a yearning for cities. The generation gap in the same era is also the reason why young people want to go to cities and leave the countryside, because a large number of young people in rural areas cannot have good communication with their elders. So go to the city development has become a reason to avoid their elders, and of course also have another reason. Say to the elders for their kids to the business development in the rural areas, but the rebellious mood makes kids want to rebel and ran to the city development. This is the loss of rural youth family conflicts, and is forced by money. There are a lot of rural families that have children or sick people and the money in the countryside is not enough to support them, and that leads to the young generation who are able to work going to the cities to earn the wages to supply the needs of the family plus most of the young people don't like to do farm work and farming and so on. Compared with to do farm work in the new generation of rural youth work inside the city is certainly more attractive. Another is vanity, after all, most of the young man has a vain the habit, so let them stay in to do farm work in rural areas will make them feel very ashamed. In order to allow yourself to get the so-called tall, still life, leave the countryside into city is their idea. So when they want to make friends, after all, can say he is from the city, rather than saying he is from the countryside of the vanity leads to the loss of rural young people, as well as the rural population decline. Of course a large part of this group of people are settled in the city of success, and also don't want to return to a previous life in the countryside.

Last but not least, the demand of cities leads to the loss of rural population. Nowadays, with the rapid development of cities, the labor force has always been the support that cities need. As a result, a large number of rural people are brought to cities by agents or personnel of companies to work, which is also the impact of cities on the loss of rural population. For the influence of rural people is unable to resist the temptation, after all, most people are curious about the city is what also can't refuse the company out of their wages, because of work in the city of salary must be over and above the countryside to do farm work to this one for the exploitation of rural labor force, will lead to a sharp drop in the number of rural In addition, people in the prime of life of rural people are fantasizing about making a fortune, getting ahead, and so on, which becomes a big name of the intermediary. Often, many intermediaries will cheat this group of people with the reason that they will have the chance to earn a lot of money by working in the city, and finally sell a large number of rural labor force To the city to the factory, for this part of the rural people to save face and embarrassed to say oneself did not become rich in the city They had to stay inside the city after it is almost impossible to get rich opportunity Though there are still a large number of rural people dream to be able to get rich opportunity is like a moth to run to the city.

Therefore, a large number of rural people have left the countryside, and the reason for rural internalization is that people yearn for the city, hoping to go to the city to obtain a better future, and the city needs a large number of labor to promote the development of industry and various infrastructure construction.

#### 4. Employment in State-Owned Enterprises is Internal

Through the data, it is found that the involution of state-owned enterprises' job hunting is a trend, because the employee benefits and preferential treatment that state-owned enterprises give to recruits have been significantly improved. As a result, a large number of people choose to enter state-owned enterprises, but the number of control positions due to the improvement of state-owned enterprises' welfare is certain. Therefore, the assessment of recruits will increase the difficulty, and with the departure of the old group of state-owned enterprise personnel, the total number of employees of state-owned enterprises is actually in a state of gradual tightening. The main reasons are as follows:

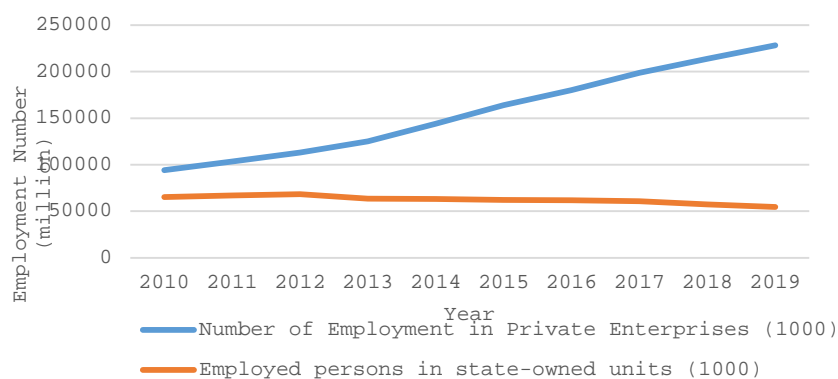


Fig.2 Employment in Private Enterprises and Soe

First, the decline in the total number of employees in state-owned enterprises is due to the fact that with the development of society, fewer and fewer people need to be guaranteed by the state, and state distribution has become history. Thus, the intuitive embodiment is that state-owned enterprises only need people with knowledge and ability. There are actually reasons why the population that needs state protection has declined. The rapid increase in the number of employees in private enterprises explains why the number of employees in China's state-owned enterprises has increased while the number of employees in state-owned enterprises has declined. The reason is that most of the production work that was previously in charge of state-owned enterprises has been allocated to private enterprises, and there is no need to worry about their work for a large number of labor countries, because the labor demand of a large number of private enterprises well meets the

country's low-cultural labor force arrangement. In other words, the rapid development of private enterprises indirectly led to a decrease in the number of employees in state-owned enterprises. The same is inevitable for the development of state-owned enterprises to increase the difficulty of entry, because a large number of college students do not consider the development of high-tech and the improvement of the national economy after graduation. They all tend to choose to take civil service examinations and then enter the national system to enjoy relatively good benefits. Therefore, it is a good move for this group of people who want to live a "elderly life" after graduation. It is a good move to increase the difficulty of entering a state-owned enterprise and reduce the number of admissions. In this way, people who try to mess around with state-owned enterprises can lose their comfortable life and create higher value for society. Of course, this is only one of the reasons for the involution of state-owned enterprises.

Second, another great reason for the involution of state-owned enterprises is social progress. This reason is reflected in the abolition of the "iron rice bowl" and the abolition of the state's system of assigning jobs. As a result, a large number of groups that should be allocated by the state to enter state-owned enterprises cannot enter state-owned enterprises, and this group of people is often the majority of state-owned enterprise members. Similarly, the emergence of private companies has let go of the vast majority of low-educated labor, and this part of people can support themselves in private companies. In this way, countries can rest assured that they will not include all these people in state-owned enterprises. State-owned enterprises will develop more quickly. With the progress of state-owned enterprises, the state-owned enterprises nowadays are no longer the kind of institutions that only provide jobs for the unemployed. State-owned enterprises now want to do practical things and show results. Ever since, selecting talents is the most important thing for state-owned enterprises to do. The selection of talents should be the most important thing for state-owned enterprises, because the goal of state-owned enterprises now is to fight for the rise of China, so everyone who enters a state-owned enterprise needs to be able to shoulder this important task. Otherwise, they won't be given such high privileges and benefits. The level-by-level selection of talents should also be a reason for the involution of state-owned enterprises.

Third, the older generation of people have left state-owned enterprises. This number is huge, and many people retire every year. Compared with the newcomers who joined, there are undoubtedly more retired elderly people. This has led to a decrease in the number of employees in state-owned enterprises. But for these retired old employees, the newcomers are undoubtedly more important and critical for state-owned enterprises. Because the new blood absorbed by state-owned enterprises should not be worse than the old blood discharged if they want to develop, then the appraisal of recruits cannot be sloppy. And now that Sino-US relations are strained, state-owned enterprises need to lead China's economy and rapid development. For talented people, those who come are always welcome, but for people who are tempted to fish in troubled waters, it is not necessary. The examination of civil servants separates these two kinds of people very well, so the involution of state-owned enterprises will only become more and more serious, and the recruits will become more and more capable. Compared with the decrease in the number and the joining of a large number of capable people, the treatment of state-owned enterprises will get better and better, so that the competition for positions in state-owned enterprises will become more intense. This cycle will continue, and gradually the number of employees in state-owned enterprises will only decrease, but this will also make state-owned enterprises stronger and stronger. After all, only a few elites can stay in state-owned enterprises, and most people who want to fish in troubled waters, daydreamers can only leave state-owned enterprises to start their own struggle. And private enterprises also happen to help state-owned enterprises digest many people of this type.

To sum up, the involution of state-owned enterprises is inevitable now, and this phenomenon will continue in the future. The same phenomenon is also caused by the progress of our society. It will allow more people to participate in private enterprises and support the development of private enterprises. State-owned enterprises only retain top talents to lead China's future development. At the same time, let the state-owned enterprises wash away their old faces, and don't become a happy park that only gives power to the unemployed or the unemployed.

## 5. Conclusion

In the process of urbanization, the employment competition is fierce. There are not only the competition between urban workers, but also the competition between rural workers and urban and rural workers. The employment competition in the process of urbanization has both positive and negative effects. The results show that the income of state-owned enterprises is relatively higher and stable. In the context of slowing economic growth, the competition for jobs in state-owned enterprises will be more intense. From the perspective of suggestions, the state should better balance the gap between state-owned enterprises and private enterprises, so as to fully release market vitality and promote rapid economic development.

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