



Social Protection Reform Project Component 1
中国-欧盟社会保障改革项目第一部分

Report on a

**CHINA-EU EMPLOYMENT AND SOCIAL SECURITY
POLICY DIALOGUE & WORKSHOP**

Held in Beijing (China Palace Hotel) on 26 April 2016

The China-EU Employment and Social Security Policy Dialogue & Workshop was held on April 26, 2016 at China Palace Hotel in Beijing. Around 40 participants attended the meeting (see attached list and agenda). The audience was composed of officials from the European Commission and the European delegation to China and Mongolia, as well as of Chinese and European government officials and experts in the realm of employment and social protection. The meetings were placed under the auspices of the EU-China Social protection reform project Component 1, and organized by the NDRC and the project C1 teams.



I. Policy Dialogue

1. Opening remarks

The opening session was hosted by Mr. Fan Hengshan, Deputy Secretary General, of the National Development and Reform Commission (NDRC). Mr. Wang Xiaotao, vice-chairman of NDRC, and Ms Carmen Cano, Deputy Head of the EUD. Speakers highlighted the importance of this mutually beneficial encounter, which is part of the EU-China continued policy and technical exchange. They stressed the usefulness of the on-going EU-China Social Protection Reform Project, under which the events were organised for the China policy making process, and welcomed the opportunity thus provided for the EU Commission and the Chinese NDRC to enter into direct substantive dialogue on critical issues of employment and social protection.

2. Global situation of Employment and Job creation

The first session in the morning, hosted by Mr. Fan Hengshan, Deputy Secretary General, NDRC, gathers the policy makers from China and EU to exchange the views on Global Situations of Employment and Job Creation.

In his presentation ‘Major Viewpoints on Global Situation of Employment’, **Mr. Pu Yufei, Director General, Department of Employment and Income Distribution, NDRC** highlights the issue of youth unemployment that attracts global concerns. He further suggests that the issue of how to include young people in the labour market will be one of the top priority concerns for the Chinese government in the near future. In terms of employment and job creation, he states that it has been the general trend in China and thus is also of great importance in policy making. The issue is how to substantiate innovation and job creation into actual increase of income. One of the existing practices in China is the establishment of the network for skill training. In this regard, it is necessary to refer to the EU experiences to improve the quality of the labour force, which is also a global concern.

This final point of the importance of EU-China cooperation is further highlighted by **Mr. Jordi Curell, Director for Labour Mobility, Directorate-General for Employment, Social Affairs and Inclusion of the European Commission**, when delivering the speech on Global Situation of Employment and Job Creation in Europe. He underlines the fact that despite the disparity in the conditions, many challenges faced

by both sides share a lot of similarity. Mr. Curell focuses on the role played by social protection on employment before, during and after the time of crisis, and argues that the adequacy of social protection benefits, premised on financial sustainability of the system, are crucial especially in the time of crisis. He has pointed out several thought-provoking facts through the detailed analyses on employment statistics. First, the different impacts of crisis on employment has led to diverse employment situations in EU. Secondly, the rise in the activity rate, which is atypical compared with other regions, US in particular, and with previous periods of economic downfall, is attributable to the structural reform during the 1990s aimed at extending the working life of people. Third, the service sector is now providing more and more job positions and employment opportunities, whereas the loss of job positions is mainly found in the Industrial sector, and in sectors deeply affected by the crisis. This suggests that the policy design should prioritise the development of service sector as an employment strategy.

During the discussion session, interesting exchanges took place between the EU and Chinese policy makers.

Mr. Robert Strauss, Head of Unit for Country Reform, Directorate for Employment and Social Governance, Directorate-General for Employment, Social Affairs and Inclusion of the European Commission, raises the question about technological changes and advances being a threat to the availability of Jobs, and whether China is confident that the technology is taking away jobs from people. In response, Mr. Pu introduces the pilot cases in the local, which all focus on improving the quality of labour and investing in human capital. It is suggested that technological advances can be properly applied to improve the capacity of individuals and humans rather than take the jobs from individual workers.

Mr. Fang Lianquan also comments on Mr. Curell's presentation. He further raises the question concerning the specific type of the services that have contributed significantly to the job creation, for instance long-term care and elder care. Mr. Curell acknowledges that service is indeed one of the factors contributing to better employment performance in EU. He explains that services are different from goods in terms of the level of demands. There is only so much goods that one person can purchase but the amount of services desired can be much greater.

3. Employment and Social security policies in China and the EU

The second session in the morning, hosted by Mr. Lars Gronvald, Counsellor, Head of Cooperation, Delegation of the European Union to China and Mongolia, is themed around the Employment and Social Security Policies in China and EU, which allows officials from both sides to focus on the recent practices and experiences of addressing the relationship between employment and social security.

Under this light, **Mr. Shen Zhulin, Deputy Director General, Department of High-Tech Industry, NDRC**, offers a very concise yet comprehensive introduction on the recent nation strategy of *Pushing Forward Mass Entrepreneurship and Innovation, Stabilizing Growth and Promoting Employment, Creating New Engine for Economic Development*. According to him, it is foreseeable that the current Mass Entrepreneurship and Innovation will be developed into a new round of ‘enterprising fever’ and contribute to the further development of national economy. In the background of new normal condition, population advantages are without doubt the most valuable asset for the country. MEI policy is aimed at mobilising such advantages and resources. By allowing various new forms of jobs, sectors and employment, it is hoped that the economy will develop in new directions and new manners. On the other hand, with increasing number of young labour available, it is also crucial to have more SMEs to address the availability and adequacy of human resources. Major measures under the MEI initiative include simplifying the administrative procedures for new enterprise registration, establishing supportive platform, intensifying the financial support by enlarging the scope of funding and diversifying capital withdrawal, and last but not the least removing various institutional barriers, for instance cancelling the employment restrictions on science researchers and technocrats, and reforming the internship arrangements for college students. The participants in the entrepreneurship are highly diverse, including returning overseas graduates, college students, migrant workers, etc. He then goes on to elaborate on the major achievements of entrepreneurship pushing forward employment. For one thing, in terms of the scale, as a matter of fact, the majority of new working population is absorbed and supported by SMEs, which are more capable of incorporating labour compared with enterprises of large scales. As for the structure, entrepreneurship promotes the structural shift of employment towards the third sector and services, which has taken up 40% of the overall employment. It also brings about the structural demand for employment. This is in accordance with the

policy strategy of structural reform on economy. When it comes to the quality of employment, the current tide of entrepreneurship is more driven by the pursuit of ‘dream’ and various of aspirations, rather than motivated by the demand for subsistence and even survival, which is very different from the previous two rounds. Another thing worth mentioning is the flexibility of the entrepreneurship environment. He also suggests that further steps can be taken include providing more favourable conditions for entrepreneurship as well as more specific focus on creating the demand, emphasising policy coordination and promoting the openness and sharing of various business models. In this regard, the exchanges and collaborations with EU is essential and will be beneficial.

Whereas China relies on entrepreneurship and innovation to deal with the negative impacts of the slowing-down of economic growth, in the European context, which is haunted by the crisis, one of the crucial elements of the employment policy concerns with the *Support on the access and the return to work*, a topic dealt with in-depth by **Mme. Annie Gauvin, Director of International Affairs and Relationships, Public Employment Service of France**. According to her, the current situation in EU with regard to employment is that the number of workers is coming back slowly but not yet at the pre-crisis level, whereas the employment rate has returned to the pre-crisis level. Also the unemployment is on the decline, through remains high. In the meanwhile, she highlights the skills ‘mismatch’, there is a global surplus of low skilled workers but a shortage of high skilled workers. But it is also worth noting that a good proportion of workers are overqualified for their positions. In addition the labour market is also characteristic of rising youth unemployment, pervasive precarious jobs, as well as persistent instability of employment. Against these backgrounds, Public Employment Services is introduced to address the issues in order to improve the labour market. This has been proved to be effective in various aspects. But in order to push it forward to a new level, following issues should be concerned with priority, including matching skills, diversifying channels of service delivery, increasing institutional capacity and enhancing the quality of governance. Labour market reforms also have an important role to play in stimulating employment, which deal with enlarging the scope of employment services to cover more people and implementing active labour market policies according to the specificities of different social contexts. As for France, one thing worth mentioning is the commencement of ‘a digital revolution’ to adapt to the

social development and to appeal to more youth. Employment policy is also closely linked with social protection, especially in terms of the design and implementation of unemployment insurance, which can be deployed as a funding source for PES.

The officials from China and EU also have exchanges on the *social protection policy designs and initiatives in relation to employment issues*. **Mr. Xu Lin, Director General, Department of Development Planning, NDRC**, delivers the presentation on *Social Security and Employment Policies in China Urbanization Process*. He starts off by addressing the fact that China is now on a very fast track of urbanisation. Due to the household registration system, one important difference of Chinese urbanisation is dualism within the urban space: the migrants from the rural area into the cities have no access to various benefits enjoyed by their urban counterparts, in spite of the physical residence in the city. Another important element of the Chinese context, according to him, is the increasing number of migrant workers from rural to urban. They concentrate in the construction sector, however, there is a steady rise in both the number and proportion of workers in the service sector. With reference to social protection, the participation among the migrant workers is very limited. The main factor relates to the tension between the lack of coordination across regions and the mobility of migrant workers, as many workers prefer retaining the cash at the present rather than participating the insurance plan oriented to the future livelihood. A further point he has made, with regards to the development trajectory of social protection, is that social protection policies concerning the rural residents and migrant workers have gone through 4 stages along with the progress of urbanisation. Overall, the benefits for the rural population as well as migrant workers have been significantly improved and the discrepancy between the urban and the rural is further addressed. Currently, there has already been in place a relatively comprehensive social insurance plans for the rural and migrant workers that cover the major five aspects. At the present the social protection focuses on the coordination and transition of social insurance plans across regions and social categories. The policy for migrant workers and their employment has progressed from strict control and restriction during the early 1980s, to the loosening up during the late 1980s and early 1990s, then to the phase of regulation which in fact encourages the move of rural labour into the non-agricultural sectors in the urban area, and finally to the current era that highlights ‘fairness’ which begins around 2000. Last but not the least, he stresses that in order to further promote the participation of migrant

workers in the labour market, significant amount of efforts have been put, including the measures aiming investing in the human capital by providing annual training for migrant workers. Recent policy initiatives continue to concentrate around the improvement of the employment system, and also to encourage migrant workers to go back to the birthplaces for entrepreneurship. Specifically, related policies will also be provided to encourage migrant labour in the West to participate in the labour market in the West instead of in the Eastern and coastal areas.

Following up is **Mr. Robert Strauss, Head of Unit for Country Reform, Directorate for Employment and Social Governance, Directorate-General for Employment, Social Affairs and Inclusion of the European Commission**, who provides a relatively thorough introduction on the notion and practices of *'flexicurity' in the EU as the Coordination of Social Security and Employment Policies*. Flexicurity is the policy initiative to combine employment policy with social protection, and its underlying principle is to provide employment protection rather than simply job. It is essential due to the need for the flexible labour market. He then move on to introduce on the four major components of flexicurity, including flexible but reliable contractual arrangement, comprehensive life-long learning, effective active labour market policies, and modern social security systems. It is worth noting that the fundamental principles include not only external but also internal flexicurity. Flexicurity is the primary framework adopted by the European Commission for specific policies concerning both employment and social protection. Hence the sustainability of Flexicurity is a crucial issue to be addressed in the near future, with special reference to financial consolidation.

4. Concluding remarks

The Morning session concludes with the remarks of Mr. Curell. He points out that there are several common concerns between the EU and China, especially the linkages between employment and social protection, and the portability of rights, etc. The importance of active labour market policies is again addressed together with the ways in which social protection can be used as the means to achieve other objectives. Once again he highlights that the project is very important and significant in both the content and the form. In terms of content, it has managed to engage with the employment issue which is indeed the profound issue that attracts global concerns. It also has explored the potential of social protection in serving other objectives rather than simply being good

in itself as an end. In terms of the form, the project has successfully engaged the theoretical aspects with the practical experiences, which is very important.

II – International workshop

1. Introduction

The event resumes after the working lunch with a short speech from **Mr. Jean-Christophe Donnellier, President of Expertise France**, the consortium member overseeing and facilitating all the activities and related logistic issues for the project component 1 in particular. According to his introduction, expertise France is established on the basis of the integration of 6 government agencies, which is by itself the embodiment of ‘coordination’. It and now is in charge of various forms of policy and research projects of over 300 in as many as 80 countries. The engagement of Expertise France in the project is aimed at bringing the most relevant EU practices and experiences to China. From the perspective of coordination, the EU practice suggests that it is important, while allowing enough room and space for national particularities, to have a solid and common framework to work with.

2. Interaction of Social security and Employment policies

The main session in the afternoon, convened by Mr. Jean-Victor Gruat, Resident Expert for the project Component 1, provides the platform for experts from EU and China to examine and share the perspectives on the interaction of Social Security and Employment Policies.

Professor Zheng Gongcheng, Member of NPC Standing Committee, President of China Association of Social Security, emphasises that the 13th five-year plan period will be a crucial moment for the social protection in China to further institutionalise employment promotion in the system. However, to do so, he also suggests that it is necessary for policy makers to break two misconceptions around the relationship between employment and social protection. The first understanding considers employment and social protection as interchangeable. It is common for officials to claim that employment is the best form of social protection. In the rural area, it is commonly understood that for peasants land is the best form of social protection. Such perspective is theoretically unfounded and logically false, and in the practice it provides the ‘excuse’

Social Protection Reform Project Component 1

中国-欧盟社会保障改革项目第一部分

for not including rural residents into the social protection system. Another common orientation is to completely separate employment from social protection. A corollary of that is the emphasis the right of citizenship, the full coverage of social protection based on citizenship, which is pervasive in European countries. But such orientation is not necessarily applicable in the Chinese context, and hence it is more practical and realistic for China to combine both universal protection and employment-based benefit plans. Hence he reinstates that employment and social protection are distinctive processes yet deeply inter-related. In retrospect, China has long focused on economic growth. Indeed in this respect the achievement is significant. However, the development is severely unbalanced. Despite the progress in the creation of wealth, its distribution is very poor, which speaks of the necessity of linking employment and social protection. As for the policy design, it is important to consider both elements when making employment and social protection policies. The development of employment in China is prominent, and the social protection has also made conspicuous accomplishments. However, the collaboration and coordination between the two sides are still to be further stimulated and strengthened. There is still plenty of room and a wide range of ways for the two elements to be organically linked. For instance the long-term care for the elders is the perfect area where employment and social insurance can be associated. The social protection reform in China should emphasise employment and social development, which might seem an outdated perspective from the European point of view. But such orientation is nevertheless in greater accordance with the specific condition of China. The linkages with society will make prominent the notion of rights as associated with duties, and the association with employment would allow labour workers, while enjoying the benefits and security, can also contribute to the accumulation of wealth and economic growth. One example is to include migrant workers into the social insurance system. The government can pay for their contribution on their behalf, but the duty is not to be exempted. In terms of quantity, the condition of employment in China is actually improving, since it is less associated with the increase of GDP but more and more connected with the upgrade of economic structure. However, the poor quality is the major issue in China. In this regards, the social protection reform should point to the quality issue, providing arrangements to improve the quality of employment. More specifically, it is feasible to alleviate the burdens of enterprises and individuals, and also to strengthen the prevention of various social and natural risks. Comprehensive social security will release a huge number of job positions, especially in the service sector for

the elder, children, etc.

Professor Zheng's presentation is highly appreciated among the participants. Mr. Gruat highlights the issue of the scope of social protection in China, which points to one of the disparities between China and EU in the notion of 'protection': It is mentioned that the financial burden for the government in supporting social protection can be relieved by including various agents, in area including disaster relief, so does that mean the scope of social protection should be modified to include disaster? In response, Professor Zheng mentions that disaster relief has long been one crucial element of social protection in China, and the government is responsible to take care of the people affected by disasters, which has lasted for thousands of people. Different countries take various different approaches to this. However, it is true that in this respect, the Chinese government's responsibility is too heavy. Addressing this, some initiatives are under consideration to involve more commercial agents to participate in the sector disaster relief and reconstruction afterwards. Another important niche for employment in social protection is the elder care service. But the issue now is the bounded separation between the private and public institutions. So during the 13-5 period, there will be more emphasis on the role of community in the provision of old-age care service.

Then **Mr. Xavier Coyer, Civil Servant, French Ministry of Social Affairs; Advisor, Expertise France**, talks about the *Relations between Employment and Social Security Policies in Europe*. According to him, social protection is the premise for the construction of single labour market in Europe. The basic principles are oriented towards facilitating the integration of the labour markets of different countries into a coherent one, including the removal of discrimination based on nationality, the focus on coordination rather than harmonization, the principle of equity and clarity in terms of benefits and legislations individuals are subject to. An emerging phenomenon is 'mobile workers' who tend to reside at the border area, and probably have two jobs but in different countries, so the issue of which system to contribute to and to participate in has become increasingly pressing. Another changing condition is the shift in the family model as a result of the increasing presence of female on the labour market. Among various ways in which social protection arrangements tackle unemployment, it is especially to have better and more comprehensive family benefits, which will significantly improve female employment. Many social security policies have preventative effects which alleviate the risks of falling out of employment. Various

innovative measures can also be taken under the scope of social protection, including the transition of school to work. In the area of education, it is tenable to diversify the ways in which internship and practice experiences in other country are included in school education.

3. Structural Employment Problem in Adaptation to Economic Transformation

The final session, hosted by Mme. Ji Ning, Director General, Department of Employment and Income Distribution, NDRC, focuses on Structural Employment Problem in Adaptation to Economic Transformation.

Professor Zeng Xiangquan, Director of China Institute for Employment Research, Renmin University of China, talks about the *Challenges and countermeasures for the Chinese Job Market in Economic Transition*. He first starts by addressing the inefficiency and difficulty of using official unemployment data in understanding the status quo of the job market in China. Against this background, CRE index is devised to monitor the condition of unemployment, and provides the empirical basis for the arguments presented. According to the data, the employment rate continued to rise since the fourth quarter 2011, which has something to do with the large-scale government investment. There are many factors underlying the changes in the CRE, including the changes in the population structure, the seasonal changes of job application, and the periodic elements. In addition, there are also a wide range of alternative factors that are highly unpredictable, including further capitalisation and technology mainstreaming, the structural reform which creates the mismatching of skills and job positions, various influences from the international community, etc. Having said that, Professor Zeng also emphasises that China is now confronted with various issues. First and foremost, there is the emerging issue of hidden unemployment, for instance the diminishment in the workload and working hours in several key sectors. This kind of unemployment might become evident during the 13-5 period. Second, the structural imbalance between the job market and the labour market. This is especially evident in the employment of college graduates, who suffer from the employment difficulties during both economic boost and recession, which is attributable to the mismatching between education and the actual demand. Another issue is the low quality. Flexible employment constitutes a very

large proportion, and the salary level is also very limited, whereas the problem of over education is pervasive. In coping with the above issues, it is firstly important to construct national information platform in order to address the information asymmetry. A related measure is to improve and elaborate the categorisation of job positions. College education should be adjusted to link more closely with the demands on the labour market. It is also important to engage more closely with the service sector.

Next **Professor Stefano Sacchi, Special Commissioner, Institute for the Development of Vocational Training of Workers –ISFOL–, Italy**, provides a case study of *Labour Market Changes, Worker Security and Policy Reforms in Italy* to provide a comparative dimension to the session. According to him, it is important to recognise that the security of various dimensions enjoyed by workers is the result of the interaction between employment and social security. In this light, the flexibility of the labour market is multi-dimensional. Worker security is also a holistic idea that involves employment security, wage security, and social security. In the case of Italy, there are several issues with regards to the labour market participation. First most new hires are on the temporary basis and do not last very long, and the employment among youth is very limited and precarious. Employment continuity is the key tenet of employment security, which is affected by the duration of contracts, job transitions, duration of non-employment, and the frequency of job transitions towards long-term duration. It should be pointed out that fixed term contracts do not necessary lead to negative results, and the impacts are diverse across countries and affect different groups differently. In reaction to various issues of the job market and labour market, the Italian government has introduced the ‘Jobs Act’, which is feature by the ‘new open-ended contract’. Such mechanism brings clarity and transparency to the foreground. Another interesting focus of the measure is to increase the firing costs for the employers. The effects include reassuring and attracting more investments, and tackling the human capital gap.

Finally, **Mr. Koen Vleminckx, Director, Research and International Cooperation, Federal Public Service Social Security, Belgium**, examines the *Functionality of Social Security from a Labour Market Perspective*, based mainly on the Belgian practices. He highlights that social security provides more than what employment security can provide, and is in its essence a redistributive system which enhances social cohesion. At the same

time it redistributes consumption, and stabilises economy as the elders will continue spending on consumption. In relation to the labour market, the functions of social security are evident in terms of employability, job matching, job retention, and the smooth operation of the labour market in general. It has been general recognised that there is a social welfare nexus between social protection and the labour market. However how this notion translates into policy measures and practices diversifies among different countries. In this regard, the top design of the policies for social security should chain up different objectives including the prevention of risks, the restoring situation prior to the risk, and the compensation post to the risk. As for the benefit levels, it is necessary to differentiate between long-term and short-term schemes. However it is also necessary to bear in mind the various challenges faced by the labour markets, including population ageing and economic restructuring. Specifically the pressure of population ageing also prompts the restructuring and transformation of the job market in order to provide longer and more intensive careers that welcome the participation of elder workers into the labour market.

The discussion that follows is very interactive and touches upon various interesting issues relating to the commonalities and disparities between China and EU. Mr. Fang comments that the disparity in the conceptualisation still exists between China and EU, for instance China usually considers on the cost of social security, and also the issue of coordination and transition is also very relevant to the Chinese context. Mme. Ji responds to the point, by emphasising the balance between the funding and spending. Mr. Vleminckx agrees with this perspective, and draws attention to the fact that the formal contribution in China is relatively high. In this regard, the balanced social security plan will stimulate consumption which creates the demand for the enterprises. So it is favourable to set the formal contribution at a reasonable level, and focus on enlarge the group who actually contribute to the system. Mme. Ji acknowledges Mr. Vleminckx' observations, and she points out that the high contribution level in China has not been substantiated in the real income in the protection system. In responding to the second point, Professor Zeng clarifies that the portability of social insurance accounts across regions has long been an issue. He speaks highly of the EU practice of coordination especially in the calculation and the payment of benefit, which is highly open, fair and well-coordinated. The issue of portability is intimately intertwined with the issue of costs and substantial contribution. The reason why very few migrant workers participate in

the pension plan is exactly due to the lack of well coordination and transition of insurance plan. So it is very essential for China to refer to the EU practices and experiences. Mme. Tang also proposes to Mr. Sacchi the question of the provision of training for fix-term-contract workers. Mr. Sacchi elaborates on the context, and introduces the recent policy initiative which has led to both more open-ended contracts of better quality as well as better social protection.

4. Conclusions

Mme. Ji Ning's concluding remark highlights the commonality between EU and China in coping with the interaction between employment and social security. For one thing, there is a shared recognition that the relationship between two elements is intimate and multi-dimensional. The EU practice in removing nationality discrimination is also relevant in the Chinese context, where the discrimination based on region, gender, and the issue of local protectionism should also be addressed. Mr. Sacchi has introduced a detailed case study of Italian employment policies, which provides a lot of inspirations for China.

Xu Chenjia,
Jean-Victor Gruat
2 May 2016.

Agenda

China-EU Employment and Social Security Policy Dialogue & Workshop

April 26, 2016

Meeting Room No.21, Floor 4, China Palace Hotel
Fuxingmenwaidajie, 1 Zhenwumiao St.

8:30-8:50 Mr. Wang Xiaotao, Vice Chairman of National Development and Reform Commission (NDRC) and Mme. Carmen Cano, Minister/Deputy Head of the European Union Delegation to China and Mongolia to meet selected participants

8:50-9:00 Group photo

Morning:

Policy Dialogue on 2016–2020 Employment and Social Security Policies (9:00-12:00)

II. Opening Remarks (9:00-9:10, 5 mins each)

Hosted by Mr. Fan Hengshan, Deputy Secretary General, NDRC

- ✧ Mr. Wang Xiaotao
- ✧ Mme. Carmen Cano

III. Views on Global Situations of Employment and Job Creation (9:10-10:00, 50 mins)

Hosted by Mr. Fan Hengshan

- ✧ **Major Viewpoints on Global Situation of Employment** (15 mins)
Mr. Pu Yufei, Director General, Department of Employment and Income Distribution, NDRC
- ✧ **Global Situation of Employment and Job Creation in Europe** (15 mins)
Mr. Jordi Curell, Director for Labour Mobility, Directorate-General for Employment, Social Affairs and Inclusion of the European Commission
- ✧ **Discussion** (20 mins)

Tea Break (10:00-10:10, 10 mins)

IV. Employment and Social Security Policies in China and EU (10:10-11:50, 1 hrs 40 mins)

Hosted by Mr. Lars Gronvald, Counsellor, Head of Cooperation, Delegation of the European Union to China and Mongolia

✧ **Pushing Forward Mass Entrepreneurship and Innovation, Stabilizing Growth and Promoting Employment, Creating New Engine for Economic Development (15 mins)**

Mr. Shen Zhulin, Deputy Director General, Department of High-Tech Industry, NDRC

✧ **Employment Policies Supporting Access or Return to Work (15 mins)**

Mme. Annie Gauvin, Director for International Affairs and Relations, Public Employment Service of France

✧ **Social Security and Employment Policies in China's Urbanization Process (15 mins)**

Mr. Xu Lin, Director General, Department of Development Planning, NDRC

✧ **Coordination of Social Security and Employment Policies: Flexicurity in the EU (15 mins)**

Mr. Robert Strauss, Head of Unit for Country Reform, Directorate for Employment and Social Governance, Directorate General for Employment, Social Affairs and Inclusion of the European Commission

✧ **Discussion (40 mins)**

Closing Remarks by Hosts (11:50-12:00, 10 mins)

Working Lunch (12:00-13:30, 1 hrs 30 mins)

Afternoon:

**Workshop on 2016–2020 Employment and Social Security Policies
(13:30-16:20)**

IV. Opening Remarks

(13:30-13:40, 10 mins)

Hosted by Mr. Jean-Victor Gruat, European Resident Expert of China-EU Social Protection Reform Project

- ✧ Mr. Jean-Christophe Donnellier, President, Expertise France

V. Interaction of Social Security and Employment Policies

(13:40-14:40, 60 mins)

Hosted by Mr. Jean-Victor Gruat

- ✧ **Improving Social Security Policies, Promoting Employment and Entrepreneurship** (30 mins)

Professor Zheng Gongcheng, Member of NPC Standing Committee, President of China Association of Social Security

- ✧ **Relations between Employment and Social Security Policies in Europe**

Mr. Xavier Coyer, Social Affairs Adviser, Expertise France

VI. Structural Employment Problem in Adaptation to Economic Transformation

(14:40-16:10, 90 mins)

Hosted by Mme. Ji Ning, Director General, Department of Employment and Income Distribution, NDRC

- ✧ **Chinese Job Market in Economic Transition: Challenges and Countermeasures** (20 mins)

Professor Zeng Xiangquan, Director of China Institute for Employment Research, Renmin University of China

- ✧ **Labour Market Changes, Worker Security and Policy Reforms** (20 mins)

Professor Stefano Sacchi, Special Commissioner, Institute for the Development of Vocational Training of Workers ISFOL, Italy

- ✧ **Functionality of Social Security from a Labour Market Perspective** (20 mins)

Dr. Koen Vleminckx, Director Research and International Cooperation, Federal Public Service Social Security of Belgium

- ✧ **Discussion** (30 mins)

Closing Remarks by Hosts

(16:10-16:20, 10 mins)

Social Protection Reform Project Component 1

中国-欧盟社会保障改革项目第一部分

LIST OF PARTICIPANTS

**China-EU Employment and Social Security
Policy Dialogue & Workshop
April 26, 2016 Beijing**

Chinese Participants

Wang Xiaotao	Vice Chairman, National Development and Reform Commission (NDRC)
Fan Hengshan	Deputy Secretary General, NDRC
Xu Lin	Director General, Department of Development Planning, NDRC
Pu Yufei	Director General, Department of Employment and Income Distribution, NDRC
Ji Ning	Director General, Department of Employment and Income Distribution, NDRC
Shen Zhulin	Deputy Director General, Department of High-Tech Industry, NDRC
Ma Li	Deputy Director General, Department of International Cooperation, NDRC
Sun Zhongzhen	Division Director, Department of Employment and Income Distribution, NDRC
Tang Ling	Division Director, Department of Employment and Income Distribution, NDRC
Jiao Xueli	Executive Director, International Cooperation Centre, NDRC
Chang Hao	Division Director, International Cooperation Centre, NDRC
Hu Fang	Deputy Division Director, Department of International Cooperation, NDRC
Zhao Rui	Official, Department of High-tech Industry, NDRC
Wang Yingsi	Programme Official, International Cooperation Centre, NDRC
Wang Yue	Programme Official, International Cooperation Centre, NDRC

Chinese Experts

Zheng Gongcheng	Member of NPC Standing Committee, President of China Association of Social Security
Zeng Xiangquan	Director of China Institute for Employment Research, Renmin University of China

European Participants

Carmen Cano	Minister, Deputy Head of the European Union Delegation to China and Mongolia
Jordi Curell	Director for Labour Mobility, Directorate-General for Employment, Social Affairs and Inclusion of the European Commission
Robert Strauss	Head of Unit for Country Reform, Directorate for Employment and Social Governance, Directorate-General for Employment, Social Affairs and Inclusion of the European Commission
Jean-Christophe Donnellier	President, Expertise France
Annie Gauvin	Director of International Affairs and Relationships, Public Employment Service of France

Social Protection Reform Project Component 1

中国-欧盟社会保障改革项目第一部分

Lars Gronvald	Counsellor, Head of Cooperation, Delegation of the European Union to China and Mongolia
Daniel Waterschoot	Policy Coordinator-External Relation, Directorate-General for Employment, Social Affairs and Inclusion of the European Commission
Yi Xiaolin	Project Officer, Delegation of the European Union to China and Mongolia
Jean-Victor Gruat	EU-China SPRP C1 European Resident Expert
Zhang Guoqing	EU-China SPRP C1 Main Chinese Expert
Fang Lianquan	EU-China SPRP C1 Main Chinese Expert
Valentina Pignotti	EU-China SPRP C2 Project Assistant
Xu Chenjia	EU-China SPRP C1 Project Assistant

European Experts

Xavier Coyer	Civil Servant, French Ministry of Social Affairs; Advisor, Expertise France
Stefano Sacchi	Special Commissioner, Institute for the Development of Vocational Training of Workers ISFOL, Italy
Koen Vleminckx	Director, Research and International Cooperation, Federal Public Service Social Security, Belgium