
ABSTRACTS**Employment Issues in the Process of Traditional Industry Transformation and****New Industry Cultivation: A Case Study of Shanxi Province***Yang Junqing and Others · 2 ·*

By elucidating the connotation of the traditional industry transformation and new industry cultivation, this paper analyzes the progress empirically and explores the related unemployment issues in Shanxi province, which is one of the pilot sites for the synthetic reforms in national resource-based areas. The transformation of traditional industries in Shanxi and the cultivation of new industries have made great progresses over time. However, it still lags behind substantially as compared with other provinces. There are serious problems including explicit and implicit unemployment resulted from traditional industries' shut-down or semi-shutdown, insufficient labour demand due to the slow development of new industries, and the concurrent difficulties of recruiting workers and finding jobs. Therefore, this paper points out that the traditional industries should nurture new industries with their own accumulations, and develop small and middle enterprises that meet the requirements of the emerging industries. These enterprises should change the "big stick" management style, and implement humanistic management strategy to encourage employees. In this way, it is possible to achieve full employment in the win-win cooperation of workers, enterprises and the society.

China's a Great-health Industry: Property, Scope and Market Size*Zhang Juwei and Others · 17 ·*

Promoting the transformation and upgrading of the traditional health industry to great-health industry is the main way to meet growing health needs of the population. Essentially, the great-health industry belongs to industrial activities, yet it has some nature of public goods. From 2012 to 2016, the added value of China's great-health industry has increased by 12.1% annually on average. The added value in 2016 was about 7.3 trillion yuan, accounting for 9.8 percent of the GDP. Within this great industry, the market sector accounts for 69%, and the public sector accounts for 31%. The great-health industry grows rapidly and has a strong positive externality. Therefore, it is unfeasible to achieve an optimal allocation of resources by relying solely on the market. Government has to play an active role. Since the great-health industry has a different intension and extension as compared with the traditional one, it necessitates a different developmental strategy. The paper makes policy suggestions on this in the conclusion.

Off-farm Employment, Social Security Function of Land, and Land Transfer*Xu Qing Lu Yufeng · 30 ·*

The transfer of rural labor force is necessary to promote land transfer. The land transfer rate is still low although off-farm employment has been very common. Using China Family Panel Studies (CFPS) survey data in 2012, this paper empirically studies the effects of off-farm employment on land transfer by focusing on the social security function of land. Specifically, three dimensions of the effect are examined, namely the off-farm employment, the stability of the job and that of the related site. The results show that off-farm employment can weaken the social security function of land and then promote land transfer. However, the marginal effect of off-farm employment on

land transfer is greater than those from the other two factors. Therefore, the effects of off-farm employment may be overestimated if only the first factor is considered. This explains the seemingly contradictory findings of "high participation rate" and "low land transfer rate" in previous studies. The paper points out that it is important to pay more attention to the quality of off-farm employment in the future.

The Effect of Minimum Wage Increase on the Overwork of Low-paid Rural Migrant Workers

Guo Fengming Zhang Shiwei ·42·

Using the data from the 2012–2013 Dynamic Monitoring Survey of National Migrant Population and city-level economic statistics, the paper investigates the effect of minimum wage increase on the overwork of low-paid rural migrant workers. We build a difference-in-differences multilevel model. The results show that the overwork of migrant workers is serious. The increase of minimum wage has contributed to increase the risk of overwork for the female migrant workers with no more than primary school education, and it also increases the extent of overwork for the male migrant workers with junior middle education. Therefore, it is vital for the government to reinforce the statutory working hours under the regulation of minimum wage, or to implement a minimum hourly wage. In addition, it is necessary to strengthen the implementation supervision on the minimum wage and legal working hour regulations. By combining the strict working hour regulations and controlling enterprises' overtime costs, we can reduce the negative impact effectively, and make the regulation of the minimum wage really play a role in protecting the low-paid groups.

Research on the Bias in Estimating Return to Education of Migrant Workers

Chang Jinxiong and Others ·57·

The paper proposes a theoretical framework on migrant workers' choice of jobs and places of employment. It argues that because of urban-rural segmentation in the labor market and extremely high mobility costs, migrant workers' choice-making is driven mainly by household utility maximization, rather than by salary maximization. As a result, there may be biases in estimating the educational return for migrant workers using the traditional Mincer wage equation, which relies on the efficient labor market assumption. The paper also points out that in case that effective labor market doesn't exist, structural differences may arise in the educational return for migrant workers and urban workers. The institutional difference varies by migrants' marital status, age and migration distance. The empirical findings support the theoretical propositions in this study. Our research is helpful to better understand and to estimate the educational return for migrant workers precisely. It also provides evidence that the labor market segmentation and high cost of labor mobility hinder an optimized allocation of labor resources.

A Study on the Impact of Cutting Overcapacity on Workers' Dependence, Employability and Turnover Intention

Zhan Jing and Others ·69·

The weak willingness of employees to resign from the de-capacity enterprises has constrained the effectiveness of resettlement policies, and may further prevent the realization of de-capacity. Using the survey data of 1639 employees in 74 de-capacity enterprises, the paper analyzes the employees' willingness to resign, and the impacts of their enterprise dependence and reemployment ability. The results show that workers' willingness to resign is not strong on average. The habitual dependence and identity dependence formed in the process of work have a suppressing effect on the willingness. Emotional dependence shows a promoting effect. Adaptability, theoretical knowledge and interpersonal communication skills boost the willingness to resign. In addition, the individuals' em-

ployment ability mediates the relationship between dependence and willingness to resign. At the end this paper gives policy recommendation to promote staff placement.

Service Classification and Responsibility Relocation of the Social Endowment System *Hou Huili ·83·*

Based on the theory of social needs, this paper studies the correspondence between the classification of social services for the aged and service providers, and identifies the responsibility of service providers by using data from the China Longitudinal Aging Social Survey in 2014. The research finds that the elderly population's demand for social services is mainly affected by health status, family and market. The elderly care services should meet the basic health needs, family emotional needs and elderly care services for higher quality life. Accordingly, the government, family and market should play the roles of providers for these three types of social endowment service respectively. The paper argues that the "basic protection" from the government should be extended to all the elderly population. Families play the role of emotional support in the old-age care service, which cannot be fully replaced by other providers. Market-oriented service provides access for the elderly to improve their life quality. Finally, the government, market and family should strengthen their providing abilities according to their respective responsibilities.

A Study on the Effects of High-Speed Railway on the Pattern of Urban Population Distribution

Zhang Mingzhi and Others ·94·

By considering the opening of high-speed railway as an exogenous shock, the paper studies its effects on remodeling urban population distribution in cities. Three specific research hypotheses, including overall effect, heterogeneous effect and industrial effect, are proposed and tested empirically using data from 170 prefecture- and higher-level cities. The results show that (1) the opening of high-speed railway significantly reduces the population density in downtown areas. (2) The effect of population density reduction is insignificant for provincial capitals, while it is significant in the other cities. The magnitude of the reshaping effect takes a reversed "N" shape as the size of city goes up, with the effect most significant for Type-II cities. (3) The opening of high-speed railway significantly reduces employment density in the secondary industry. This paper also discusses the expected effects of high-speed railway, and explains the contradictory effects of "employment dilution" and "intensification of agglomeration" in secondary industry. The conclusions are helpful to understand the alleviation of urban population congestion with the opening of high-speed railway.

A Literature Review on the Impact of Artificial Intelligence on Employment

Yang Weiguo and Others ·109·

Starting from the concept of artificial intelligence and a summary of existing research methods, this paper reviews the research findings on the impact of artificial intelligence on the industrial structure, job position and salary related with employment. These findings show that artificial intelligence technology can speed up the process of job polarization in labor market, and it could also cause wage inequality. The effect of job displacement and that of job creation coexist for a long time, with the latter overtaking the former gradually in the long run. Wage gap can be narrowed down through introducing long-term social policies. The process of job polarization will not last for long. The inter-sector labor force flow is essentially a result of matching the labor force supply to demand after the shock of technological revolution. More scholars believe that the impact of artificial intelligence on employment is controllable. The key is to improve the skill of workforce through education and training, so as to achieve a comprehensive and effective human-computer cooperation.