

компетенции);

– развитие творческих способностей (проведение мастер-классов по творческому мышлению и инновациям, что помогает сотрудникам придумывать новые идеи и решать сложные задачи);

– стимулирование здорового образа жизни (проведение программ по физической активности, здоровому питанию и психологическому благополучию, что способствует повышению работоспособности и уменьшению стресса).

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OVERVIEW OF CHINA'S EMPLOYMENT SITUATION AND POLICY RESEARCH UNDER THE INFLUENCE OF THE EPIDEMIC

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Abstract. *The article describes China's employment policy system. The authors analyse trends in China's labour market under COVID-19, identify problems and propose recommendations for improving employment policy.*

Keywords: employment, COVID-19, employment policy tools.

As the global COVID-19 pandemic continues to spread, its impact on the world economy is increasingly apparent. During this extraordinary time, employment has become a focus of concern for governments around the world. As the world's second-largest economy, China's efforts to address employment issues have attracted widespread attention. This article will analyze and study the employment policies in China's social and economic policy system, China's current employment situation, employment issues during the COVID-19 period, as well as the methods and avenues to improve China's employment policy tools in three aspects.

1. China's Employment Policy System

Employment is an important component of national and social development. To guarantee and promote employment, China has established a comprehensive employment policy system. This system mainly includes policies in the following areas:

– Macroeconomic policies. By increasing the adjustment efforts of fiscal and monetary policies, increasing creative investment and fiscal subsidies for employment, and mobilizing the enthusiasm and creativity of market entities [1].

– Employment training policies. Targeted training plans and policies are formulated for personnel with different levels and needs, improving their employment ability and quality, and providing better security for their employment [4].

– Social security policies. Establishing a social insurance system, providing better social security and welfare benefits, and enhancing the employment security and happiness of workers [5].

– Employment market policies. Establishing a fair, competitive, and open employment market,

encouraging diversified operations by private and foreign-invested enterprises, and providing more employment opportunities for the workforce [2].

2. Analysis of China's current employment situation and employment situation during COVID

In 2022, China added 12.06 million new urban jobs, exceeding the initial target of 11 million set at the beginning of the year [1]. Overall, the unemployment rate remained stable throughout the year, and recent employment conditions have improved with the implementation of a series of policies aimed at stabilizing the economy [1]. In December 2022, the national urban survey unemployment rate was 5.5 %, down 0.2 percentage points from November 2022. However, the COVID-19 pandemic had a significant impact on China's job market. During the pandemic, many small and medium-sized enterprises faced pressure to close or lay off employees, resulting in job losses for some workers. Especially, the employment situation in the tourism, catering, cultural and entertainment industries, which were heavily impacted by the pandemic, was more severe. In addition, the employment situation for young people is also not optimistic, with problems such as difficult employment for graduates and the loss of young talent still existing [1, 4].

3. Employment problems and ways to improve China's employment policy tools

To cope with the impact of the COVID-19 pandemic on the job market, the Chinese government has implemented a series of policies and measures, including tax cuts and fee reductions, stabilizing employment subsidies, flexible employment, and expanding employment opportunities, to alleviate the impact of the pandemic on employment and maintain employment stability [1, 3, 5].

In addition, the following measures can be taken to further improve China's employment policy tools:

- Expand employment fields. Strengthen the development of emerging industries, digital economy, intelligent manufacturing, and other fields, providing more job opportunities for workers.
- Strengthen vocational training. Establish a sound vocational skills training system to improve workers' professional skills and employment ability [1, 4].
- Strengthen social security. Further increase social security and welfare benefits to safeguard the basic rights and interests of workers [1, 4].
- Improve the business environment. Reduce the burden on enterprises, promote market-oriented reforms, and enhance the innovation and competitiveness of enterprises.
- Strengthen policy implementation and supervision. Develop strict policy implementation plans and supervision measures to ensure policy implementation and achieve expected results.

In conclusion, the COVID-19 pandemic has had a significant impact on China's job market, but the government has taken a series of measures to maintain employment stability. In the future, we need to further improve our country's employment policy tools and enhance vocational training, social security, and business environment improvements to provide more job opportunities and a better employment environment for workers. This will promote the steady development of the Chinese economy, provide a reliable foundation for long-term global social stability, and play an important exemplary role in the prosperity and development of the world.

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