



2016 EU-CHINA HIGH LEVEL EVENT ON SOCIAL PROTECTION REFORM

**PERSPECTIVE OF
EMPLOYMENT POLICY AND SOCIAL SECURITY REFORM
2016 – 2020**

BEIJING, 28-29 SEPTEMBER 2016

VOLUME I - CONFERENCE REPORT

On 28 and 29 September 2016, the EU-China Social protection reform project SPRP and the Chinese National Development Reform Commission organized in Beijing – Diaoyutai Hotel – a High Level Event to discuss Perspectives of Employment Policy and Social Security Reform in China and in Europe between 2016 and 2020. This period corresponds to that of the Chinese XIIIth five-year Plan, and to the horizon chosen for the Europe 2020 Strategy for smart, sustainable and inclusive growth. The EU Ambassador to China and Mongolia, Mr. Hans Dietmar Schweisgut, and Mr. Wang Xiaotao, vice-chairman of the NDRC opened the meeting, where Mr Michel Servoz, Director General of the European Commission Directorate General for Employment, Social Affairs and Inclusion delivered a keynote address on the Perspectives of Employment policies and Social security in the EU. Over a hundred participants, at parity between Chinese and European specialists coming from 11 countries and international organizations, discussed a variety of crucial topics for the sustainability of social protection reform and its contribution to employment promotion including in times of financial and economic difficulties. In total, some 20 communications were made by renowned Chinese and European experts and decision-makers, over five sessions co-chaired by high level Chinese and European personalities.

This Report presents the discussions held at the event, and reproduces the materials made available to all participants. It is a cooperative production between the Chinese National Development and Reform Commission and the EU-China Social Protection reform project.

WHAT IS THE EU-CHINA SOCIAL PROTECTION REFORM PROJECT?

As a successor to the EU-China Social security reform project (2006-2011), the European Commission and the Government of China have formulated the “EU-China Social Protection Reform Project”, a new cooperation initiative aimed at promoting social equity and inclusiveness of economic development throughout Chinese society – as well as cooperation and dialogue between the EU and China in the same field. The Commission has decided to implement the action through a grant contract to be concluded with a consortium of specialized public authorities and mandated bodies of the EU Member States in the area of social protection. The consortium is led by Italy, and gathers institutions from Belgium, the Czech Republic, France, Poland, Romania and Spain. The purpose of the EU-China Social protection reform project is to contribute to the improvement and inclusiveness of China’s social protection system through strengthening the institutional capability for developing policies, for implementing legal and regulatory frameworks and for supervising systems of social insurances, social assistance and financial management in the area of social security. In particular, the Project’s purpose will be pursued through the following three components, in relation to which specific Chinese government entities playing the role of partner of the consortium have been identified: Component 1: Consolidation of institutional capacity for social protection policy development and reforms in collaboration with the National Development and Reform Commission (NDRC); Component 2: Enhancing of institutional capacity for financial management and supervision concerning social security funds in collaboration with the Ministry of Finance (MoF); and Component 3: Improving of legal framework and policy for social assistance in collaboration with the Ministry of Civil Affairs (MoCA).

The NDRC Employment and Income distribution Department, the NDRC International Cooperation Center, the EU-China Social protection reform project Beijing Office and the Component 1 technical team of the EU-China SPRP jointly prepared this Document. Special thanks go to Ms Tang Ling, Mr Chang Hao, Ms Wang Yue, Ms Wang Yingsi, Ms Ma Lan, Mr Fang Liangquan, Mr Zhang Guoqing, Ms Valentina Pignotti, Ms Xu Chenjia, Ms Li Lingxi for their contribution to the organisation of the Event and to the contents of the document. Thanks also to the translators who made this bilingual version possible, and to the company that helped design the layout.

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PREFACE



PU YUFEI,
DIRECTOR GENERAL, DEPARTMENT OF
EMPLOYMENT AND INCOME DISTRIBUTION,
NDRC

On behalf of the National Development and Reform Commission (NDRC), the Chinese host of 2016 EU-China High Level Event on Social Protection Reform-Perspective of Employment Policy and Social Security Reform 2016 to 2020, I would like to extend my congratulations on the success of the HLE. I would like to thank the Directorate General for Employment, Social Affairs and Inclusion, the European Commission Delegation in China and the Member States of the European Union for their strong support for the High Level Event. I would also like to thank all ministries and commissions of China for their active participation in project activities, as well as all the facilitators and speakers of the High Level Event for their meticulous preparation and wonderful speeches.

China and EU have great cooperation needs and broad cooperation space in employment policy and social protection reform. We carried out a number of fruitful project activities under the framework of EU-China Social Protection Reform Project, which is an important project. We also look forward to the project cooperation to achieve greater and greater effectiveness, and in this respect the HLE is one of the major achievements of the project. We are looking forward to new and even more effective project cooperation.



JEAN-CHRISTOPHE DONNELLIER,
CHAIRMAN OF THE BOARD,
EXPERTISE FRANCE

On behalf of the European consortium, it is a privilege to introduce the proceedings of the 2nd High Level Event organized in the framework of the EU-China Social Protection Reform Project. This important project is led by the Italian Institute of Social Security (INPS) and brings together seven EU countries. Expertise France is in charge of coordinating component 1 in which the event took place.

This High Level Event gathered more than 100 distinguished participants including Ministers, Secretaries of State, Ambassadors, Policy Makers and Experts from 12 different countries, sharing their experiences and discussing on the links between employment policy and social security reform. The debates confirmed the commonality of interrogations between China and EU countries.

I would like to express our gratitude to all our partners in China and in Europe that made this event a success with special thanks to chairs and keynote speakers that prepared the materials reproduced in this report.



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INTRODUCTION

The purpose of the EU-China Social protection reform project SPRP is to contribute to the improvement and inclusiveness of China's social protection system through strengthening the institutional capability for developing policies, for implementing legal and regulatory frameworks and for supervising systems of social insurance, social assistance and financial management in the area of social security.

In particular, the Project document specifies that international gatherings of Chinese and European experts and decision makers would be arranged every year as High-level events (HLEs), to exchange views and information on topics of mutual interest.

As part of the project Plan of activities it was decided that the 2016 HLE, to be organized in close collaboration with the Chinese National Development and Reform Commission, would address the Perspective of Employment and Social security reform – 2016-2020.

Since the late seventies China has progressively introduced a « modern » social protection system as a key element for China's transition to a market economy and the Chinese leadership intends to further expand it as part of a transition to an internal consumption centred economic model. At the same time it is clear that the « new normal » economy and the desirable shift from a two-digit, export-oriented basis to a more modest, internal consumption centred economic model is a challenge for both the labour market, and the social security system. As China implements reforms under the “new normal,” maintaining stability in the labour market is a priority. Thus, the Chinese leadership is looking for an approach that balances the needs and limitations of a restructuring labour market, with the need to provide its citizens a better access to social protection and social services. The XIIIth five-year Plan for National Economic and Social Development that was adopted earlier in 2016 by the National People's Congress therefore devotes a particular interest to issues related to employment and social protection, including their relations and mutual influence.

The Europe 2020 Strategy which happens to henceforth cover the same period as the Chinese thirteenth five-year plan also includes in its headline targets employment and social inclusion, thus marking a remarkable convergence in preoccupations between the two entities.

The structure retained for the High Level Event provided for presentations by both Chinese and European experts over 5 sessions related to various aspects of employment promotion and social protection development, namely the prospective macro-economic situation during the period under review; the strategies to support employment and job creation; the relations between employment and social security policies, and the objective of universal coverage; the social efficiency of social security and its contribution to income distribution; and, the sustainability of social security systems, including financial considerations.

More than 120 participants attended the sessions, practically in equal proportions between Chinese representatives and representatives from European countries and international organizations. Chinese participants came from central ministries; academic circles and

provincial governments, while 11 European countries and 4 international organisations were represented.

The present report is composed of three volumes, which includes - volume I - the summary of proceedings, the summary or integral text of speeches delivered and the power points presented at the meeting. It also proposes – volume II, assessment reports) the text of the background technical reports reflecting on the European and Chinese situation in key areas for pension reform such as the relations between employment and social security policies, the redistributive effect of social security measures, the impact of ageing on pension systems and the financial sustainability of the said systems. Finally (volume III), national reports prepared by all seven countries members of the lead consortium for the EU-China Social protection reform project respond to the main questions raised by their Chinese counterparts during the preparatory works for the Event.

The EU-China Social protection reform project is proud to bring so many important research works to the broadest possible readership, in China and abroad, at a time when in-depth reflections on the future of social protection under a context of lasting economic uncertainties are indeed in dire need.

Beijing, October 2016.



SUMMARY OF PROCEEDINGS



The 2016 High Level Event (HLE) of the EU-China Social Protection Reform Project (SPRP) was held on 28th and 29th September 2016 under the heading “Perspective of Employment Policy and Social Security Reform 2016 - 2020”.

Its **Opening Ceremony** took place with participation of Mr. Wang Xiaotao, Deputy Chairman of the National Development and Reform Commission NDRC of P.R. China; Mr. Hans-Dietmar Schweisgut, Ambassador of the European Union to China; Mr. Michel Servoz, Director General of the Directorate General for Employment, Social Affairs and Inclusion, EU; Mr. Tom Bevers, Chairperson of EU Employment Committee; Ms. Michaela Marksová, Minister of Labour and Social Affairs, Czech Republic; Ms. Oana Silvia Țoiu, Secretary of State of the Ministry of Labour, Family, Social Protection and Elderly, Romania; Mr. Claude Jeannerot, Ambassador of France, in charge of International Social Relations; and Mr. Doru Romulus Costea, Romanian Ambassador to China. Mr. Wang Xiaotao and Mr. Hans-Dietmar Schweisgut delivered speeches for the opening ceremony, respectively in name of Chinese and European organizers of the HLE. Chinese experts from governmental and academic institutes, including the Ministry of Finance, the Ministry of Civil Affairs, National Council of Social Security Fund, China Academy of Social Sciences, National Tsinghua University and the Renmin University of China as well as European experts from EU, France, Germany, Spain, Italy, Czech Republic, Belgium, Poland, Romania and Greece. Experts from international organizations including the World Bank, the UNDP and the ILO have participated in the HLE and made interventions according to the agenda. Besides, experts from China’s provincial Development and Reform Commissions, Chinese universities and other academic institutes have participated in the HLE and listened to the speeches. Thus more than 150 participants have attended the conference. There were five sessions in the conference, regarding macro economy; new model of urbanization, employment and entrepreneurship; universal coverage under social security; income redistribution, and reform of social security financing.

Ms. Cheng Jianlin, Vice Secretary General of NDRC, moderated the **Opening Ceremony**. As she pointed out, the NDRC has conducted deep and wide cooperation and exchange with relative directorates general of EU as well as EU member states, which has strengthened the partnership of China and EU for urbanization issue, and set up a series of dialogue mechanisms on macro economy, regional economy and competition policy, etc. The EU-China SPRP, officially coming into operation in 2015, has extended the cooperation between the two sides, and is significant in that it provides opportunity to EU and China to learn from each other and react in an appropriate way to the challenges in the field of employment and social security.

Mr. Wang Xiaotao, in his speech, recognized the achievement of the SPRP in the latest two years and pointed out that the HLE is both timely and necessary for the reason that

employment and social security are important issues in socio-economic development, and that EU's experience in implementing positive employment policy and reacting to population ageing can be studied and learnt by China, while China, as the largest developing country with the largest population in the world, can also provide EU with new ideas on policy practice in the field. He has emphasized five important aspects of governmental activity on employment and social security during China's 13th Five-Year Plan period: the first is that the Chinese government should make effort on maintaining the high-speed economic development and thus can provide employment and social security with fundamental support; the second is that the government should make effort on improving the quality of labour force and thus enhance their capacity of paying social contribution so to extend the coverage of social security; the third is that the government should improve policy on labour movement, eliminate obstacles against labour movement and finally allow mobile labour to have smooth transfer and continuation of social security; the fourth is that the government should keep on optimizing the environment for innovation and entrepreneurship, which can activate development, promote these two important issues along with the process of China's new-type urbanization, and facilitate migrant workers to start up entrepreneurship in their homeland; the fifth is that the government should enhance the equality and sustainability of social security system on the base of full coverage, reasonable protection, clear responsibility and right, and highly effective management, so to continuously adjust and perfect the system.

Mr. Hans-Dietmar Schweisgut, in his speech, pointed out that social protection is an important issue in both the plans of EU and China for the next five years, which is strongly related to the equal sharing of the fruit of economic development. Since 2014, the EU-China SPRP has obtained great achievements. It is a result of the efforts together made by Chinese ministries and the seven member states of the project consortium. When introducing the situation of EU, Mr. Schweisgut emphasizes the challenges that the EU social protection system is facing, which is mainly demonstrated by the low growth rate of economy, pressure associated with immigration, ageing of population and constraints on finance. The EU, in the future, will develop in an AAA rating social model with the objective to promote social prosperity, economic development and employment opportunity.

The first session of the conference dedicated to the “Macro Economic and Employment Situation during 2016-2020” was co-chaired by Mr. Claude Jeannerot, Ambassador of France in Charge of International Social Relations, and Mr. Xu Lin, Director General, Department of Development Planning, NDRC. For this session, Mr. Pu Yufei, Director General, Department of Employment and Income Distribution, NDRC; Mr. Michel Servoz, Director-General of DG Employment, Social Affairs and Inclusion, of the European Commission; Mr. Hu Angang, Director of the Centre for China Studies, from Tsinghua University; and Mr. Stefano Sacchi, Professor at the University of Milano, Italy, have given keynote speeches on China and EU's macro economy, employment and labour market.

Mr. Pu Yufei gave a comprehensive interpretation on employment situation in China. The first big aspect of this issue is how to understand four sub-issues. The first is the so-called threshold of employment. The Chinese population by the end of 2015 is totally 1.37 billion, among which 910 million are working-age population (aged at 16 - 59) and 770 million are employed. These data signify that if China's unemployment rate was increased by just 1%, 10 million more people would be unemployed. Therefore, employment issue in China is so serious that we cannot ignore any of the tiny details. The government must set employment as a threshold when making economic policy. When macroeconomic policy exceeds this threshold, it is necessary to consider adjusting the policy. The second sub-issue is sustaining general stability of employment under the condition of economic downturn. To do this, three kinds of capacity are important: the capacity of creating job, which is resulted from economic growth; the capacity of mobility in labour market; and the capacity of matching employment quality and position. The third sub-issue is the structural contradiction of employment, which imposes impact on the structure of industries, regions, and social groups. For instance, in terms of population structure, the 7.65 million graduate students and 277 million rural migrant workers represent the major pressure on employment. The fourth sub-issue is how to understand employment risk. One of the keys is that the implicit unemployment becomes explicit. In some industries and regions, for instance the industry of steel, coal, and the region of the North-East China, the unemployment rate is not high, but income and working time are reduced. In case of economic volatility, the unemployment risk in this region would enlarge. The second big aspect of China's employment issue is how to face the challenges, which indicates the focus of employment policy at the next stage. The key is to devise three balance points. The first balance point is between the people "on board", which means employed group, and those "off board", the unemployed group. For this issue, the government should enlarge the ship of economic growth and the net of unemployment security. Besides, the government must also build up a bridge of employment training that connects the ship and the net. The second balance point is between the bottom line and the top line. The bottom line means sufficient employment rate, while the top line means increased employment quality. The balance between this two means that the government should make effort on increasing employment quality during economic up-turn and ensuring threshold of employment rate during the downturn. The third balance point is between the formal and informal employments. There is no moral distinction of good and bad between formal and informal employments. Actually, following the development of the sharing economy, a great amount of informal employees have gotten rid of traditional low-end employment. The key to getting the balance between these two depends on market mechanism. The focus of governmental policy thus should be on increasing the elasticity of formal employment market and reducing institutional costs and threshold of informal employment.

Mr. Xu Lin, then, supplemented Mr. Pu's presentation with interpretation on the decreasing labour supply in China due to the population ageing and the change of employment structure due to the industrial development of manufacture and service sections.

Mr. Hu Angang, with the title "Innovative Development and Employment Promotion", gave his interpretation on the issues including China's economic growth during the 13th Five-Year Plan period, supply of labour force, technological innovation and environment for entrepreneurship. Presenting a great amount of data, Mr. Hu made an introduction to the general situation of China's economic growth, productivity, skills of labour force and elasticity of employment. He indicated that, in the period of mass entrepreneur, China has the largest population of enterprises, entrepreneurs and human resources of scientists and technicians, while China is also the country with the largest number of applied and registered commercial marks. At the same time, Mr. Hu showed that the large amount of Chinese students with experience of studying abroad and foreign students that are studying in China can provide the country with internationalized human resources for scientific and technological innovation. Besides, China has evolved into a country advanced in scientific input. Digital revolution has brought great dividend to China and Internet has become an important channel to accommodate employment. All these factors constitute good environment and stable guarantee for the mass-entrepreneurship taking place in China.

Mr. Michel Servoz, Director General of the Directorate General for Employment, Social Affairs and Inclusion, EU, presented the current situation and policies of economy, employment and social protection in EU. After the profound crisis, EU's effort on reviving economy works slowly. GDP of the member states are still lower than that before 2008. The EU sets 2% as the objective growth rate in current period. In terms of employment, the unemployment rate of EU is still very high, and 9 member states are still suffering unemployment rate over 10%. A good news is that people see improvement in youth employment. The EU is also facing structural reform and its growth mode is shifting. Digitalization, urbanization, change of employment model and development of sharing economy bring new challenges to EU countries. In Strategy 2020, EU has set five objectives for development. For employment, the goal is to obtain 75% as the participation rate in labour market by 2020. For education, the goal is to have 40% of young people enjoying high education and to reduce dropout rate in middle and primary education by 2020. For poverty reduction, the goal is to help 20 million people get rid of poverty by 2020. For reaching these goals, the EU has adopted a comprehensive policy on coordinated socio-economic development through the so-called "European Semester". In the field of social protection, the EU emphasizes the importance of principle policy that is based on social rights. Traditional values and stability are facing the challenges derived from population ageing and the changes in employment mode. Thus the social policies are in need of wide reform. In terms of employment policy, the EU has initiated a "Youth Protection Plan". Nine million students have received support from the plan for their start-up programs. For long-term unemployment,

the EU has set up an assessment system and provides re-training and one-stop service to help long-term unemployed persons get new jobs. For skills training, the EU proposes to establish a coordination mechanism of labour skill qualification, in order to match jobs and skills. For protection of employment, some EU member states are implementing specific policies to protect flexible employment. Finally, in terms of the impact of Brexit, it is expected that there is still great uncertainty but Brexit should make growth rate of EU reduced by about 0.8-percentage point. EU is facing an unprecedented challenge derived from immigration of refugees. There were 1.3 million new asylum applications in 2014. The biggest problem is the integration of the labour market. On the one hand, the coming of refugees can contribute to quantity of labour force, while on the other hand, skill shortage and social inclusion are still big problems.

Professor Stefano Sacchi introduced labour market policies in EU countries. Firstly, he analysed some indicators for assessing social development of European countries after the crisis, including child poverty rate, employment rate and youth unemployment rate. Although different countries have different traits, the general situation is the same, especially in terms of the fiscal impact on unemployment. Under the condition of fragmented dualist labour market, threshold for young women and technological immigrants to enter the market is relatively high. In the field of social protection, the coverage of welfare system based on social insurance is not fully extended. EU countries are conducting structural reform on social policy. Spain, in 2011 and 2012, Italy, in 2015, and France, in 2016, have launched reforms on labour market, after which fix-term labour contract becomes more flexible. These reforms have strengthened the autonomy of employer in un-employing staff and bargaining salary. Besides, the countries have also intensified the social protection for flexible employment. Professor Sacchi thinks that the general direction of reform should not be only reform on supply side but should be a complete macro strategy. The reason is that most EU countries are consumption-oriented, thus internal demand is important to economic growth. The structural reform and austerity policy mix have continuously reduced public investment and social investment, which constraints the internal demand. Therefore, structural reform must be combined with fiscal policy for economic growth, protect unemployed group, and finally rebuild trust in EU.

In the exchange circle of the first session, the speakers gave good advices that we should enhance exchange and cooperation between China and EU. China and EU are facing same challenges and issues in employment and social protection. Thus there is space for deeper international cooperation and exchange. There are three ways for deeper cooperation between China and EU in the future. The first is to combine top-level design of policy and basic level practice; the second is to combine bilateral and multi-lateral exchanges; and the third is to combine economic and social policies. At the end of the session, Mr. Jeannerot delivered his speech, in which he analysed the function of social protection towards economic growth and employment quality, using French case. He pointed out that it is necessary to strengthen

dialogue between EU and China and have more exchanges of different experiences with good analysis.

The second session of the conference dedicated to “New-type Urbanization and Support Policies for Employment and Job Creation” was co-chaired by Mr. Pu Yufei and Mr. Tom Bevers. Mr. Stefan Olsson, Director for Employment Policies from the Directorate General for Employment, Social Affairs and Inclusion, EU; Mr. Zeng Xiangquan, Director of China Institute for Employment Research, Renmin University of China; Mr. Jean-Yves Hocquet, Consultant at National School for Higher Social Security Studies, France; and Mr. Zhang Juwei, Director of the Institution of Population and Labour Economies, China Academy of Social Sciences have given presentations on their respective topics.

The two EU speakers focused on EU reform on employment and social protection. With the title “EU Employment and Social Priorities - EU Initiatives”, Mr. Stefan Olsson analysed the importance of investment, employment creation, structural reform and sustainability. EU is gradually and slowly recovering, but the challenges in front of the member states are still serious, especially in terms of poverty and long-term unemployment. New jobs mainly come from service section. Most labour contracts become open, in order to increase flexibility. Social protection system is critical to facing the crisis. To increase labour supply, many countries are limiting access to retirement and making policies to postpone legal retirement age. For social dialogue, it is necessary to reinforce cooperation between the labour force and employers and to absorb the ideas of the partners. In developing social service capacity, employment and social service should be integrated. One-stop service should be set up and the coordination between single services should be well conducted. For promoting EU social funds, a great amount of money is needed and relative entry condition and performance assessment system should be set up for better management.

Mr. Jean-Yves Hocquet made his presentation under the title “Social Protection and Employment Trade off or Synergies”. He firstly introduced the diversity among EU countries. In terms of social expenditure, the average level of all the EU countries is 29% of GDP, while the countries have their own situations in this issue. Social expenditure, in particular unemployment benefit, can function as an autonomous stabilizer of economy during crisis. South European countries use more social expenditure on retirement subsidies while North European countries have more positive labour market policies. For articulation of social protection policies, EU has introduced the Open Method of Coordination after the signing of Lisbon Agreement, which is a process that considers multi-lateral interest in making common policies and constructs bridges connecting employment and social protection policies. One important issue is the more flexible model of social protection in which employees can be provided with benefit while employers can adopt flexible employment policy. These two aspects are sometimes result into contradictions. For example, it is not easy to link reduced social contribution with future benefit. And social protection can have reverse effect on

employment since social service can provide new jobs. For example, in many EU countries, long-term care for aged people can create large amount of jobs. Meanwhile, fighting against fraud in social protection can also facilitate sustainable employment and fair competition. Finally, Mr. Hocquet demonstrated the advantages of Scandinavian model and British models in terms of redistribution, and argued that there must be a balance between employment and social protection.

The two Chinese researchers introduced respectively the situation of Chinese youth employment and China's social protection policy. With the title "Youth Employment Policies: Good Models from China" and concrete cases, Professor Zeng Xiangquan presented four policies facilitating youth employment in China: youth start-up program, skills training program, village official system and apprenticeship programs. For entrepreneurship, Chinese government has issued many policies facilitating start-up, especially financial support, tax reduction and exemption, small-size loan, public service, workplace support, guidance and training, residence permission and human resource management etc. Among them, an important way is promoting education on entrepreneurship. But for skills training, there is space to improve and get better results, in order to level up employment quality. A special program characterized by Chinese reality is the village official system where youth are under specific conditions selected to work in a village administration. This scheme has been in force for more than 11 years. A case in Shunyi district of Beijing demonstrates the good effect of this system. At the same time, apprenticeship program has also good effect in improving soft skill and employment skill of college students.

Mr. Zhang Juwei gave his presentation under the title "Integration of Employment Policies with Social Security System". Through his projections, he analysed the trend in Chinese demographic change and hence gave the audience an interpretation on the structure of working population, the population covered by social protection and the population working as salaried employee, which shows that China is facing challenges derived from the fact that the country "gets aged before getting rich" and thus the sustainability of social funding is a big problem for the country. He has also proposed suggestions on old-age insurance reform. The first is that the government should form more explicit and clear regulations and adopt PAYG under notional account system. The second is that the country should have a social pooling system at national level for the old-age insurance fund, in order to reduce the disparity among the regions. The third is that Chinese social protection system should extend its coverage and that potential social groups should be detected and covered. The fourth is that fiscal subsidy should be explicitly accepted as legal revenue of social fund. And the fifth is that, with efficient reform, social contributions should be reduced for relieving the burden over enterprises and individuals.

Mr. Pu Yufei highlighted the tendency of Chinese government's work on employment and social protection, especially in three aspects: long-term and short-term perspectives, reducing fraud

and improving social service, and balancing current social protection system and future model of employment. Mr. Tom Bevers, in his final comments, emphasized the diversity among EU countries, indicating that EU countries should adopt policies in accordance with local reality. Both China and EU are facing some common challenges. China can learn from EU in youth employment policy while EU should learn from Chinese entrepreneurship. There is an important direction for China and EU: to promote life-long learning. Besides, the two sides can reinforce exchanges on issues as migration, social protection for flexible employees, refugee policies and limitation on early retirement from labour market.

The third session of the conference dedicated to “Universal Coverage of Social Security System and Adaptation to Mobility” was co-chaired by Mr. Jin Weigang, Director General of the Research Institute for Social Security, Ministry of Social Security and Human Resources, and Ms. Michaela Marksová, Minister of Labour and Social Affairs, the Czech Republic. The list of speakers included Mr. Koen Vleminckx, Director of Research and International Cooperation, Federal Public Service Social Security, Belgium; Ms. Katerina-Marina Kyrieri, Consultant of the Ministry of Finance, Greece; Mr. Yue Jinglun, Professor and Deputy Dean of the School of Public Administration, Sun Yat-Sen University; and Mr. Lin Yi, Director of the Centre for Insurance and Social Security Studies, Southwestern University of Finance and Economics. European experts gave presentation on coverage of European social protection and social protection policies on mobile population. Chinese experts focused on rural-urban coordination in Guangdong and Sichuan, and cases of transfer and continuation of social security.

Mr. Koen Vleminckx, in his speech, firstly presented the traits, advantage, disadvantage and suitability of five social protection models: targeted, voluntary state subsidized, corporatist, basic security and encompassing models. In reality, most OECD countries use a mixture of the five models. Mr. Vleminckx introduced the case of Danish voluntary public unemployment insurance program, in which workers can participate in the program on their own behalf and get State subsidy. The coverage under this program reaches 80% of the Danish population. It is worth being learnt by other countries. Following this, Mr. Vleminckx introduced the design of social protection for atypical employment, which mainly consists of part-time employment, self-employment and fix-term employment. Design of social protection system should be fit for their characteristics. For mobile/migrant worker, EU’s principles of social protection consists of “the legislation of one country at a time”, “equal treatment or non-discrimination”, “previous periods of insurance, work or residence in other countries are taken into account if necessary” and “exportability”. In 2014, the EU issued the Pensions Portability Directive (PPD), which will become legislation in all the member states in 2018. The purpose of this directive is to protect the accrual rights of occupational pension for mobile workers (supplementary pensions).

The title of the presentation made by Ms. Katerina-Marina Kyrieri was “Protecting Migrant Workers under Social Security Schemes in Europe”. She provided the audience with basic data of European migrant population and explained the scope of the Open method of coordination

OMC in social protection, types of benefit and bilateral or multilateral agreement among EU countries. In digitalization, the Electronic Exchange of Social Security Information EESSI European Network constitutes a universal platform for transfer and continuation of social protection, which is connecting 15,000 institutes. More than 10 million pieces of information are being updated every year. She also introduced EU experiences in combating fraud in employment and social security affecting migrant workers' rights, which involves lawsuits and sanctions against the fraudulent employers.

Professor Yue Jinglun's presentation focused on the transfer and continuation of social security rights of migrant workers in Guangdong province. As he indicated, Chinese social protection system is facing prominent problems with the split of residency, labour market and regions, which result from the fragmentation of the system. And this is the origin of the problem of transfer and continuation of social security across schemes and regions. The current policies have fixed the regulation of transfer and continuation, including the principle of determining the location where contributor gets benefit and of calculating the amount of benefit. But in respect to European regulation, the Chinese policies are still rough. As the biggest province that receives migrant worker, Guangdong has some experience about the issue. Huizhou and Guangzhou provide us with concrete cases of the articulation between different schemes. But due to the low level of social pooling, problems in administration and computerization, migrant workers are still facing difficulties such as insufficient pension rights, conflict between regional interests and unequal calculation of benefit, etc.

The presentation of Professor Lin Yi focused on Sichuan's experience on the coordination of urban and rural social protection. In Chengdu, the major measures include making every citizen enjoy social protection, keeping urban and rural social protection coordinated, and articulating benefits of urban and rural schemes, unifying urban and rural institutions and administrations. The first issue for this is setting up a social security system that coordinates urban and rural schemes in order to gradually realize full coverage of social protection. In 2003, the local government initiated the comprehensive insurance scheme for migrant workers. The scheme continues to be improved and has been extended to cover old-age benefit, work-related injury benefit, benefit for hospital care and maternity, and unemployment benefit. Besides, Chengdu has also an insurance scheme for peasants whose land is exploited by the government (as part of the progress in urbanization). In 2007, Chengdu, as the first city in China, initiated the New Rural Old Age Insurance Scheme and set up Basic Medical Insurance for Urban and Rural Residents within its territory. Another measure is to integrate social protection schemes, in which process the contribution bases, contribution rates and benefit standards are unified. Then the Chengdu government has also optimized complementary mechanism for social insurance, forming integrative force of various authorities. In constructing social protection management and service platform, encouraging people to participate in commercial insurance

programs and administering social security schemes, Sichuan has also many valuable experiences.

In the conclusion of this session, Ms. Michaela Marksová pointed out that, following the acceleration of globalization and increase of population movement, the social protection system is in need of various coordination. EU is good at articulation of pension schemes. But in other welfare programs, social exclusion is a problem. Thus establishing a well-running coordination system is not easy, and the challenges are a lot. Mr. Jin Weigang pointed out that though there are big socio-economic differences between EU and China, there are some common ways in the field of social protection, for which the two sides can learn from each other.

The fourth session of the conference, dedicated to the discussion on “Social Efficiency and Inclusive Growth”, was held in the morning of 29th September. It was co-chaired by Mr. Song Xiaowu, Dean of the China Institute for Income Distribution, Beijing Normal University, and Ms. Oana Silvia Țoiu, Secretary of State, from Romanian Ministry of Labour, Family and Social Protection. Ms Țoiu pointed out that the inclusive growth contains a very important aspect – ensuring the social inclusion of poor and vulnerable groups. Romania is one of the EU countries that grow at the fastest speed. Its government pays important attention to poverty eradication and social inclusion strategy. The government reduces taxes on employers or provides them with subsidies, in order to encourage the employers to employ retired or disabled persons. Laws that facilitate social enterprises are also promulgated. For poverty reduction, the government focuses on providing opportunity of employment and development. Welfare programs that link benefit to work responsibility are also launched in Romania in order to promote participation in the labour market.

Mr. Cao Wenlian, Director General of the International Cooperation Centre, National Development and Reform Commission, gave a presentation on his understanding of Chinese Old-age Insurance Reform through the dimension of equality and re-distribution. He pointed out that the Communist Party of China, in the 5th Session of its 18th Central Committee Meeting (November 2015), has publicized five ideologies for the development of China: innovation, harmony, openness, inclusiveness and sharing. In the future, along with efficient economic growth, social sharing of development is another focus. Internationally, four dimensions are used to evaluate social protection system: adequacy, affordability, equality and sustainability. There is a dialectical relation between equality and other three dimensions. Firstly, in terms of adequacy, China has realized full coverage of social protection system, in which all kinds of social groups have participated. This means that there is equality of participation in Chinese social protection system. In terms of coverage, China has the largest population covered by old-age insurance system. In terms of benefit standard, 11 adjustments of the benefit of the Old Age Insurance for Urban Employee have taken place and the replacement rate has been adjusted according to previous objective. In terms of affordability,

the main problem is the contribution rates are too high and are diverse among regions, which impacts on equal competition among them. At the same time, incentive designed for encouraging people's contribution to old-age pension is not sufficient, which impacts on equality of benefit. In terms of sustainability, a general conclusion is that the expenditure should be appropriate. Transition costs imply intergenerational equality. There is a need to utilize state-owned assets to collect enough money for that. Besides, actuarial balance is also important to financial sustainability.

Mr. Antero Kiviniemi, Permanent Representation of Finland to the European Union introduced in his presentation the highly re-distributive function of Finnish social protection system. Finland is the country that has the lowest poverty rate and the most equal income distribution in the world. There was no big volatility in the country due to the European economic crisis. Its social protection system is based on universalism, high taxation and high social expenditure. There are four types of social benefits, including cash transfer, income-replacement insurance, basic welfare security and life and social services. Such model with high welfare is connected with a public administration that has low corruption, works on the basis of social consensus and a single demographic structure (low migration). However, the country is also facing problems such as population ageing, high social expenditure and change of employment model, which forces it into reform.

Ms. Jiang Wei, Deputy Director General of the Department of Social Assistance, Ministry of Civil Affairs, China, made her presentation of "Social Assistance and Government's Poverty Elimination for Extreme Poor during the Period of the 13th Five-Year Plan". There are two major sections in her presentation. One is dedicated to the relation of social assistance and poverty reduction. Another is dedicated to the function of social assistance in poverty reduction during the period of the 13th Five-Year Plan. Social assistance functions as the minimum guarantee for poverty reduction. Its general objective is to make people not worry about two basic items for subsistence, and to guarantee three items for development. Besides, Chinese social assistance is also aimed at making one indicator higher than the average level, making one field close to national average level, and ensuring two aspects. The two basic items for subsistence are food and clothing. The three items for development are education, medicine and housing. The two aspects to be ensured are that, firstly, poor people get rid of poverty, and, secondly, all the counties under poverty line get rid of poverty. The indicator that must be higher than the national average level is the rate of increase of the disposable income of peasants in poor areas. And the field that must be close to the national level is the accessibility to the main programs of public services. During the 12th Five-Year Plan period, Chinese social assistance system, relative legislation and regulation had been gradually improved. All the eight programs of social assistance are based on policy documents issued by the State Council of PRC and funded by central government's finance. In the 13th Five-Year Plan period, the general objective of Chinese social assistance is to function as the minimum guarantee, to be exact in

targeting beneficiaries and to be standardized in operations, so as to play a fundamental role in poverty reduction. The minimum guarantee contains three aspects: the first is full coverage and equal accessibility; the second is increase and adjustment of benefit; the third is exact targeting of beneficiaries and assistance to the extremely poor beneficiaries.

Ms. Pu Haihong, Deputy Director of Shanghai Academy of Development and Reform, made a presentation on Shanghai's population ageing. Basing herself on the population that possesses Shanghai residency permit, she analysed the change in the aggregate number and structure of aged population, which demonstrates that the population ageing is more serious than that of the whole China. Shanghai is yet facing a problem of so-called deep ageing. Therefore, heavy pressure is exerted upon pension, medicine and old-age care. To react to the ageing, Shanghai government has adopted a series of measures to reform the social protection schemes and employment policies, including covering migrant worker with the Urban Employee Old Age Insurance System, experimenting flexible retirement, promoting joint reform on health care and medical insurance, and accelerating the development of old-age care dependency system.

Mr. Song Xiaowu, in the conclusion for this session, pointed out that, as an approach to second-level distribution, the current reform on social protection should focus on its function of income redistribution and put equality and inclusiveness at the first place. Therefore, various measures for reforming the schemes should not extend the income gap resulting from the first-round distribution. The objective and approaches of reform must be unified. In the case of Shanghai, the postponing of retirement age, extension of contribution years, multi-approach of funding, and development of supplementary scheme are all among the valuable ways. Besides, Finnish welfare state had not been daunted by any political change. This is an aspect that China should study and learn.

The fifth session of the conference, dedicated to “Sustainability of Social Security System and the Financial Reform”, was co-chaired by Mr. Liu Keguo, Deputy Director of Academic Advisory Board, China Centre for International Economic Exchanges, and Ms. Lucia Ortiz Sanz, Deputy Director of International Social and Labour Relations, Ministry of Employment and Social Security, Spain. Ms. Sanz introduced the multi-pillar pension system of Spain, focusing on the different characteristics and coverage of non-contributory and contributory schemes. She pointed out that the objective of reform is to keep balance between sustainability and adequacy.

Mr. Wolfgang Scholz, from Rhein-Bonn-Sieg University, Germany, introduced the reform on Riester Pension taking place in his country since 2001. Riester Pension is a public contribution towards private old-age saving plans, whose objective is buying a life-long annuity after retirement. Tax on the program is reduced and the government provides individuals with subsidies for contribution. The latter is an action for compensating the people who experienced losses in their expected benefits due to the 2001 reform on public pension. There are four plans in this program, including classical annuity, plan of regular contribution to an investment fund,

bank saving plan, and Savings plans aimed at financing owner-occupied property at old age. Since 2001 when the reform was initiated, the plan has developed rapidly. But currently it reaches a stable plateau. Rate of coverage is only 30%, which is not running as what was expected. The low-income groups that can receive governmental subsidy do not decide to participate in the plan. For these reasons, the German government is considering a reform for obtaining balance of the system. Anyway, Riester Pensions provide a good case of voluntary old-age pension plan.

Mr. Xiong Jun, Deputy Director General of the Department of Planning and Research, National Council for Social Security Fund, made a presentation on “How to Improve Financing and Investment Management System of Social Security Fund”. The focus is on the management of China’s National Social Security Fund. Concerning the Basic Old Age Insurance for Urban Employees, a pressure on balance is coming from population ageing, and thus fiscal subsidy is increasing. By 2015, the accrual of the National Social Security Fund was RMB 1.5 trillion (approximately 135 billion euros). Since its foundation, the fund works well and its annual investment return rate has reached 8.82%, 6.47 points higher than inflation rate during the same period. In 2015, the provincial governments entrusted the National Social Security Fund to manage investment of surplus of the local basic old-age insurance funds. For this, the state has issued specific measure. In the future, the size of National Social Security Fund will keep enlarging.

Mr. Zheng Bingwen, Director of the Centre for International Social Security Studies, Chinese Academy of Social Sciences, made his presentation with the title “Financial Sustainability and the Key Issues of China’s Social Security Reform”. Firstly, he pointed out the serious balance situation of the Basic Old-age Insurance for Urban Employee, indicating that population ageing of China would be more challenging than that of Europe. Thus China’s reform cannot disobey the way that Europe is adopting. Currently, China’s Basic Old-age Insurance system is facing three reforms in the same period: adjustment of parameters, reform of structure and construction of sub-system. During the current period, benefits increase at the fastest speed, and fiscal subsidy is the largest, in respect to the history. The problems during this period include: low capacity of the insurance system in gaining revenue, absence of autonomous balancing mechanism in reaction to population ageing, low level of social pooling, deficit of individual account, managerial disorder, and slow development of the second and third pillar. European experience on solving this problems include: (1) gradually reducing benefits of DB plan; (2) raising retirement age, gradually realizing the equal retirement age of men and female; (3) establishing the incentive and disincentive mechanisms linked with legal retirement age; (4) establishing financial balance mechanism via introducing the aging population factor in the benefit formula; (5) making full use of market mechanism to push the pension system from a single mode to multiple-level pension system. Mr. Zheng’s suggestions are: (1) reducing contribution rate for old age insurance and establishing a

reasonable contribution base; (2) promoting national pooling as soon as possible to enhance the portability of Urban Basic Old Age Insurance System; (3) enhancing the financial sustainability of Basic Pension System via the principle of actuarial balance; (4) reforming the system structure and improve individual accounts; and (5) making full use of market mechanism and paying more attention to the second and third pillars.

In the conclusion of this session, Mr. Liu Keguo gave his suggestions on pension reform: the general direction of the future reform is to consolidate the basic old age insurance that is to use national pooling as the foundation, with occupational annuity as support, to adopt commercial insurance as supplement, and finally to form a multi-tier pension system.

In the **Closing Ceremony** of the HLE, Mr. Jean-Victor Gruat, Component 1 European Resident Expert, SPRP, acted as chairperson. Mr. Giuseppe Conte, SPRP European Project Leader, Head of Central Directorate for International and European Conventions, INPS (Italy Social Security Agency) , Mr. Cyril Bouyeure, Special Adviser to the President, Expertise France, and Ms. Song Gongmei, vice director of the International Cooperation Centre, NDRC, gave their speeches, reviewing the main contents of the HLE. This conference covers the topics ranging from macro economy, employment, new-type urbanization and policy on entrepreneurship. The discussions also regard inclusiveness, equality and sustainability of social protection, to which socio-economic issues, especially employment, social security and social assistance are all related. With frank and open exchange, all the speakers had discussed the common challenges that both China and Europe will face in the next 5 years, and they had also given their proposals for solving related problems. It is a timely and informative conference with rich achievements. Fulfilling the project expectations, the 2016 HLE paved a firm foundation for deeper exchanges and cooperation between China and European Union.

Summary prepared by Mr. Fang Lianquan

Main Chinese Expert (Research),

Component 1 of the EU-China SPRP

OPENING CEREMONY



CHAIR:
MS CHENG JIANLIN,
DEPUTY SECRETARY GENERAL,
NATIONAL DEVELOPMENT AND REFORM COMMISSION (NDRC)

**ADDRESS BY MR. WANG XIAOTAO,
VICE CHAIRMAN, NATIONAL DEVELOPMENT AND REFORM COMMISSION**



Honourable His excellency, Ambassador Mr. Hans-Dietmar Schweisgut, Director General Mr. Michel Servoz, Minister, Ms. Michaela Marksova, Ambassador Mr. Claude Jeannerot, Chairman Mr. Tom Bevers, Secretary of State Ms. Oana Silvia Țoiu, Ladies and Gentlemen,

Good morning! First of all, on behalf of the National Development and Reform Commission of China, I extend my warm welcome and heartfelt thanks for your participation. I congratulate the convening of the High Level Event on "Perspectives of Employment Policy and Social Protection Reform".

The "EU-China Social Protection Reform Project" is an important part of the "Joint Declaration on the China-EU Partnership on Urbanisation" and the "China-EU 2020 Strategic Agenda for Cooperation" signed by the Chinese government and European Union. It is also an important cooperation mechanism in the field of employment and social protection. For more than one year since the implementation of project, a series of bilateral and multilateral activities have been carried out, and a lot of fruitful and constructive achievements have been made. With the theme of "Perspectives of Employment Policy and Social Protection Reform", a high level event is held in 2016 to discuss the employment and social protection issues of mutual concern. This is very timely and necessary.

The employment and social protection is an important issue in economic and social development. China and the EU have a good foundation for cooperation and the extensive

cooperation demands in this field, and have carried out a lot of fruitful works over the years. The EU has accumulated rich experience in the implementation of active employment policy and coping with the aging of the population. There are a lot of good practices that we should learn from. As the world's largest developing country and the most populous country, the practices of China in the field of employment and social protection will also bring the new enlightenment to the EU.

All along, the Chinese government has attached great importance to the employment and social protection. At present, the employment situation is stable for the better. In recent years, the number of newly employed urban workers has remained at more than 10 million per year, and the urban unemployment rate is about 5.1%. The social protection system has also been improved and perfected. The coverage has been continuously expanded and the level of protection has been steadily improved. At the same time, China also faces with some pressure and challenges. Some difficulties are common to all countries in the world, for example, the slower economic growth affects the increase of employment opportunities and social protection payment capacity, and the aging of the population becomes a reason for the decline of workforce supply and the upgrading of social protection system. As a developing country, China also faces some unique difficulties. The main problems are the shortage of workers' quality fully satisfying the demand of economic and social development. The contradiction of structural employment is prominent, the total employment is large and the coverage of social protection needs to be improved. We will further discuss these issues and find the solutions in the next sessions of this event.

In the "Thirteen Five-Year Plan" and a longer period of time, we will adhere to the strategy of employment priority to deepen the reform of social protection system, and to promote the employment and social protection in five aspects.

The first is to industriously maintain the high-speed economic growth. Faced with the new normalization of economic development, we will further push forward the structural reform of supply, thoroughly implement the innovative, coordinated, green, open and shared development concept, adhere to the overall tone of stable progress, and continue to innovate on the macro-control methods. We will speed up the implementation of major development strategies such as "One Belt and One Road Initiative", the coordinated development of Beijing, Tianjin and Hebei, and the Yangtze River Economic Zone, and also cultivate the new economic growth points and the regional growth poles, to ensure the steady and rapid economic growth, and provide basic support for employment and social protection.

The second is to continuously improve the quality of workers. In view of the current widespread contradiction of structural employment that the quality of workers is not suited to the employment positions, we will further promote the development of vocational education and vocational skills training, and continuously improve the quality of workers and enhance their ability to adapt to the jobs. Through the improvement of the quality of workers and their income levels, it will enhance their insurance payment ability, and expand the coverage of social protection.

The third is to further improve the workforce mobility policy. We will actively adapt to the situation of population and employment flow, accelerate the reform of household registration, education and other systems, and eliminate all kinds of barriers which are conducive to the mobile employment of workers to ensure the smooth flow of workforces in urban and rural areas



and industries, reduce the unemployment duration and unemployment rate, to ensure the overall security of employment, and meanwhile to achieve the smooth transition of social protection relations in various areas.

Fourth is to continuously optimize the innovative business environment. Through the "double innovations", we will stimulate social development vitality, create a new engine of economic development, and provide more employment positions at higher levels. Combined with the promotion of new urbanization, we will support the migrant workers and other personnel to start up business at their hometowns, guide and encourage their employment and business at their hometowns, to promote the regional economic development and the employment stability.

Fifth is to effectively improve the fairness and sustainability of social protection. We will adhere to the principle of universal coverage, appropriate protection, clear power and responsibility, and efficient operation, continue to reform and improve the social protection system, steadily raise the overall level of social protection, and establish and improve a more equitable and sustainable social protection system.

I believe that, with the joint efforts of the two sides, China-EU cooperation in the field of employment and social protection will achieve more new results through the convening of this event. I wish a complete success for this event!

Thank you!

**ADDRESS BY MR. HANS DIETMAR SCHWEISGUT,
AMBASSADOR OF THE EUROPEAN UNION TO CHINA AND MONGOLIA**



Your Excellency Vice Chairmen Wang, honourable Ministers and Ambassadors, distinguished guests and colleagues from China and Europe,

I am honoured to attend the opening of 2016 EU-China High Level Event. Just now Vice Chairmen Wang mentioned a series of EU-China cooperation including our 2020 Cooperation Agenda. The EU-China Summit held this July was successful. The EU-China Cooperation covers very broad areas and has achieved remarkable progress in strengthening our strategic partnership.

As emphasised by Vice-Minister Wang, the social protection system is one of high important cooperation areas between the EU and China. How to deepen the dialogue on this aspect was also addressed at the G20 Hangzhou Summit and is a critical focusing area of many countries.

Today's HLE on "Perspective of Employment Policy and Social Security Reform 2016 to 2020" is an important subject, which is consistent with the targets of current National 13th Five Years Economic and Development Plan.

This is the second high-level event of the EU-China Social Protection Reform project. I'm especially pleased as I opened also the 2015 EU-China High Level Event last year on "Challenges for Legal



Framework of Social Assistance" and have been able to witness first-hand the progress and development of the EU-China Social Protection Reform Project taken place since.

The EU-China Social Protection Reform Project is an important flagship cooperation project between the European Union and the Chinese Government with an EU grant of EURO 7 million, to support China's effort in improving inclusiveness of social protection system focusing the areas of social insurance, social assistance and social security financial management.

The project couldn't be so successful without the efforts of consortium of 7 EU member states, the support of relevant Directorate-Generals from the European Commission and Chinese government agencies, especially the National Development and Reform Commission, Ministry of Civil Affairs and Ministry of Finance of China.

Through the project the partnership between the project and the three Chinese ministries is strong and that has resulted in tangible and concrete cooperation activities seen in this past year. The joint research and review of experiences by the EU and Chinese experts on pension system reform and social assistance development in China and the EU have been submitted for policy considerations in China.

Today's event offers a good opportunity for communication and exchange between the EU member states and China through bringing a range of high level EU and Chinese policy makers and senior experts together, representing the whole array of technically and geographically diverse stakeholders of the project, to have discussion and exchanges on the major challenges in terms of human and social development.

I am also very happy that DG Servoz of the DG Employment from the European Commission was able to attend this event, which indeed shows the great importance attached by the EU to this project. This will allow a wider and deeper exchange between the EU and China. In particular also covering the interaction between social protection and the labour market.

The Challenges

Vice Minister Wang indicated a series of challenges in China, including some common challenges encountered by all countries in the current environment of international economic slowdown, both the industrial developed countries and the emerging countries. China has already come a long way in regard to putting social protection systems in place. Within the last decade a comprehensive social protection system has been established where coverage has expanded widely in a rapid manner.

However, China is still facing a number of important challenges, which are addressed by Chinese leaders:

First of all China is rapidly ageing and must faster than has been seen in most other countries. Combined with the labour force, measured as the population in the 15-65 age group has also started to fall in absolute terms. This means that fewer persons in the working age will have to support a rapidly expanding group of pensioners.

And China is seeking to advance structural reforms moving towards a more consumption-based society, also facing increasing competition from globalisation.

Therefore, an efficient social protection system is a critical factor and is pursued by all countries for an equitable economic development.

EU Social Model

Although we have built up European social protection models, EU and its 28 member states have been facing and are still facing similar, or even serious, challenges - lower economic growth, ageing societies, severe constraints on fiscal systems and public budgets, advancing efficient labour markets and mobility etc.

In supporting the sharing of experiences and lessons from the EU and its member states and understanding how China is seeking to reform its system and dealing with the challenges, this is where I really see the value of the Social Protection Reform Project.

Overall, we see the European Social Model is a success story: the EU is today the largest economy in the world and its citizens enjoy, may be not the highest, but very high living standards.

One of the European Union's main objectives is to create a Europe worthy of a 'Social Triple A', announced by the EC President. It is an ambition – indeed, a commitment - that the economic strengthening of our Union goes hand-in-hand with improving people's lives.

This is the core of the European Social Model and a vital component of our social market economy. A 'triple A' social Europe requires fair and balanced growth that leads to the creation of decent, quality jobs, as well as chances and protection for all throughout their lifecycle.

Our social model has effectively contributed to the prosperity and the progress of our societies. It is indeed a fundamental element of our growth model: addressing inequalities and social disadvantage; opening up opportunities for all to participate in society and economy; acting as a buffer and stabilising the economy.

Therefore we see a good basis for valuable exchanges on both sides referring the policy challenges introduced by Vice-Minister Wang just now.

Closing Remarks

When concluding these remarks, I wish to again express my gratitude to Vice-Minister Wang for your strong commitment to this project and the important support and guidance you have given to EU-China co-operation in this area.

I must also extend my heartfelt thanks to our colleagues from the European Commission, to the respective ministries and social protection bodies from the EU member states Consortium, to the project team and to all of you for your participation in this Event, and for your active involvement in the implementation of this project.

I wish the project a success during coming two years.

SESSION I

MACRO-ECONOMIC AND EMPLOYMENT SITUATION



SESSION CONTENTS

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OPENING REMARKS BY CO-CHAIR

MR. CLAUDE JEANNEROT, AMBASSADOR OF FRANCE

IN CHARGE OF INTERNATIONAL SOCIAL RELATIONS



Ladies and Gentlemen, distinguished hosts and guests,

It is a real honour for me to open this first technical session with all of you, in the framework of the EU-China Social Protection Reform Project, at the invitation of the NDRC, the European Union, Expertise France and the European Consortium it belongs to.

Before launching the discussions, I would like to send my greetings to our co-Chair of the National Development and Reform Commission (NDRC) for his warm welcome and, through him, I would like to thank all our Chinese hosts.

I cease this occasion to thank as well, in advance, all the keynote speakers that I will have the pleasure to introduce.

As you know, the labour market has been experiencing major changes for the past decade, and these changes shatter our economic and social models. Our duty, as political leaders, experts, public servants and members of the civil society is to anticipate and accompany changes, notably for efficient employment policies.

This was very correctly recalled during the G20 Summit, held earlier this month in Hangzhou and chaired by China, where the importance of international growth, employment quality and social protection systems was highlighted.

As Representative of the French government at the International Labour Organisation, I was obviously sensitive to the words of its General Director, Guy Rider, who said during the summit that “the future of labour depends a lot on the future of labour in China”. This is very true and confirms, if need be, the relevance of this type of high-level events. Indeed, what is the rationale for this kind of meeting gathering all of us? Beyond the technical cooperation programmes, which relevance will be further demonstrated during the days to come, the idea is to strengthen the policy dialogue between the European Union and China on a key topic such as social protection reform in order to identify new ideas and good practise in the matter.

As you know, after World War II, France implemented a universal and compulsory social protection system. This system introduced a unique social model that experienced the period of important economic growth known as the “30 glorious years” and supported the increasing domestic demand. It also mitigated the impact of the financial crisis that followed, like the 2008 crisis, by protection the weakest and the poorest, including against unemployment.

Nevertheless, the current global economic upturn at global scale did not restore the employment rates, which remain lower than they were before the crisis. According to the ILO’s latest estimates, the youth unemployment is actually increasing since 2016 with a global rate of 13,1% (12,9% in 2015). Yet, the fact remains that the economies that managed to overcome the crisis have all adopted efficient employment policies and an effective social protection system.

France is constantly updating its social protection system to demography and to new needs that emerged in the framework of a changing labour market. The government recently presented its 2015-2017 Strategic plan for poverty reduction and social inclusion which relies on the concept of support provision. The actions envisaged include measures to strengthen access to employment, to vocational training, housing, health, support to families, child protection, inclusion in the banking system and the fight against excessive indebtedness. The universal health coverage adopted on the 1st of January 2016, also contributes to this adaptation process.

Furthermore, concerning labour policy, the government has devoted efforts to (i) empower social partners – this is the rationale for the Law of the 17 of August, 2015 on social dialogue and employment – and to (ii) secure career paths – as foreseen in the Law of the 8 of August 2016.

Naturally, when facing this type of global issues, France acts in a coordinated way with its partners. Hence to respond to the challenges raised by the crisis, France supported a clear and ambitious EU action plan: the Strategy Europe 2020.

This Strategy aims at stimulating a smart growth, investing more efficiently in education, research and innovation, and thus generating added value and wealth ; a sustainable growth, giving priority to a low-carbon economy ; an inclusive growth, focusing on job creation, and poverty and inequality reduction. In this regard, I’d like to underline the strong commitment made by our host country, China, ratifying the

Paris agreement on climate at the beginning of this month. It's a strong signal, measured and appreciated by France. It is also a commitment supporting tomorrow's employment.

As regards the today's topic, I would like to insist more specifically on this last component: inclusive growth.

On this point, the two major challenges for the EU and its member states are as follow:

A job for at least 75% of the population between 20 and 64 and

A decrease of at least 20 million people threatened by or in poverty and social exclusion.

Many other measures contribute to the achievement of these objectives. This is the case in particular of the European platform against poverty and social exclusion, or also of the European social fund, which we'll probably have the opportunity to discuss later on.

Once the context and the objectives defined, what remains important is the follow-up. Therefore, in the context of the European semester, the EU reviews the implementation, in each member country, of the policies defined in the Europe 2020 strategy. France is already on this path and implemented new measures that are in line with the objectives we set.

Finally, at the international level, France actively participates to the initiatives aiming at improving social protection. Within the ILO (that I know well), she supports the organization in its normative work, but also through cooperation actions and more particularly on the modernization of public services for employment and the implementation of social protection floors. She contributes actively to the promotion of these floors through the SPIAC-B –the social protection inter-agency committee, co-chaired by the ILO and the World Bank. All these elements contribute to the achievement of the sustainable development objectives, which we all committed to, at the individual and collective level, for future generations.

Lastly, I notice that the project of support to the reform of social protection in China starts at a time when France as well is facing important mutations on its employment market (I think more particularly about the growing “uberization”/number of independent workers of the economy), which questions in depth working relations as we know them and some of the basis of our social protection systems. It is also interesting to see that China will integrate these questions to its work on labour perspectives in regards of the ILO centenary (I will be in charge of these debates at the French level). Today's event thus enables the various stakeholders to exchange their views on relevant aspects.

Without further delay, I will now hand over to our various speakers. We will of course listen to the Chinese government's point of view through the voice of the NDRC, and to the European Commission, represented by its General Director of Employment, Social Affairs and inclusion, M. Michel Servoz.

Two distinguished academics, M. Hu Angang, Director of the Chinese research center of the prestigious Tsinghua University, and M. Stefano Sacchi, from the just as prestigious Milan University, will then share with us their macroeconomic and social vision of the five-year-term.

KEYNOTE SPEECH

PERSISTING IN EMPLOYMENT-PRIORITIZED STRATEGY,
STRIVING TO REALIZE RELATIVELY FULL EMPLOYMENT AND HIGHER JOB QUALITY

BY MR. PU YUFEI, DIRECTOR GENERAL,
DEPARTMENT OF EMPLOYMENT AND INCOME DISTRIBUTION, NDRC



Ladies and gentlemen, Good morning! Originally I prepared a manuscript, but during the talks last night, Mr. Servoz and all the guests made a lot of questions on China's employment, so I would like to take advantage of such an opportunity today, use the problem-oriented approach to talk about my views on these questions. This is mainly around three aspects. The first is how to see, the second is how to do, and the third is how to work together.

The first point is how to see, that is how to interpret China's current employment situation. I mainly talk about the following questions.

The first question, why the employment in China is the bottom line? This question can be answered very simply by use of a set of data. China's total population at the end of last year was 1.37 billion, of which the working-age population (16-59 years) was 910 million, while the employed population was 770 million. What does this data mean to us? If our unemployment rate rises by more than 1%, our unemployment population will increase by 10 million people, equivalent to the total population of Belgium. So for us, the employment does not tolerate the slightest negligence. We must consider the employment as a bottom line when considering the economic policies. If the employment is favourable,

it is not important that the economic growth is a little higher or lower, but if the employment is unfavourable, the bottom line of employment is touched, so we must adjust the relevant macroeconomic policies.

The second question, why China GDP growth slows down but its overall employment remained stable? Earlier this month, I went to visit the EU, and the EU experts draw a lot of curves to us. Basically, the curves of employment fluctuations and economic fluctuations are synchronized. But it is not the case in China, the economy curve is down, but the employment curve is stable. There are three main reasons why these two curves are not synchronized. I summarize the three abilities to explain such a question.

The first is the ability to generate jobs from economic growth. In terms of the total amount of China's economy, the economic increment created by 1% of China's economic growth today is equivalent to 1.5% five years ago and 2.5% ten years ago. Today's economic growth brings more economic growths, and can accommodate more employments. Although the economic growth rate decreases, the employment to be accommodated is not affected highly.

The second is the mobility of the labour market. In recent years, the labour market has been significantly faster. I give two examples. The first example is from the perspective of industrial structure, many college students can quickly flow from the traditional industries to new industries, for example, the flow to the Internet industry is accelerating. The second example is from the perspective of regional structure, China is very large, and the regional differences are relatively large. There is always a way. Many migrant workers unemployed in the eastern regions can go back to their hometowns and can quickly find new jobs. Earlier this year, I went to Yunnan Province in southwest China to study, and I felt deeply. Yunnan's consumption structure is upgrading, and the industrial structure is also escalating. Many families no longer drink tap water, but drink mineral water and purified water. If migrant workers unemployed in the eastern regions return to Yunnan and are engaged in the supply of purified water, they can receive a monthly income of 4,500 Yuan. The workforce can move quickly in different areas and can always find jobs.

The third is the ability to match the jobs. I also cite an example of migrant workers. A migrant worker graduated from junior high school may go to a large job fair to look for work in the past, and he may go to consult at different desks and windows, so his job search was time-consuming and costly. But now with the mobile Internet, he can quickly find the appropriate job, so the cost of information search is reduced, and the ability to match the job is also improved.

It is these three abilities to ensure that our employment remains the overall stability despite of our economy in the relative downside.

The third question, why China's employment problem is mainly structural contradiction? The structural problem is a feature and difficulty in China's employment, and also is a bright spot. There are several sets of structures to illustrate this feature, such as industrial structure, regional structure and population structure. From the perspective of regional structure, China's north and south is in the distance of thousands of kilometres, just as our climate, some northern provinces may have entered the winter, and the employment has entered the winter, while many southern provinces in summer also

have the flourishing labour market, so that the regional structure is very different. During our judgment on China's employment problem, it is difficult to draw objective conclusions based on the single region, which is contradictory, but it is also our features. Another example is the people structure, we have two focus groups, a large group is the college students, and there are 7.65 million college graduates this year. Another large group is China's migrant workers, which is 0.277 billion. These two groups are the driving groups of our job market, and also are the pressure groups. The driving and pressure constitute the structural features, and also constitute a pair of contradictions. Therefore, we are concerned about China's employment, to focus on the analysis from the structural point, and put forward the corresponding policy.

The fourth question, how to look at our employment risk? The overall employment situation is relatively stable, the structural features also make us be not too worried, because there is both pressure and motivation, both difficulty and highlight, but we still have to be fully aware of China's potential employment risks. One of the most important risks is the problem of implicit unemployment, in particular the explicitness of implicit unemployment. Based on the employment statistics, the unemployment rate is not high, and the urban registered unemployment rate at the end of second quarter is only 4.05%, but objectively the implicit unemployment is still quite prominent. The most obvious manifestation is in some industries, such as iron and steel, coal industry, as well as some areas, such as the northeast region, of which the unemployment rate is relatively low, but the quality of employment of workers decreases, and their income and labour time are also reduced. Once there is a larger economic fluctuation, this group is likely to face the fact that the implicit unemployment turns to the explicit unemployment, and the local unemployment risk is expanded to greater risk. Therefore, many of our policies focus on the prevention of such risks.

The second point is how to do, that is the focus of next step in the employment policy. I think that finding three balance points is the key.

The first balance point is the balance of "on-board" and "off-board". This concept is a very important concept I learned during my visit to the EU earlier this month, and also a very important thought that Mr. Davies gave us during his lecture, which is indeed very important for China. The so-called "on-board" is the employment groups, and the so-called "off-board" is the unemployment groups. We have to find a balance between the two groups, for China, it is to look for three combinations: The first is the "ship", that is the ship for employment groups, the second is the "net", that is the guarantee net for unemployment groups, and the third is the "bridge", that is a bridge or a transition zone built between the two groups. Only by combining the ship, the net and the bridge organically, we can find the effective balance between the "on-board" and the "off-board".

How to find this combination? The core is to enlarge the ship for job market, secure the net for social safety, and stabilize and widen the bridge for transition. To enlarge the ship, we must keep our economy in the high-speed growth, to provide a strong support for the entire job market. To secure the net, we must continue to improve the social protection system. To widen the bridge, we must rely on the vocational education and skills training, which is repeatedly discussed in the presentation of Mr. Servoz. His view is very enlightening to us. The focus of our next policy is to build and widen such a bridge, making it an important buffer zone between the "on-board" and the "off-board".

The second balance point is the balance between the bottom line and the top line. The bottom line is a bottom line goal of determining full employment. The top line means that the quality of employment should be further improved. How to find the balance between the two points? From the perspective of economic cycle fluctuation, in the economic upturn cycle, more policy focus is to solve the problem of improving the quality of employment, so that more job seekers can find more decent works and have higher quality employments. In the economic downturn cycle, the key is to determine the bottom line goals, so that more groups can find the jobs, to achieve more full employment.

The third balance point is the balance between formal employment and informal employment. We should not simply think that formal employment is better or informal employment is better, nor should simply encourage the development of more formal employments or more informal employments. I think in today's China, there are no good or bad and right or wrong formal employment and informal employment. For example, with the development of sharing economy, a large number of informal employments are not the low-end employments in the traditional concept, and a considerable part has been in the high-end development. For example, when I took a taxi, the driver told me that he was a typical informal employment, and their highest annual income could be more than one million Yuan. From this perspective, it should be a very high-end informal employment. To find the balance between the two points, the key is to rely on market mechanisms, rather than our artificial evaluation and division. For formal employment, the key to government policy is to increase market flexibility, increase competitiveness, and increase the matching of employment structure and industrial structure. For informal employment, the government should further reduce the system costs and lower the threshold, so that the informal employment has more space for development, greater upgrades and development to high-end space.

The third point is how to cooperate, which is how to further deepen the cooperation between China and the EU. It is mainly to further highlight the three combinations.

The first is a combination of top-level design and grass-roots practice. After the exploration in more than a year, this combination is very effective. In fact, the high-level event today is such a combination. On the one hand, many experts attending the event will discuss from the perspective of top-level system design; on the other hand, there are more than 20 attendants from provincial development and reform commission responsible for employment and income distribution, and they will promote the bottom practice of policy design. The combination of the two points ensures that our project can grasp a better direction, and also achieve a better landing. In the next step, it should continue to adhere to such a combination.

The second is a combination of multilateral cooperation and bilateral cooperation. On the one hand, it can be exchanged and discussed through such a multilateral platform; on the other hand, some specific issues can be deepened from a bilateral perspective, which is a good way to combine.

The third is a combination of social policy and economic policy. For China and the EU, there are some limitations for the discussion on social policy only by use of social policy, and a better way is to see the society from the economy and see the economy from the society, and combine the two points. In this

way, our vision will be wider, and the policy focus will be more accurate. Yesterday, I discussed with Mr. Servoz about the focus of cooperation in the next step. I think, as per such a perspective to see the society from the economy and see the economy from the society, a very important point of cooperation is the connection of employment, income, social protection and economy, to form a chain to find the theme, especially around the new economy and new employment, as well as income inequality and economic cycle fluctuations, and the relationship of economic restructuring.

According to such three combinations to explore and deepen, our cooperation will be more in-depth and will be more effective.

Thank you!

KEYNOTE SPEECH (POWER POINT PRESENTATION)
PERSPECTIVES OF EMPLOYMENT POLICIES AND SOCIAL SECURITY IN THE EUROPEAN UNION
BY MR. MICHEL SERVOZ, DIRECTOR-GENERAL
DIRECTORATE GENERAL FOR EMPLOYMENT, SOCIAL AFFAIRS AND INCLUSION,
THE EUROPEAN COMMISSION





Perspective of Employment Policy and Social Security in the EU

欧盟就业政策和社会保障透视

Michel Servoz

米歇尔·塞尔沃茨

China-EU Social Protection Reform Project (SPRP)

中国欧盟社会保障改革项目 (SPRP)

2016 High Level Event, Beijing, 28 September 2016

2016高级别会议, 北京, 2016年9月28日

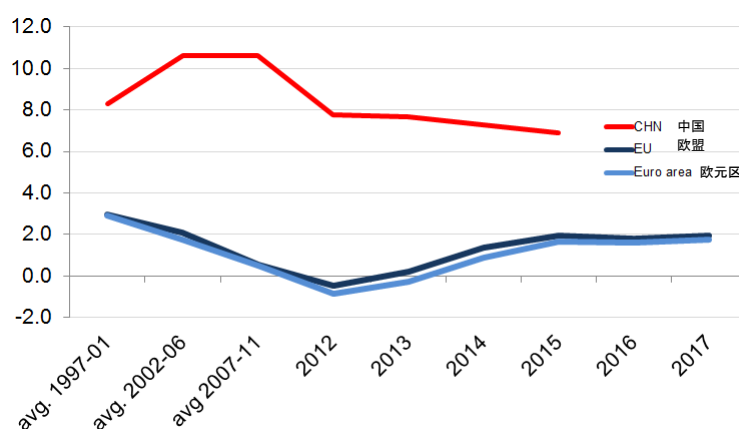


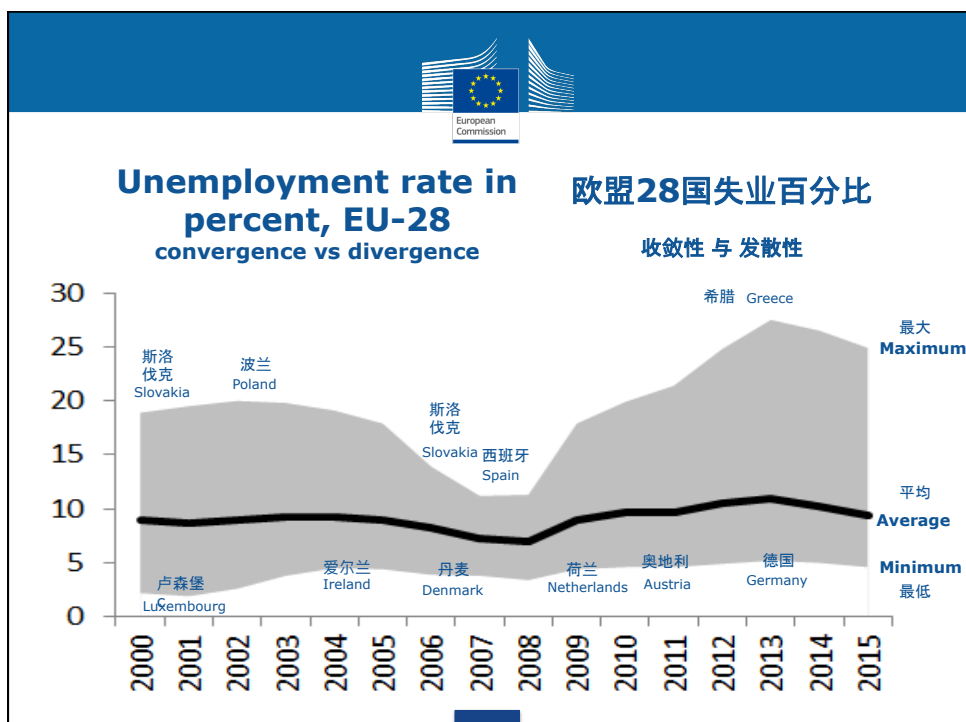
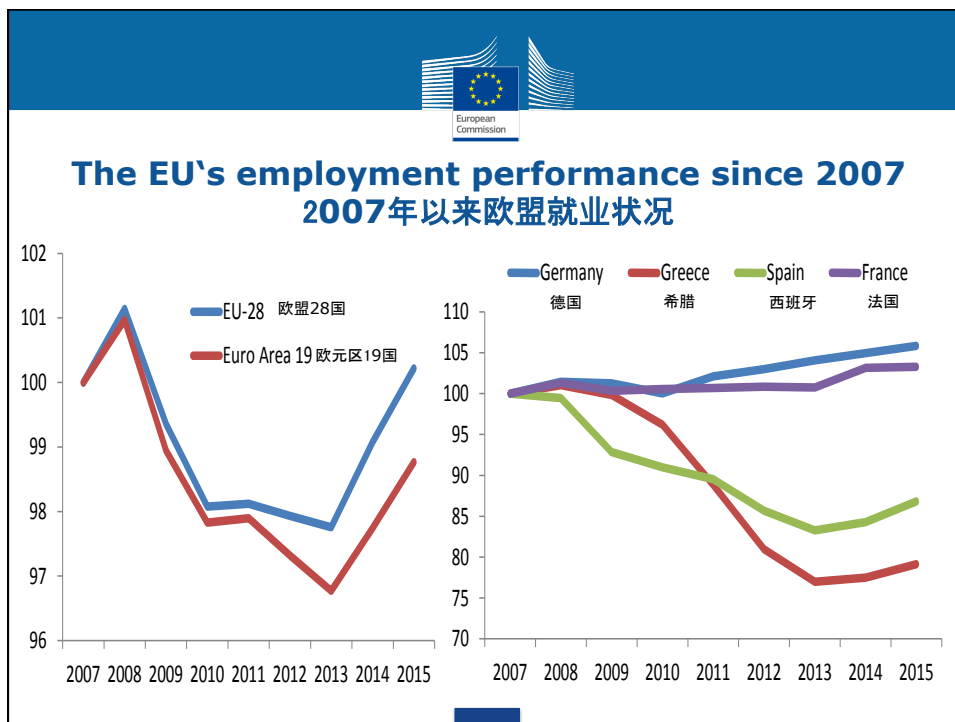
The EU's growth performance

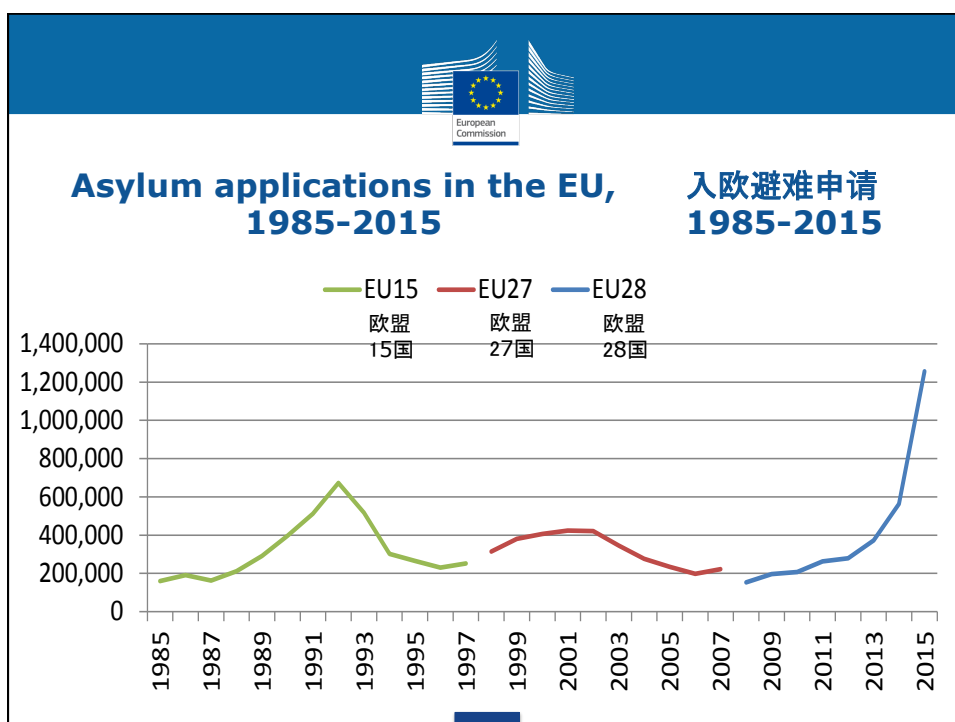
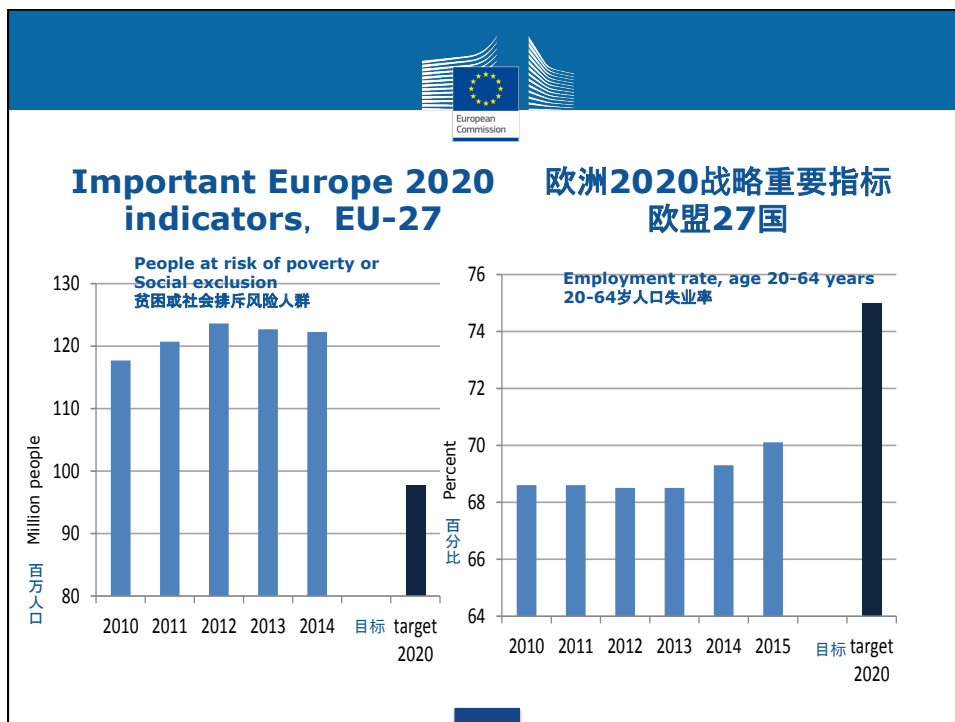
Real GDP growth year-on-year, percent

欧盟经济增长状况

GDP实际增长(连年), 百分比







KEYNOTE SPEECH (POWER POINT PRESENTATION)

CHINA'S 13TH FIVE-YEAR PLAN – INNOVATION DRIVING DEVELOPMENT AND EMPLOYMENT

BY MR. HU ANGANG, DIRECTOR,

CENTRE FOR CHINA STUDIES, TSINGHUA UNIVERSITY





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EU-CHINA
Social Protection Reform Project
中国-欧盟社会保障改革项目

中国“十三五” 创新发展与带动就业 China 13th Five-Year Program: innovation driving development and employment

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University

胡鞍钢 Angang Hu

2016年9月28日 2016 Sep. 28th

中欧社会保障改革项目2016年高级别会议

China-EU Social Security Reform Program 2016 High-level
Conference

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提纲 Outline

- ❑ “十三五” 经济增长
Economic growth in 13th Five-Year Program (FYP)
- ❑ 经济增长与提高劳动生产率
Economic growth and labor productivity increasing
- ❑ “十三五” 经济增长与创造就业
Economic growth and creating job in 13th Five-Year Program
- ❑ “十三五”：创新发展目标与指标
13th Five-Year Program: innovation development targets
- ❑ 数字创新带动数字就业
Digital innovation driving digital employment

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“十三五”经济增长 Economic growth in 13th FYP

- 经济发展目标是保持经济中高速增长，推动产业迈向中高端水平
The target of economic growth is to maintain medium to high growth rate, and to promote the development of industries toward medium-high end.

- “十三五”时期经济年均增长保持在6.5%以上；

Annual average economic growth rate maintains above 6.5% in 13th FYP period

- 加快推进产业结构优化升级；

Accelerate upgrading and optimizing industry structure

- 不断提高全员劳动生产率；

Increasing per capita labor productivity

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- 经济增长预期目标6.5%—7%，考虑了与全面建成小康社会目标相衔接，考虑了推进结构性改革的需要，也有利于稳定和引导市场预期。稳增长主要是为了保就业、惠民生，有6.5%—7%的增速就能够实现比较充分的就业。

The expected target of economic growth rate set at 6.5%-7%, takes into consideration the connection of targets of comprehensively building well-off society, and also the necessity of promoting structural reform. This target can help stabilize and direct market expectations. stably growing is to guarantee employment and improve livelihood, since growth rate of 6.5%-7% could manage fully employment

- 从点目标调控到区间目标调控。

From point target regulation towards interval targets regulation

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中国GDP占世界比重（2010-2020） Proportion of China's GDP in the world

	2010 (万亿美元 trillion dollars)	2015 (万亿美元 trillion dollars)	2020 (万亿美元 trillion dollars)	2010-2015 变化量 2010-2015 Variance (%)	2015-2020变 化量 2015-2020 Variance (%)
GDP (汇率法 Exchange rate)	9.2 (第二位 ranked the second)	14.8 (第二位 ranked the second)	20 above	5.6 (1.12/ year)	>5.6
GDP (PPP,2011 年国际美元 2011 international dollar)	13.9 (第二位 ranked the second)	17.1 (第一位 ranked the first)	>20	3.2 (0.64/ year)	>2.8

注：括号内为居世界位次

数据来源：世界银行数据：

<http://data.worldbank.org/indicator/NY.GDP.MKTP.CD>;

<http://data.worldbank.org/indicator/NY.GDP.MKTP.PP.KD?locations=CN> ;

2020年数据系作者估计

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二、经济增长与提高劳动生产率 economic growth and increasing per capita productivity

- “十三五”规划首次提出了提高全员劳动生产率的预期指标，不仅是应对人口红利下降的不利因素，也是不断缩小与美国劳动生产率相对差距。

Increasing per capital productivity was first proposed by the 13th FYP, the purpose of which is not only to tackle the unfavorable factors of decreased demographic bonus, but also to catch up with the US in terms of per capital productivity.

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中欧劳动生产率相对差距 Gap of per capital productivity between China and the EU (1991-2020)

Year	China		EU		EU/China (Times)	
	PPP (2011 dollar)	Exchange rate (2005 dollar)	PPP (2011 dollar)	Exchange rate (2005 dollar)	PPP (2011 dollar)	Exchange rate (2005 dollar)
1991	2 989. 98	917. 7	59352. 1	52223. 5	19. 85	56. 91
1995	4 597. 08	1 410. 6	64245. 7	56714. 3	13. 98	40. 21
2000	6 593. 13	2 017. 7	71006. 0	62734. 0	10. 77	31. 09
2005	10 067. 03	3 088. 1	75988. 2	66699. 0	7. 55	21. 60
2010	16 754. 99	5 146. 2	78150. 8	68265. 0	4. 66	13. 27
2015	23 865. 52	7 318. 4	80793. 3	70447. 7	3. 39	9. 63
2020	32851. 6	10074. 0	84328	75333	2. 57	7. 48
1991-2000 average increase rate (%)	9. 18	9. 15	2. 01	2. 06	-6. 57	-6. 50
2000-2015 average increase rate (%)	8. 95	8. 97	0. 86	1. 35	-7. 42	-7. 52

计算数据来源：国际劳工组织数据库，Table 16a. Labour productivity; Anganghu@mail.tsinghua.edu.cn
注：中国2020年数据系作者计算，年均增速为6.6%。



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- 2010-2015年期间，我国全员劳动生产率从2010年的5.37万元增至2015年的8.74万元，年均增长率为10.2%；到2020年期间，我国全员劳动生产率将提高至12万元以上（2015年不变价格），年均增长率为6.6%。与欧盟相比，劳动生产率的相对差距从**3.39倍缩小至2.57倍**。这就需要提高劳动者素质，进一步转移农业劳动力（2010-2015年期间减少6971万人，年均减少1394万人）。

Between 2010-2015, China's per capital productivity increased from 5.37 trillion Yuan in 2010 to 8.74 trillion Yuan in 2015; by 2020, it will increase to above 12 trillion Yuan (2015 constant price), with annual average growth rate of 6.6%, and in comparison with the EU, **the gaps will narrow down from 3.39 times to 2.57 times**. To achieve this target, we need to improve labor force quality and further transfer agricultural labor force (decreasing 69.71 million person employed in agricultural sector, annually decreasing 13.94 million person).

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提高劳动者素质 Improve labor force quality

- 我国主要劳动年龄人口平均受教育年限从2015年的10.23年提高至2020年的10.8年，新增劳动力平均受教育年限从13.3年提高至13.5年。

China's average schooling years of working-age people will increase from 10.23 years in 2015 to 10.8 years in 2020, and that of newly increased labor force grows from 13.3 years to 13.5 years during the same period.

- 大力发展继续教育，构建全民终身教育培训体系。

Therefore China will put great efforts in developing education and establishing lifelong education and training system for all citizens.

指 标 targets	2000	2010	2014	2020
劳动年龄人口接受高等教育比例 (%) Proportion of working-age people received higher education (%)	5.06	12.52	15.83	21.0
劳动年龄人口平均受教育年限 (年) Average schooling years of working-age people (Year)	8.29	9.70	10.23 (2015)	10.8
新增劳动力平均受教育年限 (年) Average schooling years of newly increasing labor force (Year)		12.5	13.3	13.5

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全国技能劳动者规模及年均增长率 (2004-2014) Overall technician workers and annual average growth rate

	2004		2014		2004-2014 annual average growth rate (%)
	Population (10000 person)	proportion (%)	Population (10000 person)	proportion (%)	
合计 total	8720	100.0	15729.8	100.0	6.1
占第二产业就业 人口比重 (%) Proportion in relation to second industry work force (%)	52.19		68.09		
高级技师 Senior technician	60	0.69	145.6	0.9	9.3
技师 Engineer	300	3.44	612.4	3.9	7.4
高级工 Senior worker	1500	17.20	3378.5	21.4	8.5
中级工 Intermediate worker	2140	36.01	6189.8	39.4	7.0
初级工 Primary worker	3720	42.66	5403.5	34.4	3.8

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三、中国经济增长与就业增长 Economic growth and employment expanding

- 长期来看，1979-2015年，GDP年平均增长率达到9.6%，就业人数年平均增长率达到1.79%，就业增长弹性为0.186。

In the long term, between 1979 to 2015, China's GDP annual average growth rate reached to 9.6%, and the employment annual average growth rate reached to 1.79%, so the elasticity of employment growing is 0.186.

- 中期来看，2000-2015年，GDP年平均增长率达到9.6%，就业人数年平均增长率达到0.48%，就业增长弹性为0.050。

In the medium term, between 2000 to 2015, GDP annual average growth rate reached to 9.6%, employment annual average growth rate reached to 0.48%, and the elasticity of employment growing is 0.050.

- 短期来看，2010-2015年期间，GDP年平均增长率达到7.8%，就业人数年平均增长率达到0.27%，就业增长弹性为0.035。经济增长率低于长期增长率，就业增长率也大大低于长期增长率。

In the short term, between 2010 to 2015, GDP annual average growth rate was 7.8%, employment annual average growth rate reached to 0.27%, with the elasticity of employment growing reaching to 0.035. That is to say, economic growth rate is lower than long term growth rate, and employment growth rate is remarkably lower than long term growth rate.

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中国进入全民创业时代 China enters into a national entrepreneurial era

- 中国已经成为世界最大规模实有企业及企业家国家。从国际比较来看，尽管中国是现代市场经济的后来者，建立现代企业制度的时间仅有20多年，但中国已经成为世界最大的市场主体，即商事企业国家。

China has become the country hosting the largest enterprises and the most entrepreneurs. Compared internationally, though China is the late comer of modern market economy, establishing modern corporate system for only 20 years, China has already become the largest market entity in the world, also called commercial enterprises country.


- 商事制度改革与国家创业创新政策形成叠加效应，有力推动了大众创业、万众创新，市场主体快速增长。

Superposition effect produced by commercial system reform and national policy of entrepreneurship and innovation will greatly promote "mass entrepreneurship and innovation" and the fast expanding of market entities.

- 中国成为现代企业、现代企业家成长最快的沃土和大舞台，充分显示了“时势造英雄、英雄造时势”这一社会主义市场经济时代最显著的特征。

China therefore becomes a big stage where modern companies and businessmen can rapidly grow and mature, which fully reflects the noticeable feature of socialism market economy era that "times can make heroes and heroes will shape the times".

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全国实有企业和个体工商户数（万个） Number overall enterprises and individual business （2002-2015）（unit: 10000）						
Year	Enterprises	Private enterprises	Proportion of private enterprises (%)	Self-Employed Individual	total	Proportion in relation to the total population (%)
2002	734	264	35.93	2377	3111	2.42
2003	770	329	42.71	2353	3123	2.41
2004	814	402	49.45	2350	3164	2.43
2005	857	472	55.08	2464	3321	2.53
2006	919	544	59.21	2596	3515	2.67
2007	964	603	62.56	2742	3706	2.80
2008	971	657	67.67	2917	3888	2.93
2009	1043	740	70.98	3197	4240	3.18
2010	1136	846	74.40	3453	4589	3.42
2011	1253	968	77.22	3756	5009	3.72
2012	1367	1086	79.45	4059	5426	4.00
2013	1528	1229	80.43	4436	5964	4.38
2014	1819	1546	84.99	4984	6932	5.07
2015	2263	1967	86.92	5995	7747	5.64
2002-2015 annual average growth rate (%)	9.05	16.71		7.38	7.27	

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全国城乡私营企业和个体工商户就业人数（万人） Employment population in urban and rural private enterprises and Self-Employed Individuals （unit: 10000） 2002-2015					
Year	Urban		Rural		total
	Private enterprises	Self-Employed Individuals	Private enterprises	Self-Employed Individuals	
2002	1999	2269	1411	2474	8153
2003	2545	2377	1754	2260	8936
2004	2994	2521	2024	2066	9605
2005	3458	2778	2366	2123	10725
2006	3954	3012	2632	2147	11745
2007	4581	3310	2672	2187	12750
2008	5124	3609	2780	2167	13680
2009	5544	4245	3063	2341	15193
2010	6071	4467	3347	2540	16425
2011	6912	5227	3442	2718	18299
2012	7557	5643	3739	2986	19925
2013	8242	6142	4279	3193	21856
2014	9857	7009	4533	3575	24974
2015	11180	7800			
2002-2015 annual average growth rate (%)	14.16	9.96	10.2	9.78	

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中国成为世界最大的商标申请国 China has the most trademark applications

- 市场主体自主创新活力持续增强。随着企业数量快速增长，商标注册量也较快增长。至2015底，累计注册申请量1840.2万件，累计商标注册量1225.4万件，商标有效注册量1034.4万件，每万户市场主体商标拥有量达1335件。

Market entities independent innovation vigor keeps growing. With the fast emerging of modern enterprises, trademark applications are swelling rapidly too. By 2015, the aggregated applications reached to 18.4 million, trademark registered 12.25 million, valid registrations 10.34 million, and trademark ownership per 10000 market entities was 1335.

- 国家建立现代商标制度，就能够加强商标管理，保护商标专用权，促使生产、经营者保证商品和服务质量，维护商标信誉，以保障消费者和生产、经营者的利益，极大地促进社会主义市场经济的发展。

China established the modern trademark system, which can strengthen the protection of trademarks and its exclusive using right, encourage producers and operators to improve goods and service quality, maintain brand reputation to secure consumers', producers' and operators' rights and benefits, so as to greatly advance socialism market economy.

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中、欧盟及世界商标申请和注册数 China and the EU world trademark applications and registrations (1985-2015)

Year	商标申请数 (件) Trademark Applications				商标注册数 (件) Trademark Registrations			
	China	EU	World	China's proportion in world (%)	China	EU	World	China's proportion in world (%)
1985	49243	234921	953190	5.2	21668	75484	547969	4.0
1990	57272	141541	1345911	4.3	31271	115570	829254	3.8
1995	172146	437160	1832769	9.4	91866	376243	1189662	7.7
2000	212602	624676	2592666	8.2	150961	485935	1575096	9.6
2005	659148	518044	3053753	21.6	253133	1505446	1992042	12.7
2010	1057480	467815	3686502	28.7	1333097	2514863	3238441	41.2
2012	1619878	439318			995124	2277450		
2015	2876000				2339000			
Total	18402000				10344000			

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我国科技人力资源总量世界第一

- 截至2014年底，我国科技人力资源总量约为8114万人，仍然保持世界科技人力资源第一大国的地位。从学历结构看，截至2014年我国博士、硕士、本科、专科科技人力资源所占比例分别为0.8%、4.7%、37%和57.5%。从2012年至2014年，我国累计新增科技人力资源数量为1409万人，其中本科及以上学历层次科技人力资源数量已经超过专科（《中国科技人力资源发展研究报告（2014）》）

By 2014, our human resource in science and technology reached to 81.14 million person, ranked the first in the world. Viewed from the perspective of degree structures, the proportion of science and technology personnel with doctoral degree was 0.8% in 2014, master degree 4.7%, bachelor degree 37%, and diploma degree 57.5%. Between 2012 to 2014, China newly increased 14.09 million person in human resource of science and technology, among which the number of people with bachelor degree has overtaken those with diploma degree.

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中国、欧盟研发投入占GDP比重、科研人员规模 (2000-2015)

R&D investment proportion in GDP and R&D staff in China and EU

Year	中国与欧盟研发投入占GDP比重 R&D investment proportion in GDP			中国与欧盟科研人员规模（/百万人） R&D Staff (million persons)		
	China	EU	World	China	EU	World
2000	0.90	1.75	2.08	547.30	2269.16	1082.60
2005	1.32	1.76	1.99	856.85	2788.49	1206.58
2008	1.46	1.85	2.03	1200.29	3081.01	
2010	1.73	1.93	2.06	902.96	3221.52	1268.43
2012	1.93	2.01	2.17	1035.88	3336.22	
2015	2.10					

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中国出国留学、学成归国、外国来华留学情况 China students studying abroad and then returning back; foreign students coming to China studying (2009-2015)

Year	Studying abroad	Returning back with degree	Returnees , proportion (%)	Foreign students coming to China	Net flow-in people
2009	229300	108300	47.2	238184	117184
2010	284700	134800	47.3	265090	115190
2011	339700	186200	54.8	292611	139111
2012	399600	272900	69.3	328330	201630
2013	413900	353500	85.4	356499	296099
2014	459800	364800	79.3	377000	282000
2015	523700	409100	78.1	397635	283035
Total	2650700	1829600	69.0	2255349	1434249

数据来源：国家统计局编：《中国统计摘要2015》，北京，中国统计出版社2015年版，第154页；
2015年数据系教育部提供。

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四、中国进入科技创新时代 China enters into sci-tech innovation era

- “十二五”以来特别是党的十八大以来，党中央、国务院高度重视科技创新，作出深入实施创新驱动发展战略的重大决策部署。我国科技创新步入以跟踪为主转向跟踪和并跑、领跑并存的新阶段，正处于从量的积累向质的飞跃、从点的突破向系统能力提升的重要时期，在国家发展全局中的核心位置更加凸显，在全球创新版图中的位势进一步提升，已成为具有重要影响力的科技大国。（《“十三五”国家科技创新规划》，2016年8月）

Since the 12th FYP, especially after the 18th Party Congress, China Party Central Committee, State Council highly valued the importance of sci-tech innovation, and made critical decision and deployment to fully implement innovation driven development strategy. As a result, China scientific innovation in the past was following and imitating from the advancers and nowadays China is not only catching up, but is also leading others. China is at a critical stage, ready to leap forward further and improve systematic capabilities based on cumulative bits of breakthroughs. And the core position of sci-tech innovation in national development has been highlighted ever more. China's rank in the global innovation arena is also increased further. It has become the most influential country in science and technology.

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“十三五”：创新发展目标与指标 13th FYP: innovation targets

□ “十三五”创新发展目标是强化创新引领作用，为发展注入强大动力
Innovation targets in 13th FYP is to strengthen the driving effects of innovation, and inject a powerful driving force for development

□ 科技进步对经济增长的贡献率达到60%；

Sci-tech advancement contributing 60% of GDP growth

□ 到2020年，力争在基础研究、应用研究和战略前沿领域取得重大突破；

By 2020, major breakthroughs should be made in fundamental research, application study and strategic frontier.

□ 互联网普及率大幅度提高；

Substantially increasing internet penetration rate

□ 实施人才优先发展战略

Strategy of giving priority for talent development

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科技发展主要指标 Major indicators of science and technology development (2010-2020)

	2010	2015	2020 targets	2010-2015 Annual average growth rate (%)	2015-2020 Annual average growth rate (%)
R&D人员全时当量（万人年） R&D staff FTE(10000/year)	255.4	393.7 (2014)	>550	11.4 (2010-2014)	5.7 (2014-2020)
R&D经费支出（亿元） R&D expenditure (0.1 billion)	7063	14220	23200	15.0	10.3
R&D经费支出与GDP之比（%） R&D expenditure / GDP (%)	1.73	2.10	2.5		
发明专利受理数（万件） Number of invention patent accepted (10000)	39.1	110	177	22.98	
发明专利授权数（万件） Number of invention patents authorized (10000)	13.5	35.9	55.2	21.6	
每万人口发明专利拥有量（件/万人） Ownership of patents per 1000 person	1.7	6.3	12	29.95	13.8
发明专利拥有量（万件） Ownership of invention patent (10000)	22.8	118.9	168	39.14	7.1

资料来源：2010年数据：国家统计局编：《中国统计摘要2015》，第150页，北京，中国统计出版社，2015；2015年数据：国家统计局：《2015年国民经济和社会发展统计公报》，2016年2月29日。

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中国与欧盟发明专利申请与授权情况比较 Comparison between China and EU in terms of number of patent application and authorized patents (2000-2014)

Year	Number of patents application			Number of authorized patents		
	EU	China	China/ EU (%)	EU	China	China/ EU (%)
2000	166,458	51,906	31.18	291,223	13,058	4.48
2003	155,617	105,317	67.68	339,539	37,154	10.94
2005	144,560	173,327	119.90	324,405	53,305	16.43
2008	137,503	289,838	210.79	366,746	93,706	25.55
2010	134,009	391,177	291.90	476,446	135,110	28.36
2011	134,681	526,412	390.86	498,417	172,113	34.53
2012	136,659	652,777	477.67	572,019	217,105	37.95
2014	139,301	801,135	666.31	640,829	162,680	36.39
Annual average growth rate (%)	-1.26	22.87		5.80	22.86	

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“十三五”科技创新主要指标 Major indicators of science and technology development in 13th FYP

	指标 Index	2015 target	具体计算值 Specific calculated figure	2020 target	具体计算值 Specific calculated figure	年均增速(累计) Annual average growth rate (aggregated)
1	国家综合创新能力世界排名(位) World rank national comprehensive innovation capability	18		15		[3]
2	科技进步贡献率(%) Sci-tech advancement contribution in GDP	55.3		60		[4.7]
3	研究与试验发展经费投入强度(%) R&D investment intensity	2.1	1.42万亿人民币 1.42 trillion Yuan	2.5	2.5万亿人民币 2.5 trillion Yuan	10.3%
4	每万名就业人员中研发人员(人年) R&D Staff number per 10000 employers (per year)	48.5	393.3万人年 3.93 million person per year	60	>500万人年 > 5 million person per year	5.7%
5	高新技术企业营业收入(万亿元) Operating revenue of Hi- tech companies (Trillion Yuan)	22.2	Proportion in GDP is 32.51%	34	Proportion in GDP is 34%	8.9%
6	知识密集型服务业增加值占国内生产总值的比例(%) Proportion of added value of Knowledge Intensive Business Service industry in GDP	15.6	10.56万亿元 10.56 trillion Yuan	20	20万亿元 20 trillion Yuan	13.6%

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“十三五” 科技创新主要指标 Major indicators of science and technology development in 13 th FYP						
	指标 Index	2015 target	具体计算值 Specific calculated figure	2020 target	具体计算值 Specific calculated figure	年均增速(累 计) Annual average growth rate (aggregated)
7	规模以上工业企业研发经费支出 与主营业务收入之比 (%) Company's R&D's proportion in the operating revenue (%)	0.9	5720亿元 572 billion Yuan	1.1	10000亿元 1 trillion Yuan	11.8%
8	国际科技论文被引次数世界排名 World rank in citations of SCI	4		2		[2]
9	PCT专利申请量 (万件) PCT patents application (10000)	3.05		double (6.10)		14.9%
10	每万人口发明专利拥有量 (件) Ownership of patents per 1000 person	6.3	1.189 million The proportion in the world is 13.61%	12	1.68 million The proportion is the world is 18%	7.1%
11	全国技术合同成交额 Technical contracts turnover	983.5 billion Yuan	Equal to GDP's 1.4%	20000	Equal to GDP's 2.0%	15.3%
12	公民具备科学素质的比例 (%) Proportion of citizens with scientific literacy (%)	6.2		10		[3.8]

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数字创新带动数字就业 Digital innovation driving digital employment				
世界主要经济体的互联网和移动电话用户数 (2014年) Internet and mobile phone users in major economies (2014)				
世界排位 World Rank	国家 Country	互联网用户数 (亿人) Internet users (100 million)	移动电话用户数 (亿人) Mobile phone users (100 million)	世界排位 World Rank
1	China	6.88 (2015)	13.057 (2015)	1
2	EU	3.981	6.325	3
3	US	2.766	3.174	5
4	India	2.373	9.440	2
5	Japan	1.093	1.527	8
6	Brazil	1.082	2.807	6

注：世界位次是指在217个国家和地区的位次。
 数据来源：CIA world factbook
<https://www.cia.gov/library/publications/resources/the-world-factbook/rankorder/2151rank.html>

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数字时代的数字用户、数字市场 digital users and digital market in the digital age

- 中国已经拥有世界上最多的手机用户，最多的互联网用户，最多的移动互联网用户，的确已处在世界互联网时代、数字时代舞台的中心：

China now is the country with the most mobile phone users, internet users, and mobile internet users. It is standing in the center stage of internet and digital era.

- 移动电话用户8.59（2010）→13.06亿户（2015）

Mobile phone users 859 million (2010) → 1.306 billion (2015)

- 互联网用户4.57（2010）→6.88亿户（2015）

Internet users 467 million (2010) → 699 million (2015)

- 宽带用户全球最多，其中固定宽带用户5.5（2015）→ 9.9亿户（2020）

China also has the largest broadband subscribing population;

Fixed broadband subscribers 550 million (2015) → 990 million (2020)

- 移动宽带用户7.85亿户，2020年达到12亿户。

The number mobile broadband subscribers are 785 million and will reach to 1.2 billion in 2020

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数字革命红利 Digital revolution bonus

- 三大“数字红利”：加速经济增长；创造就业岗位；提升政府服务。（世界银行《2016世界发展报告》）

There are 3 “digital bonus”: accelerating economic development; creating jobs; improving government service (World Bank: 2016 World Development Report)

- 创造就业的机制：第一个是创造直接和间接的工作机会，数字技术提高了信息通信技术行业的就业机会和报酬，促进了创业和个体经营，尤其是相关外包给弱势群体（如妇女、青少年、老人和残疾人）提供了弹性工作时间；第二个是提高工人生产率，进而提高劳动力市场及整个经济体的效率；第三个是增加消费者剩余，数字技术使业务流程自动化并产生规模效应，增加商品、服务的品种同时来降低价格，从而让消费者受益。

Mechanism for creating job: first is to directly and indirectly create job opportunities. Digital technology can increase job opportunities and salaries in ICT industry, boost entrepreneurship and self-employment, and especially provide flexible working time for disadvantaged groups (like women, teenagers, senior citizens and disabled person) through outsourcing; Second is to increase worker's production efficiency, thus increasing efficiency in labor force market and the overall economy; Third is to increase consumer surplus. Digital technology could automate business circle to generate scale effect, so as to expand goods and service while decrease the price to benefit consumers.

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从数字创新到数字创业 from digital innovation to digital entrepreneurship

- ❑ 电子商务呈现爆发式增长。网购规模从2008年的7400万人上升到2015年的4.13亿人，占网民比例由24.8%提高至60%，到2020年将超过80%；2015年网上零售额达到3.88万亿元，占全社会商品零售总额的比重为12.9%，到2020年将超过1/3以上，可能成为创造就业人数最多的市场（从地区市场到全国市场进而到世界市场）。

With the explosive growth of E-commerce, the number of online shopping consumers increased from 74 million in 2008 to 413 million in 2015, and its proportion in overall internet users increased from 24.8% to 60%. Online retail sales reached to 3.88 trillion yuan in 2015, accounting for 12.9% in overall retail sales, and will reach to 1/3 in 2020, thus becoming the market creating the most jobs (from regional market to national market and then to world market).

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- ❑ 互联网成为创造就业的重要渠道。从直接创造就业来看，信息传输、计算机服务和软件业的城镇单位就业人员从2003年的116.8万人上升至2014年的336.3万人。间接创造就业则更为可观，如2014年全国开设网店创业就业达到1003.7万人，再如带动快递配送、“网约车”就业等。

Internet will become the most important channel to create employment. In terms of directly creating jobs, the number of urban employees in the sectors of information transmission, computer service and software industry increased from 1.168 million in 2003 to 3.363 million in 2014. Indirect employment generated by Internet is more remarkable. For example, the number of people starting business by opening on-line shops reached to 10.037 million in 2014. Other instances are courier service, Uber, Didi and so on.

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结语：十几亿中国人将怎样影响世界？
Conclusion: how will a billion Chinese
influence the world?

- ❑ “当十几亿人一同跳起来” (Jonathan Watts: When a Billion Chinese Jump, 2010)
“When a billion of people all jump up together” (Jonathan Watts: When a Billion Chinese Jump, 2010)
- ❑ “当十几亿人一同创新起来” (胡鞍钢, 2010)
“When a billion people all starting business” (Hu Angang, 2010)
- ❑ 中国进入大众创新时代
China enters into mass innovation era
- ❑ 中国进入万众创业时代
China enters into mass entrepreneurship era
- ❑ 中国进入亿众创富（各种财富）时代
China enters into mass wealth creation era
- ❑ 中国进入为世界贡献的时代
China enters into “contribute to the world” era

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KEYNOTE SPEECH (POWER POINT PRESENTATION)

LABOUR MARKET POLICIES IN THE EUROPEAN COUNTRIES - COMPLEMENTING STRUCTURAL REFORMS WITH GROWTH

BY MR. STEFANO SACCHI, UNIVERSITY OF MILANO, ITALY





Social Protection Reform Project
中国-欧盟社会保障改革项目

Labour Market Policies in the European Countries

Complementing structural reforms with growth

欧洲国家劳动力市场政策：完善结构改革、带动经济增长

Stefano Sacchi

斯特法诺·萨奇

China-EU Social Protection Reform Project (SPRP)

中国欧盟社会保障改革项目 (SPRP)

2016 High Level Event, Beijing, 28 September 2016

2016高级别会议，北京，2016年9月28日

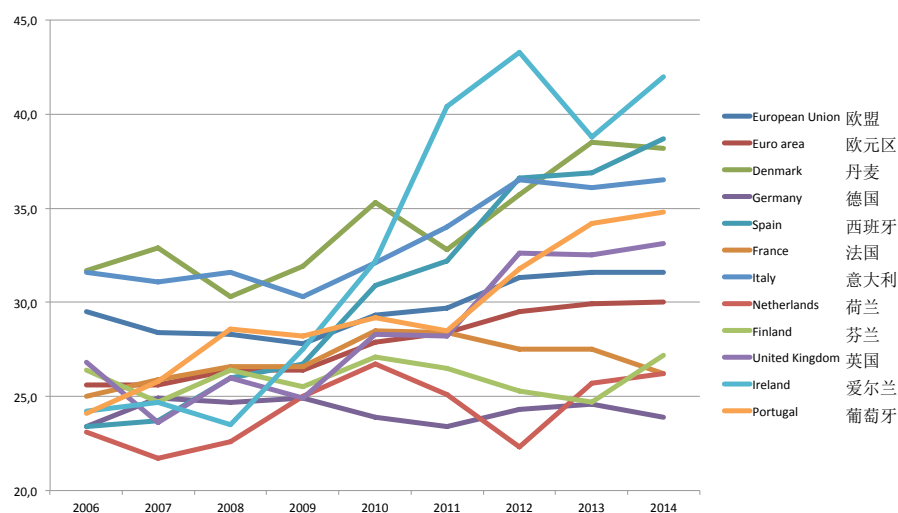
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- ✓ EU member states after the crisis: employment and social outcomes
- ✓ Selected labour market reforms in Spain, Italy and France
- ✓ Balance between structural reforms and macroeconomic policy in the EU
- ✓ The politics of austerity and the future of the EU

- ✓ 危机过后的欧盟国家：就业与社会实情
- ✓ 西班牙、意大利和法国的劳动力市场改革
- ✓ 欧盟国家的结构性改革和宏观经济政策之间的平衡
- ✓ 紧缩性政策和欧盟的未来

EU Member States after the crisis: child poverty rates 危机过后的欧盟国家：儿童贫困率



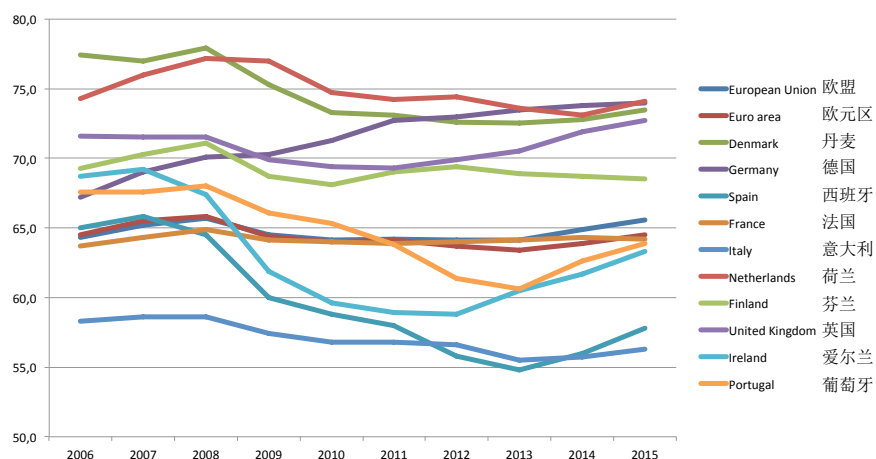
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EU Member States after the crisis: growth rates 危机过后的欧盟国家：增长率



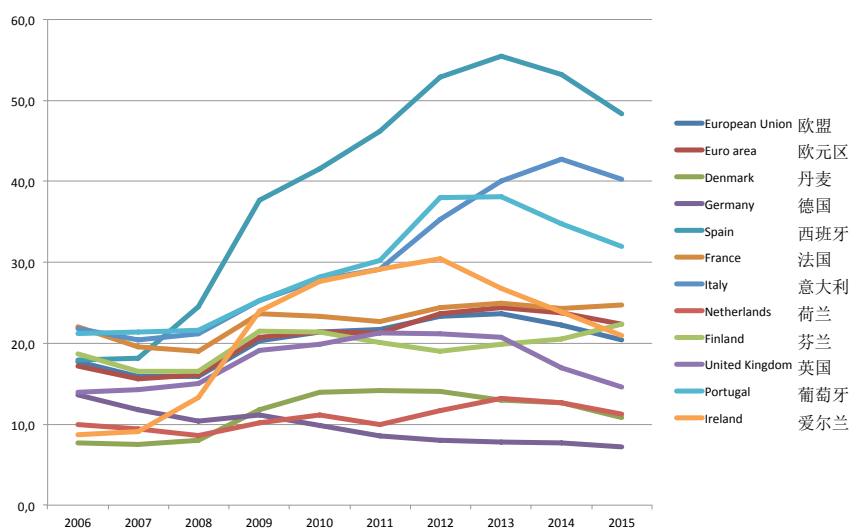
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EU Member States after the crisis: employment rates 危机过后的欧盟国家：就业率



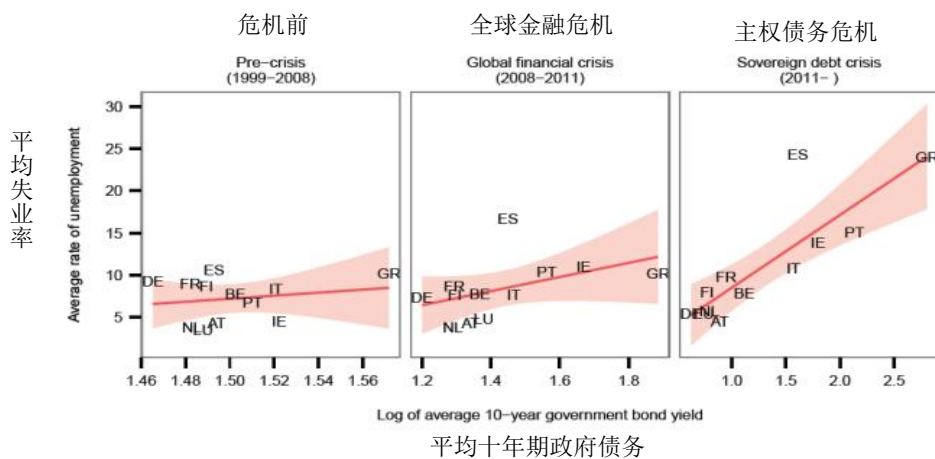
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EU Member States after the crisis: youth unemployment rates 危机过后的欧盟国家：青年失业率



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Relation between financial stress and unemployment 财政压力和失业之间的关系



Source: ECB

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The standard diagnosis: need for structural reforms 标准诊断：结构性改革的需求



- ✓ Segmented/dualized labor markets
- ✓ High barriers to entry for the young, women, skilled migrants
- ✓ Lead to entrapment in inferior jobs, lower investment in human capital, depletion of skills
- ✓ At a systemic level, lead to lower productivity growth and thus lower economic growth
- ✓ Interacting with insurance-based welfare system, dual labor markets lead to inferior social protection for large groups of workers and welfare gaps
- ✓ 割裂的/二元化的劳动力市场
- ✓ 青年、妇女、技术移民入市门槛之高
- ✓ 导致其困于工种低端、人力资本投资少、技术下降等问题
- ✓ 在整个体系层面，导致生产力低增长，进而导致经济低增长
- ✓ 在与保险型福利体系的相互作用之下，二元化的劳动力市场导致大量工人享受质量不高的社会保障，并存在福利鸿沟

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Extensive labor market reforms in Spain, Italy and France 西班牙、意大利和法国的广泛性劳动力市场改革



- | | |
|---|---------------------------------|
| ✓ Spain 2012 | ✓ 西班牙：2012年 |
| ✓ Italy 2012 and 2015 | ✓ 意大利：2012年和2015年 |
| ✓ France 2016 | ✓ 法国：2016年 |
| ✓ Making it easier to dismiss workers on open-ended contracts (ES, IT, FR) | ✓ 通过“开放式”合同让解雇工人变得更简易 (西, 意, 法) |
| ✓ Putting a cap on claims the worker can make in case of unjustified dismissal (ES, IT) | ✓ 设定“限度”，制约工人对不公解雇事件的申诉(西, 意) |
| ✓ Shifting wage bargaining closer to the plant level (ES, FR; soon IT) | ✓ 调整工资议价，使之近于“工厂级”水平(西, 法; 意即将) |
| ✓ Investing in Active Labour Market Policies (IT) | ✓ 对“带动型”劳动力市场政策进行投入(意) |
| ✓ Strengthening safety nets (IT, FR) and making them more inclusive (IT) | ✓ 强化安全网 (意, 法) 并增强其包容性(意) |
| ✓ Making employers internalize the costs of their behavior (IT) | ✓ 使用人单位的行为成本内部化 (意) |

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However, supply side measures alone are not enough 但是，单单衡量供给侧是不够的



- | | |
|--|--|
| ✓ The rationale of structural reforms is all focused on the micro level: lowering the NAIRU, raising economic efficiency | ✓ 结构性改革的考量都聚焦于微观层面：降低非加速通胀失业率 (NAIRU)，提高经济效率。 |
| ✓ Correct, but incomplete strategy: needs a complementary macro leg | ✓ 正确而不完整的战略：需要一只宏观柱脚来补充完善。 |
| ✓ Consumption-led vs export-led growth models. Most countries are still (at last partly) consumption-led, the only exception being Germany (Baccaro and Pontusson, 2016) | ✓ “消费导向”对“出口导向”的增长模式。大多数国家(最近)仍属于消费导向型；唯一的例外是德国 (Baccaro和Pontusson, 2016年文章) |
| ✓ Importance of domestic demand for growth | ✓ 国内需求对经济增长的重要性 |
| ✓ Wrong policy mix: structural reforms have been coupled with austerity, depressing public investment, social investment, disposable income, thus internal demand | ✓ 错误的政策组合：结构性改革与紧缩性政策结合，持续压低公共性投入、社会性投入、可支配收入，进而压低了内部需求。 |
| ✓ (Expansionary fiscal contraction is a myth) | ✓ (扩张型财政紧缩政策是个神话) |

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Austerity (K. Armingeon – S. Sacchi, work in progress)
紧缩性 (K. 阿尔明君和斯特法诺·萨奇, 当前研究)

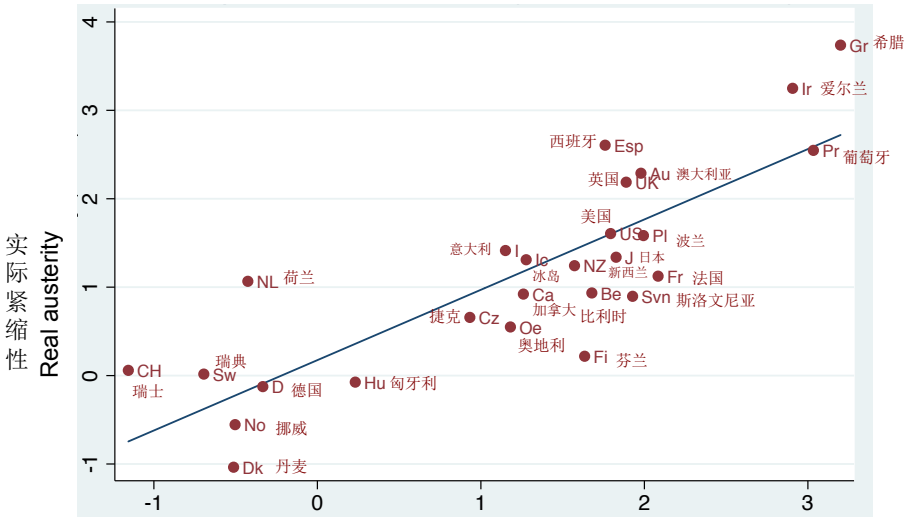


- ✓ Definition of austerity: reduction of planned structural primary deficit/increase of planned structural primary surplus
- ✓ OECD countries, based on IMF Fiscal Monitor data, 270 observations, period 2010-2015, different model specifications
- ✓ Findings:
- ✓ “紧缩性”定义：计划中结构性基本赤字降低/计划中结构性基本结余增加
- ✓ 经合组织国家基于国际货币基金财政监测数据，进行了270项观察，历经2010年至2015年，其中包括不同的专项模型

Very robust 极强	Quite robust 较强	发现:	Not significant 无关
Lagged primary balance (-) 迟缓基本平衡 (-)	Market pressure (interest rates on sovereign debt) (+) 市场压力 (主权债务利率) (+)		Partisan politics 党派政治
Current account balance (-) 经常账户平衡 (-)	Economic growth (+) 经济增长 (+)		Union density 工会密度 (多寡)
Membership of the Eurozone (+) 欧元区成员 (+)			

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Austerity (K. Armingeon – S. Sacchi, work in progress)
紧缩性 (K. 阿尔明君和斯特法诺·萨奇, 当前研究)



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Backlash all over the EU 遍布全欧的激烈抵制现象



- ✓ Structural reforms create losers, need nurturing environment
- ✓ New context of political impatience (Ferrera, 2016)
- ✓ Compounded by technological change and new forms of work: opportunities for some, risks and losses for many
- ✓ Formation of social blocs of losers *and* rentiers against reforms
- ✓ Low growth means fear of the future, economic policy (and politics) becomes a zero sum game
- ✓ Massive refugee inflow reinforces fear and bitterness
- ✓ Rise of populism all across Europe
- ✓ Against domestic elites, but also against the EU
- ✓ 结构性改革导致社会失败者的出现, 需要培育环境
- ✓ 政治渴望的新语境 (Ferrera, 2016)
- ✓ 技术更迭和新工作形式的交织: 对部分人是机遇, 给很多人带来挑战与失败
- ✓ 社会失败者群体的形成 及 退休人员对改革的抵制
- ✓ 低增长就意味着对未来的忧虑, 经济政策 (和政治) 变成零和博弈
- ✓ 大量难民涌入, 更增加了忧虑和苦楚
- ✓ 民粹主义在欧洲遍地开花
- ✓ 反对本国精英, 也反对欧盟

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High time for a change of tack 改变航向的关键时刻



- ✓ Juncker Commission
- ✓ ECB President Draghi at Jackson Hole, August 2014
- ✓ Japanese syndrome: accommodating monetary policy necessary to survive, insufficient to thrive
- ✓ Structural reforms must be accompanied by growth-friendly fiscal policy
- ✓ Sheltering the losers, severing the ties with anti-reform rentiers
- ✓ Initiatives that rebuild trust and allegiance in the EU:
 - ✓ pan-European social protection schemes (Universal Benefits)
 - ✓ reviving schemes such as European Globalization Adjustment Fund
 - ✓ reframing Social investment in normative (equity) rather than economic terms
- ✓ 容克主持下的欧委会
- ✓ 欧洲央行行长德拉吉在杰克逊镇会议的讲话, 2014年8月
- ✓ 日本型症候: 仅容保生存的货币政策实行, 却不足以发展经济
- ✓ 结构性改革须与利于增长的财税政策相伴
- ✓ 保护社会失败群体, 拉紧与反对改革的退休人员之间的纽带
- ✓ 在欧洲重树信任与忠心的措施:
 - ✓ 泛欧社保计划 (普惠福利)
 - ✓ 重启欧洲全球化调整基金等计划
 - ✓ 依照规范性原则 (平等) 而非经济性原则重组社会性投入

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High time for a change of tack 改变航向的关键时刻



- ✓ The EU and national welfare states are on a “collision course”, the next few years are crucial for the survival of the EU as a polity in its own right, rather than simply a market-making policy regime (see Brexit)
- ✓ Complacency and “more of the same” mean the EU (as a polity) is doomed
- ✓ Support for the EU still large in the centre of the political spectrum
- ✓ Need for a normative framing: more values, less scoreboards
- ✓ Reassure the people, give hope for the future
- ✓ Future-friendliness SHOULD BE the EU’s comparative advantage (K. Nicolaidis)
- ✓ 欧盟和各个福利国家正处于“冲撞期”，欧盟要作为有自身权益的政治体，后续数年对其延续至关重要，欧盟不光要做一个市场整合而成的政策体制（参考“英国脱欧”）。
- ✓ 自满与“因循”注定让欧盟（作为政治体）难逃一劫
- ✓ 在政治谱系核心区间，对欧盟的支持仍占多数
- ✓ 需要规范性架构：多一点价值追求、少一点功利计算
- ✓ 重保民众福祉，再赐未来希望
- ✓ “利在未来”应当是欧盟的比较优势 (K.Nicolaidis)

**CONCLUDING REMARKS BY CO-CHAIR,
MR. XU LIN, DIRECTOR GENERAL, DEPARTMENT OF DEVELOPMENT PLANNING, NDRC**



Ladies and Gentlemen, Honourable guests,

I am Xu Lin, Director General of Development and Planning Division of National Development and Reform Commission, and I will chair this session. The topic discussed in this section focussed on the next five years, that is the perspectives of macroeconomic and employment in 2016-2020. Mr. Claude Jeannerot, Ambassador of France, in charge of International Social Relations, has been my co-chair in this session. The keynote addressors were Mr. Pu Yufei, Director of Employment and Income Distribution Division of the National Development and Reform Commission, Mr. Michel Servoz, Director General, Director General for Employment, Social Affairs and Inclusion, Mr. Hu Angang, Dean of National Research Institute of Tsinghua University, and Mr. Stefano Sacchi, Professor of University of Milano, Italy.

Mr. Pu Yufei just talked about his views on China's economic growth and employment relations, especially the recent economic growth rate has declined, but the employment situation has not significantly deteriorated. He pointed out that the employment size is larger because of the current increase in employment by one percentage point, it is more likely to be employed because of improved skills and employment, and the interconnection and matching of job vacancies and workforce information are more effective because of technical improvements. He also points out the regional differences in employment, that is, among the different regions, some regions may not have a good economy, but some regions are economically good, so the mobility of workforce can be the solution to

the employment. At the same time, he also pointed out that China's employment risk is still worthy of attention, in particular, there are two relatively large groups: one is more than 760 million college graduates each year, and their employment pressures are relatively large; the other is a large number of agricultural surplus workforces in China, and they need to be further employed in urban and non-agricultural industries. In particular, he stressed the need to deal with the relations of employment. One is on the relation between the employed and the unemployed personnel. In his view, there is a relation of ship, net and bridge between them, of which the employed personnel are on board, while the unemployed personnel are in the net, so it needs to set up a bridge between the net and the ship, to facilitate the unemployed personnel to board the ship through the bridge. He also stressed that the relation between the bottom line and the top line. The bottom line is to ensure full employment of society, while the top line is to improve the quality of employment in the better economic cycle, so that more people have more decent and stable employments. Finally, he talked about the idea of working with the EU to further deepen cooperation in the field of employment and social protection. I will not cover those issues.

For his speech, I would add that, as for the solution to the relation between China's current growth and employment, there are two issues worthy of attention:

First, because China has entered an aging society, now 3-4 million workers are declining annually, and this has become a great variable in the change of relation between supply and demand of workforce. In addition, China's economic downturn is characterized by a rapid decline in manufacturing, but the relation between service and manufacturing sectors is changing, and the service sector with a greater employment capacity can create some spaces for the employment of workforce arising from the decline in the manufacturing sector. You have to consider these two issues in order to understand the current growth and employment relationship in China.

Mr. Servoz gave a very comprehensive introduction of the employment and social policies of the EU. From his speech, we can see that the EU is still in a difficult process of recovery, because the financial crisis has not yet returned to the previous level, despite the implementation of some new talent policies, exchange rate and interest rate policies, the growth is not optimistic. There is no good employment if there is no strong economic growth. In his presentation, 9 out of 28 EU member states have the unemployment rate of more than 10%.

Of course, he also showed the positive phenomena to be seen now. For example, the employment of young people in the EU is improved compared with that two years ago, and household income has also been some improvements. But the EU is facing with the difficulties that the structural reform is still in slow progress, so that five goals by 2020 are also set in order to promote the EU's further robust recovery and growth of economy. These five goals are related to the sustainable economic and social development, including the rate of participation in employment, higher education and secondary education, as well as the poverty alleviation of 20 million people. To solve the problem of the EU, it is true that the EU is confronted with the policy integration within the EU, in particular the matching of fiscal policies, employment policies and macroeconomic conditions. In particular, he highlighted the role of the EU funds in continuing to improve and increase investments in order to advance the future growth, and to present EU funds that are planned to double on existing base in the future.

He later introduced the main social policies of the EU, including social rights, education, especially youth protection, and highlighted how to improve the skills of young people to improve their employability. Finally, Mr. Servoz also looked forward to the future growth of the EU. The growth of 2% is clearly insufficient to solve the current employment in the EU, so the further increase of investment is necessary, to further improve the growth of the EU. To obtain the growth exceeding 2%, the unemployment rate should fall further, which has now dropped to 8.5%, but it is still not enough.

Finally, he briefly introduced the current two major problems in Europe that cause the general concern: one is the impact of the Brexit, and according to his introduction, a loss of 0.8% will be brought to the EU's economic growth. The other is the refugee problem in Europe. We see Europe's solution to the current refugee problem, which has the pressure but yet has the positive factor, because if these refugees become the workforce, they will contribute to the EU. Although with the positive factor, there is also difficulty that is the solution to the labour skills of these refugees.

Professor Hu Angang firstly gave the brief analysis of the relationship between China's employment and growth, and had the basically same opinions on the change of trends as Mr. Pu Yufei. Later, he highlighted the important role of China's private and individual businesses played in promoting the creation of jobs in China. In particular, he stressed that such a role in the future may be further strengthened.

Professor Hu also specifically analysed the total amount and structure of human resources in China. In particular, he oriented on the theme of innovation. We now have more than 80 million scientific and technical personnel with the scientific and technological advantages, which is the equivalent of the total population of Germany, while China also has more and more talents with overseas educational background, and also there are more and more foreigners studying in China. These talents are the future of China's further internationalization, playing an important role in the China's future innovation.

Professor Hu also introduced in detail the status of China's RND investment in the past, as well as the results of investment and the status of patents. It should be said that both governments and businesses in China have attached great importance to this. I remember that by the end of last year, the total of China's RND investment had exceeded RMB 1.4 trillion, which was more than the total amount of RND investment of all the EU countries. As a result of continued investment, China had been the number one worldwide in terms of number of patents granted in the past five years, and China is now behind the United States and Japan in terms of the global total amount. This is the China's progress in this area.

Professor Hu emphasized that China's population dividend will be further enhanced in the future. This is indeed a unique advantage in China, because China is a populous country, and the Internet-based entrepreneurial innovation may have the economic scale advantages over smaller ones. Therefore, China's future entrepreneurship and innovation based on digital and network will also have a lot of employment advantages.

Finally, he expected that more than a billion Chinese people can innovate together to bring the positive impact of the world. Thank you, Professor Hu Angang!

Mr. Stefano Sacchi presented the structure of the European labour market, including the fragmented labour market and the high threshold of skilled migration, and he also introduced the main reform measures in the labour markets in Spain, Italy and France, of which the core is to provide more conveniences for some workforces of layoff on a micro level, while strengthening the security. He put forward his own views on the current policy mix of structural reforms. In his most important conclusion, he argued that European structural policy and fiscal austerity are a wrong combination, and based on this view, he argued that structural reforms in Europe should be combined with vigorous fiscal and taxation policies, while protecting the losers, and reshaping their confidence and loyalty to the EU. It needs not be summed up here because of the time constraint.

Finally, I would like to say a few words. The discussion was very rich in the morning, and I think that there is a little bit of difference between the expert discussions of China and the EU. The China's experts focused on the way to create more employment through better growth, and the relevant contents seemed to be more fulfilling. The EU experts provided the information on social policies. This may be the difference between China and European countries in different social development stages. Through their introductions, I think that they increasingly stressed that the structural reform plus the tightening of fiscal and taxation policy is out of date, and Mr. Servoz also stressed the ways of the EU to promote growth and promote employment through investment. The discussion in this morning had a little bit of difference, but we see the common challenges.

SESSION II

NEW-TYPE URBANIZATION AND SUPPORT POLICIES FOR EMPLOYMENT AND JOB CREATION



SESSION CONTENTS:

- OPENING REMARKS BY CO-CHAIR MR. PU YUFEI, DIRECTOR GENERAL, DEPARTMENT OF EMPLOYMENT AND INCOME DISTRIBUTION, NDRC
- EU EMPLOYMENT AND SOCIAL PRIORITIES - EU INITIATIVES BY MR. STEFAN OLSSON, DIRECTOR FOR EMPLOYMENT POLICIES, DG EMPLOYMENT, SOCIAL AFFAIRS AND INCLUSION, THE EUROPEAN COMMISSION
- YOUTH EMPLOYMENT POLICIES - GOOD MODELS FROM CHINA BY MR. ZENG XIANGQUAN, DIRECTOR, CHINA INSTITUTE FOR EMPLOYMENT RESEARCH, RENMIN UNIVERSITY OF CHINA
- SOCIAL PROTECTION AND EMPLOYMENT – TRADE OFF OR SYNERGIES BY MR. JEAN-YVES HOCQUET, NATIONAL SCHOOL FOR HIGHER SOCIAL SECURITY STUDIES, FRANCE
- POPULATION CHANGES, LABOR MARKET, AND REFORM OF URBAN EMPLOYEE BASIC PENSION INSURANCE SYSTEM BY MR. ZHANG JUWEI, DIRECTOR, INSTITUTION OF POPULATION AND LABOR ECONOMIES, CHINESE ACADEMY OF SOCIAL SCIENCES
- CONCLUDING REMARKS BY CO-CHAIR, MR. TOM BEVERS, CHAIRMAN, EUROPEAN EMPLOYMENT COMMITTEE EMCO, BELGIUM

OPENING REMARKS BY CO-CHAIR

MR. PU YUFEI, DIRECTOR GENERAL, DEPARTMENT OF EMPLOYMENT AND INCOME DISTRIBUTION, NDRC



Ladies and gentlemen,

The theme of second session is the new urbanization and entrepreneurship employment policy. Four guests will speak at this session. The first is Mr. Stefan Olsson, Director for Employment Policies, Directorate General for Employment, Social Affairs and Inclusion, the EU; the second is Prof. Zeng Xiangquan, Director of China Employment Research Institute of Renmin University of China; the third is Mr. Jean-Yves Hocquet, Consultant, EN3S; and the fourth is Mr. Zhang Juwei, Director of Institute of Population and Labour Economics, Chinese Academy of Social Sciences; as well as my co-chair, Mr. Tom Bevers, Chairman, EU Employment Committee.

Generally, the relatively accurate statement is that the employment and social protection should have "two eyes, two hands, and two legs".

As for the "two eyes", based on the views of four guests, one eye depends on long-term, and other eye depends on short-term. The eye depending on long-term is mainly to see the large structural changes, large population structure and large industrial structure changes, and according to the structural changes and the features of development stage, to establish a sustainable social protection system and also to establish an effective society stabilizer. Other eye depending on short-term is mainly to see the

economic cycle fluctuations, especially the influence of economic crisis, and to select the policy arrangements according to the impact and influence of the economic crisis.

As for "two hands", one hand is to clench the fist, and do what? To combat the fraud, and to establish a good social environment and market environment. The other hand is the service hand, which is to support the job market and support social safety. In fact, a series of systems of the EU is oriented on this hand of service, such as a youth trainee project, and some public service system arrangements. China's services also have a lot of explorations, such as the probationary system, village officials system and double-track service policy mentioned by Mr. Zeng, which are designed around this hand of service.

There are "two legs", one leg is to be based on the existing economic structure, the existing social protection system arrangements, and the existing economic situation, to stand, stabilize employment, stabilize income, and stabilize the social protection system. There is also a leg to move forward, to where? To the new economy, new forms of employment and new areas. The corresponding policy considerations are to ensure that our employment policy and new economy can adapt to solve the possible obstacles to legislation and policy barriers, and improve our ability to deal with.

KEYNOTE SPEECH (POWER POINT PRESENTATION)

EU EMPLOYMENT AND SOCIAL PRIORITIES - EU INITIATIVES

BY MR. STEFAN OLSSON, DIRECTOR FOR EMPLOYMENT POLICIES,

DG EMPLOYMENT, SOCIAL AFFAIRS AND INCLUSION, THE EUROPEAN COMMISSION





China-EU Social Protection Reform Project (SPRP)
中欧社会保障改革项目

2016 High Level Event
Perspectives of Employment Policy and Social Security Reform 2016-2020
2016 年高级别会议
— 2016-2020 年就业政策和社会保障改革展望

Beijing, 28-29 September 2016
2016年9月28日-29日 北京

Session Two – New-type Urbanisation and Support Policies for Employment and Job Creation

单元二：新型城镇化与就业创业政策

EU Perspective

欧盟视角

Mr Stefan OLSSON, Director for Employment, DG Employment, Social Affairs and Inclusion, European Commission

欧盟委员会就业、社会事务和融合总局就业政策司司长 斯特凡·奥尔森

1



EU Employment and social priorities
欧盟就业与社会重点问题

Investment 投资

- Education and skills
教育与技能
- Social investment
社会投资

Job creation 就业创造

- Labour taxation
劳动税
- Foster entrepreneurship
促进创业
- Long term and youth unemployment 长期
失业与青年失业

Reforms 改革

- Flexibility (segmentation)
灵活性（细分化）
- Income support systems
收入支持体系
- Integration measures
一体化措施
- Skills
技能

Sustainability 可持续性

- Wages and productivity
工资与生产率
- Extend working lives
推迟退休
- Supplementary pension schemes
补充性养老金计划

2



Employment and social situation in Europe
欧洲的就业和社会形势
Summer 2016
2016年夏季

	EU	EA
Employment rate (total) 就业率（总） (% of working age population 20-64) （占20-64岁工龄人口的比例）	70.4	69.3
Unemployment rate (total) 失业率（总） (% of labour force) （占劳动力总数的比例）	8.7	10.2
Unemployment rate youth 青年失业率 (% of labour force 15-24) （占15-24岁劳动力的比例）	18.8	21.1
Long-term unemployment 长期失业率 (% of labour force) （占劳动力总数的比例）	4.3	5.4



EU key policy messages (I)
欧盟的关键政策信息（I）

- Promoting job creation remains a priority
促进就业创造仍是重点之一
 - Three million more jobs last year
去年创造了300万就业岗位
 - Increase in open-ended contracts, but challenges from new forms of work
开放式合同增加了，但面临新型就业的挑战
 - Productivity slowdown, job creation mainly in services sector
就业率增长放缓，就业创造主要发生在服务业
 - Long term unemployment is still very high at 4.3%
长期失业率仍然高企，达4.3%
- Social protection systems must be modernised
社会保障体系必须实现现代化
 - Better protection against poverty, become more individualised and integrated
提供更好的贫困保护，变得更加个性化和一体化
 - ...while sustaining labour market and life-course transitions
.....同时维系劳动力市场和人生阶段的过渡



EU key policy messages (II)

欧盟的关键政策信息（II）

- *Investing in labour supply, in skills and in competences remains essential*
劳动力供应、技能和能力的投资仍然是关键
 - *Youth Guarantee starting to drive reductions in youth NEET rates ...*
青年保证计划开始推动既不就业、也不接受教育或培训青年比例的降低.....
 - *Participation in training is increasing, but over-qualification is a challenge.*
培训参与正在增加，但大材小用是一大挑战
- *Reforms supporting dynamic and inclusive labour markets*
旨在支持劳动力市场活力和包容性的改革
- *Support of social dialogue*
对社会对话的支持
- *Inflow of refugees: a labour market challenge*
难民的流入：劳动力市场的一大挑战

5



Recent EU policy initiatives

欧盟近期的政策倡议

- European Pillar of Social Rights -欧洲社会权利的支柱

General objectives: Upward convergence of employment and social outcomes across the EU, increase resilience to economic shocks in euro area

总体目标：在整个欧盟内推动就业目标与社会目标的趋同，提升欧元区应对经济冲击的适应能力

Consultation focus on:

磋商重点为：

- **Equal opportunities and access to the labour market**
机会均等和劳动力市场的准入
- **Working conditions**
劳动条件
- **Social protection**
社会保障

6



Recent EU policy initiatives

欧盟近期的政策倡议

- Youth unemployment

- 青年失业

General objective:

总体目标:

An EU Youth Guarantee

为欧盟境内的所有青年提供保证

➤ Member States should:

成员国应:

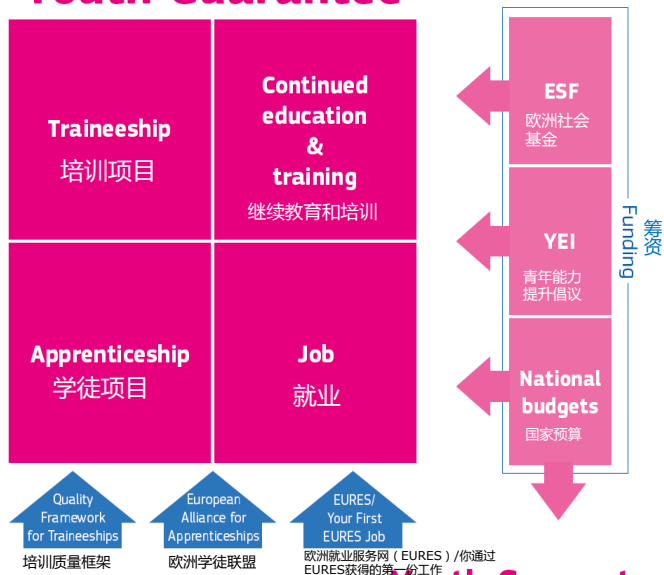
- ✓ ensure that all young people **under 25**
保证所有**25岁以下**的青年
- ✓ receive a **good-quality offer** of
都能够接受**高质量的**
- ✓ **employment, continued education, an apprenticeship or a traineeship**
就业、继续教育、学徒或学员培训,
- ✓ within **four months** of becoming unemployed or leaving formal education.
而且必须是在他们失业或结束正式教育后**4个月**内。

7

Youth Guarantee 青年保证计划



Young NEET
既不就业、又不接受教育或培训的青年



Youth Guarantee Implementation Plans 青年保证计划实施方案



Recent EU policy initiatives

欧盟近期的政策倡议

– Long term unemployment

– 长期失业

Objective

目标

Support Member States to increase transitions from long term unemployment to employment

支持成员国增加从长期失业向就业过渡的现象



1. Registration

登记



2. Individual assessment

个人评估



3. Job Integration Agreement

岗位一体化协议

12 - 18 months

12-18个月



Capacity building

能力建设

Integration of employment and social services

就业与社会服务的一体化

Core role of public employment services for integrating services

公共就业服务机构在服务一体化过程中的核心角色

- ✓ Better alignment of social benefits and activation incentives under an **active inclusion** approach
通过**积极包容**的方法将社会福利与激励措施更好地结合起来
- ✓ Promoting a **single point of contact** for long-term unemployed
倡导针对长期失业者的**唯一联系人作法**
- ✓ Individualised support offers under the Youth Guarantee and long-term unemployment recommendation.
在青年保证计划和长期失业建议中提供个性化支持

EU in supporting role through:

欧盟则通过下列方式扮演支持角色:

- European Semester
“欧洲学期”项目
- European Social Fund
欧洲社会基金
- European Network of Public Employment Services
欧洲公共就业服务网



Thank you for your attention!
谢谢关注!

Questions ?
问题?



KEYNOTE SPEECH (POWER POINT PRESENTATION)

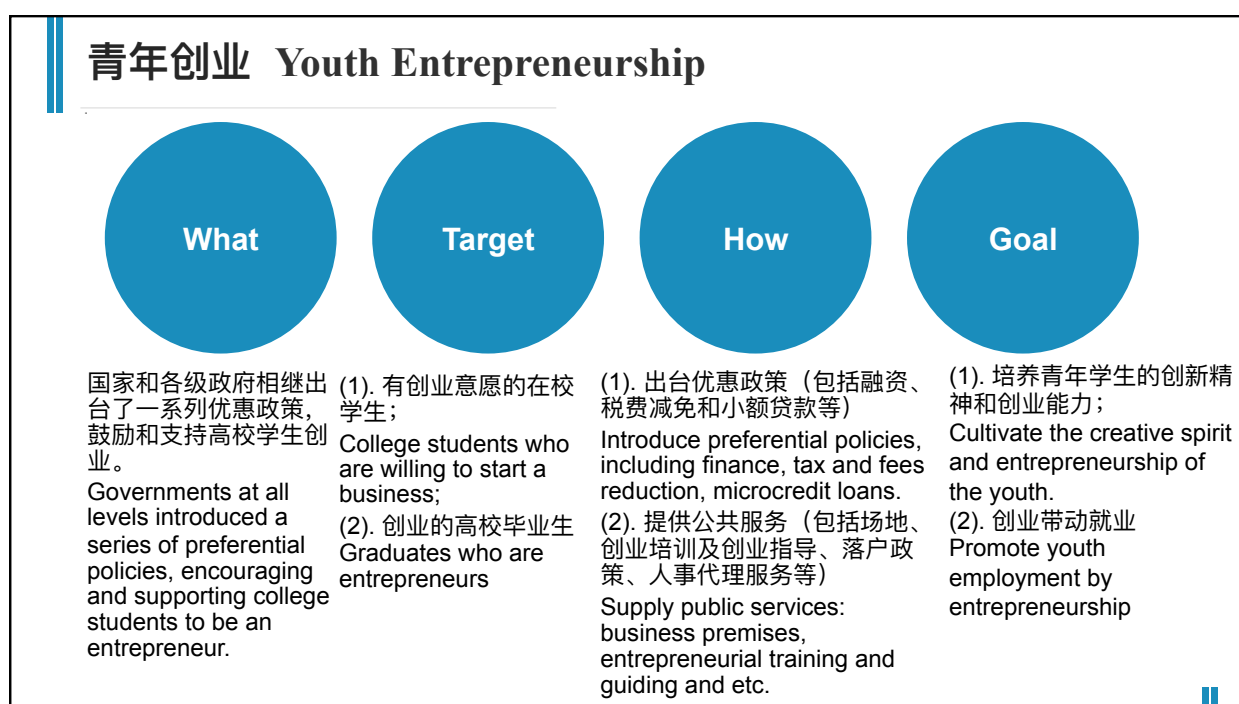
YOUTH EMPLOYMENT POLICIES - GOOD MODELS FROM CHINA

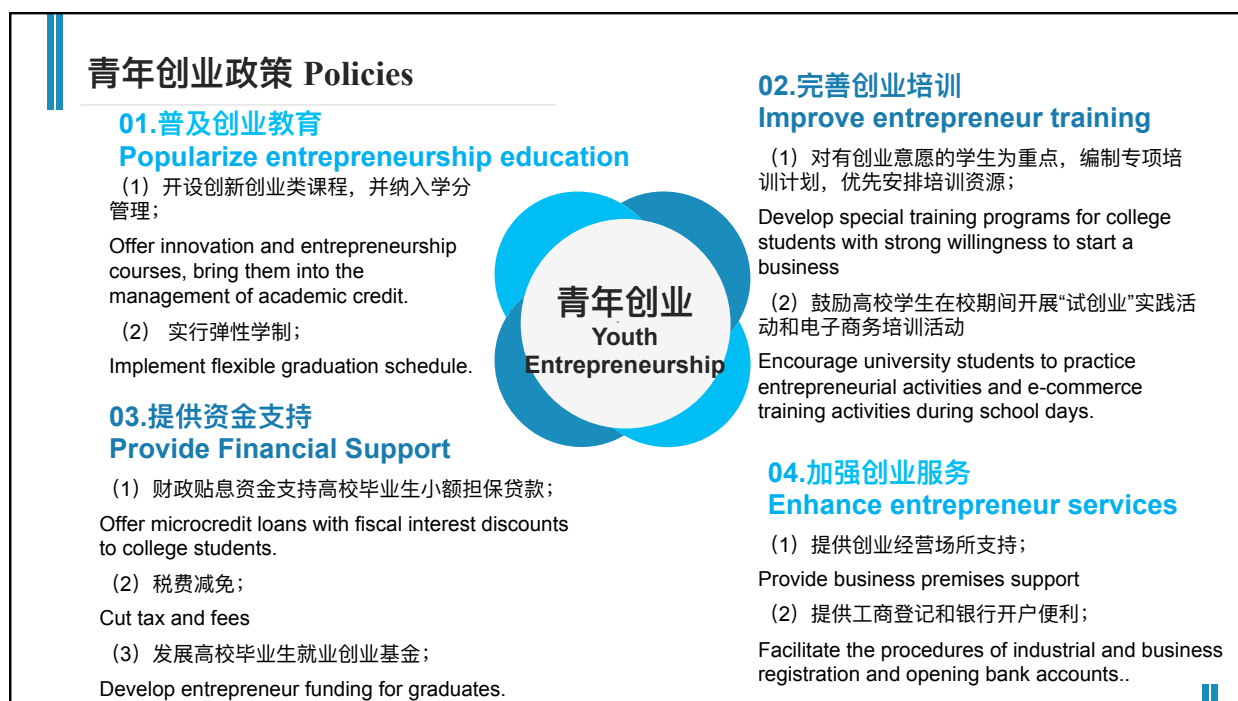
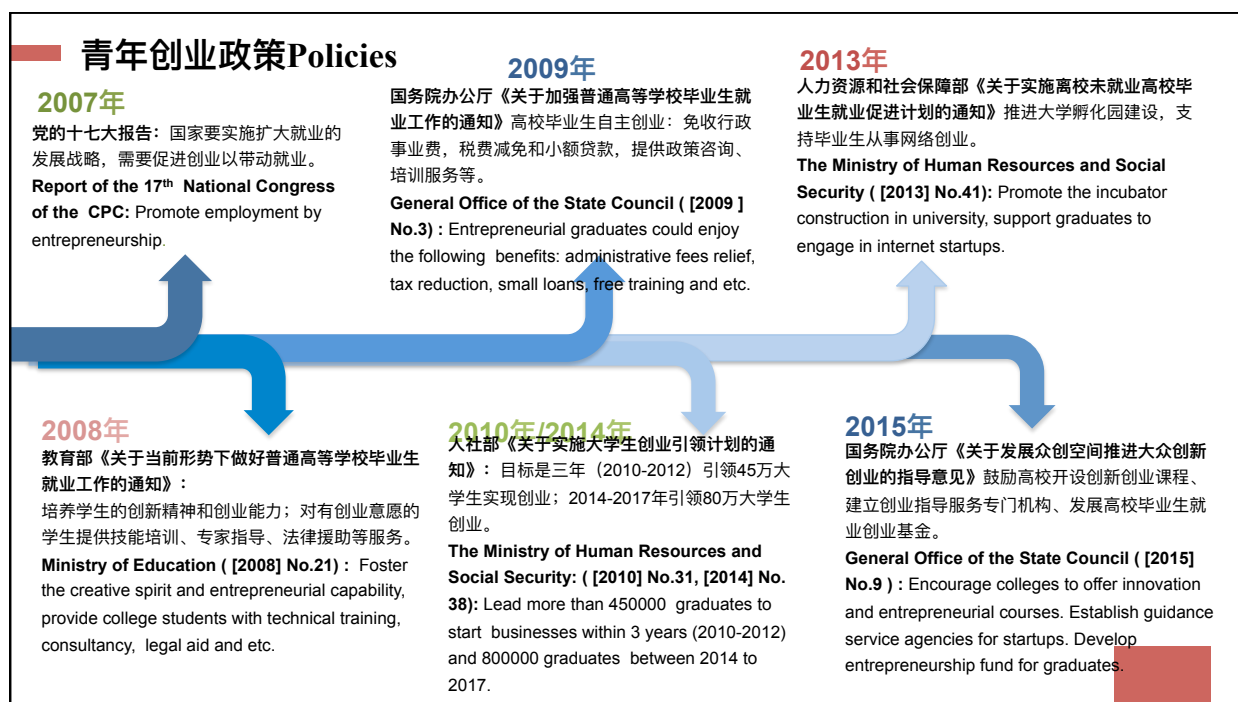
BY MR. ZENG XIANGQUAN,

DIRECTOR, CHINA INSTITUTE FOR EMPLOYMENT RESEARCH, RENMIN UNIVERSITY OF CHINA









青年创业成功案例 Case Study

1	2	3
基本情况 Basic information 姓名: 刘泽碧 Name: Zebi Liu 年龄: 24岁 Age: 24 years old 性别: 男 Gender: Male 职业: 校联购(北京)网络技术有限公司CEO兼创始人 Occupation: the School Joint Purchase (Beijing) Network Technology Co., Ltd 毕业院校及专业: 北京林业大学经济管理学院 市场营销 Education background: School of Economics and Management, Beijing Forestry University. Major in marketing	遇到的困难 Difficulties 1.随着团队规模的扩大,急需一个正式的办公场所来满足发展需求; A business premise in urgent need with the expansion of the team size. 2.创业初期缺乏技术方面的经验; Less experiences in techniques at the beginning. 3.创业资金的缺乏。 Short of entrepreneurial funding	政策支持 Policy Support 1.学校将北林科技园一层走廊免费提供一年作为创业基地; The school authorities provided free premises for one year-the first floor's hallway in Beijing Forestry University Science Park; 2.学院的市场营销专业老师和就业指导老师给予实践指导; Professors in marketing department and teachers who are responsible for occupation guidance gave Liu some practical instructions; 3.创投孵化机构、天使共赢基金对校联购进行百万级投资。 Got investments from venture capitalists and entrepreneur incubators

青年创业政策评价 Evaluations

01. 培养了在校学生的创新精神和实践能力; Develop innovative spirit and practical skills among college students; 为大学生就业提供了多元化的支持。 Provide multivariate support for graduates in employment.	02. (1) 整合经济开发园区和大学科技园区,为大学生创业基地的构建提供了保障; Provide a guarantee for the construction of start-up bases by supporting administration department and universities to integrate economic development zones, science and technology parks. (2) 高校理论和实践相结合的教学宗旨得以实现。 Realize the goal of combining theory and practice.
03. 缓解就业压力,创造新的就业渠道; Alleviate the employment pressure and create new employment channels. 引导社会资金和企业风险投资流向大学生创业项目。 Attract social and venture capital to invest in entrepreneurship projects	04. (1) 培养高素质的实践性人才; Cultivate practical talents with high quality. (2) 营造大众创业、市场主体创新的政策制度环境。 Building the policy environment of mass entrepreneurship and innovation.

大学生 College Students 高校 Universities and colleges
社会 Society 国家 Country

青年创业政策文件

References

- 1、教育部关于当前形势下做好普通高等学校毕业生就业工作的通知（教学[2008]21号）
1. Ministry of Education([2008] No.21): Notification on doing well in the employment work of university graduates at present.
- 2、国务院办公厅《关于加强普通高等学校毕业生就业工作的通知》（国办发[2009]3号）
2. General Office of the State Council ([2009] No.3) : Notification on enforcing the employment work of university graduates.
- 3、关于实施大学生创业引领计划的通知（人社部发〔2010〕31号，〔2014〕38号）
3. The Ministry of Human Resources and Social Security: ([2010] No.31, [2014] No.38): Notification on conducting the entrepreneurship leading plan of college students.
- 4、财政部 国家税务总局关于支持和促进就业有关税收政策的通知（财税〔2010〕84号）
4. The Ministry of Finance, State Administration of Taxation ([2010] No.84): Notification on tax policies about supporting and promoting entrepreneurship.
- 5、人力资源社会保障部关于实施离校未就业高校毕业生就业促进计划的通知（人社部发[2013]41号）
5. The Ministry of Human Resources and Social Security ([2013] No.41): Notification on the employment promotion plan for unemployed graduates.

青年创业政策文件

References

- 6、财政部、人力资源社会保障部、中国人民银行关于加强小额担保贷款财政贴息资金管理的通知（财金[2013]84号）
6. The Ministry of Finance, People's Bank of China ([2013] No.84): Notification on the fund management of microcredit.
- 7、国务院办公厅关于发展众创空间推进大众创新创业的指导意见（国办发〔2015〕9号）
7. General Office of the State Council ([2015] No.9) : Proposal on the development of mass innovation and entrepreneurship.
- 8、国务院办公厅关于深化高等学校创新创业教育改革的实施意见（国办发〔2015〕36号）
8. General Office of the State Council ([2015] No.36): Proposal on deepening the reform of innovation and entrepreneurship in universities and colleges.
- 9、人力资源社会保障部 中国残疾人联合会关于做好技师学院、特殊教育院校部分毕业生同等享受高校毕业生就业政策工作的通知（人社部发〔2015〕73号）
9. Ministry of Human Resources and Social Security and etc.([2015]No.73) Notification on all the preferential employment policies for university graduates equally applied to the students in mechanics institutes and the disabled in special education colleges.



技能培训政策 Skills Training Policies

《国务院关于解决农民工问题的若干意见》

The State Council ([2006] No.5)

对参加培训的农民工给予适当培训费补贴

Offer subsidies to migrant workers who receive vocational training programs.

人力资源社会保障部财政部《关于进一步规范农村劳动者转移就业技能培训工作的通知》

The Ministry of Human Resources ([2009]No.48)

实施分类培训，强化培训针对性和有效性；

Conduct classification training programs;

公开认定定点培训机构，整合优质培训资源；

Identify institutions publicly;

规范资金使用管理，提高资金使用效率；

Standardize the management of fund and improve its efficiency;

强化培训过程监督，确保培训质量和效果。

Supervise the process of training and ensure the quality and effect of training.

《2003-2010年全国农民工培训规划》

The Ministry of Agriculture ([2003] No.79)

对农民工开展职业技能培训；鼓励和支持社会力量尤其是一些具有特色的民办培训机构开展职业技能培训。

Provide skills training programs for migrant workers, Encourage and support private institutions to undertake the vocational training programs.

《国务院办公厅关于切实做好当前农民工工作的通知》

The General Office of the State Council ([2008] No.130)

进一步做好农村劳动力技能就业计划、阳光工程、农村劳动力转移培训计划、星火科技培训、雨露计划等培训项目的实施工作。

Further do well in the peasant skills training programs such as Sunlight Project, Migrant Workers Training Plan, Spark Plan, Rain and Dew Projects and so on.

《国务院关于进一步做好为农民工服务工作的意见》

The State Council ([2014]No.40)

对农村未升初中高中毕业生开展劳动预备制培训，对在岗农民工开展岗位技能提升培训，对具备中级以上职业技能的农民工开展高技能人才培训。

Carry out labor preparation training for those who do not get further education after graduation from middle school; Conduct on-job training programs for migrant workers. Provide high-skill training projects for those with middle-level professional skills.

技能培训政策 Policies

(1) 未能继续升学的农村应届初中毕业生——专业技能培训

For youth who do not get further education after the graduation from middle school: Professional skills training programs

(2) 进城求职农村劳动者——实用技能培训
For migrant workers seeking jobs in cities: practical skills training programs

(3) 企业在岗农民工——技能提升培训
For migrant workers employed by enterprises: skills improving programs

(4) 返乡农民工——创业培训
For returned migrant workers: entrepreneurship training

(1) 补贴费用由就业专项资金列支；

Set Special Employment Fund to subsidize the training fees.

(2) 加强对培训机构的认定、选拔和资金监督；

Strengthen the identification, selection and finance supervision of the training institution.

实施分类培训
Classify Training Programs

结合产业需求
Consider Industry Demand

落实培训补贴
Ascertain Training Subsidy

提高培训质量
Improve Training Quality

围绕产业结构调整开展职业技能培训，提高农民工就业的适应能力；

Conduct vocational training programs according to the adjustment of industries and improve their employment adaptability.

(1) 推行就业导向的培训模式；

Carry out the employment-oriented model.

(2) 监督培训过程；

Supervise the process of training.

(3) 加强职业技能鉴定和考核。

Reinforce the identification and evaluation of vocational skills

技能培训案例 Case Study

01.基本情况

Basic Information

姓名：王月菊
Name: Yueju Wang

年龄：21岁

性别：女

Gender: Female

家庭背景：甘肃省临夏市康乐县，农村，姊妹三个，家中长女

Family Background: A rural family in Kangle County, Gansu Province (a poverty-stricken area in the west of China), the eldest daughter among the three children.

05.个人收获

Personal Rewarding

- 1.获得了北京市劳动局颁发的家政岗前培训证书；Obtain the pre-job housekeeping certification issued by Beijing Municipal Human Resources and Social Security Bureau.
- 2.工作稳定性提高；Improve employment stability
- 3.工资每月3000元（包吃住）3000 yuan per month with free food and accommodation.

02.工作经历

Working Experiences

- 1.高中毕业后在兰州做服务员，月薪1000元（包吃住），因工资低离开；A waitress in Lanzhou in 2012 after graduation from high school, then quit job because of low salary(1000 yuan a month with free food and accommodation).
- 2.富平培训学校培训后在私企做过2年服务员，2年合同到期后离开；A waitress in a private company for 2 years after the training in Fuping Domestic Service Center.
- 3.成为富平培训学院工作人员。A formal employee of Fuping Domestic Service Center.



03.问题

Difficulties

- 1.贫困地区农村女性，初到大城市，生活工作环境差异大；The working and living environment between poor rural hometown and metropolis are of great difference;
- 2.学历低，无专业技能，工资水平低；Low education background, no professional skills;
- 3.北京生活成本高；High cost of living;
- 4.就业稳定性差。Low employment stability.

04.培训时间及地点

Training Time and Place

2周，富平家政培训学校通州培训基地，封闭式培训
培训内容：理论学习+技能实操+模拟课（包括烹饪、洗涤熨烫、老人护理、宠物饲养、花卉照料、电脑学习、家用电器操作等）
A two-week housekeeping training program including theory, skills practice and simulations.

技能培训政策评价 Evaluations

1

◆ 增加就业，缓解社会矛盾

Increase employment and alleviate social contradictions

- (1) 刺激企业培训和解决就业
Stimulate the enterprises to provide training programs
- (2) 促进弱势群体就业，缓和社会矛盾
Promote the employment of vulnerable groups
- (3) 满足老龄化背景下生活服务需求
Meet the needs of service industry in aging society

2

◆ 提高职业化水平，提升就业稳定性

Improve the level of professionalism and enhance employment stability

- (1) 硬技能加软技能的培训
Hard skills plus soft skills

3

◆ 提高培训的积极性，有助于其快速适应城市生活

Improve the training enthusiasm and help them better adapt to the city life

- (1) 政府以购买服务的形式，对弱势群体人力资本投资
Invest in vulnerable groups in the form of government procurement of service.
- (2) 减少贫困农民经济负担
reduce the economic burden of poor farmers.

技能培训政策文件 References

1、农业部 劳动部 教育部 科技部 建设部 财政部《2003--2010年全国农民工培训规划的通知》（国办发[2003]79号）

1. The Ministry of Agriculture, Ministry of Human Resources and Social Security, Ministry of Science and Technology, Ministry of Finance and etc. ([2003] No.79):

Notification on the plan of training migrant workers from 2003 to 2010.

2、国务院关于解决农民工问题的若干意见（国发〔2006〕5号）

2. The State Council ([2006] No.5):

Proposal on Solving the problem of migrant workers.

3、国务院办公厅关于切实做好当前农民工工作的通知(国办发[2008]130号)

3. The General Office of the State Council ([2008] No.130):

Notifications on doing well the present work of migrant workers.

4、人力资源社会保障部财政部关于进一步规范农村劳动者转移就业技能培训工作的通知（人社部发[2009]48号）

4. The Ministry of Human Resources ([2009]No.48):

Notifications on further standardize the vocational training of migrant workers.

5、国务院关于进一步做好为农民工服务工作的意见（国发〔2014〕40号）

5. The State Council ([2014]No.40):

Proposal on the service work for migrant workers.



大学生村官 Village Officials

What

政府相关组织部门择优录取部分高校毕业生进入农村。之后指派大学生担任村党支部书记助理等职务以使其服务于我国的新农村建设。

Governments select village officials among outstanding college students and assign them as assistants of Secretary of Party Branch to serve for the construction of new countryside.

Target

应届高校毕业生
Fresh college graduates

How

选拔——任职——奖励考核——能力培养——自主择业

1. Selection
2. Holding a post
3. Assessment and rewarding
4. Ability cultivation
5. Re-employment

Goal

1、弥补新农村建设中人才缺口;
Ease the severe employment situation

2、缓解高校毕业生日益严峻的就业形势;
Make up the talents shortage in the process of new countryside construction.

3、增加大学生基层实践经验;
Increase college students' grass-roots experiences.

大学生村官政策 Policies

2005年

中央办公厅、国务院办公厅：《关于引导和鼓励高校毕业生面向基层就业的意见》
General Office of CPC Central Committee ([2005]No.18)

提出招录大学生到农村，通过法定程序安排担任村党支部、村委会的相应职务

Put forward a plan of recruiting college students to the countryside and employing them working in the village through legal procedures.

2008年

中共中央组织部等：《关于选聘高校毕业生到村任职工作的意见（试行）》
Organization Department of the CPC ([2008]No.18)

决定自08年开始，连续用5年时间，选聘10万名高校毕业生到村任职，每年选聘2万名
Decide to select 100,000 college students to work in the village for 5 consecutive years.
Select 20,000 students per year.

2012年

中共中央组织部等：《关于进一步加强大学生村官工作的意见》
Organization Department of the CPC (2012)

从加强教育培训、加强保障机制及扶持创业等方面完善了村官制度设计；加大对大学生村官未来发展的支持力度。倡导建立健全组织引导、市场配置、双向选择的工作机制，并明确规定了大学生村官定向考录公务员的招考比例。

Improve village official system by strengthening training and entrepreneurship.

Increase support on the future career development of village officials.

Advocate to establish the two-way selection mechanism.

大学生村官 Policies

1

选聘要求 Selection Qualifications

坚持中共党员、优秀学生干部和回原籍优先的原则，注重从重点院校以及基层急需专业的毕业生中选聘大学生村官；
Stick to the principles of selecting village officials who are party members, outstanding student leaders and willing to return hometown.
采取学校推荐、双向选择、驻村见习以及面向重点院校定向选聘等方式
Select the college students whose major are badly needed in rural areas.

2

发展通道 Development channels

1. 大学生村官聘期一般为2至3年；
The term of village officials is 2 to 3 years.
2. 将大学生村官纳入干部教育培训规划，落实专项培训经费，实行分层、分类培训；
Provide special fund and classify the training programs.
3. 建立择优推介制度，省市两级每年举办一次大学生村官专场招聘会；
Establish the merit recommendation systems and organize job fairs.
4. 鼓励大学生村官继续学习深造，服务期满、考核称职以上的大学生村官报考研究生，初试总分加10分，同等条件下优先录取，其中报考人文社科类专业研究生的，初试总分加15分。
Encourage village officials to do entrepreneurial work or pursue higher education after expiration by giving them priority admission or extra marks in the examination.

3

待遇水平 Salary Level

新聘任大学生村官补贴标准比照乡镇新录用公务员试用期满后工资收入水平确定，并随之同步提高。2011年起，中央财政补助西部地区大学生村官的标准提高到人均每年2万元，中部地区人均每年1.5万元，东部地区人均每年0.8万元。
The government subsidy for each village official in the west of China is 20000 yuan per year. The subsidy for the graduates in middle areas is 15000 yuan while the eastern areas is 8000.

大学生村官案例 Case Study

基本情况 Basic Information	问题 Difficulties	工作岗位及成就 Occupation and Achievements	个人收获 Personal Reflections
<p>姓名：杨光华 Gender: Male 年龄：31岁 Age: 31 性别：男 Name: Guanghua Yang 毕业时间：2008年6月 Date of Graduation: 06/2008 毕业院校及专业：中央民族大学 民族学与经济学 Education Background: Minzu University of China, ethnonyms and economics</p>	<p>零工作经验，对基层情况不了解 No working experience; Less knowledge about grass-roots situation</p>	<p>村官岗位：北京书顺义区李遂镇东营村党支部书记助理 Previous Occupation: Assistant of the secretary of the party branch in Dongying, Lisui town, Shunyi District, Beijing. 现工作单位及岗位：中国农业银行北京石龙支行 石龙支行副行长 Present Occupation: Vice president of Shilong Branch of Agricultural Bank of China. 工作成就：举办东营村甜瓜采摘节，建立网络营销渠道，并积极科普甜瓜种植知识，帮助村民走上致富路。 Achievements: Held Picking Festival. Established online marketing channel. Propagandized planting knowledge.</p>	<p>1. 获得了很多书本上无法得到的基层工作经验，艰苦朴素、吃苦耐劳的精神也得到了培养； Got rich grassroots experience; 2. 学习能力、分析和问题处理能力、执行力、团队合作能力等都有了显著提高。 Improved the ability of learning, analysis, execution and team-work; 3. 在和村民交流时，他学会了多种沟通技巧，并时常通过换位思考来建立有效沟通。 Learned communication skills from the villagers.</p>

评价

Evaluations

(1) 村官制度使大学生村官在最基础的管理实践中，积累工作经验、提升管理能力。

Selecting village officials among college students help them accumulate work experience and improve their management abilities through practical activities.

(2) 大学生村官利用自身专业和技能优势，推动新农村经济、政治和文化建设。

Promote the economy, politics and culture construction of the new countryside.

建议

Proposals

(1) 完善初始阶段大学生融入农村的引导培训，建立“传帮带”制度

Establish the mode of “teaching, helping and assisting”.

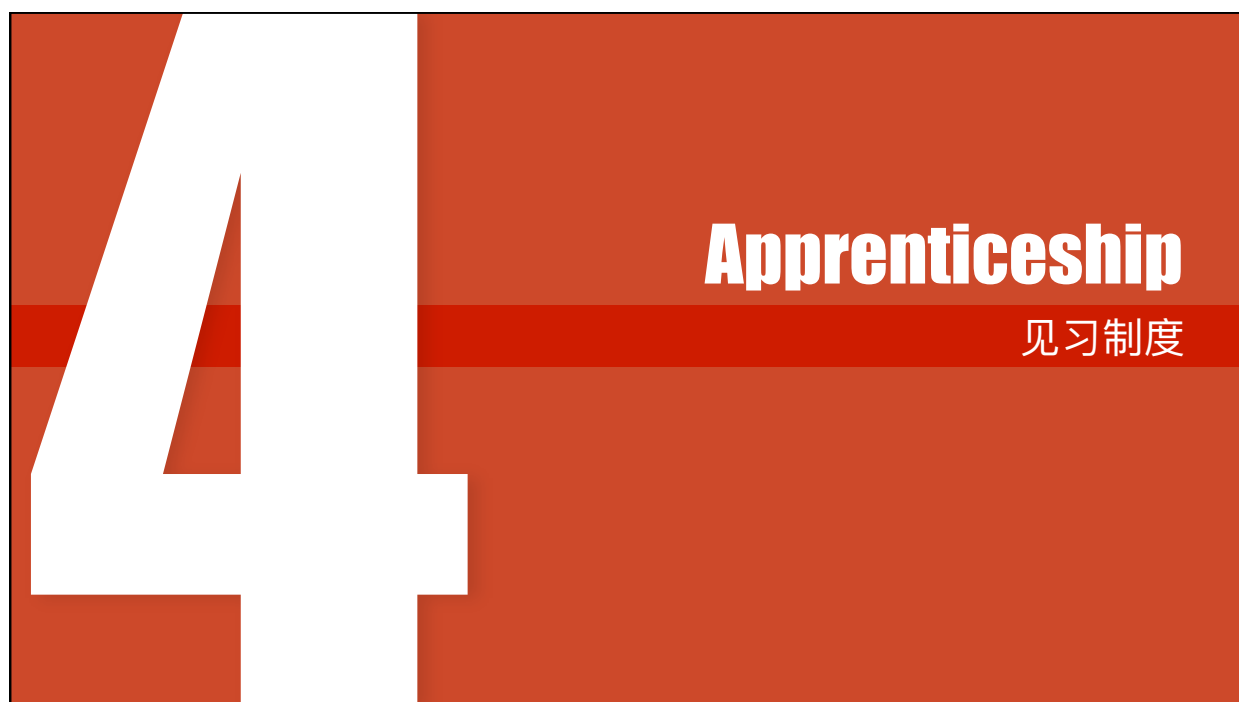
(2) 加大对大学生村官就业的扶持力度，协助做好职业生涯规划

Increase the re-employment support for village officials.

大学生村官政策文件

References

- 1、关于引导和鼓励高校毕业生面向基层就业的意见的通知（中办发[2005]18号）
1. General Office of CPC Central Committee ([2005]No.18): Notifications on lead and encourage college graduates to work in the grassroots units.
- 2、中组部教育部 财政部 人力资源和社会保障部关于选聘高校毕业生到村任职工作的意见（试行）（组通字[2008]18号）
2. Organization Department of the CPC, Ministry of Finance, Ministry of Human Resources and Social Security ([2008]No.18): Proposal on selecting college graduates to work in the villages.
- 3、中组部中宣部 教育部 公安部 民政部 财政部 人力资源和社会保障部 农业部 国家林业局 国务院扶贫办 共青团中央 全国妇联关于建立选聘高校毕业生到村任职工作长效机制的意见（组通字[2009]21号）
3. Organization Department of the CPC , Ministry of Education, Ministry of Civil Affairs and etc. ([2009]No.21) Proposal on establishing long term mechanism of selecting village officials among college students.
- 4、中组部办公厅民政部办公厅 农业部办公厅 中国人民银行办公厅 共青团中央办公厅关于鼓励和支持大学生“村官”创业富民的通知（组厅字[2009]39号）
4. General Office of Organization Department of the CPC, Ministry of Civil Affairs, Ministry of Agriculture and etc. ([2009]No.39): Notification on encourage and support village officials to do entrepreneurial work and enrich villagers.
- 5、中组部中宣部 教育部 公安部 民政部 财政部 人力资源和社会保障部 农业部 中国人民银行 国家林业局 国务院扶贫办 团中央 全国妇联关于做好大学生“村官”有序流动工作的意见（组通字[2010]32号）
5. Organization Department of the CPC , Ministry of Education, Ministry of Finance and etc.([2009]No.39): Proposal on doing well in the mobility of village officials
- 6、关于印发《关于进一步加强大学生村官工作的意见》的通知 2012年7月29日
6. Organization Department of the CPC (2012) Notifications on strengthening the work of village officials.



见习制度政策 Policies

2006年

《关于建立高校毕业生就业见习制度的通知》（人事部、教育部、财政部、劳动保障部、国资委、国防科工委）：鼓励并有计划地组织当地未就业高校毕业生参加就业见习，帮助未就业高校毕业生通过就业见习扩展就业机会

State-owned Assets Supervision and Administration Commission of the State Council, the Ministry of Human Resources and Social Security ([2006]No. 17): Encourage unemployed graduates to participate in the apprenticeship programs so as to expand their employment channels.

2009年

《关于印发三年百万高校毕业生就业见习计划的通知》（教育部、工业和信息化部、国资委、工商总局、全国工商联和共青团中央）：计划3年时间组织100万离校未就业高校毕业生参加就业见习

Ministry of Human Resources and Social Security ([2009]No. 38): Plan to organize 1000,000 apprentices within 3 years.

2009年

《河北省高校毕业生就业见习管理办法》（河北省）

对见习岗位、资金申报、组织实施等内容做了详细规定。

Hebei Provincial Department of Human Resources and Social Security ([2009]No. 19): Specific rules about the apprenticeship positions, funding application, organization and etc.

2010年/2013

2013年人社部公布102家高校毕业生就业见习国家级示范单位名单，单位涵盖金融、制造业、医疗卫生、建筑业、批发和零售业等多个行业。In 2013, published 102 units covering finance, manufacturing, medical care, construction, wholesales and retails and etc.

2014年

河北省共征集见习岗位2.7万个，有11965名高校毕业生实现上岗见习。

石家庄市在五年期间共投入资金九千多万元，建立高校毕业生就业见习基地46家，提供就业见习岗位一万多个。

邢台市在五年期间共投入资金一千四百多万元，建立高校毕业生就业见习基地46家，提供就业见习岗位八千多个，留用率平均达到72%。

Up to 2014, Hebei has collect nearly 27000 apprenticeship posts and organized 11965 graduates to work as a apprentice.

见习制度案例 Case Study

基本情况 Basic Information

姓名：蔡光璞

Name: Guangpu Cai

性别：男

Gender: Male

毕业时间：2013年7月

Date of Graduation: 07/2013

毕业院校及专业：河北科技大学 机械制造专业

Education Background: Hebei Science and Technology University, major in mechanical manufacturing. 见习单位：邢台市政集团 工程机械制造公司

Apprenticeship enterprise: Xingtai Municipal Construction Group, machinery manufacturing corporation

问题 Difficulties

1. 邢台市的重工业不发达，没有太多的工作岗位能和他所学的专业契合；

The heavy industry in Xingtai was not well developed;

2. 错过校招，就业渠道有限；

Once missed the massive campus recruitment, the employment channels would be limited;

3. 尚未有效获得机械制造专业的工作经验。

Lack work experience related to mechanical manufacturing.

收获 Gains

1. 岗前培训和一对一的见习师傅进行“传、帮、带”；

Pre-post training and one tutor in the mode of “teaching, helping and assisting”;

2. 割枪、电气焊、埋弧焊、数控机床等各项工具的操作，项目管理的机会；

The operating skills of tools such as burning torch, chance to participate in program management;

3. 为期十八天团队培训，团队精神得到培养和提高；

18-day teamwork training and the opportunities of project management;

4. 获得质检员岗位，就业能力得到了实质性的提升。

A quality inspector post.

个人看法 Personal Reflections

1. 大学生在就业时，缺乏的并非专业知识和学习能力，而是工作经验和相关的软技能，如沟通技能，抗压能力和团队精神等；

College students lack work experience and soft skills such as good communication skills, stress resistance capabilities, teamwork spirit and etc in employment;

2. 了解企业需求，找出自己的差距；

Know the corporation's requirements and find out your gap.

3. 实际的工作岗位上，踏踏实实、一步一个脚印的做好自己的本职工作，学以致用。

Step by step, do your own work well and apply knowledge to work.

见习制度评价 Evaluations

大学生 Graduates

1. 弥补了工作技能缺乏和软技能不足;
Make up the shortage of work experience and soft skills.
2. 就业能力得到显著增强
Improve employability

企业 enterprises

1. 减轻招聘压力, 降低人工成本
Ease the recruitment pressure and reduce the labor costs
2. 树立良好形象
Help enterprises establish a good image.

政府 Government

- 一定程度上解决了就业难
Help to alleviate the employment problems in a certain extent.

见习制度

减弱了企业与大学生之间二次匹配时的信息不对称程度, 从而强化了劳动力市场的信息功能。

Weaken asymmetric information between enterprises and university students the second time they match each other in the labor market.

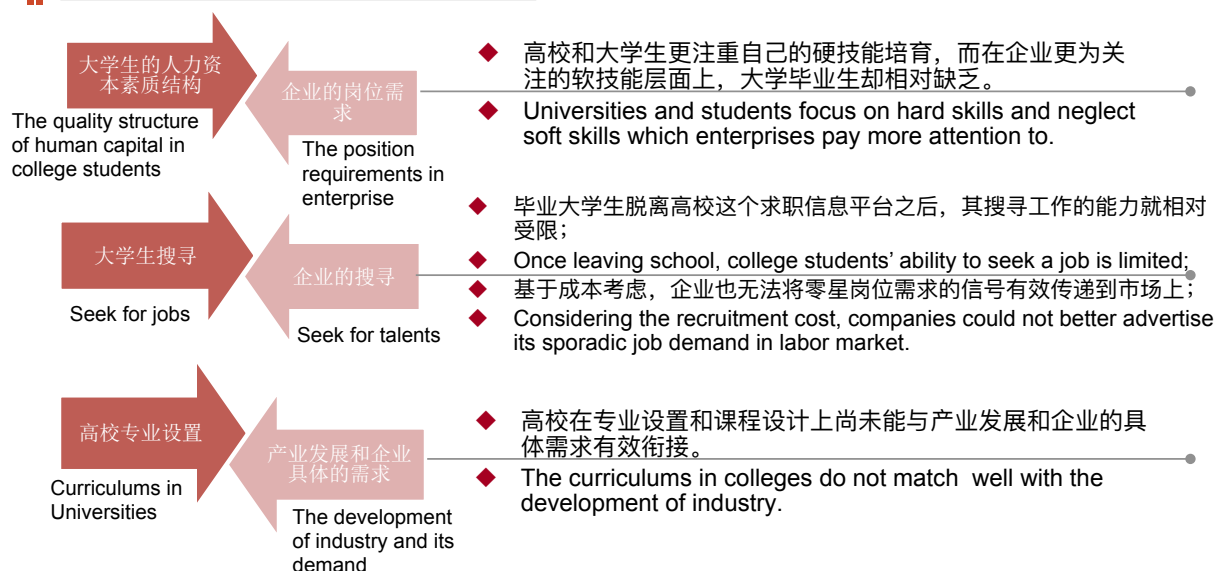
政策定位性强, 能够有效提升大学生的就业能力。

The policies have an explicit and specific role, which greatly improve graduates' employability.

能有效缓解失业的结构性矛盾。

Effectively alleviate the structural problems of unemployment.

见习制度评价 Evaluations



见习制度政策文件

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1、人事部、教育部、财政部，劳动和社会保障部、国务院国有资产监督管理委员会、国防科学技术工业委员会《关于建立高校毕业生就业见习制度的通知》(国人部发〔2006〕17号)

1. State-owned Assets Supervision and Administration Commission of the State Council, the Ministry of Human Resources and Social Security ([2006]No.17):

Notification on establishment of apprenticeship programs for college graduates.

2、人力资源和社会保障部、教育部工业和信息化部、国务院国有资产监督管理委员会、国家工商行政管理总局、中华全国工商业联合会、共青团中央关于印发三年百万高校毕业生就业见习计划的通知(人社部发[2009]38号)

2. Ministry of Human Resources and Social Security ([2009]No.38):

Notifications on organizing 3,000,000 graduates to participate in the apprenticeship.

3、[河北]关于印发《河北省高校毕业生就业见习管理办法》的通知（冀人社发[2009]19号）

3. Hebei Provincial Department of Human Resources and Social Security ([2009]No.19):

Administrative measures on college students apprenticeship programs in Hebei.

THANKS FOR YOUR WATCHING

中国人民大学 劳动人事学院 曾湘泉教授

Renming University of China, School of Labor and Human Resources Xiangquan Zeng

KEYNOTE SPEECH (POWER POINT PRESENTATION)
SOCIAL PROTECTION AND EMPLOYMENT – TRADE OFF OR SYNERGIES
BY MR. JEAN-YVES HOCQUET,
NATIONAL SCHOOL FOR HIGHER SOCIAL SECURITY STUDIES, FRANCE





Social protection and employment trade off or synergies

社会保护和就业的悖反或协同效应

Jean-Yves Hocquet

**(ENSSS Higher National school for social
security)**

法国社会保障高等学院教授 让-伊夫·欧盖

(jyhocquet@gmail.com)



- 1 Large diversity of national situations
国情的高度多样性
- 2 European policy of social coordination under stress
欧洲的社会协调政策正处于压力之下
- 3 Adjusting employer social contributions
调整雇主的社保缴费
- 4 One(often) forgotten goal ,reducing inequalities
减少不平等现象——一个（往往）被遗忘的目标
- 5 Social protection as an employment opportunity
作为就业机遇的社会保护

1 Large diversity of national situations 国情的高度多样性



- a wide range of percentage of the gross domestic product (GDP) dedicated to social spending
社会支出占GDP总量的比例范围广泛
- social spending has acted as an automatic stabilizer against the economic crisis for the whole EU24
对整个欧盟24国而言，社会支出均充当了应对经济危机的自动稳定器
- the breakdown of the social spending and resources varies from country to country.
社会支出和资源的细分情况因国而异

a wide range of percentage of the GDP dedicated to social spending
社会支出占GDP总量的比例范围广泛



SP/GDP
社会支出/GDP

Unemployment
失业率

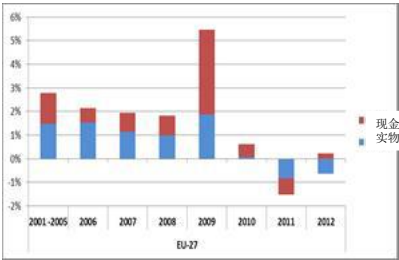
EU average 29%
欧盟平均
Danemark 34,00 %
丹麦
Latvia 15,10 %
拉脱维亚

EU average 10,90 % 2013
欧盟平均 2013年
Germany 5%
德国
Greece 25%
希腊

social spending has acted as an automatic stabilizer against the economic
crisis for the whole EU 24
对整个欧盟24国而言，社会支出均充当了
应对经济危机的自动稳定器



*Contributions to growth in real public social expenditure of cash and in-kind
benefits in the EU*
欧盟现金和实物福利对真实公共社会支出增长的贡献

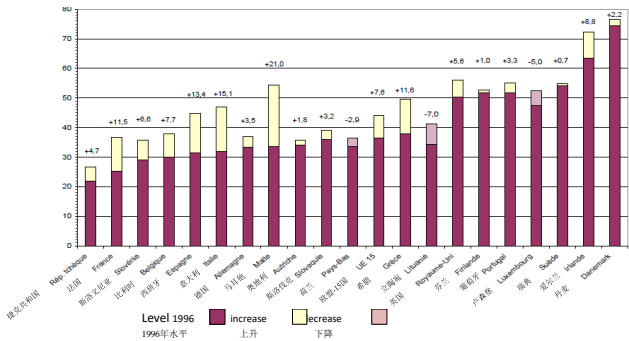


a partition in the field of resources
资源领域的细分



Trends in the proportion of public contribution devoted of social protection financing 1996-2011

1996-2011 年间公共支出占社会保护资金比例的发展趋势



Conclusion part 1 :prerequisites for policies
结论部分1： 政策先决条件



There is a risk to focus just on the relation between labour costs and employment and to ignore other factors:
仅仅专注于劳工成本与就业之间的关系而忽视下列其它因素是有风险的：

- tax system
税务制度
- wage moderation
工资节制
- investment in education and training ...
教育与培训投资.....

2 European policy of social coordination under stress 欧洲的社会协调政策正处于压力之下



- the social security coordination illustrates the challenges confronting the various MS in this regard
社会保障的协调证明了各成员国在这方面面临的挑战
- the open method of coordination (OMC) a way to progress on a common approach about social protection, and a bridge between employment and social protection policies

开放式协调方法（OMC）是各成员国实现共同社会保护方式的路径，也是就业与社会保护政策之间的桥梁

the social security coordination illustrates the challenges confronting the various MS in this regard

社会保障的协调证明了各成员国在这方面面临的挑战



- the EU has provided common rules to protect social security rights when moving within Europe (to-day EU 28 + Iceland, Liechtenstein, Norway and Switzerland) since the very beginning to facilitate the circulation of workers
从一开始，欧盟就为工人在欧洲内部（至今28个成员国+爱尔兰、列支敦士顿、挪威和瑞士）的流动提供了共同的社会保障权保护规则，以促进工人的流动
- the rules on social security coordination do not replace national systems because they were considered as a main feature of the national identity
社会保障协调规则并没有替代国别制度，因为这些国别制度被视为国家身份的主要特征之一

the social security coordination illustrates the challenges confronting the various MS in this regard

社会保障的协调证明了各成员国在这方面面临的挑战



- 50 years ago most of the mobile workers were migrant workers
50年前，大多数流动工人均为移民工人
- today the mobile worker is more a border worker or a worker who in the same year, can alternate or enjoy simultaneously various status
今天，流动工人更多的是跨境工人或同一年度内可在各种身份之间变换或同时享有各种身份的工人
- new forms of work organization are helping to shake the traditional model
新型工作机构正致力于摆脱传统模式

the open method of coordination (OMC) a way to progress on a common approach about social protection, and a bridge between employment and social protection policies
开放式协调方法（OMC）是各成员国实现共同社会保护方式的路径，也是就业与
社会保护政策之间的桥梁



- jointly identifying and defining objectives to be achieved (adopted by the Council);
共同明确和定义有待实现的目标（即欧盟理事会通过的目标）
- jointly established measuring instruments (statistics, indicators, guidelines);
共同确立评估工具（统计、指标、指南等）
- benchmarking, i.e. comparison of EU countries' performance and the exchange of best practices (monitored by the Commission).
对标，即欧盟成员国之间绩效比较和最佳实践的交流（受欧盟委员会监督）

the open method of coordination (OMC) a way to progress on a common approach about social protection, and a bridge between employment and social protection policies

开放式协调方法（OMC）是各成员国实现共同社会保护方式的路径，也是就业与社会保护政策之间的桥梁

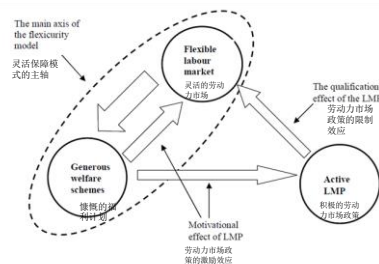


- draft joint employment report from the Commission and the Council accompanying the communication from the commission on the annual growth survey 2016 :

起草欧盟委员会和欧盟理事会之间的联合就业报告，同时以欧盟委员会的《2016年度增长报告》为补充：

- “MS have continued to modernize their social protection systems to facilitate labour market participation and to prevent and protect against risks throughout the life course.”

“成员国继续致力于实现其社会保护制度的现代化，以促进劳动力市场的参与并预防和防范整个人生阶段的风险。”



Conclusion Part 2: in search for a balanced approach

结论部分2：寻求一种均衡方式



to keep and adapt social protection to maintain solidarity in a context labour costs reduction and deregulation

保持和调整社会保护政策，以维护劳动成本下降和去监管化背景下的社会团结

3 Adjusting labour contributions 调整劳动缴费



Two examples of the adjustment of employer contributions

调整雇主缴费的两个例子：

- decrease of social contributions

社会保险缴费的降低

- experience rated contributions

基于经验费率的缴费

reductions in employers' contributions 雇主缴费的降低

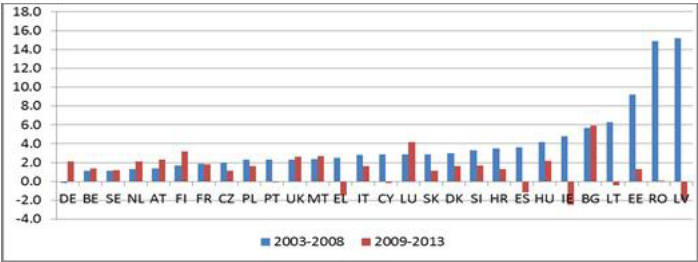


- labour costs as a whole are related to labour productivity
作为一个整体，劳动成本与劳动生产率相关
- payroll tax cuts targeted on lower-wage earners are generally found to be more effective in boosting the employment prospects of disadvantaged groups
针对低工资收入者的工资税减税政策通常对于提升弱势群体的就业前景更为有效

reductions in employers' contributions
雇主缴费的降低



Nominal unit labour cost developments in the EU-28, average year-on-year changes, 2003-2008 and 2009-2013
欧盟28国名义单位劳动成本的按年平均变化情况（2003-2008年间和2009-2013年间）



reductions in employers' contributions
雇主缴费的降低



Need for an education/communication plans better linking :

需要制定和实施宣传/教育计划，以便：

- employees' contributions to their future benefits(wage claims moderation) .

将雇员缴费与其未来福利更好地联系起来（工资债权的调节）

- employers' contributions to the cost they incur to the system (in terms of benefit payments),

将雇主缴费与其对整个系统带来的成本（即福利费）更好地联系起来。

experience-rated contributions
基于经验费率的缴费



experience rating for unemployment benefits :

失业保险金的经验费率:

- firms are to internalize the costs they generate for the scheme
企业应将其在失业保险计划下产生的成本内在化，
- from a complete pooling (single contribution for each company, regardless of its past layoffs) to a complete individualization of employer contributions (where each company bears the costs of past layoffs).

从整体缴费筹资（无论裁员情况如何，每个公司均作为一个整体缴纳一笔保险费）向雇主缴费的个性化（每个公司分别承担其裁员成本）转变。

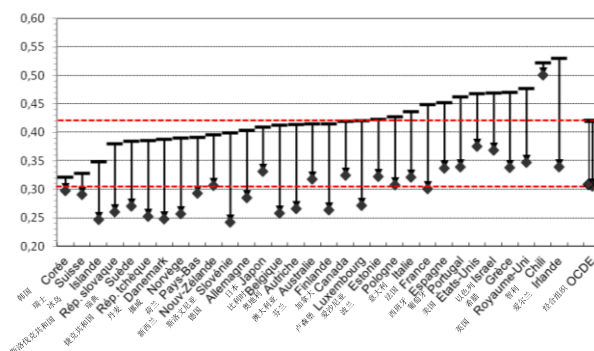
4 one (often) forgotten goal : reducing inequalities

减少不平等现象：一个（往往）被遗忘的目标



Inequality (Gini coefficient) of market income and disposable (net) income in the OECD

经济合作与发展组织市场收入和可支配（净）收入的不平等（基尼系数）



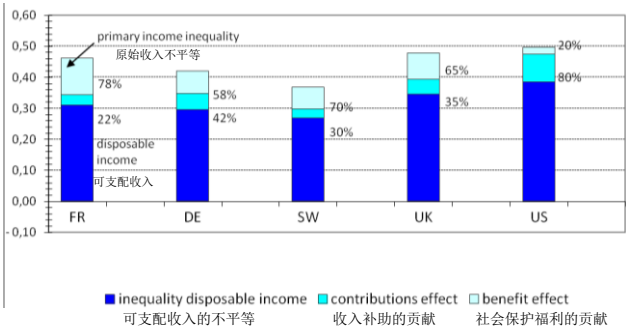
-market income
市场收入

◆ disposable income
可支配收入

one (often) forgotten goal : reducing inequalities
减少不平等现象：一个（往往）被遗忘的目标



Contribution of social protection benefits and direct contributions
on income to the reduction of income inequality
社会保护福利和直接收入补助对减少收入不平等现象的贡献



one (often) forgotten goal : reducing inequalities
减少不平等现象：一个（往往）被遗忘的目标



- Scandinavian countries: low primary and disposable income inequality, with a relatively limited redistributive impact of transfers and contributions.
北欧国家：原始和可支配收入不平等现象较轻，转移支付和补助对再分配的影响相对有限。
- others such as Ireland : high degree of primary income inequality and considerable redistributive efforts with transfers and contributions
其它国家（如爱尔兰）：原始收入不平等现象很严重，因此在通过转移支付和补助进行再分配方面作出了相当大的努力。

Conclusion part 4: a concern not to forget 结论部分4：不应忘却的忧虑



- in European countries benefits in cash have substantially larger outcomes for redistribution than direct contributions (F, Sw)
在欧洲国家，现金福利对再分配的影响比直接补助要大很多（F, Sw）
- Germany and the UK experience a more balanced impact of these two mechanisms.
这两个机制在德国和英国的影响更为均衡

5 New job opportunities 新的工作机会



- Social services as employment opportunity ex LTC
作为就业机会的社会福利事业（长期护理除外）
- Importance of fight against frauds and errors to make employment sustainable
打击欺诈和纠正错误对于可持续就业的重要性

social services as employment opportunity 作为就业机会的社会福利事业



- Long-term care (LTC) is defined as a range of services and assistance for people who, depend on help for daily living activities and on some permanent nursing care
长期护理指一系列服务和援助，其服务对象为需要依赖他人帮助才能维持日常生活和需要某种长期护理服务的人
- In 2008, long-term care workers represented 0.3% of the total working-age population in the Czech and Slovak Republics, compared to 3.6% in Sweden and 2.9% in Norway and Denmark.
2008年，长期护理工人分别占捷克和斯洛伐克总工龄人口的0.3%。相比而言，这一比例在瑞典为3.6%，在挪威和丹麦为2.9%。

importance of fight against frauds and errors to make employment sustainable

打击欺诈和纠正错误对于可持续就业的重要性



Fraud (e.g undeclared work Aus 7 % Bulgaria 31%) undermines the confidence in the . undeclared system:

欺诈（比如，未申报就业者在奥地利占7%，在保加利亚占31%）损害了人们对制度的信心：

- unfair competition

不公平竞争

- deprivation of the social rights of workers

剥夺了工人的社会权利

To conclude 结论



- the Nordic model is faring rather well :
北欧模式实施得相当不错:
 - appropriate mix in goods and services, which could support highly skilled workers with high salaries
在实物与服务之间进行适当组合，可支持高收入高技术工人
 - high level of public service workers funded by a rather high level of taxes
公共服务工人比例较高，得益于较高税收的支持
 - the UK has achieved some impressive results :
英国也取得了某些引人注目的成就:
- limitation of wages but better integration into the labour market with an improvement of certain public services (health, education)
工资措施有限，但通过改善某些公共服务（教育、卫生等）让人们更好地融入劳动力市场

To conclude 结论



Key factor of success : clarity on the compromise between employment and social protection which lacks in a mere technical approach

成功关键因素：就业与社会保护之间妥协的明确性，但实际上，这种明确性在纯技术方法下并不存在

KEYNOTE SPEECH (POWER POINT PRESENTATION)

POPULATION CHANGES, LABOUR MARKET, AND REFORM OF URBAN EMPLOYEE BASIC PENSION INSURANCE SYSTEM

BY MR. ZHANG JUWEI, DIRECTOR,

INSTITUTION OF POPULATION AND LABOUR ECONOMIES, CHINESE ACADEMY OF SOCIAL SCIENCES





人口变化、劳动力市场与城镇职工养老保险制度改革

Population Changes, Labor Market, and Reform of Urban Employee Basic Pension Insurance System

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Institute of Population and Labor Economics

Chinese Academy of Social Sciences

北京, 2016年9月28日 Beijing, September 28, 2016



主要内容 Outline

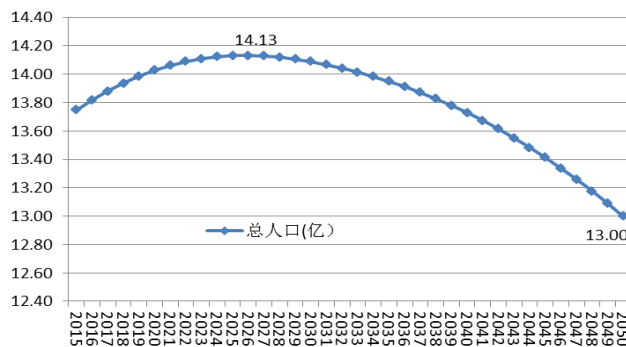
- 人口变化趋势预测
- 劳动力市场变化特征
- 劳动力市场变化与城镇职工养老保险现状与问题
- 城镇职工养老保险制度改革
- Forecast of Population Change Trends
- Characteristics of Labor Market Changes
- Labor Market Changes and Situations and Issues of Urban Employee Basic Pension Insurance
- Reform of Urban Employee Basic Pension Insurance System



当前的人口形势 Current Population Situation

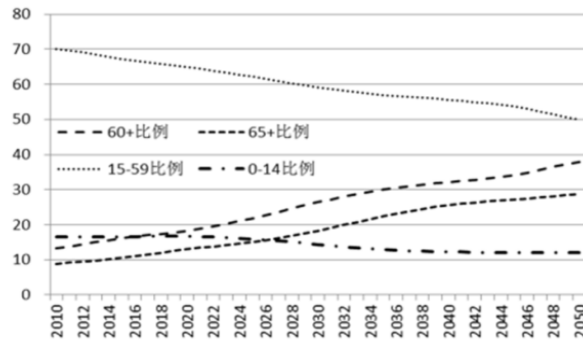
- 自20世纪90年代初总和生育率低于更替水平以来，中国的生育水平持续稳定下降。1996年以后，已经长期处于低于1.5的超低生育状态
- 2010年以来，总和生育率处于接近1.5的水平
- 2014年放开单独二孩政策后，总和生育率也只是略高于1.5
- 2015年已经全面放开二孩，政策效果到底如何还有待于观察。
- 总的来看，全面二孩政策看起来并不会显著改变人口变化的趋势
- Since the early 1990s, the total fertility rate has been below the replacement level; China's fertility level has been declining steadily. Since 1996, it has already been in a ultra-low fertility status of less than 1.5 for a long time
- Since 2010, the total fertility rate has been at a level close to 1.5
- Since the selective two-child policy in 2014, the total fertility rate has been slightly higher than 1.5
- The universal two-child policy has been implemented since 2015, but it takes some time to assess the impacts of the policy
- Overall, it seems that the universal two-child policy will not significantly change the trends of population changes

人口变化趋势预测 Forecast of Population Change Trends



- 中国总人口将继续保持上升趋势，在2026年左右到达14.13亿高峰后下降
- 2015年中国人口将达到13.75亿左右，2020年将达14.03亿，2030年为14.09亿，2040年降为13.41亿，2050年下降为13.00亿
- China's population will continue to maintain an upward trend and reach the peak of 1.413 billion around 2026 and decline since then
- China's population will reach about 1.375 billion in 2015, 1.403 billion in 2020, 1.409 billion in 2030, down to 1.341 billion in 2040, and drop to 1.300 billion in 2050

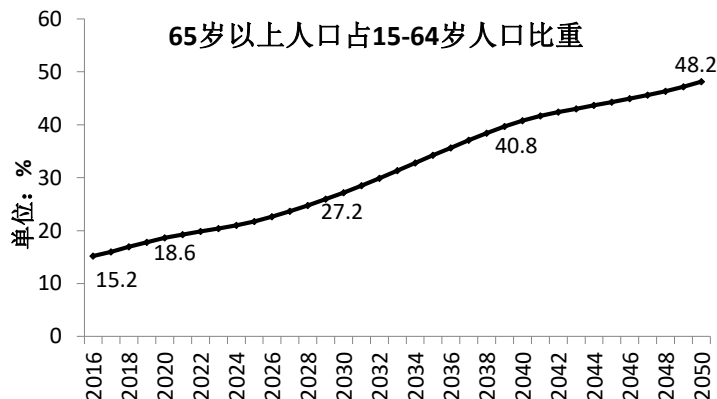
人口结构变化趋势预测 Forecast of Population Change Trends



- 15-59岁劳动年龄人口及其占比在整个预测期内保持下降趋势。到2050年约为6.51亿，占比50.05%
- 老年人口规模和占比持续增长：60岁及以上人口2050年达4.92亿，占总人口比例高至37.88%；65岁及以上老年人口2050年达3.75亿，占比增长至28.81%
- China's population will continue to maintain an upward trend and reach the peak of 1.413 billion around 2026 and decline since then
- China's population will reach about 1.375 billion in 2015, 1.403 billion in 2020, 1.409 billion in 2030, down to 1.341 billion in 2040, and drop to 1.300 billion in 2050



65岁及以上人口占15-64岁人口比重变化趋势预测 Forecast of Change Trends for the Ratio of People Aged 65 and above to Working-age (15-64 years old) Population



人口快速老龄化对养老保险制度的挑战

Challenges of Rapidly Aging Population on Pension Insurance System



- **中国人口老龄化未富先老特征明显**

--2010年，在人口老龄化程度和人均国民收入均可收集的161个国家和地区中，中国人均国民收入排名（自高到低）第81位，而60岁及以上老年人口比例则排名（自高到低）高居第55位，65岁及以上老年人口比例的排名居56位

- **Distinct characteristics of China's population aging is getting old before getting rich**

--In 2010, among the 161 countries and regions where the degree of population aging and the national income per capita can be collected, China's national income per capita ranked 81st (from high to low), but the proportion of population aged 60 and above ranked 55th (from high to low), the proportion of population aged 65 and above ranked 56th

人口快速老龄化对养老保险制度的挑战

Challenges of Rapidly Aging Population on Pension Insurance System



- **中国人口老龄化速度快**

--世界65岁及以上人口比例约需要40年左右的时间从7%上升至14%，而中国可能只需要23年左右的时间

--65岁及以上人口比例从14%到21%，世界人口大约需要50年左右的时间，而中国人口则大约只需11年左右的时间

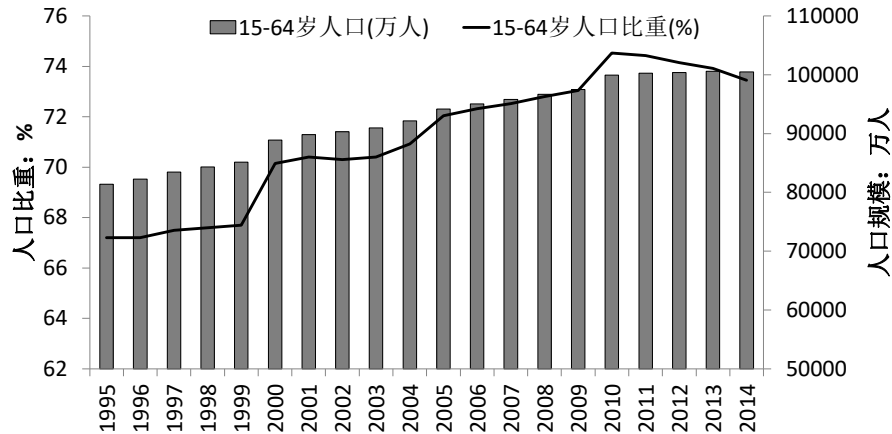
- **China's population is aging rapidly**

--The world's proportion of population aged 65 and above needs about 40 years to increase from 7% to 14%; while China's may only need about 23 years

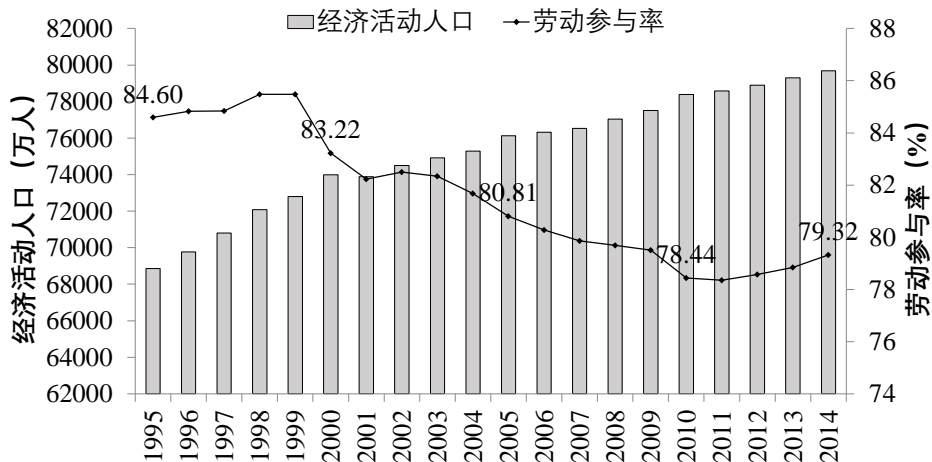
--The world's proportion of population aged 65 and above needs about 50 years to increase from 14% to 21%; while China's may only need about 11 years



劳动年龄人口数量和比重 The Number and the Proportion of Working-age Population

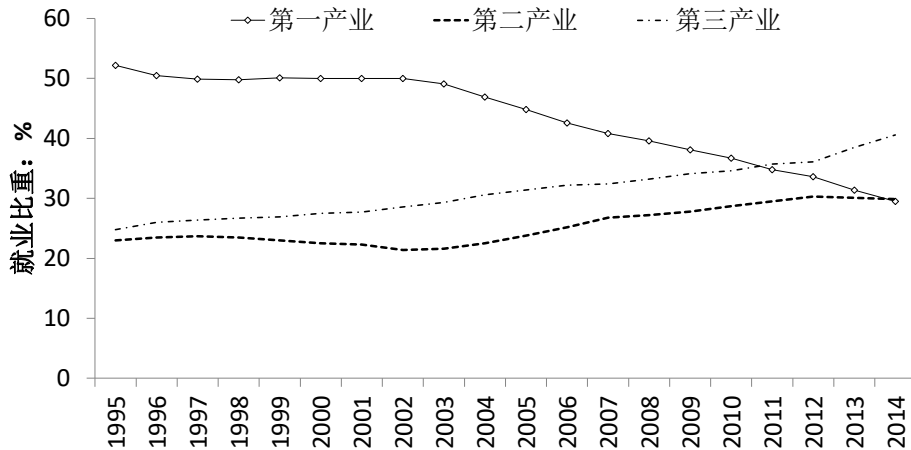


经济活动人口与劳动参与率 Economically Active Population and Labor Force Participation Rate





就业结构变化：分三次产业 Employment Structure Changes: by Three Strata of Industry



就业结构变化特征：雇员化趋势 Characteristics of Employment Structure Changes: Trends of Employe



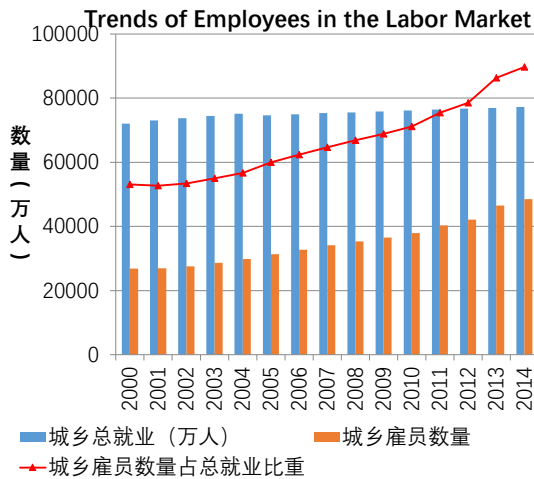
	城乡总就业 (万人) Employed Persons in Urban and Rural Areas (10,000 persons)	城镇总就业 (万人) Employed Persons in Urban Areas (10,000 persons)	全部雇员 Employees in Urban and Rural Areas		城镇雇员 Employees in Urban Areas	
			规模 (万人) Number (10,000 persons)	占城乡总就业比重 (%) Proportion to Total Employed Persons in Urban and Rural Areas (%)	规模 (万人) Number (10,000 persons)	占城镇总就业比重 (%) Proportion to Total Employed Persons in Urban Areas (%)
2000	72085	23151	26811	37.2	12852	55.5
2001	73025	23940	26924	36.9	12651	52.8
2002	73740	24780	27568	37.4	12869	51.9
2003	74432	25639	28681	38.5	13354	52.1
2004	75200	26476	29821	39.7	13931	52.6
2005	74647	28389	31321	42.0	14684	51.7
2006	74978	29630	32752	43.7	15440	52.1
2007	75321	30953	34144	45.3	16382	52.9
2008	75564	32103	35327	46.8	17096	53.3
2009	75828	33322	36519	48.2	17868	53.6
2010	76105	34687	37910	49.8	18838	54.3
2011	76420	35914	40313	52.8	21006	58.5
2012	76704	37102	42163	55.0	22418	60.4
2013	76977	38240	46476	60.4	26049	68.1
2014	77253	39310	48533	62.8	27852	70.9



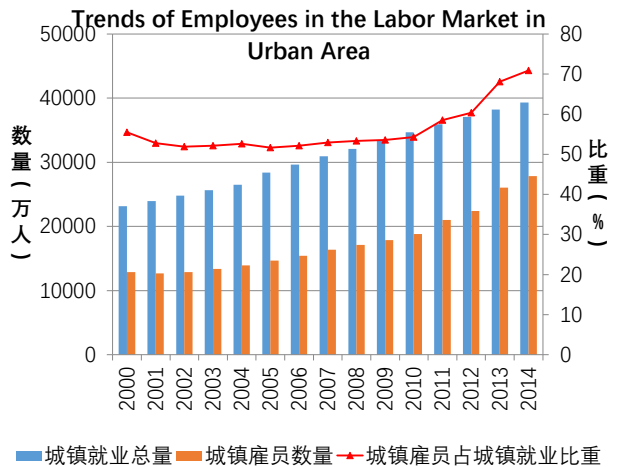
劳动力市场雇员化趋势

Trends of Employees in the Labor Market

劳动力市场雇员化趋势

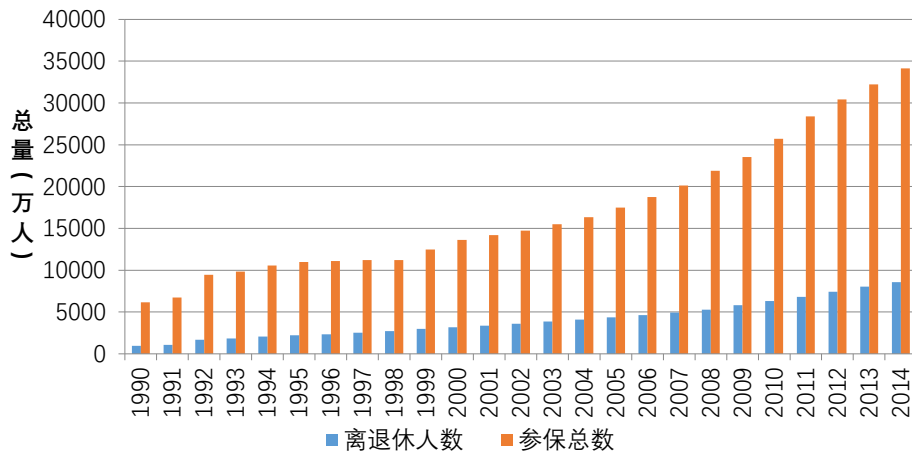


城镇劳动力市场雇员化趋势

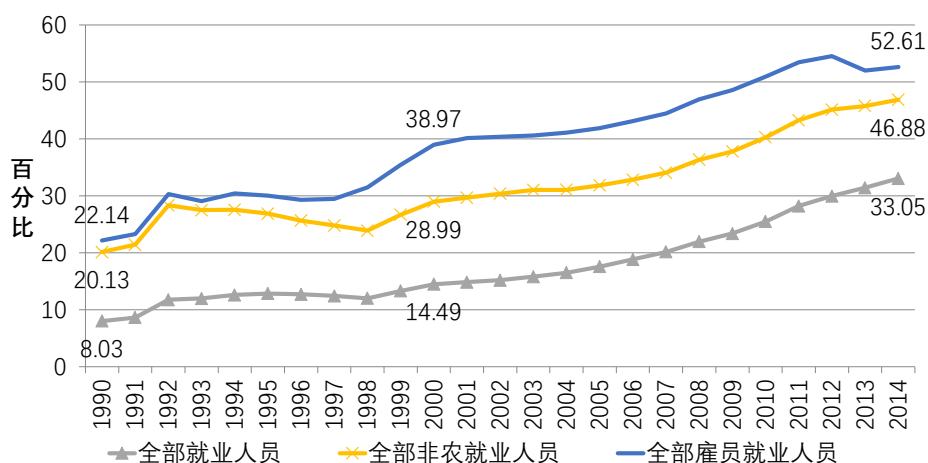


养老保险参保和离退休人数

The Number of Participants in Pension Insurance and the Number of Retirees



养老保险覆盖率：不同口径Pension Insurance Coverage Rate: Different Definitions

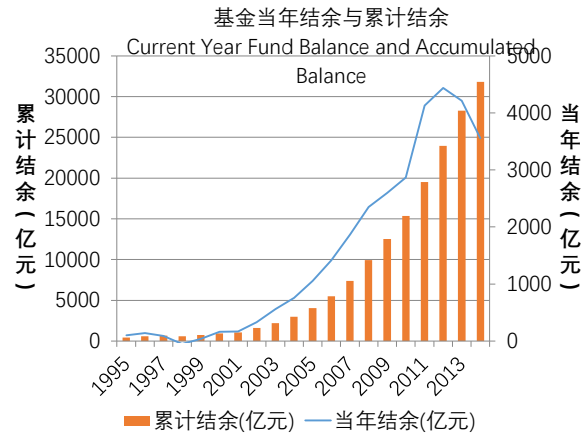
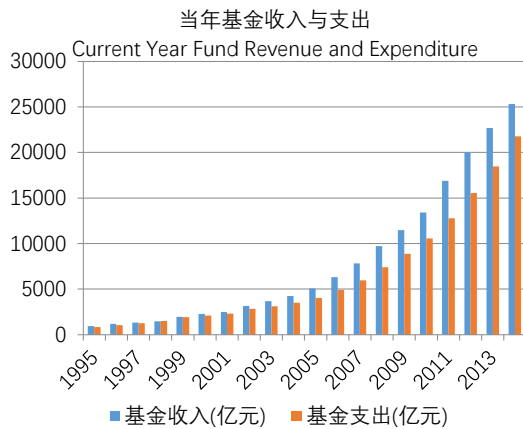


城镇职工基本养老保险缴费及基金收支增长状况 (%) Contributions of Urban Employee Basic Pension Insurance and Growth of Fund Revenue and Expenditure (%)

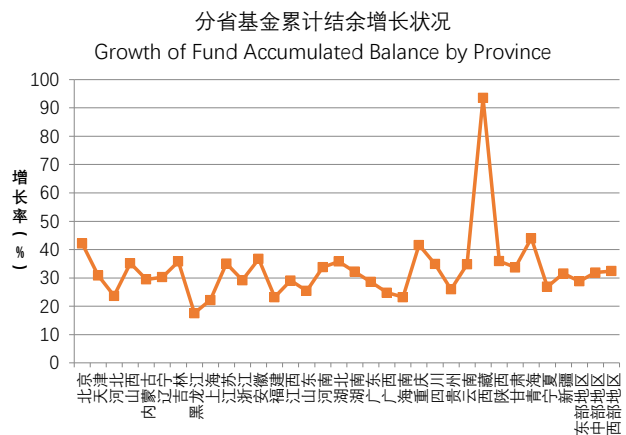
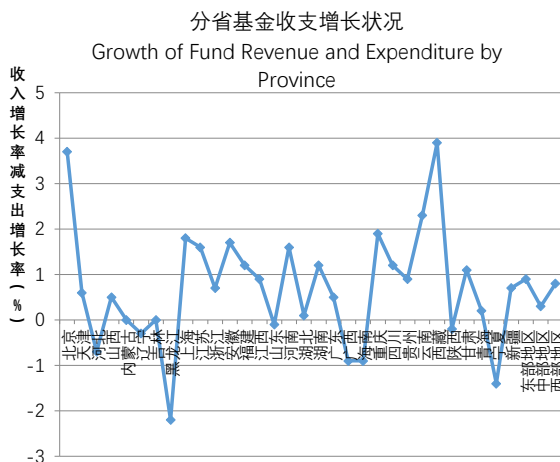


时间 Time	基金收入 Fund Revenue	基金支出 Fund Expenditure	累计结余 Accumulated Balance	人均缴费 Contributions Per Capita	人均支出 Expenditure Per Capita	人均结余 Balance Per Capita
1995-2014	18.86	18.63	25.42	12.34	10.52	18.16
1995-2000	19.12	20.07	17.12	14.94	12.03	12.18
2000-2010	19.40	17.44	32.13	12.23	9.63	24.00
2010-2014	17.19	19.82	19.94	9.42	10.89	11.74

养老保险基金收支及结余状况 Revenue, Expenditure, and Balance of Pension Insurance Fund

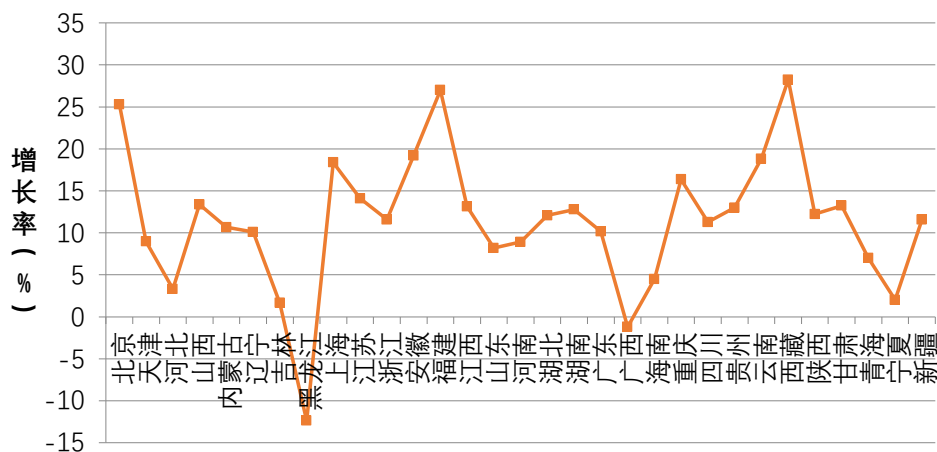


各省基金收支及结余增长状况 (2001-2014) Growth of Fund Revenue, Expenditure and Balance by Province (2001-2014)

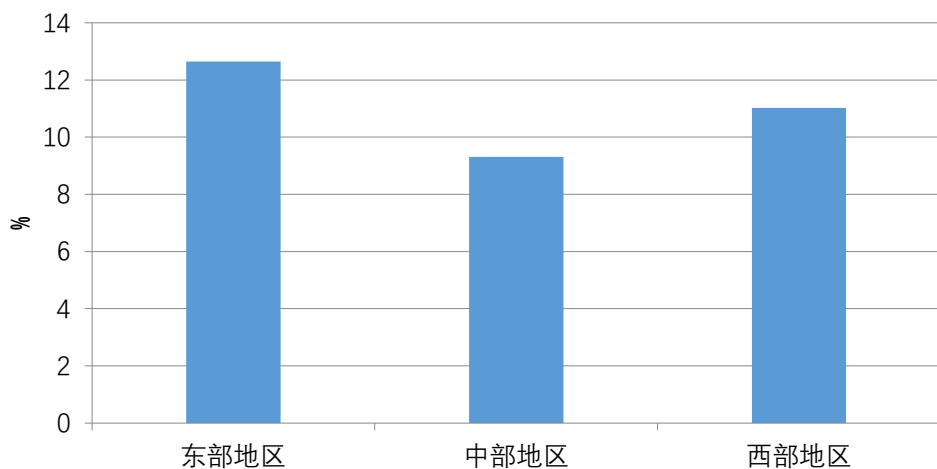




各省基金人均累计结余增长状况 (2001-2014)



分地区基金人均累计结余增长率 (2001-2014) Growth Rate of Fund Accumulated Balance per capita by Region (2001-2014)

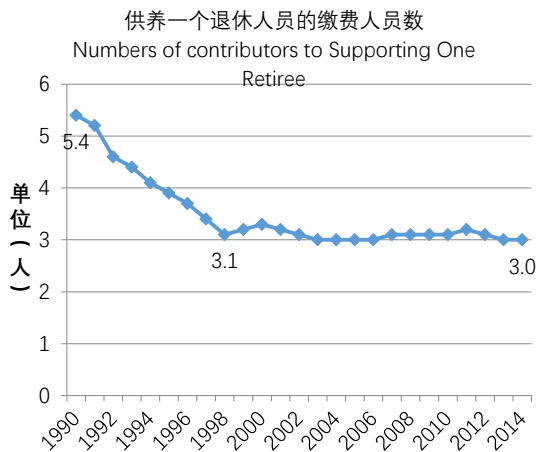
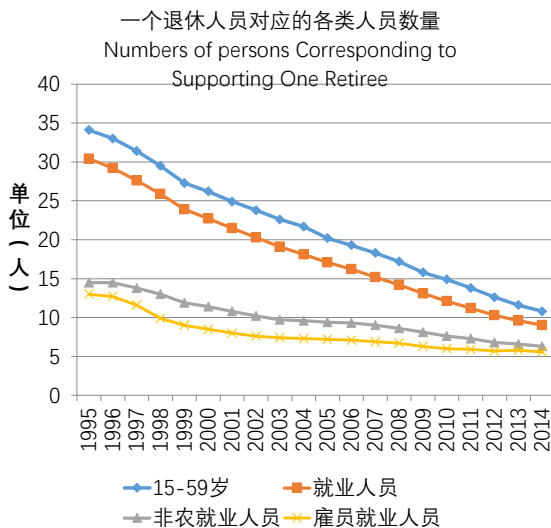


供养一个离退休人员对应的各类人员数量 Supporting One Retiree: number of persons



年份 Year	15-59岁	就业人员 Employed Persons	非农就业人员 Employed Non-farm Persons	雇员就业人员 Employees	缴费人员 Participants made contributions
1990	75.5	67.1	26.8	24.3	5.4
1995	34.1	30.4	14.5	13.0	3.9
1996	33.0	29.2	14.5	12.7	3.7
1997	31.4	27.6	13.8	11.6	3.4
1998	29.5	25.9	13.0	9.9	3.1
1999	27.3	23.9	11.9	9.0	3.2
2000	26.2	22.7	11.4	8.5	3.3
2001	24.9	21.5	10.8	8.0	3.2
2002	23.8	20.3	10.2	7.6	3.1
2003	22.6	19.1	9.7	7.4	3.0
2004	21.7	18.1	9.6	7.3	3.0
2005	20.2	17.1	9.4	7.2	3.0
2006	19.3	16.2	9.3	7.1	3.0
2007	18.3	15.2	9.0	6.9	3.1
2008	17.2	14.2	8.6	6.7	3.1
2009	15.8	13.1	8.1	6.3	3.1
2010	14.9	12.1	7.6	6.0	3.1
2011	13.8	11.2	7.3	5.9	3.2
2012	12.6	10.3	6.8	5.7	3.1
2013	11.6	9.6	6.6	5.8	3.0
2014	10.8	9.0	6.3	5.6	3.0

养老保险负担状况 Pension Insurance Burden

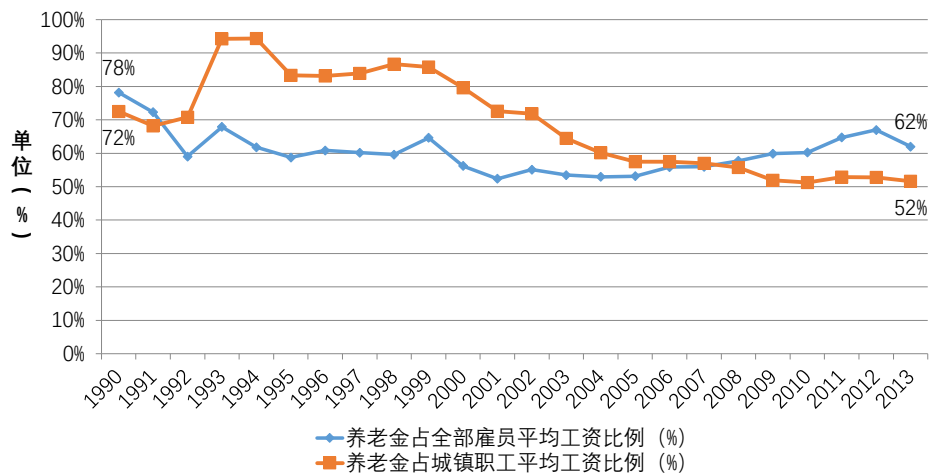




工薪劳动者平均工资水平与养老金变化
Average Wage Level of waged workers and the level of pension

年份	全部雇员月平均工资 (元)	城镇职工月平均工资 (元)	离退休人员月平均领取养老金 (元)	养老金占全部雇员平均工资比例	养老金占城镇职工平均工资比例
1990	165	178	129	78%	72%
1995	536	378	315	59%	83%
1996	600	439	365	61%	83%
1997	685	491	412	60%	84%
1998	775	533	462	60%	87%
1999	833	627	538	65%	86%
2000	989	699	556	56%	80%
2001	1093	788	572	52%	73%
2002	1193	914	657	55%	72%
2003	1261	1046	674	53%	64%
2004	1342	1182	711	53%	60%
2005	1451	1342	771	53%	57%
2006	1575	1531	880	56%	57%
2007	1793	1760	1003	56%	57%
2008	2011	2081	1161	58%	56%
2009	2130	2456	1276	60%	52%
2010	2316	2724	1395	60%	51%
2011	2519	3085	1631	65%	53%
2012	2791	3545	1870	67%	53%
2013	3312	3977	2054	62%	52%
2014	3544	4353	2262	64%	52%

退休人员养老金占劳动者工资比例变化 (替代率)
Replacement rate of the pensions



城镇职工养老保险制度改革 Reform of Urban Employee Basic Pension Insurance System



- 城镇职工养老保险制度在目前个人账户没有做实的情况下，基金收支基本平衡，累计结余量超过3万亿元，但地区间不平衡问题突出，个别省份支出增长速度超过收入增长速度。
- 制度替代率水平已经低于50%，提高养老保险待遇的社会压力较大。
- The Urban Employee Basic Pension Insurance System: under the current situation that personal accounts are not real, the fund revenue and expenditure are basically balanced, and accumulated balance is more than 3 trillion yuan; however, the problem of imbalances among different regions is significant, and the growth rate of expenditure exceeds the growth rate of revenue in several provinces, respectively.
- The system replacement rate has been lower than 50%, so that it would be a lot of social pressure to improve the benefits of pension insurance.

城镇职工养老保险制度改革 Reform of Urban Employee Basic Pension Insurance System



- 从应该覆盖的人全来看，雇员劳动者只有52%参加了这一制度。考虑到目前中国劳动力市场雇员率只有62%左右，这一制度仍然有较大的扩面潜力。
- 总的来看，这一制度如果改革措施能跟上，应该可以持续下去。
- From the perspective of people who should be fully covered, only 52% of employees participated in this system. Considering the current ratio of employees in the Chinese labor market is only about 62%, this system still has large potential to expand.
- Overall, if the reform can keep up, this system should be able to continue.



改革建议 Suggestions for Reform

- 进一步明确制度规则：社会统筹与个人账户相结合：名义账户下实现完全的现收现付制。
- 基础养老金的全国统筹
- 扩大覆盖面：仍然具有较大潜力，但如何征缴仍然是一个值得研究的问题
- Further clarify the rules of the system: combine social integration with personal accounts: achieve a complete pay-as-you-go pension system under the nominal account
- National Integration of basic pensions
- Expand Coverage: still has large potential, but how to collect and contribute is a problem worthy of studying



改革建议 Suggestions for Reform

- 财政补贴应明确成为基金的法定收入来源，应该研究确定财政投入基金的比例
- 考虑适当下调缴费率
- From the perspective of people who should be fully covered, only 52% of employees participated in this system. Considering the current ratio of employees in the Chinese labor market is only about 62%, this system still has large potential to expand.
- Overall, if the reform can keep up, this system should be able to continue.

谢谢！
Thank You!

**CONCLUDING REMARKS BY CO-CHAIR,
MR. TOM BEVERS,
CHAIRMAN, EUROPEAN EMPLOYMENT COMMITTEE EMCO, BELGIUM**



Let me start my attempt to draw some conclusions from this session by thanking the organisers, my co-chair and our four speakers.

EMCO is the main advisory body on employment matters for the EU Council of Ministers of Employment and Social Affairs. My Committee brings together the Commission and representatives from the 28 MS and is responsible for the European Employment Strategy, which is the open method of coordination, the concept that Mr Jean Hocquet explained, in the employment field, and which is a key part of the European Semester that Mr Michel Servoz referred to. Because of that, we are strongly involved in the development, the monitoring and evaluation of the policies that have been presented today. We are often acting as both the partner and the critical counterpart of the Commission. To give an example, last week's meeting of our Committee, we discussed the monitoring of the long-term unemployment recommendation, and we also prepared the first collective reaction to the social pillar proposal for the Council of Ministers together with the Social Protection Committee. Finally, we have had an important stake in the conceptualisation of flexicurity.

It should by now be clear for everyone that the policy context between China and the EU is different. EU Member States are a diverse group of sovereign countries and EU policies in our field get shaped through discussions, recommendations, peer pressure and monitoring, as Michel Servoz also explained. By nature, this leads to a big diversity. This has disadvantages, but also advantages. It creates natural

experiments and creates an enormous scope for learning. We have coped with our structural challenges and the crisis in different ways. Some undoubtedly better than others, but we learnt a lot from that experience. As we also discussed over dinner last night, in a centralised setting, leaving some room for diversity, experiment and adaptation to local circumstances, could also be instrumental in fostering better policies.

We saw in this session China and the EU have many challenges in common. We both have to deal with ageing populations, and with the need to make sure we form or reform our pension systems in a sustainable way, while guaranteeing their adequacy, as Mr Zhan Juwei mentioned.

Equally, we both have to make sure we equip young people with the skills they need not just to start a career but to remain active in changing circumstances, and we share the belief in the important role apprenticeships can play in this respect, as Mr Xiangquan Zeng underlined. This is a domain where China could probably learn from the EU focus on the most vulnerable, the outreach to them and the intensive approach that the Youth Guarantee foresees, while the EU could learn a lot from the strong focus on dynamism and entrepreneurship here in China.

Skills are the key to the global economy we are building together. Skills policies cannot just focus on the few that are already high skilled, or be reactive to job losses or firm closures only. We need a policy that allows for an up skilling of our whole population. This is also in line with the requirement of modern life and society, making skilled, well-rounded people not only better performers in the labour market, but also better informed individuals, more engaged citizens, and smarter consumers. Therefore, as has been mentioned, we should also foster enthusiasm about lifelong learning.

Employers, individuals and authorities will all have to take their responsibility and the cooperation between employment and education authorities will be required, to make sure skills are relevant for the jobs of today and the jobs of tomorrow. There is a clear mobility aspect to this : populations that move take skills with them, that need to be used optimally in their place of destination, and on the other hand they require new skills, for which we need fast and efficient systems to provide them. In this respect, the link between skills policies and other policies that affect mobility, such as the urbanisation process in China, and the posting question or the refugee resettlement in the EU, is still insufficiently brought into the policy debate - and we in the EU could learn from experiences here.

I have to observe that in this field, however, we cannot only learn from each other. As labour market mobility related to skills today is more and more a global phenomenon, inevitably our policies will one day impact each other mutually.

People move, and jobs move. Enterprises close down, old industries give way to new opportunities, for example in the service sector. Making sure people can cope with such moves, bridging the gap between those on the boat and those that have temporarily left the ship, to use the metaphor that Mr Pu Yufei and I share, is the challenge of flexicurity. It is embedded in the strong belief that jobs will rarely be jobs for life, because of the rapid changes in technology, demography and the need for a greener economy, and that people also need to change jobs to make sure we collectively get the right woman -occasionally also the right man- in the right job. Plus, the need to keep people in their jobs up to an older age than

before, to make the inevitable link with the ageing question, in the post early retirement labour market of today.

The EU social model, needs to make sure we indeed get the nexus between protection and fostering employment that Mr Jean Hocquet mentioned right. The flexicurity answer is to protect people, not jobs, and to help people move on, not keep them in a benefit. With strong social protection, on the basis of a universal coverage system, when it is needed, and strong encouragement to focus on working capacities people have whenever possible.

I'm sure I don't do full justice to the presentations we have heard, but we should also keep an eye on the time, so I will end here. Thank you.

SESSION III

UNIVERSAL COVERAGE OF SOCIAL SECURITY SYSTEMS AND ADAPTATION TO MOBILITY



SESSION CONTENTS

- OPENING REMARKS BY CO-CHAIR MR. JIN WEIGANG, DIRECTOR GENERAL, RESEARCH INSTITUTE FOR SOCIAL SECURITY, MINISTRY OF SOCIAL SECURITY AND HUMAN RESOURCES
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OPENING REMARKS BY CO-CHAIR

**MR. JIN WEIGANG, DIRECTOR GENERAL, RESEARCH INSTITUTE FOR SOCIAL SECURITY,
MINISTRY OF SOCIAL SECURITY AND HUMAN RESOURCES**



Ladies and gentlemen, good afternoon!

In accordance with the agenda of forum, the theme of this session is the full coverage of social protection system and the adaptation to liquidity requirements.

Here I would like to introduce the guests sitting on the podium. The first guest is Ms. Michaela Marksova, Minister, Ministry of Labour and Social Affairs, Czech Republic, and she will be the co-chair of this session. I'll give her a brief introduction first. She is the Minister of Ministry of Labour and Social Affairs of Czech Republic. She once served at the gender research institution, Department of Family Policy of Ministry of Labour and Social Affairs, and the Division for Equal Opportunity of Ministry of Education for Youth and Sports. Since January 29, 2014, she is acting as the Minister of Ministry of Labour and Social Affairs of Czech Republic, responsible for social insurance, employment and labour laws and regulations, occupational safety and health, the European social fund in terms of social policy, disability, social services and treatment of family policies, and other related matters. In June 2015, she also served as Minister of Education for Youth and Sports.

The second guest is Mr. Koen Vleminckx, Director of the Research and International Cooperation Department, Federal Ministry of Social Security (FPS Social Security), Belgium. The third guest is Ms

Katerina-Marina Kyrieri, Collaborator, and Ministry of Finance. The fourth guest is Mr. Yue Jinglun, Vice President of School of Political And Public Affairs, Sun Yat-Sen University, and Director of Insurance and Social Security Research Center.

The ILO published the World Social Security Report for the first time in 2011, in which it was noted that almost all countries in the world offered a certain degree of social protection, but only a few have established a comprehensive social protection system. The social protection in many countries is limited to a few of security projects. Only one-third of the world's countries have a comprehensive social protection system that covers all types of society protection covered by ILO Convention No.102. It is estimated that only 20% of the world's working-age population and their families are truly covered by a comprehensive social protection system, and can enjoy the relatively sound social protection. The following discussions are around the above topics.

As we all know, the social protection is originated in Europe, and the current member countries have established the relatively sound social protection systems. First of all, we welcome Mr. Koen Vleminckx to introduce the full coverage of social protection system and the adaptation to mobility in the EU.

KEYNOTE SPEECH (POWER POINT PRESENTATION)

UNIVERSAL COVERAGE IN EUROPEAN SOCIAL SECURITY SCHEMES

**BY MR. KOEN VLEMINCKX, DIRECTOR OF RESEARCH AND INTERNATIONAL COOPERATION,
FEDERAL PUBLIC SERVICE SOCIAL SECURITY, BELGIUM**





Universal Coverage of Social Security System and Adaptation to Mobility 社保体系全覆盖与适应流动性要求

Dr. Koen Vleminckx
Koen Vleminckx博士



Coverage & Entitlement
覆盖范围与相应权利

Ideal-typical models of Social Insurance
理想典型社会保障模型

Model	Bases of Entitlement	Benefit principle
模型	权利基础	受益原则
Targeted 针对型	Proved need 切实需求	Minimum 最低
Voluntary State Subsidized 自愿获得资助型	Membership, contributions 成员制, 缴费	Flat rate or earnings-related 统一收费或与收入相关
Corporatist 组合型	Occupational category and labor force participation 职业类型, 以及劳动力参与度	Earnings-related 收入相关
Basic Security 基本保障	Citizenship or contributions 根据公民身份, 或缴费状况	Flat rate 统一收费
Encompassing 囊括型	Citizenship and labor force participation 根据公民身份, 以及劳动力参与度	Flat rate and earnings-related 统一收费或与收入相关

Coverage
覆盖范围

Targeted model: low coverage, although this depends on the severity of the means-test used to identify the needy.
针对型: 覆盖有限, 根据实际调查锁定的需要保障的人群的情况而定。

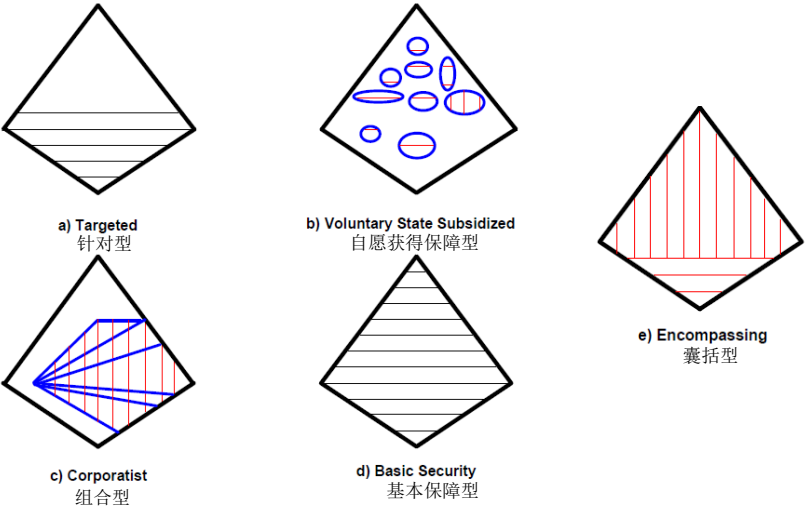
Voluntary state subsidized: low coverage, because of self-selection, myopia and/or categorical nature.
自愿获得保障型: 覆盖有限, 因为需要自选, 而且是近期的且/或是定向分类的。

Corporatist: Although mandatory, coverage is not perfect because of categorical nature. However, sometimes high coverage can be reached by complementary categorical schemes that, together, cover almost the entire population.
组合型: 强制性的, 但覆盖范围不尽理想, 因为是按种类提供的。但是有时可以通过各类补充计划来实现较宽覆盖范围, 从而几乎覆盖整个人口。

Basic security: full or quasi-full coverage, with exception of schemes with contributory or employment conditions.
基本保障型: 全面或准全面覆盖, 但带有捐助或就业条件的保障计划除外。

Encompassing: full or quasi-full coverage, with exception of schemes with contributory or employment conditions.
囊括型: 全面或准全面覆盖, 但带有捐助或就业条件的保障计划除外。

Ideal-typical models of Social Insurance
理想典型社会保障模型



Classification of OECD Countries
经合组织国家的保障类型

Type 类型	Countries 国家	Average Spending (% GDP) 平均支出占GDP比重
Targeted 针对型	Australia 澳大利亚	9.9%
Voluntary State Subsidized 自愿获得保障型	Unemployment: Denmark, Sweden Sickness Benefit Insurance Self-employed: Switzerland 失业: 丹麦, 瑞典 个体经营者疾病保障福利: 瑞士	-
Corporatist 组合型	Austria, Belgium, France, Germany, Italy 奥地利、比利时、法国、德国、意大利 Sickness Insurance: Netherlands 疾病保险: 荷兰	22.5%
Basic Security 基本保障型	Citizen 公民	19.1%
	Insurance 保险	
Encompassing 囊括型	Finland, Norway, Sweden 芬兰、挪威、瑞典	26.3%

Interesting case: Danish voluntary public unemployment insurance program

案例：丹麦的自愿型公共失业保险计划

- Voluntary, subsidized (Ghent system), but still requiring a significant premium payment
该计划为自愿型，可获得保障金（Ghent系统），但需要支付大量保费
- Coverage rates for the voluntary program is surprisingly high, approximately 80 percent of the workforce.
Possible explanation:
自愿计划的覆盖率相当高，大约覆盖工作人口的80%。可能是因为：
 - (i) extreme risk aversion among those in secure jobs,
有稳定工作的人都极度希望规避风险，
 - (ii) worker solidarity, and/or
员工的有一致意愿，且/或
 - (iii) the tied-in early retirement scheme (efterløn).
与提前退休计划(efterløn)搭售。
- But the program has predictable selection effects, as it is difficult to induce widespread participation in such programs because of consumer myopia and adverse selection.
但这项计划也有一些特定影响，比如，鉴于消费者短视和逆向选择的问题，很难实现广泛参与该计划。



A typical employment 典型就业案例

What is “atypical work” 什么是非典型工作

- **A standard employment** relationship exists when an individual is in a dependent employment relationship for at least 35 hours weekly and has a permanent employment contract.
标准就业: 个人员工与雇主有从属性就业关系，每周工作至少35个小时且与雇主签订永久劳动合同，即为标准就业。
- **Part-time employment** is employment with less than 35 hours a week (substantial: 20 hours and more a week; marginal: less than 20 hours a week).
兼职就业: 员工每周工作时间少于35小时（大部分：每周大于等于20小时的工作时间；少部分：每周小于20小时的工作时间）。
- **Fixed-term employment** exists when the period during which a contract is valid is limited (can be part-time).
固定期限就业: 劳动合同期限有限的就业（可以是兼职）。
- **Self-employment** exists when an individual’s main economic activity is not dependent employment.
个体经营: 个体员工的主要经济活动不是从属于雇主的劳动关系时即为个体经营。

Coverage of “atypical work” 非典型工作的覆盖范围

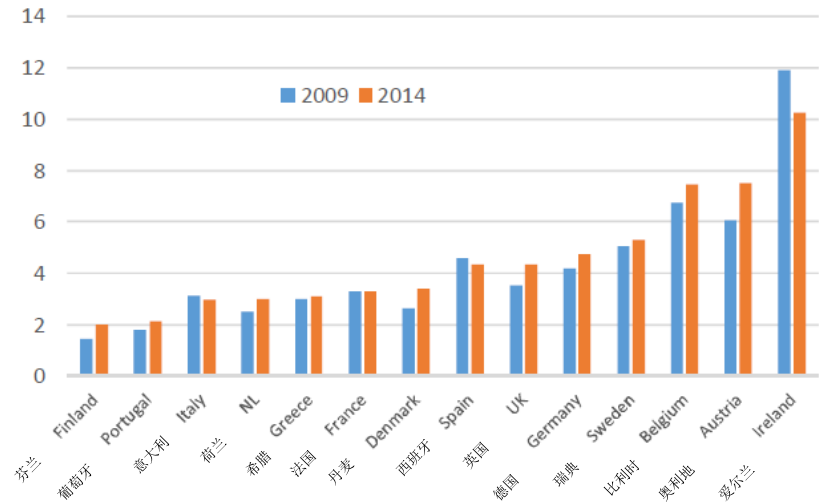
- **Part-time employment:**
兼职就业:
Unrestricted coverage by citizenship based schemes, while in insurance based schemes coverage uncertain as entitlement can depend on the number of hours worked, the income earned, or contributions paid (usually lower for part-time workers).
根据公民身份的保障计划覆盖范围不受限制，但保险类计划的范围不确定，因为相应权利视劳动时间、收入或所缴纳费用而定（一般兼职员工缴纳比例较低）。

A European court of justice ruling helped part-time workers to have the same rights to join occupational pension schemes as their full-time colleagues.
欧洲法院的判决已经帮助兼职员工与全职员工一样，获得加入职业养老金计划的权利。
- **Fixed-term employment:**
固定期限就业:
Full coverage by citizenship based schemes, even during periods of unemployment. In contributory insurance based schemes no guarantee of continued insurance, although continued insurance is occasionally provided for those covered by unemployment insurance etc.
公民身份类的保障计划是全覆盖的，包括失业期。缴纳型保险计划不保证持续保险，尽管持续保险有时是提供给已经获得失业保险的人群的。
- **Self-employment:**
个体经营:
Full coverage by citizenship based schemes. In some countries categorical social insurance for the self-employed is in place, but not always and not for all social risks.
公民身份类的保障计划是全覆盖的。部分国家有针对个体经营者的专类社保，但不覆盖所有风险。



Mobility
人口流动

EU nationals residing in another member state (% of total population)
居住于其他成员国的欧盟国民（占人口百分比）



EU Social Security Coordination 欧盟社会保障协调机制

- The EU provides common rules to protect your social security rights when moving within Europe (EU 28 + Iceland, Liechtenstein, Norway and Switzerland).
对于在欧盟区（欧盟28国，外加冰岛、列支敦士登，挪威和瑞士）流动的居民，欧盟有社保权利的基本条例。
- The rules on social security coordination do not replace national systems with a single European one. All countries are free to decide who is to be insured under their legislation, which benefits are granted and under what conditions.
社保协调机制的规定不能替代各国的社保体系。所有国家都可以自主决定哪些群体可以受其立法的保障，按什么条件，提供哪些福利。

Principles of EU Social Security Coordination 欧盟社保协调机制的原则

- Legal residents in the EU are covered by the legislation of one country at a time (e.g. they can only pay contributions in one country). The decision on which country's legislation applies will be made by the social security institutions.
欧盟合法居民在一段时间内只受一国立法保障（例如，只能在一国缴纳保费）。具体哪国法律适用要看社保机构的要求。
- Legal residents in the EU have the same rights and obligations as the nationals of the country where they are covered. This is known as the principle of equal treatment or non-discrimination.
欧盟合法居民与该国民享有同等的保障权利和义务，即同等待遇或非歧视原则。
- When they claim a benefit, their previous periods of insurance, work or residence in other countries are taken into account if necessary.
当受保人提出福利要求时，如有必要，还需考量其在其他国家的之前的保险年限，工作或居住情况。
- If they are entitled to a cash benefit from one country, they may generally receive it even if they are living in a different country. This is known as the principle of exportability.
如果这些人员有权从一国获得现金福利，则一般在居住于他国时也可以获得此类福利，即可输出性原则。

Bases of entitlement and mobility 权利和人口流动的基础

- Equal treatment, but each country determines which benefits are granted and under what condition.
同等待遇，但各国需决定根据哪些条件提供哪些福利。
- **Citizenship based schemes** are more accessible since they also apply to those legally residing in the country.
公民身份型保障计划也适用于合法居住在该国的群体，所以更容易**获得**。
- **Contributory or labour market participation based schemes** are more restrictive, but **previous periods of insurance, work or residence** in other countries **should be taken into account if necessary**.
缴纳型或劳动市场参与型保障计划的限制更多，但**如有必要，还需考量其在其他国家的之前的保险年限，工作或居住情况**。
- Benefits, incl. retirement benefits, are in principle exportable.
福利，包括退休福利等都在可输出性原则中。

Problems related to mobility 有关流动人口的问题

- Countries with citizenship-based access to social benefits or social services sometimes claim that they are more 'vulnerable' to social benefit 'tourism'.
执行公民身份型保障或社会服务准入的国家有时表示其更容易受到‘社保流动’的影响。

For instance: Over time the UK has tried to restrict or exclude access to mainstream welfare benefits for EU citizens (sometimes specifically for citizens of 'new member states') migrating into the UK. See also 'new settlement' (February 2016)

例如：英国一直以来都试图限制或排除移民进入英国的欧盟公民获得英国主要福利的权利（特别有时对新成员国公民更是如此）。另见“新解决办法”（2016年2月）

- In practice: many EU citizens struggle to meet the UK residence test because they are only able to obtain transient or casual work associated with certain industries, for example, agriculture, catering, hospitality etc. which pay minimal earnings under zero hours contracts. Further many EU citizens are unable to produce the necessary documentation needed to establish an entitlement to benefit.

实际执行：很多欧盟公民都很难通过英国的居住要求测试，因为他们在英国的工作都属于特定行业，是短期或临时工作，例如农业、餐饮、酒店业等，这些行业根据0工作小时合同，支付的酬劳最低。另外，很多欧盟公民也无法提供必要文件来获得保障权利。

European Pensions Portability Directive (PPD, adopted in 2014)*
欧盟养老金流动指令（PPD，2014年生效）

- The PPD will need to be transposed into member states' legislation by 21 May 2018 at the latest.
PPD最迟将于2018年5月21日纳入成员国立法。
- The EU Portability Directive is intended to make it easier for workers to gain preserved rights to occupational pensions and to retain these rights if they move between member states.
欧盟流动指令旨在让员工更容易获得职业养老金，并让他们在成员国间流动时仍然保有此类权利。
- Thus, its focus is more on the acquisition and preservation of pension rights rather than the methods of allowing those rights to be transferred.
因此，指令的重点在于获得并保有养老金权利，而非让这些权利转移至他处。
- It does not apply to pension schemes (or subsections of those schemes) that have been closed to new entrants or to individual pension arrangements other than those concluded through an employment relationship.
但该指令不适用于养老金计划（或此类计划的部分内容），这些计划更贴近新入者或具体养老金保障，而非就业者。
- It will not affect any arrangements for insolvency guarantee or compensation arrangements that aim to protect workers' pension rights in the event of the insolvency of a company or pension scheme.
该指令不会影响无力偿付保障或赔偿保障，这些保障旨在当企业或养老金计划破产时保护员工的养老金权利。

*The directive on minimum requirements for enhancing worker mobility between member states by improving the acquisition and preservation of supplementary pension rights
该指令的最低要求即通过改善员工获得并保有养老金权利的做法来加强其在成员国之间的流动。

Challenge of Universal Coverage
广泛覆盖的挑战

Various types of employment to be covered 需要覆盖各种类型的就业关系		
Formal, salaried employment 正式、付酬就业		
Informal dependent employment 非正式从属性就业		
Non-agricultural self-employment 非农业个体经营		
Agricultural self-employment 农业个体经营		
	Stable 稳定	Unstable 不稳定
Formal 正式	Mandatory coverage 强制覆盖	Continued coverage 持续覆盖
Informal 非正式	Imposing coverage 覆盖范围大	Hard to cover 难以覆盖

Principles of Social Protection

社保原则

Social Assistance 社会援助	Based on needs 视需求而定
Social Insurance 社会保险	Creation of risk pools within which risks and resources are shared 建立风险池，其中风险与资源共担
Demogrant 全民补助	Based on purely demographic principals such as age and sex 完全根据人口原则，如年龄和性别而定

KEYNOTE SPEECH (POWER POINT PRESENTATION)
PROTECTING MIGRANT WORKERS UNDER SOCIAL SECURITY SCHEMES IN EUROPE
BY MS. KATERINA-MARINA KYRIERI, CONSULTANT,
MINISTRY OF FINANCE, GREECE





EU-CHINA

Social Protection Reform Project

中国-欧盟社会保障改革项目

Protecting Migrant Workers under Social Security Schemes in Europe

欧洲社保制度下对流动就业人员的保护

Beijing, China, 28 – 29 September 2016

中国北京，2016年9月28-29日

Dr. Katerina – Marina Kyrieri

卡特里娜·玛丽娜·奇里艾瑞博士

Structure

结构



- Key figures of mobility and immigration within the European Union (EU)
欧盟流动就业和移民关键数据
- Presentation of the social security coverage in the EU
欧盟社保覆盖的表现
- Issues of administrative cooperation
行政合作问题
- Problem-solving tools on social security issues
社保问题解决工具
- Recommendations for policy-making
政策制定建议
- The Employers' Sanctions Directive
雇主制裁指令
- Considerations for good decision-making
良好决策的考量因素
- Useful Internet links
有用互联网链接

Key figures – European Union as an entity

关键数据：作为一个整体的欧盟



EU population: 500 million

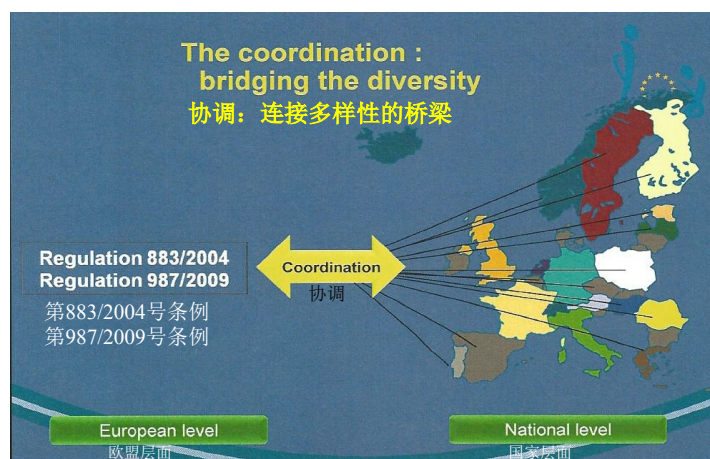
欧盟人口：5亿

- Third Country Nationals (TCNs): 19,5 million (3,9%)
第三国国民：1950万（3.9%）
- Foreign-born population: 40 million (8% acquired Member State citizenship)
外国出生人口：4000万（8%取得了成员国国籍）
- EU citizens living or working in another Member State: 11,5 million (2.3%)
在另一成员国生活或工作的欧盟公民：1150万（2.3%）
- 6 millions working in another EU Member State
在另一欧盟成员国工作的人口：600万
- 1,6 millions over 65 years old are residing in another EU Member State
在另一欧盟成员国居住且年龄在65岁以上的人口：1600万
- 1 million frontier and other cross-border workers
边境及其它跨境工人：100万
- 40000 unemployed looking for a job in another Member State
寻求在另一成员国就业的失业人口：4万

3

Universal coverage in European Social Security Systems

欧洲社会保障体系的普遍覆盖



4

Personal Scope and application of the rules 规定的范围和适用



Legislation 法律	Moving within the EU 在欧盟境内流动者
Basic Reg. 883/2004 第883/2004号基本条例	
Implementing Reg. 987/2009 第987/2009号实施条例	All EU nationals who are covered under national law 受本国法律保护的所有欧盟国民
Association agreements 成员协议 Decisions No 76/2011 & No1/2012 第76/2011号和第1/2012号决定	EEA (28+Norway, Iceland, Lichtenstein) and Switzerland 欧洲经济区 (28国+挪威、冰岛、列支敦士顿) 和瑞士
Reg. 859/2003 第859/2003号条例	
Reg. 1231/2010 (replaces Reg. 859/2003 – except for UK) Does not apply to DK or to EFTA States 第1231/2010号条例 (替代了第859/2003号条例, 但在英国除外), 不适用于丹麦或欧洲自由贸易联盟成员国	1/3 legally resident Third-Country Nationals 'in a situation not confined in all respects within a single Member State' 1/3 “在一成员国不受任何限制”且在第三国合法居住的国民

5

The impact of EU law on national bilateral agreements with Third Countries (TCs)

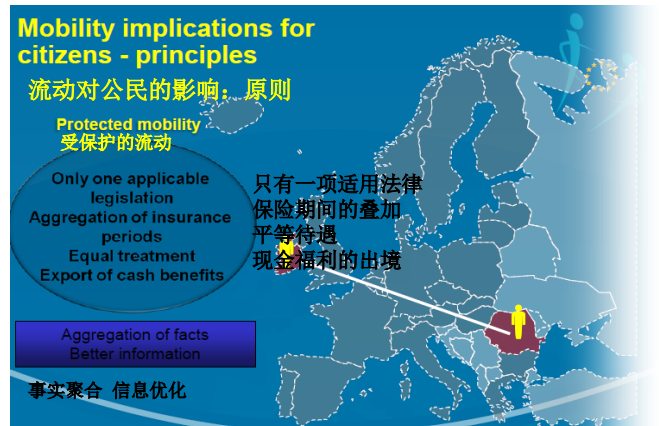
欧盟法律对成员国与第三国之间双边协议的影响



- ☐ In cases of conflict, EU Regulations take precedence over national rules contained in bilateral agreements with TCs;
在冲突情况下, 欧盟条例优先于成员国与第三国之间双边协议的规定;
- ☐ Bilateral agreements should apply in a compatibility with Reg. 1231/2010;
双边协议应与第1231/2010号条例相兼容;
- ☐ A clause in this regard should be included in all agreements with TCs;
这种条款应纳入成员国与第三国之间签订的所有双边协议;
- ☐ A common EU approach to social security coordination with TCs is needed and is now developing.
欧盟协调第三国社会保障问题的共同方法不仅有必要, 而且已经在开发过程中。

6

Principles 原则



7

Which matters are covered by the EU provisions on social security coordination?

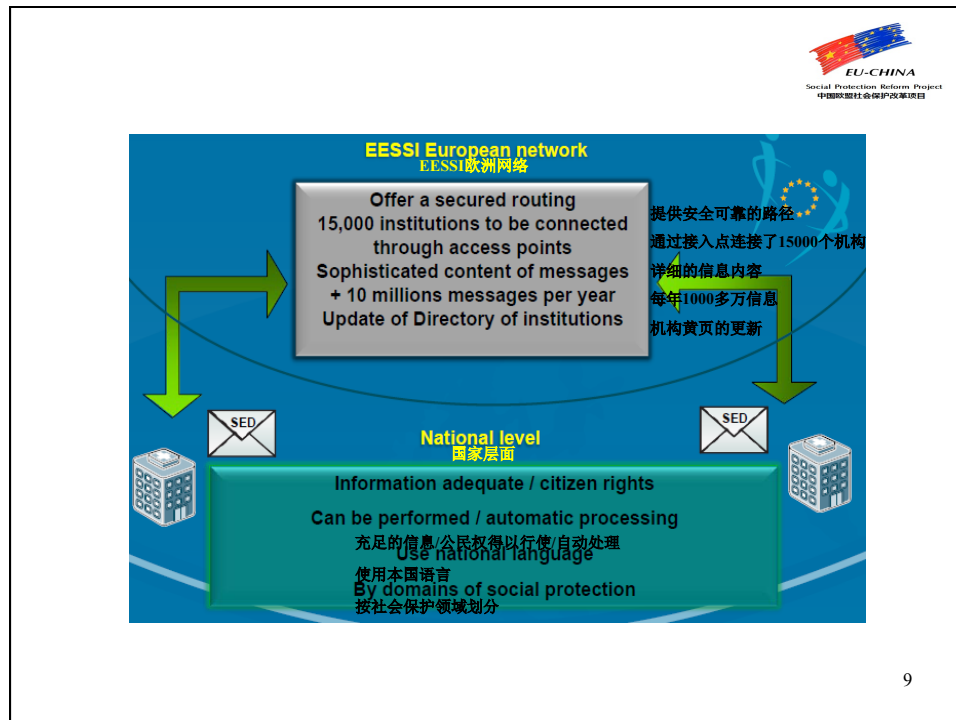
欧盟的社会保障协调规定覆盖了哪些问题？

Art. 3 Reg. No 883/2004
第883/2004号条例第3条

10 'traditional' risks
10项“传统”风险

- Sickness benefits,
疾病津贴,
- Maternity and equivalent paternity benefits,
生育及丈夫陪产假津贴,
- Invalidity benefits,
伤残津贴,
- Old-age pensions,
养老金,
- Survivors' benefits,
抚恤金,
- Benefits in respect of accidents at work and occupational diseases,
工伤事故和职业病津贴,
- Death grants,
死亡补助,
- Unemployment benefits,
失业津贴,
- Family benefits,
家庭津贴,
- Pre-retirement benefits.
退休前津贴。

8



Art. 5(2) (3) IR No 987/2009 – Combating fraud
第987/2009号IR第5（2）、5（3）条 - 打击欺诈



- Art. 5(2): “Where there is doubt about the validity of a document or the accuracy of the facts on which the particulars contained therein are based, the institution of the Member State that receives the document shall ask the issuing institution for the necessary clarification and, where appropriate, the withdrawal of that document. The issuing institution shall reconsider the grounds for issuing the document and, if necessary, withdraw it”.

第5（2）条：“如对某一文件的合法性或支持该文件所含细节信息的事实准确性存在疑问，则接收文件的成员国机构应要求文件发布机构进行必要澄清，如果适当，甚至可要求其收回该文件。文件发布机构应重新审查发布该文件的依据，必要时应收回文件。”

- Art. 5(3): “[...] where there is doubt about the information provided by the persons concerned, the validity of a document or supporting evidence or the accuracy of the facts on which the particulars contained therein are based, the institution of the place of stay or residence shall, insofar as this is possible, at the request of the competent institution, proceed to the necessary verification of this information or document”.

第5（3）条：“【.....】如对相关人员提供的信息、某一文件或其支持证据的合法性或支持该文件所含细节信息的事实准确性等存在疑问，则该人员逗留或居住地的机构须应相关机构的请求尽可能对该信息或文件进行必要核实。”

11

Problem-solving tools on social security



12

社会保障问题解决工具



13

Bringing a case to court 诉讼

- ✎ 1. Unfamiliarity from local institutions with the relevant provisions of national or EU law and the respective case-law of both national courts and the Court of Justice of the European Union (CJEU)
国内机构对国内法或欧盟法律及国内法院和欧盟法院的各种惯例法不甚了解
- ✎ 2. Narrow or broad interpretation of existing provision by the institution concerned.
相关机构对现有规定的解读过窄或过宽
- ✎ 3. Gaps in legal texts and unforeseen situations which need correction and thus a court decision (e.g. Suspension of pension or other benefits for unjustified reasons)
法律文本与未预料到情形之间存在鸿沟, 因而需要纠正和法院判决 (如养老金或其它福利因不合理原因被中止的情形)

❖ **Precondition!** ➡ All appeals before the social security institutions are exhausted.

前提条件! ➡ 在社会保障机构的所有上诉程序均已用尽。

14

Social Security Challenges 社会保障面临的挑战



- ✎ EU citizens are not well-informed of their social security rights and mechanisms of redress;
欧盟公民对其社会保障权利和救济机制并不是特别了解;
- ✎ Lack of sufficient information towards citizens;
缺乏面向公民的充分告知;
- ✎ Lengthy or unclear administrative procedures and harmonisation gaps;
管理程序冗长或不清晰, 或存在协调上的不足
- **For highly mobile workers, there is a cumulative impact of diverse factors:
对具有高度流动性的工人而言, 下列各种因素会产生叠加影响:**
 - i. Frequent short-term mobility,
经常出现短期流动,
 - i. Various employment status,
存在多种就业身份,
 - i. Several employers,
拥有多名雇主,
 - i. Low predictability of work assignments,
工作任务可预测性较低,
 - i. Administration complexities,
管理复杂,
 - i. Lack of stability.
缺乏稳定性。

15

Recommendations for policy-making 政策制定相关建议



- General Remark: Changing general attitude: the right to practice mobility, move, reside and work freely within the EU, should be understood as a POSITIVE challenge, it should be encouraged.
一般评述: 改变大众态度: 在欧盟境内自由流动、迁徙、居住和工作的权利应视为一种积极挑战, 应该得到鼓励。
- What can be concretely done?
具体应该做些什么?
- Raising awareness about first-hand information on EU law available at EU level has to be considered an essential part of enabling citizens to exercise and enforce their rights.
提高公民对欧盟层面现有法律相关第一手信息的意识应视为促使公民行使自己权利努力的重要组成部分。
- Raising awareness of the informal redress mechanism available for citizen, at the local, national and European level and develop them. It will lead to a faster resolution of citizens' problems in a citizen-friendly way.
提高公民对地方、国内和欧盟层面现有非正式救济机制的意识并大力开发这种机制。这将加速以公民友好方式解决公民问题。
- Develop a more proactive approach:
(e.g. training of the civil servants)
开发更加积极的方法:
(开展如公务员培训)

16

Illegal employment and employers' sanctions 非法就业和雇主制裁



- One way to reduce illegal immigration is to sanction employers of illegally staying third country nationals
减少非法移民的方法之一，是对那些非法容留第三国国民的雇主进行制裁。
 - 7 - 16% of the Union's Gross domestic Product (GDP) is estimated to come from the shadow economy, though this is not entirely staffed by irregular migrants
据估计，欧盟GDP总量的7-16%源自影子经济，尽管这些GDP并不是全部由非正规移民创造的。
 - led to wide -scale regularisations
这导致了大规模的正规化运动。
- Directive 2009/52/EC providing for minimum standards on sanctions and measures against employers of illegally staying third country nationals
第2009/52/EC号指令针对非法容留第三国国民的雇主制订了最低制裁标准和措施。
- ✓ Removal of incentives in the destination countries
要求目的地国家取消激励措施。
 - ✓ Promote legal immigration channels for the benefit of migrants, employers and Member States.
倡导合法移民途径，以利于移民、雇主和成员国等各方。

17

The Employers Sanctions Directive 2009/52/EC – Objectives

雇主制裁指令（2009/52/EC）-目标



- Generally prohibits the employment of TCNs who are illegally staying with the EU territory (Art. 3)
普遍禁止非法在欧盟境内逗留的第三国国民进行就业（第3条）
- requires employers to check permits (Art. 4)
要求雇主检查工作许可证（第4条）
- Sanctions' infringements
违反制裁规定的惩罚：
 - fines (Art. 5)
罚款（第5条）
 - back payments (Art. 6)
补缴税费（第6条）
 - other penalties like exclusion from public benefits (Art. 7)
诸如剥夺公共福利之类的其它惩罚（第7条）
 - criminal penalties (Arts. 9 & 10)
刑事制裁（第9、10条）
- allows foreign nationals to register complaints (Art. 13)
允许外国国民进行投诉（第13条）
- requires Member States to undertake inspections (Art.14)
要求成员国实施检查（第14条）

18

Overview of financial sanctions in Member States 成员国经济制裁概述



- Art. 5 (financial sanctions)
第5条（经济制裁）
- The amount shall proportionally increase with the number of illegally staying TCNs.
制裁金额应随着非法居留的第三国国民数的增加而相应增加。
- Only CY, FI, HU, NL and PL have used the option for reduced sanctions Art. 5(3) where the employer is an individual (a), employment is for private purposes (b) and where no particular exploitative working conditions are involved (c).
只有塞浦路斯、芬兰、荷兰和波兰等国采用了下列减轻制裁措施选项，即第5（3）条：如（a）雇主为个人、（b）雇佣属私人目的且（c）不存在特别具剥削性质的劳动条件，则可减轻制裁。
- Other than SE and IT, which include the average cost of return in the financial penalty, MS require the employer to pay the costs of return, on top of the financial sanction.
除瑞典和意大利将平均遣返成本纳入经济制裁额度之内，其它所有成员国均要求雇主在经济制裁之外另行支付遣返成本。
- MS fall into two categories:
成员国分为两类：
 - ❑ 1st. The fine increases proportionally with every illegally employed TCN.
第1类：罚款金额随着每一非法雇用第三国国民的增加而相应增加的国家。
 - ❑ 2nd. The judge sets the precise amount depending on the number of irregular migrants involved.
第2类：法官就非正规移民数设定明确罚款金额的国家。

19

Overview of criminal sanctions (Arts. 9,10 & 7) 刑事制裁概述（第9、10、7条）



MS:
成员国：



- ❖ In BE, FI, FR, IT, MT, NL, SE illegal employment constitutes a criminal offence with or without aggravating factors;
在比利时、芬兰、法国、意大利、马耳他、荷兰和瑞典等国，无论有无加重情节，非法雇佣均构成刑事犯罪；
- ❖ The remaining MS have in general criminalized illegal employment in all circumstances;
剩下的欧盟成员国通常均已将所有情形下的非法雇佣行为入刑；
- ❖ RO did not specifically penalize illegal employment in cases of 'particularly exploitative working conditions' - (National legislation on human trafficking);
罗马尼亚特别规定，“存在特别具剥削性劳动条件”的非法雇佣情形不予入刑（国家人口贩卖相关立法）；
- ❖ CZ, ES and LT did not also penalize in cases 'where the employer knows that the worker has been a victim of human trafficking - (National legislation on human trafficking);
捷克、西班牙和立陶宛也不将“雇主明知工人为人口贩卖受害者”的情形入刑（国家人口贩卖相关立法）。

Legal Entities:

法人：



- ❖ Fines, liquidation, limitation of rights and confiscation of property;
罚款、清算、权利限制和财产没收等；
- ❖ Loss of entitlements to some or all public benefits for up to 5 years;
在最长达5年的时间里丧失享受全部或部分公共福利的权利；
- ❖ Exclusion from participating in public contracts for up to 5 years;
在最长达5年的时间里剥夺参与公共合同的权利；
- ❖ Recovery of some or all public subsidies given to employer in the 12 preceding months prior to detection;
收回被发现前12个月内给予雇主的全部或部分补贴；
- ❖ Temporary or permanent closure of the business;
临时或永久关停企业。

20

Liability of the entire chain of employers (Arts. 2, 8, 9 and 11) 整个雇主链的责任（第2、8、9、11条）



- **Point 1.** The entire chain of employers is held liable to pay the fines (e.g. subcontracting);
第1点： 整个雇主链都有支付罚款的责任（如分包情形）；
- **Point 2.** Where the employer is a direct subcontractor, the contractor should be liable to pay, in addition to or in place of the employer any fine;
第2点： 如雇主为直接分包商，则承包商负有替雇主支付任何罚款或在雇主之外支付任何罚款的责任；
- **Point 3.** The majority of MS (except EE and LT) ensure that where the employer is a subcontractor, the main contractor and any intermediate subcontractor may also be held liable to pay fines when there is knowledge that the subcontractor has employed irregular migrants;
第3点： 大多数成员国（爱沙尼亚和立陶宛除外）均保证，如雇主为分包商，则主承包商及与该雇主同级的其它分包商在知悉雇主雇用非正规移民的情况下均负有支付罚款的责任；
- **Point 4.** A contractor who has carried out due diligence obligations will not be liable;
第4点： 履行了尽职调查义务的承包商均不负责；
- **Point 5.** Inciting, aiding and abetting the intentional employment of illegally staying migrants is also punishable;
第5点： 煽动、协助和教唆雇主故意雇佣非法逗留移民的行为也在惩罚之列；
- **Point 6.** Liability of legal entities for criminal offences when executives benefit or there is a lack of supervision.
第6点： 法人在其管理人员受益或缺乏监管的情形下应承担的刑事犯罪责任。

21

Preventive measures (Arts. 6 & 8) 预防措施（第6、8条）



- MS provide for irregular migrants' right to be remunerated for the work performed,
成员国就非正规移民就其工作受偿的权利作出了规定，
- Employers should pay all taxes and social security contributions.
雇主应支付所有税款和社会保障费，
- *Calculation of the amounts:*
金额的计算：
 - Assumption that the employment relationship lasted at least 3 months, unless it can be proven otherwise,
假定雇佣关系持续了至少3个月，除非可另行证明，
- Employers should pay any cost arising from sending back-payments to the third country where the migrant has been returned,
雇主应支付向移民被遣返第三国汇付后付款所产生的任何费用，
- In addition to employers, direct contractors and any intermediate subcontractor may also be required to pay.
除雇主外，直接承包商和任何次级分包商可能也要支付。

22

Access to justice and facilitation of complaints (Arts. 6 & 13)

司法正义和上诉协助（第6、13条）



- Weak or non-existing mechanisms to facilitate enforcement,
实施促进机制较弱或不存在，
- Few MS have transposed the right of illegally employed migrants to make claims for outstanding remunerations against employers,
很少有成员国规定了被非法雇佣移民向其雇主主张未付报酬的权利，
- The majority of MS merely refers to general provisions entitling illegally employed migrants to bring a case before civil or labour courts,
大多数成员国仅有允许被非法雇佣移民向民事或劳动法源提起诉讼的一般规定，
- Limited use of the possibility of establishing ad hoc procedures to recover outstanding remuneration without a claim.
在被非法雇佣移民未提出主张的情况下，创建临时程序追回未付报酬的选项使用不多。

23

Inspections (Art. 14)

监察（第14条）



- Conducting inspections based on assessment to identify sectors at risk,
通过评估对各部门实施监察，以发现存在风险的部门，
- Effective and adequate inspections are indispensable for tackling illegal employment,
充分、有效的监察对于打击非法雇佣行为不可或缺，
- Delays in transmitting inspection reports can raise concerns,
推迟提交监察报告可引起警觉，
- The information from the results of the inspections is limited and it is difficult to give a comprehensive EU-wide overview of the inspections carried out and their results.
监察结果提供的信息有限，难以对整个欧盟范围内实施的监察及其结果进行全面概述。

24

Considerations for good-decision making 良好决策的考量因素



- **Financial sanctions and criminal offences**
经济制裁和刑事犯罪
 - sanctions should be equalized among all MS
所有成员国的制裁均应实现均等化
- **Effectiveness**
有效性
 - difficult to evaluate efficiency
效率评估难以进行
- **Enforcement issues**
执行问题
 - The Directive does not remedy existing national enforcement difficulties
指令并未解决现有的国内执行难问题
- ❖ **Other recommended measures:**
其它措施建议:
 - Simplification of administrative formalities,
管理程序的简化,
 - Better coordination, exchange of information and surveillance,
改善协调、信息交换和监控,
 - Mainstreaming migrant/diversity policy objectives,
实现移民/多元化政策目标的主流化,
 - Increasing awareness of sanctions,
提高对制裁措施的意识,
 - Identifying and exchanging good practices.
识别和交流良好惯例。

25

Useful internet links 有用的互联网链接



- Information on social security coordination in Europe
关于欧洲社会保障协调的信息
<http://ec.europa.eu/social-security-coordination>
- <http://ec.europa.eu/social-security-directory> (EESSI Electronic Exchange of Social Security Information Institution Directory)
(电子社会保障信息交换系统机构黄页)
- <http://ehic.europa.eu> (European Health Insurance Card)
(欧洲健康保险卡)
- <http://www.tress-network.org> (Training and Reporting on European Social Security)
(欧洲社会保障相关培训和报告)
- Information on the free movement of workers
关于工人自由流动的信息
<http://ec.europa.eu/free-movement-of-workers/>
- Information on national social security systems
关于国别社会保障体系的信息
<http://www.ec.europa.eu/missoc> (Mutual Information System on Social Protection)
(社会保护相互信息系统)
- Problem-solving tools:
问题解决工具
<http://ec.europa.eu/citizensrights>
https://europa.eu/european-union/index_en
http://europa.eu/youreurope/advice/index_en.htm
<http://ec.europa.eu/solviit>
- EU Immigration Portal
欧盟移民门户
http://ec.europa.eu/immigration/eu-immigration-portal-home_en

26

KEYNOTE SPEECH (POWER POINT PRESENTATION)

**GUANGDONG PROVINCE CASE STUDY ON TRANSFER AND CONTINUATION OF PENSION INSURANCE
OF MIGRANT WORKERS**

**BY MR. YUE JINGLUN, PROFESSOR, DEPUTY DEAN, SCHOOL OF PUBLIC ADMINISTRATION,
SUN YAT-SEN UNIVERSITY**



**A Study of the Transfer and Continuation of the
Pension Insurance Relationship of Migrant Workers
in China**

流动就业人员养老保险关系转移接续研究

Sun Yat-sen University

中山大学

Kinglun Ngok

岳经纶

2016.9

rundown

- Background Information
- The Case of Huizhou
- Problems concerning T and C policy for migrant workers in China
- policy suggestions

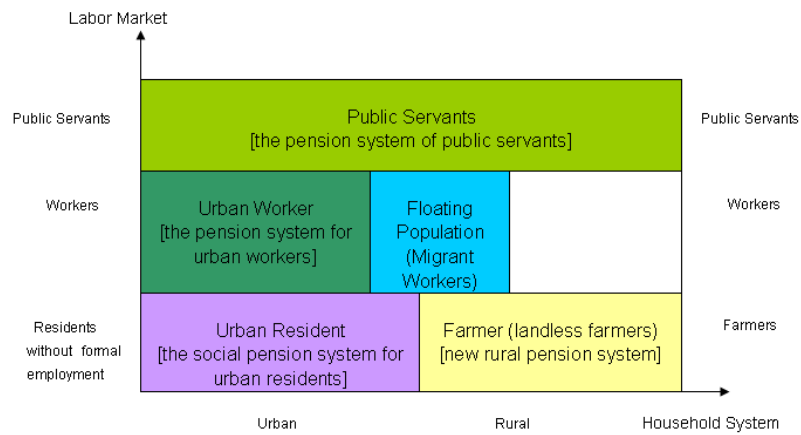
I Background 背景

- Over the past three decades, China has been in the transition from a command economy towards a market economy, which has resulted in rapid industrialization and urbanization.
- 过去30多年，中国一直处于从计划经济向市场经济的转型中，带来了迅速的工业化和城镇化
- One spectacular socio-economic consequence of this transition is the large scale of rural-urban migration.
- 这一转型过程一个重要社会经济后果是从农村到城市的大规模人口转移
- Millions of rural young people flooded into cities to seek job opportunity every year. In 2014, it was estimated that there were 253 million migrant populations in China, among them, 78% are those who are at the age from 15 to 59.
- 每年都有大批农村青年到城市寻找工作。2014年，中国大约有2.53亿流动人口，其中，78%的人处在15-59岁这个年龄段。

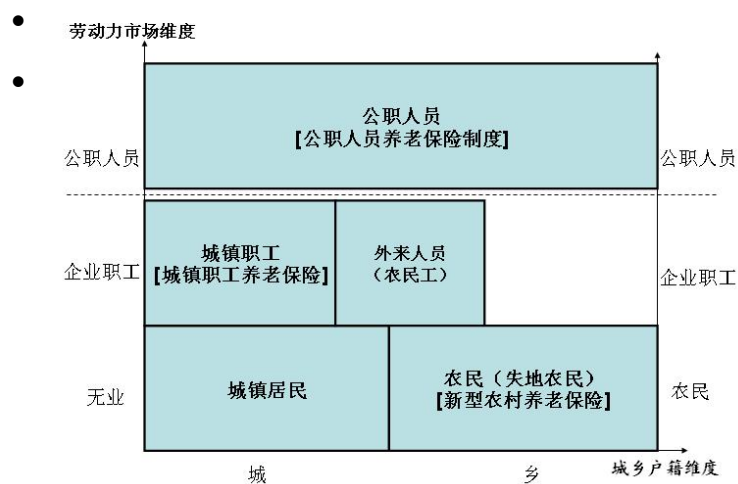
I Background 背景

- However, China has not established a unified pension system until now. Different pension systems have been designed for different groups of people based on their employment and **Hukou** status.
目前，中国并没有建立全国统一的社会养老保险制度，而是根据户籍和就业状态，对不同群体建立不同的社会养老保险制度。
- Due to the decentralization of social insurance system, the current social pension insurance in China is characterized by both social and geographical fragmentation.
由于统筹层次不高，所以中国的社会养老保险体系呈现出分割化和碎片化的特点。

The fragmented social insurance system (two dimensions of fragmentation: hukou status and labor market status)



社会保险制度的碎片化 (两个维度：户籍身份和就业身份)



Background

Third dimension: fragmentation based on administrative jurisdiction or location (localization of social rights)

碎片化第三个维度：行政区

- Social security programs are administrated by county or city level government, which indicates a lower level of risk sharing.
- Meanwhile, it creates a spatial obstacle for migrant workers who needs to change their jobs nationwide.

Background

Currently, two basic pension insurance systems existing in China:现行养老保险制度主要包括：

- Urban employee basic pension scheme
(UEBPS)
城镇职工基本养老保险制度
- Urban-rural resident basic pension scheme
(URRBPS)
城乡居民基本养老保险

China's Pension Framework

	Contents	Characteristics
The First Pillar	1) Urban employee basic pension scheme (UEBPS) 2) Urban-rural resident basic pension scheme (URRBPS) 3) Pension scheme for civil servants and PSUs	Mandatory; Social pool & individual account
The Second Pillar	1) Enterprise annuity schemes 2) Occupational annuity schemes	Voluntary & defined contribution
The Third Pillar	Private savings	Voluntary

Background

These three-dimension fragmentation has brought about the problem of social insurance rights of migrant workers

- First, the transfer and continuation of social insurance rights between different social pension insurance schemes (Trans-system TC)
- Second, the transfer and continuation of social insurance rights between different localities (Trans-regional TC)

Background

Current policies on transfer and Continuation of social insurance relations 现行养老保险转移接续办法:

- The interim measures for the transfer and continuation of the basic social pension insurance relations of urban employees (2009), which aims to solve the problem concerning the trans-regional T and C.
《城镇企业职工基本养老保险关系转移接续暂行办法》(2009)
- The Interim Measures for the Integration of Urban and Rural Pension Insurance Systems (2014), which aims to solve partially the problems concerning the trans-scheme T and C.
《城乡养老保险制度衔接暂行办法》(2014)

Background

- So, in terms of the institutional arrangement, China has established the rules for the T and C of the social pension relations 从制度层面上讲，我国已经建立了养老保险关系转移接续办法。
- However, many doubts exist on its rationality, appropriateness and effectiveness.
- 对于养老保险关系转移接续办法的**合理性和科学性**，社会各界还存有质疑，尤其是在**保护流动就业人员的养老金权益**方面。

background

- According to China Daily (2012/05/03), around 730,000 workers had their pension accounts successfully transferred by the end of 2011, though many more people than that had changed workplaces.
- Local governments are not well prepared for the implementation because they do not share the same information system and software, so problems can occur when linking up accounts.
- Many places also lack sufficient skilled personnel.
- Insufficient facilities in some remote areas also delay transfers.

II The Case of Huizhou 惠州案例

- Huizhou: a prefecture level city in Guangzhou
- Borders Guangzhou, Shenzhen and Dongguan
- with about 4.6 million residents
- both a hosting and sending city of migrant workers
- It seeks to be a site for a world-class petrochemical industry, as well as a hub for developing information technology, and expanding exports and trade.

the Case of Huizhou

Specific methods used in T and C of pension insurance relations of migrant workers in Huizhou 具体做法:

- Confirming the verifying place of migrant workers' pension benefits
确定流动就业人员养老保险待遇核发地
- Unifying the administrative procedures of T and C
统一流动就业人员养老保险关系转移办理程序
- Migrant workers who are qualified for receiving pension benefits in Huizhou can apply for their benefits in Huizhou.
流动就业人员符合在本市核发养老保险待遇的，均可在惠州市申领养老待遇
- Migrant workers can transfer and continue their pension insurance relations between the rural pension scheme and urban pension scheme.
- 流动就业人员城乡养老保险制度之间可转换衔接

The Huizhou Case

- Currently, there is an increasing trend for migrant workers within the urban workers' pension scheme to transfer and continues their pension relations.
- It seems that more migrant workers transfer their pension relations outward from within Huizhou than those who transfer inward from outside Huizhou
- 惠州市城镇企业职工养老保险流动就业人员养老保险关系转移接续办理次数总体呈现**转移人数逐年增加且转出多于转入的态势**。

The Huizhou Case

- 2010年转入1794次、转出3238次；
- 2011年转入5253次、转出7463次；
- 2012年转入6255次、转出8752次；
- 2013年转入10115次，转出11813；
- 2014年转入9049次，转出12116次；
- 2015年截止8月31日止转入6412次，转出8449次。

The transfer situation in Huizhou

Year	inflow (transfer into Huizhou)	Outflow (transfer out Huizhou)
2010	1794	3238
2011	5253	7463
2012	6255	8752
2013	10115	11813
2014	9049	12116
2015 (by the end of August)	6214	8449

III Problems of the T and C process

流动就业人员养老保险关系转移接续存在的问题

Two Types of T and C of pension insurance relations concerning migrant workers 流动就业人员在城镇之间、城乡之间转移都涉及到养老保险关系转移接续问题，主要包括以下两种情况：

➤ **Type I: Trans-regional T and C within the UEBPS**

城镇职工基本养老保险跨统筹地区转移接续

➤ **Type II: Trans-system T and C between urban RBPS and rural RBPS**

城乡基本养老保险关系转移接续

Type I: Trans-regional T and C within the UEBPS

According to *The interim measures for the transfer and continuation of the basic social pension insurance relations of urban employees* (hereafter the 2009 Policy),

- where an insurant (including migrant worker) gets employed in another province, the social insurance agency at the place where he purchases insurance shall issue an insurance premium payment receipt, and his basic pension insurance relations shall be transferred to the new place.
- When an insurant meets the conditions for obtaining the basic pension insurance money, the number of years when insurance premiums have been paid shall be calculated on a consolidated basis, and the amount of deposit (including principal and interest) in his individual account shall be calculated on a cumulative basis.

《城镇企业职工基本养老保险关系转移接续暂行办法》规定了包括农民工在内的参加城镇企业职工基本养老保险的所有人员在跨省就业时将其养老保险关系随同转移，除了转移个人账户全部资金以外，还转移部分单位缴费；参保人员在各地的缴费年限合并计算，个人账户储存额累计计算，对农民工一视同仁。

specific practices 具体做法

The following principle will be followed when confirming the place of receiving benefits:

- a. where is the place of origin (hukou) of the migrant worker, then whether his or her the accumulated years of insurance reach ten years.
- b. if his or her basic pension insurance relations is not affiliated to his or her place of origin, and his or her accumulated years of insurance premium payment in each place of work have not reached ten years, his or her basic pension insurance relations and the correspondent money should be allocated to the place of origin, and the authorities of the place of origin will cope with the procedures of receiving benefits according to regulations, then he or she will enjoy the pension benefits
- 待遇领取地的确定遵循以下原则：先看户籍所在地，再看缴费年限是否满十年；如果基本养老保险关系不在户籍所在地，且在每个参保地的累计缴费年限均不满10年的，将其基本养老保险关系及相应资金归集到户籍所在地，由户籍所在地按规定办理待遇领取手续，享受基本养老保险待遇。

specific practices 具体做法

- When the insurant gets employed in another province and transfers his or her pension insurance relations to the new place, a portion of the pooling funds (payments made by the employer) should be transferred; and
- the amount to be transferred shall be the total amount of 12% of the actual wage based on which the insurance premium is paid in each year
参保人员跨省流动就业转移基本养老保险关系时，需要按实际缴费基数12%转移统筹基金。
- After the insurant completed the T and C process, and is qualified for pension benefit, his or her basic pension benefits will be calculated based on the actual wages based on which the insurance premium was paid every year, the years of contributions and the annual average wage level of the employees in the place where the pension benefits will be given.
参保人员转移接续基本养老保险关系后，符合待遇领取条件的，以本人各年度缴费工资、缴费年限和待遇领取地对应的各年度在岗职工平均工资计算其基本养老金。

The real effect of the policy implementation 实际效果

- It is reasonable to say that the 2009 Policy is beneficial for the different provinces to share the pressure imposed by the pension funds, and is helpful for increasing the mobility of labour forces
- 该《暂行办法》的出台有利于平衡各统筹地区的基金压力，在一定程度上促进了劳动力合理流动。
- However, in the implementation process, the effect of this policy has been damaged by the decentralization of both social insurance policy and the fiscal policy.
- 但是在实际执行当中，其政策效果仍然会受到我国统筹层次低、财政“分灶吃饭”等客观因素的制约。

Problems existed 存在的问题

- For a migrant worker, if he or she has not paid the pension insurance premium for more than ten years in anyone place, he or she should transfer his or her pension insurance relations to his or her place of origin. Because he or she is rural hukou holder, and cannot join the UEBPS. Therefore, the place of origin will not accept the transfer of pension insurance relation, which demonstrates the difficulties migrant workers facing when their pension relations are transferred.
- 流动就业人员在每个地方的参保年限都没有达到10年以上的，需要将养老保险关系转回户籍地，由于户籍为农村户籍，在户籍地不能参加企业职工养老保险，因此，户籍地不接受流动就业人员的养老保险关系转入，造成流动就业人员养老保险关系转移困难，在一定程度上造成流动就业人员在就业时不愿参保。

Problems existed

- If the average wage of employees in the place where the pension benefits are paid is lower, the pension benefits of the migrant worker will be damaged. 如果待遇领取地的在岗职工平均工资偏低，对于流动就业的参保人来说，其养老金权益将会受到损失。
- The existing measures of transfer and continuation of pension insurance relations of urban employees are handicapped by local interests, lack of proactive perspective, therefore further reform is necessary.
- 目前实行的城镇企业职工基本养老保险关系转移接续办法受地方利益的影响比较大，缺乏前瞻性，有必要进行进一步改革。

Type II Trans-system T and C 2、城乡基本养老保险关系转移接续

	From 'URRBPS' transfer to 'UEBPS'	From 'UEBPS' transfer to 'URRBPS'
Requirements	Pension contributions at least 15 years in UEBPS	Pension contributions less than 15 years in UEBPS
Specific Measures	① The pension fund in individual accounts will be transferred totally; ② The contribution years in URRBPS will not be calculated accumulatively.	① The pension fund in individual accounts will be transferred totally, but the social pooling funds are not transferred; ② The contribution years in UEBPS are combined to URRBPS for accumulative calculation.
Remarks	If migrant workers participate in both UEBPS and URRBPS in the same year, only the contribution of UEBPS is remained for calculation purpose and the contribution of URRBPS will be returned.	

Type II Trans-system T and C

2、城乡基本养老保险关系转移接续

表 1·城乡养老保险制度衔接的条件和具体措施。

	城乡居民养老保险转入职保。	职保转入城乡居民养老保险。
满足条件。	职保缴费年限满 15 年。	职保缴费年限不足 15 年。
具体措施。	①城乡居民养老保险个人账户全部储存额并入职保个人账户；②城乡居民养老保险缴费年限不累计计算或折算为职保缴费年限。	①职保个人账户全部储存额并入城乡居民养老保险个人账户，不转移统筹基金；②参加职保的缴费年限合并累加计算为城乡居民养老保险的缴费年限。
特别事项。	参保人员若在同一年度内重复参加职保和城乡居民养老保险，其重复时段只计算职保缴费年限，清退城乡居民养老保险重复时段缴费，并将城乡居民养老保险重复时段相应个人缴费(含集体补助)金额退还本人。	

Problems existed 存在的问题

- Under these interim measures (the 2014 Policy), migrant workers who are covered by UEBPS will face great pension benefits loss if they cannot reach the minimum requirements of contribution years (15 years) for pension claim when they retire.
- It is unreasonable not to recognize the pension benefits accumulated by migrant workers under UEBPS.
- Migrant workers' pension right based on his or her periods of contributions under UEBPS should be calculated even if the contribution is less than 15 years.
- For migrant workers, if these interim measures (the 2014 Policy) are not revised, it is better for them to contribute at least 15 years so as to receive pension benefit after retirement under UEBPS, and never transfer to URBPS.
- 根据《城乡养老保险制度衔接暂行办法》的规定，本课题组运用情景假设和精算模拟方法，定量测算了流动就业人员职保缴费年限未滿15年，由职保转入城乡居民养老保险所带来的基础养老金权益损失（与在职保缴费满15年的情形相比较，具体结果请参考研究报告）。

Problems existed 存在的问题

- According to our measurement, the Interim Measures for the Integration of Urban and Rural Pension Insurance Systems (the 2014 Policy) fails to provide enough protection for the pension interests of migrant workers. 测算结果表明：《城乡养老保险制度衔接暂行办法》确实在保护流动就业人员养老金权益方面存在很大的不足。
- Under the 2014 policy, the integration of the two system has brought about unacceptable loss for migrant workers' pension entitlement. 按照该《暂行办法》，城乡养老保险制度衔接所带来的基础养老金权益损失令人难以接受。

reason analsis 原因分析

- The key reason is : the different methods of benefit calculation and distribution between the URRBPS and UEBPS:
- the fundamental annuities of the URRBPS is dependent on the fiscal subsidy, while the fundamental annuities of the UEBPS is linked up to average wage growth rate, individual wage which the pension premium is based, the contribution years and so on.
- Due to the huge rural urban division of economic development, the benefit level of the URRBPS is relatively low.
- 城乡居民养老保险和城职保的基础养老金计发办法很不一样，城乡居民养老保险的基础养老金部分是靠财政补贴，职保的基础养老金是与在岗职工平均工资增长率、个人缴费基数、缴费年限等因素挂钩，而且我国城乡经济发展水平差距很大，城乡居民养老保险的保障水平起点较低。

IV Policy suggestions for improving the T and C process **四、完善中国流动就业人员养老保险关系转移接续的对策**

- CCP's policy goal until to 2020: to build a more equal, more sustainable social security system, to implement universal social insurance plan, and to accomplish the national coordination of basic pension benefits.
- For this policy goal, it is necessary to improve the measures concerning the transfer and continuation of pension insurance relations of migrant workers, to increase the institutional attraction of the basic pension insurance, and to safeguard the pension entitlement of migrant workers.
- 中国共产党十八届五中全会公报强调“建立更加公平更可持续的社会保障制度，实施全民参保计划，实现职工基础养老金全国统筹。”
- 要实现这些目标，必须完善流动就业人员养老保险关系转移接续办法，提高基本养老保险制度的吸引力，充分保障流动就业人员的养老金权益。

IV Policy suggestions for improving the T and C process **四、完善中国流动就业人员养老保险关系转移接续的对策**

For details, the following policy suggestions are advised:

- first, to eliminate the obstacles imposed by the hukou system, and allow migrant workers to join the UEBPS as flexible employees.
 - second, to make reference to the European Union experience and follow the principle of “totalling insurance periods and apportioning benefits” when calculating pension benefits for migrant workers who changed to UEBPS.
- 1、消除户籍障碍，允许农村户籍流动就业人员在户籍地以灵活就业人员身份参加企业职工养老保险。
- 2、参保流动就业人员转移城镇基本养老保险时，建议参考欧盟经验，采用“分段计算、统一发放”的原则计发养老金。（前提：是否实现了职工基础养老金全国统筹）

IV Policy suggestions for improving the T and C process

四、完善中国流动就业人员养老保险关系转移接续的对策

- third, for those migrant workers who have joined the UEBPS for less than 15 years, and have changed to the URRBPS, the “apportioning benefits” principle should be followed when calculating their fundamental annuities accumulated during their UEBPS period, and their fundamental annuities should be paid through the social pooling funds after they retire.
- 3、当流动就业人口参加职保缴费未满15年，由职保转向城乡居民养老保险时，同样需要分段计算参保人在职保缴费期间所对应的基础养老金权益，在其退休后通过社会统筹基金进行支付。

IV Policy suggestions for improving the T and C process

四、完善中国流动就业人员养老保险关系转移接续的对策

- Fourth, the government should increase the fiscal subsidy for the fundamental annuities of the URRBPS, and shorten gradually its gap with that of the UEBPS, so as to lay the foundation for the integration of the urban and rural basic pension insurance systems
- 4、政府应加大对城乡居民养老保险基础养老金的补贴力度，逐步缩小与企业职工基础养老金的差距，为城乡养老保险制度衔接创造有利条件。
- Fifth, the government should strengthen its publicity of the basic pension insurance system, encourage and create conditions for migrant workers to work and live in cities, and join the UEBPS, so that they can enjoy the benefits of the UEBPS when they retire.
- 5、政府要加强对基本养老保险的正面宣传，鼓励并创造条件让流动就业人员在城镇地区就业生活，并参加企业职工养老保险，退休后享受职工的养老保险待遇。

KEYNOTE SPEECH (POWER POINT PRESENTATION)

SICHUAN PROVINCE CASE STUDY ON INTEGRATION OF URBAN AND RURAL SOCIAL SECURITY SCHEMES

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四川省统筹城乡社会保障的实践探索及启示

Practical Exploration and Guide on Overall Urban and Rural Social Security in Sichuan Province

西南财经大学老龄化与社会保障研究中心
Research Center on Aging and Social Security, SWUFE
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Prof. Lin Yi



一、我国城乡社会保障制度可持续发展的四大挑战

Four challenges in the sustainable development of urban and rural social security system

（一）人口老龄化对我国城乡社会保障体系构建及可持续发展提出严峻挑战

Aging problem challenges the sustainable development of urban and rural social security

■现有城乡社会保障支出结构将出现巨大变化

payment structure of urban and rural social security system will change greatly

■表现为城乡社会保障长期可持续发展面临较大的不确定性

Facing the uncertain situation of system sustainability

■表现为社会保险管理服务需求的成倍增长

Double and redouble demands of social security management and service

■表现为复杂环境下社会保障制度改革进程的艰巨性、波动性和高度敏感性

Difficulty, volatility and high sensitivity of social security reform process

一、我国城乡社会保障制度可持续发展的四大挑战

Four challenges in the sustainable development of urban and rural social security system



(二) 城乡分割、人员自由流动与社会转型的诸多矛盾相交织

Contradictions of Urban and rural division, labor free mobility and social transformation mingle

■ 社会保障制度改革与社会公平的发展要求

Development demand of social security reform and social fairness

■ 社会保障的改革措施及推进效果面临较大困难

Reform measures and effect facing greater difficulty

■ 社会保障制度碎片化限制了人人享有社会保障的公平目标的实现

System Fragmentation of social security impeding the realization of fairness

一、我国城乡社会保障制度可持续发展的四大挑战

Four challenges in the sustainable development of urban and rural social security system



(三) 城乡居民社会保障制度之间仍然存在不同程度的差距

System gap still exists to varying degrees

■ 保障水平偏低

The level of social security is lower

■ 社保待遇转移接续面临困难

Benefit is hard to transfer between different systems

■ 户籍制度的限制使社会保障基本公共服务均等化目标难以实现

Limitation of household registry system impedes the equalization of public services

一、我国城乡社会保障制度可持续发展的四大挑战

Four challenges in the sustainable development of urban and rural social security system



（三）统筹城乡社会保障发展与制度整合的紧迫性

The emergency of social security development and system integration

■城乡社会保障制度全覆盖对制度整合提出新任务

Full coverage of urban and rural social security system requires new task to system integration

■城乡劳动者的高频流动对制度衔接和制度整合提出新要求

High frequency of urban and rural labor mobility raises new demand to system integration

■简单化的社会保险机制上实现衔接的思路从长期可持续发展观存在潜在制度缺陷

The developing idea of realizing integration through simply social insurance mechanism exist potential risk from sustainable development view

■对城乡社会保障的长期可持续发展的威胁应该有充分和清醒的估计判断

Full and clear judgment to the menace for long-term sustainable development of urban and rural social security

二、四川统筹城乡社会保障改革的实践探索

Practical Exploration on Overall Urban and Rural Social Security in Sichuan Province



（一）建立健全统筹城乡社会保险体系，逐步实现全民社保

Building overall urban and rural social insurance and realizing universal social security

■在全域实施农民工综合社会保险制度

2003年按照“全面实施农民工综合社会保险，通过不断调整完善政策，从2008年5月起，参保农民工在缴费标准保持不变的情况下，保险待遇扩大到老年补贴、工伤补偿、住院医保和门诊、生育、失业补贴6项。

The peasant workers in social security are entitled to old age allowance, industrial injury compensation, insurance for hospitalization and outpatient, maternity insurance, unemployment subsidy with the same contribution standard.

二、四川统筹城乡社会保障改革的实践探索

Practical Exploration on Overall Urban and Rural Social Security in Sichuan Province



(一) 建立健全统筹城乡社会保险体系，逐步实现全民社保

Building overall urban and rural social insurance and realizing universal social security gradually

■在全域实施被征地农民社会保险制度

Implementing social insurance system for landless peasants in the whole area

2004年3月，按照“先保后征，应保尽保”原则，将被征地农民全部纳入城镇职工社会保险体系，对**1991年1月1日至2003年12月31日**的已征地农民实施“退费进社保、政府给补贴”政策，对**2004年1月1日**以后的新征地农民实施“鼓励就业、土地换保障”政策。

Following the principle of complete coverage, all the landless peasants had been subsumed into the social insurance system for urban workers before their lands be confiscated since March, 2004. The landless peasants whose lands been subsumed during Jan 1st, 1991 to Dec 1th, 2003 had the right to return the expropriated payments and participated into the social security system with government subsidy. Similarly, the landless peasants whose lands been confiscated after Jan 1st, 2004 acquired the policy support for “Encouraging Employment and Exchanging Land for Social Security”.

二、四川统筹城乡社会保障改革的实践探索

Practical Exploration on Overall Urban and Rural Social Security in Sichuan Province



(一) 建立健全统筹城乡社会保险体系，逐步实现全民社保

Building overall urban and rural social insurance and realizing universal social security

2005年实现被征地农民养老保险待遇与企业退休人员同步调整，**2009年**实现被征地农民社会保险与城镇职工社会保险并轨。

Old-age insurance for landless peasants realized synchronous adjustment about pension benefit with retire workers in 2005. Social insurance for landless peasants integrated with social insurance for urban workers in 2009.

二、四川统筹城乡社会保障改革的实践探索

Practical Exploration on Overall Urban and Rural Social Security in Sichuan Province



(一) 建立健全统筹城乡社会保险体系，逐步实现全民社保

Building overall urban and rural social insurance and realizing universal social security

■ 在全域实施城乡居民养老保险制度

Implementing old-age insurance for urban and rural residents in the whole area

2007年1月，按照“社会统筹与个人账户相结合”原则，启动新型农村社会养老保险试点。**2008年10月**，调整新型农村社会养老保险政策并在全域率先实施，实现了新型农村社会养老保险与城镇职工养老保险接轨。

The social security department began to pilot new rural old-age insurance with the principle of “Combination of Social Pool and Individual Account” in Jan, 2007. The new system had been implemented in the whole country and began to integrate with old-age insurance for urban workers since Oct, 2008.

二、四川统筹城乡社会保障改革的实践探索

Practical Exploration on Overall Urban and Rural Social Security in Sichuan Province



(一) 建立健全统筹城乡社会保险体系，逐步实现全民社保

Building overall urban and rural social insurance and realizing universal social security

■ 全域实施城乡居民基本医疗保险制度

Implementing basic medical insurance for urban and rural residents

2004年3月，在全国率先全面推行新型农村合作医疗。**2007年1月**，按照“个人缴费为主，政府补贴为辅，保大病保住院”原则，全面实施城镇居民基本医疗保险。

The government took the lead in building the new rural cooperative medical system in Sichuan in March, 2004 and the basic medical insurance for urban and rural residents was comprehensively enforced in Jan, 2007.

二、四川统筹城乡社会保障改革的实践探索

Practical Exploration on Overall Urban and Rural Social Security in Sichuan Province



(二) 整合并轨, 积极消除社会保险制度碎片

Realizing system integration in order to solve the problem of fragmented social insurance system

■实施城乡居民一体化养老保险制度

Implementing urban-rural integrated old-age insurance system

2010年4月, 将新型农村社会养老保险和城镇老年居民养老保障制度有机整合, 在全国率先全面实施城乡居民一体化养老保险制度, 实现了缴费基数、缴费费率、待遇标准“三统一”。

The new rural old-age insurance integrated with old-age insurance for urban residents in Apr, 2010. The new system which pioneers in Sichuan province realized the unity with premium base, premium contribution rate and benefit standard.

二、四川统筹城乡社会保障改革的实践探索

Practical Exploration on Overall Urban and Rural Social Security in Sichuan Province



(二) 整合并轨, 积极消除社会保险制度碎片

Realizing system integration in order to solve the problem of fragmented social insurance system

■实施城乡居民一体化医疗保险制度

Implementing urban-rural integrated medical insurance system

2009年1月, 将新型农村合作医疗、城镇居民和高校大学生基本医疗保险整合并轨, 在全国率先全面实施城乡居民一体化基本医疗保险制度, 实现了筹资标准城乡一致、参保补助城乡统一、待遇水平城乡均等。

The new rural cooperative medical system, basic medical insurance for urban residents and collage students began to integrated in Jan, 2009 and realized the unified urban and rural criterion in the field of financing standard, contribution subsidy and benefit level.

二、四川统筹城乡社会保障改革的实践探索

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(二) 整合并轨, 积极消除社会保险制度碎片

Realizing system integration in order to solve the problem of fragmented social insurance system

■实施城乡一体化补充医疗保险制度

Implementing urban-rural integrated supplementary medical insurance system

2010年4月, 将原有的三种城镇职工补充医疗保险合并, 实施城镇职工与城乡居民一体化大病医疗互助补充保险制度。

Implementing integrated supplementary medical insurance system in Apr, 2010

二、四川统筹城乡社会保障改革的实践探索

Practical Exploration on Overall Urban and Rural Social Security in Sichuan Province



(二) 整合并轨, 积极消除社会保险制度碎片

Realizing system integration in order to solve the problem of fragmented social insurance system

■实施农民工与城镇职工一体化社会保险制度

Implementing urban-rural integrated social insurance system for peasant worker and urban workers

2011年4月, 在全国率先实施农民工综合社会保险并轨接续城镇职工社会保险, 完成了特定历史背景赋予农民工综合社会保险的特殊历史使命, 实现了农民工与城镇职工社会保险制度一体化, 全域成都城乡劳动者平等享有社会保险待遇。

Chengdu government merged social security system for peasant workers with system for urban workers in Apr, 2011. The labor in urban and rural area in Chengdu are entitled to fair social security right.

二、四川统筹城乡社会保障改革的实践探索

Practical Exploration on Overall Urban and Rural Social Security in Sichuan Province



(三) 优化完善社会保险配套制度

Optimizing all kinds of social insurance related system especially contribution incentive mechanism

■健全促进城乡群众持续参保机制

Building inspiring mechanism to encourage urban and rural residents to continuously participating in social security system

2008年，结合农村产权制度改革，建立利用耕地保护基金补贴农民参保缴费制度，参保农民按规定享受的耕地保护基金90%直接用于缴纳城乡居民养老保险费，增强了农民自愿参保的积极性。

Combing with the reform of rural property rights system, the arable land protection fund provided financing support for peasant workers in 2008. This policy enhances the willingness to participate in social security system.

二、四川统筹城乡社会保障改革的实践探索

Practical Exploration on Overall Urban and Rural Social Security in Sichuan Province



主要成效

Main effect

■实现了养老医疗保险体系城乡全覆盖。2003年以来，通过分类建立和逐步整合城乡社会保险制度

Realizing the whole coverage of old-age and medical insurance system and integrating urban and rural social security system since 2003

■2015年末四川省参加城乡基本养老保险总人数已达4959.1万人，其中：参加城镇职工养老保险人数1939.0万人；参加城乡居民养老保险人数3020.1万人

Total number of participants in the urban and rural old-age insurance system is 49.591 millions: 19.39 millions participants are in the old-age insurance for urban workers and 30.201 millions participants are in in the urban and rural old-age insurance system.

二、四川统筹城乡社会保障改革的实践探索

Practical Exploration on Overall Urban and Rural Social Security in Sichuan Province



主要成效

Main effect

■2015年，四川省已有8个市（州）和4个区（县）实现城乡居民医保制度统一。年末全省城镇基本医疗保险参保人数已达2655.7万人，参保覆盖率98%；其中参加城镇职工基本医疗保险1383.5万人（含其他形式农民工）；参加城镇居民医疗保险1272.1万人，农民工89.8万人。

8 cities (prefectures) and 4 districts (counties) in Sichuan province realized unification of urban and rural medical insurance system in 2015.

二、四川统筹城乡社会保障改革的实践探索

Practical Exploration on Overall Urban and Rural Social Security in Sichuan Province



主要经验

Main experience

■抓住国家统筹城乡试点实验区的政策红利，加快推进统筹城乡社会保障改革发展

Seizing the policy bonus of integrated urban and rural pilot area, and accelerating the process of social security reform

■制度创新和机制创新是关键

System innovation and mechanism innovation are crucial

■成都和四川统筹城乡社会保障改革的多个领域通过制度创新、机制创新和政策创新，走在全国的前列，为全国性统筹城乡社会保障改革提供了有借鉴意义的新经验。

The practices of system innovation and mechanism innovation in Chengdu and Sichuan province give new experience to urban and rural social security integration in the whole country.

二、四川统筹城乡社会保障改革的实践探索

Practical Exploration on Overall Urban and Rural Social Security in Sichuan Province



主要经验

Main experience

■从四川省的经验来看，改革是在原有制度框架基础上，通过重点突破，循序渐进，突破原有体系的局限性，朝着城乡一体化不断推进。另一方面，在遵循路径依赖规律的前提下，又不妨大胆超前创新。在创设制度的时候，尽量将不同的群体纳入一个制度进行覆盖，并预留好制度之间衔接的通道，防止制度的进一步“碎片化”

The social security reform in Sichuan breaks the limitation of original system and uses one unified system to covering different social groups. It provides method to solve the transformation problem between different systems in order to avoid system fragmentation.

二、四川统筹城乡社会保障改革的实践探索

Practical Exploration on Overall Urban and Rural Social Security in Sichuan Province



主要经验

Main experience

■社会保障必须围绕城乡统筹发展配套推进

Social security reform must come with urban and rural integrated development

■构建统筹城乡社会保障体系是一项复杂的系统工程，尤其是在城乡二元格局的背景下建立统一的社会保障制度，难度更大。为了保证制度体系的顺利运行，城乡社会保障制度内部的建设和与其相关的配套制度的改革是十分必要的。

Building urban and rural integrated social security system is a complicated project. It is necessary to focus on the construction of inner system and the related system reform

二、四川统筹城乡社会保障改革的实践探索

Practical Exploration on Overall Urban and Rural Social Security in Sichuan Province



主要经验

Main experience

■统筹城乡社会保障制度建设不可能单兵深入，而应当同土地、财政、户籍等相关领域协调，综合推进。

其中，从中央到试验区地方，各相关部门之间的协调配合尤为关键。

Urban and rural integrated social security system should synchronize with land reform, fiscal reform and household registry system reform. It is important to coordinate the relationship between related departments from central to pilot area.

二、四川统筹城乡社会保障改革的实践探索

Practical Exploration on Overall Urban and Rural Social Security in Sichuan Province



主要经验

Main experience

■各级政府重视，加大财政投入是取得统筹城乡社会保障实际效果的重要保障

Governments at all levels pay more attention and improving fiscal support to urban and rural integrated social security with the purpose of ensuring the practice effect.

如成都市县两级财政注入补贴资金70亿元、追溯解决2004年以前已征地农民的社会保险问题，按照城乡居民养老保险缴费费率12%的一定比例，每年刚性安排投入29亿元补贴农民参保，每年补贴城乡居民参加基本医疗保险投入由6亿元提高到15亿元，统筹调剂8.7亿元、实施农民工综合社会保险与城镇职工社会保险并轨接续；

二、四川统筹城乡社会保障改革的实践探索

Practical Exploration on Overall Urban and Rural Social Security in Sichuan Province



统筹城乡社保改革思路

Reform path of urban and rural social security

■把人人享有社会保险作为经济社会发展的重要标志

Taking “everyone is entitled to social insurance” as a milestone of social and economic development

■坚持“制度构架城乡统筹，待遇标准城乡衔接，机构设置城乡统一，经办操作城乡一致”

Insisting on “coordinating urban and rural system structure, integrated urban and rural benefit criterion, unified urban and rural department assignment, and identical urban and rural management”

二、四川统筹城乡社会保障改革的实践探索

Practical Exploration on Overall Urban and Rural Social Security in Sichuan Province



统筹城乡社保改革思路

Reform path of urban-rural social security

■按照“先分类建立社会保险制度、实现城乡全覆盖，然后逐步消除社会保险制度碎片、实现城乡一体化”的步骤，构建城乡一体的社会保险体系，统筹解决城乡群众“老有所养、病有所医”问题，实现全民社会保险。

Following the steps of “firstly building different kinds of social insurance system, secondly realizing the whole coverage secondly, finally eliminating system fragmentation and realizing urban-rural integration”, government builds the urban-rural integrated social insurance system, solves the problems of aging and illness of urban and rural residents, and realizes universal social insurance.

二、四川统筹城乡社会保障改革的实践探索

Practical Exploration on Overall Urban and Rural Social Security in Sichuan Province



四川省统筹城乡社会保障的新发展

The new development of overall urban and rural social security in Sichuan province

■扩大农民工参加工伤保险覆盖范围

Extending system coverage of the industrial injury insurance for peasant workers

■完善城乡居民养老保险制度并轨，做好城乡基本养老保险转移接续

Optimizing urban and rural old-age insurance mergence, and dealing with the transfer work of urban and rural old-age insurance

二、四川统筹城乡社会保障改革的实践探索

Practical Exploration on Overall Urban and Rural Social Security in Sichuan Province



四川省统筹城乡社会保障的新发展

The new development of overall urban and rural social security in Sichuan province

■扩大农业转移人口参加养老、医疗保险的覆盖面

Extending system coverage of rural-urban immigrants participating into old-age and medical insurance.

■推进城乡居民医保制度整合。完善城乡居民大病保险制度。继续推进异地就医及时结算。推进生育保险与基本医疗保险合并实施

Promoting the integration of urban and rural medical insurance

Improving critical illness insurance for urban and rural residents

Promoting timely fund settlement for foreign land cure.

Merging maternity insurance and basic medical insurance.

三、统筹城乡社会保障发展与制度整合的思考

Thinking on Overall Urban and Rural Social Security



(一) 城乡社会保障制度全覆盖背景下对社会保障制度整合提出新要求

The whole coverage of urban and rural social security system arises new requirement to system integration.

■遵循增强公平性、适应流动性、保证可持续性为重点的社会保障制度改革原则，构建我国城乡社会保障制度整合的总体框架，明晰城乡社会保障发展的战略目标

Taking the principle of enhancing fairness, adapting mobility and maintaining sustainability as key issues for social security reform, government begins to building the overall integrated framework of urban and rural social security system, and emphasizing the strategic target of urban and rural social security development.

三、统筹城乡社会保障发展与制度整合的思考

Thinking on Overall Urban and Rural Social Security



(一) 城乡社会保障制度全覆盖背景下对社会保障制度整合提出新要求

The whole coverage of urban and rural social security system arises new requirement to system integration.

■城乡劳动者的高频流动对制度衔接和制度整合提出新要求

High frequency of urban and rural labor mobility raises new demand to system integration

■简单化的社会保险机制上实现衔接的思路从长期可持续的发展观存在潜在制度缺陷

The developing idea of realizing integration through simply social insurance mechanism exist potential risk from sustainable development view

■对城乡社会保障的长期可持续发展的威胁应该有充分和清醒的估计判断

Full and clear judgment to the menace for long-term sustainable development of urban and rural social

三、统筹城乡社会保障发展与制度整合的思考

Thinking on Overall Urban and Rural Social Security



■人口老龄化和社会转型多重压力下我国城乡社会保障制度运行的长期性、复杂性和高度敏感性仍然被低估

Under the pressure of aging and social transformation, it is still underestimate the protracted nature , complexity and high sensibility of system operation.

■我国是在工业化、信息化、城镇化及农业现代化四化同步进程中推进城乡社会保障制度建设，既面临各国社会保障发展进程中的共同问题，也面临作为发展中大国自身发展中的问题

Under the background of synchronous process of industrialization, informatization, urbanization and agricultural modernization, the construction of urban and rural social security system not only faces the same problems with other countries, but also faces the special problems from china itself as the biggest developing country.

■我国城乡社会保障可持续目标的实现难度较其他国家有更大压力。

China has much more pressure to realize sustainability of urban and rural social security than other countries.

三、统筹城乡社会保障发展与制度整合的思考

Thinking on Overall Urban and Rural Social Security



（二）需要基于长期可持续发展的目标，厘清政府责任定位，市场功能发挥，个人及家庭责任承担之间的责任边界，体现在城乡社会保障制度建设顶层设计的方案设计

It is necessary to clarify the responsibility boundary among government, market and person/family in order to reflect top-layer design of urban and rural social security system.

需要加快推进城乡社会保障的制度整合，为建立覆盖城乡劳动者的社会保险制度模式创造必要条件。需要统筹设计，破解难题，分步实施。

Accelerating the system integration of urban and rural social security and providing prerequisite for system reform

三、统筹城乡社会保障发展与制度整合的思考

Thinking on Overall Urban and Rural Social Security



（三）构建在实现城乡居民社会保险制度可衔接，社会保险关系易转接，真正实现城乡社会保障“一卡通”的制度平台、资金平台、管理服务平台和技术平台。

Building system platform of “One Card solution”, fund platform, management and service platform and technique platform to match the requirement of integrating social insurance system

■制度平台设计是关键，管理平台是基础，资金和技术平台是支撑

Design of system platform is crucial, management platform is foundation, fund and technique platform is support.

■实现城乡社会保障的制度运行可持续、资金支持可持续、管理服务可持续，社会公众信任可持续，为城乡劳动者提供有效的制度保障。

Realizing sustainability in the field of system operation, fund support, management and service, and public trust, finally providing effective system guarantee for urban and rural labor.

三、统筹城乡社会保障发展与制度整合的思考

Thinking on Overall Urban and Rural Social Security



（三）构建在实现城乡居民社会保险制度可衔接，社会保险关系易转接，真正实现城乡社会保障“一卡通”的制度平台、资金平台、管理服务平台和技术平台。

Building system platform of “One Card solution”, fund platform, management and service platform and technique platform to match the requirement of integrating social insurance system

■社会保障制度框架的设计必须充分考虑统筹城乡社会保障制度构建的总体要求，必须充分考虑社会保障体系可持续发展这一关键问题，必须充分考虑现行社会保障制度与城乡的社会保障目标模式的对接和有机结合，以便为实现基本养老保险制度可持续发展赢得有限的战略主动。

The design of social security system framework must fully consider with the overall requirement of urban-rural integration, sustainable development of social security system, and transfer between operating social security system and developing target, in order to acquire strategic initiative in sustainable development.

三、统筹城乡社会保障发展与制度整合的思考

Thinking on Overall Urban and Rural Social Security



(四) 统筹城乡社会保障制度可持续发展需要考虑的几个重要问题

Some important problems for sustainable development

■统筹城乡社会保障改革构建纳入国家经济社会可持续发展的战略框架之中，从经济社会协调发展的高度重视社会保障体系构建。

Paying more attention to the construction of social security from the view of harmonious development of society and economy

■我国城乡社会保障的可持续发展，需要切实处理好政府责任定位与发挥市场功能的关系，中央与地方的责任分担关系，近期发展与长远发展的关系。社会保障统筹层次与推进多层次社会保险制度体系必须同步进行

Dealing with the relationship between government and market, between central government and local government, between long-term and short-term development

三、统筹城乡社会保障发展与制度整合的思考

Thinking on Overall Urban and Rural Social Security



(四) 统筹城乡社会保障制度可持续发展需要考虑的几个重要问题

Some important problems for sustainable development

■需要强调从战略高度上重视覆盖城乡社会保障管理体系改革与重构

Emphasizing system reform and reconstruction from strategic level

■坚持适度普惠与缴费相结合的原则，注重体现政府责任与个人责任的有机结合

Emphasizing the combination of government responsibility and personal responsibility

三、统筹城乡社会保障发展与制度整合的思考

Thinking on Overall Urban and Rural Social Security



（四）统筹城乡社会保障制度可持续发展需要考虑的几个重要问题

Some important problem for sustainability development

■一个稳定的城乡社会保障财务平衡机制需要参保人长期稳定的缴费或税收征缴，缴费行为的自觉与否直接取决于对制度的文化认同，对制度的信任与信心；

需要加大对社会保障服务平台构建和社会保障的宣传；

Enhancing cultural identity, improving public trust and confidence to social security system and strengthening the public opinion guidance and the propaganda work

■加快建立适度集中的垂直型经办管理体系，优化管理模式，加强社会保障管理服务平台建设，加强社会保障信息化平台建设，切实加强能力建设，提升社保公共服务能力。

Building moderately concentrated and vertical management system, optimizing management model, enhancing the platform construction of social security management and information system, improving the ability of public service.

谢谢大家！

西南财经大学老龄化与社会保障研究中心

Research Center on Aging and Social Security, SWUFE

林义 教授

Prof. Lin Yi



**CONCLUDING REMARKS BY CO-CHAIR,
MS. MICHAELA MARKSOVÁ,
MINISTER OF LABOUR AND SOCIAL AFFAIRS, THE CZECH REPUBLIC**



It is my role as a co-chair to conclude the third session of the High Level Event. I would like to thank all the panellists for their presentations.

We have heard four presentations related to the topic “Universal Coverage of Social Security System and Adaptation to Mobility”. I would like to sum up the presentations.

Dr Koen Vleminckx made an overview of different approaches towards social security and described their effects in terms of coverage and benefits. He also made an introduction to the coordination of social security in the European Union.

Ms Katerina-Marina Kyriieri followed with a presentation which provided more details on the European coordination of social security and touched upon the cooperation between the social security institutions across Europe. Second part of her presentation was devoted to various aspects of illegal employment of third country nationals in the EU. As we can see there are many differences between the EU Member States.

Professor Yue Jinglun presented us experience of Guangdong Province. He drew our attention towards various issues that need to be addressed to ensure the portability of social security entitlements. One is the Hukou system. Other is based in the fragmentation of social security schemes.

Mr Lin Yi's presentation showed us positive developments achieved in Sichuan province with regards to the unification of rural and urban social security schemes. I believe that at least some of the methods that were used in Sichuan will be inspiration for similar efforts in other provinces.

In globalized economy in which we live today, people do migrate for work. This puts the emphasis on the coordination of social security systems.

The European Union has a well-functioning coordination of social security. It is linked with the free movement of people within the Union. People don't have to fear that they will lose pension (and other) entitlements when work in another country.

For example, a worker from the Czech Republic can work for several years in Germany. For another five years, he may work in France and then return to Czech Republic. When he retires, all his work is counted in his pension. He receives parts of his pensions from French and German social security.

But the situation is far from the ideal. Even after decades of refining the EU coordination, there are still gaps and unclear moments. Some benefits are not being coordinated. Sometimes, we do not know which country should pay the benefits.

It is not an easy task to establish functional coordination social security system. There are many challenges ahead. It is necessary to overcome the differences between separate social security schemes.

Moreover, the schemes are under pressure today because of the ageing of the population or economic crisis.

The issue is extremely complex. It is not possible to touch upon its every aspect during a two-day event.

However, all European countries participating in the Social Protection Reform Project are eager to cooperate with China on the issue of social security coordination. In a month, a delegation from the NDRC and Guangdong and Sichuan Provinces will visit Europe, including my country, the Czech Republic. We can continue the debate on coordination of social security.

Thank you for your attention.

SESSION IV

SOCIAL EFFICIENCY AND INCLUSIVE GROWTH



SESSION CONTENTS

- OPENING REMARKS BY CO-CHAIR MS. OANA SILVIA ȚOIU, SECRETARY OF STATE, MINISTRY OF LABOUR, FAMILY AND SOCIAL PROTECTION, ROMANIA
- CHINA'S REFORM ON PENSION INSURANCE - FROM THE PERSPECTIVE OF FAIR DISTRIBUTION BY MR. CAO WENLIAN, DIRECTOR GENERAL, INTERNATIONAL COOPERATION CENTRE, NDRC
- INCOME DISTRIBUTION, SOCIAL FAIRNESS AND WELFARE POLICIES IN FINLAND BY MR. ANTERO KIVINIEMI, PERMANENT REPRESENTATION OF FINLAND TO THE EUROPEAN UNION
- SOCIAL ASSISTANCE AND POVERTY ALLEVIATION UNDER THE SECURITY OF BASIC LIFE NEEDS DURING THE PERIOD OF THE 13TH FIVE-YEAR PLAN BY MS JIANG WEI, DEPUTY DIRECTOR GENERAL, DEPARTMENT OF SOCIAL ASSISTANCE, MINISTRY OF CIVIL AFFAIRS
- SHANGHAI CASE STUDY ON POPULATION AGING AND COUNTERMEASURES BY MS PU HAIHONG, DEPUTY DIRECTOR, SHANGHAI ACADEMY OF DEVELOPMENT AND REFORM
- CONCLUDING REMARKS BY CO-CHAIR MR. SONG XIAOWU, DEAN, CHINA INSTITUTE FOR INCOME DISTRIBUTION, BEIJING NORMAL UNIVERSITY; FORMER DIRECTOR, OFFICE OF NORTHEAST REGION REVITALIZATION, STATE COUNCIL

OPENING REMARKS BY CO-CHAIR

**MS. OANA SILVIA ȚOIU, SECRETARY OF STATE,
MINISTRY OF LABOUR, FAMILY AND SOCIAL PROTECTION, ROMANIA**



Ladies and Gentlemen, good morning!

First of all, I am very grateful to be invited, and I extend my sincere thanks to the invitation of National Development and Reform Commission. I am particularly honoured to be able to discuss with you about today's issue, that is the social inclusion and social equity. There will also be two sessions of this high-level event.

Yesterday, I carefully listened to the views expressed by experts, such as the common problems and common strategies that we are facing, in order to ensure the socio-economic growth, complement with social cohesion, and form the join forces, but not to create obstacles.

I raised two questions yesterday, and now I hope to discuss further with you. The first is how to ensure that people behindhand can keep up with the pace of the times based on the current forecast for economic growth, that is, in the process of growth, some people cannot keep up due to their mismatching of skills, as well as the situation of poverty throughout the region, or because they grow too fast. How can we ensure that the wealth created by us is of benefit to all, rather than a small number of people, so that the vulnerable groups also have a certain right to negotiate, and can be granted with some corresponding opportunities, in this case, these vulnerable groups will not be a

burden in our budget and become very active members of society, to promote economic growth and to achieve inclusive growth, which is very important and common. We have a corresponding culture and hope to represent the whole people, but it is really hard to achieve for most countries in their own work. Writing these good ideals in the speeches, reports and PPT is very simple, but it is very difficult that how to implement, how to protect the poor, such as those in poor mountainous areas, and how to reach these peoples with urgent needs.

I think we can improve the approach in a way, and also can adopt some approaches to improve the accessibility and promote the inclusive growth. We learn from these solutions and learn from the lessons of the last few decades. It is no coincidence that Romania is here today, since we have always been a good friend of China, and our country was the first to recognize the status of the People's Republic of China. We are also very friendly to the EU, and of course, the EU-friendly countries are now very little. The EU does bring benefits to the people, and we have to go with the EU for a long time. In fact, some of current waves to the EU will not change our commitment to the EU, not change the vision of the EU, and not change the common international partners.

Romania is in very good shape now. According to Eurostat, we are actually the fastest growing country, and so it was in the past six years, with a very good growth rate of 3.6%. The driving factors include the growth of our domestic demands, and the ever-increasing investment, as well as technology and IT innovation. Of course, not all the news is good, I remember when we discussed yesterday, indeed we talked about some curves of development, that is the curves of existing economic growth and employment growth in the EU, and these two curves are parallel. Also the curve of economic growth is also included, and China's employment curve is the same. Of course, not only in Romania, the Europe is also facing such a challenge that we have the economic growth curve and channel, but our income gap is gradually increasing. The EU's strategic commitment to 2020 makes 580,000 people out of poverty. We are also continuing our efforts to ensure that growth benefits to them. We are also working very hard to ensure that we can benefit the poorest communities.

I will introduce our approach. We have adopted a strategy for government poverty reduction and a strategy for social integration. Yesterday, Romania voted on the mobility, a very important part of the poverty reduction strategy, which is to ensure that vulnerable people are given more opportunities, and also ensure that we are now able to help them to remove obstacles on the road. This mobility policy is to promote the flow.

What it mainly contains? We have very large regional variations in Romania, such as unemployment rates ranging from 20% to 25% in some areas and 1.2% in some counties. For the citizens, they can move in the EU, and they can also move very well in Romania. We have done some works. In fact, there are many very good high-quality people to join the workforce in other countries. If you are from a community and find an employer here, your relocation can be subsidized, that is you can move from a community without opportunities to a community with scarce human resources, and you will be subsidized, probably 2000-3000 euros, and your families can move to new community. At the same time, we help the employers to create a more inclusive environment, which means that we can directly subsidize the employers' taxes. If the employer hires some long-term unemployed persons or handicapped persons or retired people, the employer can also be subsidized. For example, if the

employer hires the handicapped persons, we can give them a 1.5-year subsidy, and also provide the corresponding tax cuts. It is better for the state to do this. On the other hand, it would be more costly if not integrating them into the social security system without providing them with employment opportunities. It can bring great financial benefits and also create good social benefits, because the value of these people can be reflected after being integrated into the community. For example, the people with disabilities also have their own capabilities, and can have their favourite positions. This is the mobility talked by us.

The second is the support of entrepreneurship, especially social entrepreneurship. We have just adopted a law that is in line with the EU's strategy. For enterprises, for example, they employ a large number of vulnerable groups and transfer 90% of the profits to the community, they can be certified as social enterprises, and such social enterprises will be granted with more supports of governmental public funds. In turn, if you do not do that, you have to subsidize the social protection system, which is more expensive.

Another problem is to ensure that the welfare of financial sector can be linked to social services. We did the works for a few years. A poor family getting the benefits should be linked with the relevant responsibilities, for example, if you want to send the children to school, you should complete these responsibilities in order to get benefits. We have the lowest social protection and social welfare, and people are more willing to participate in the job market, rather than just receiving benefits. This means that the gap between the minimum social protection and the minimum wage guarantee will widen, and the people will be willing to go to work.

The daily implementation is very difficult now. For example, some people may face social problems or children education, and there are some medical costs and so on. A lot of problems for the poor families are very complex, and cannot be solved through only a measure. Now we also create an integrated system, covering the education, social medical services and so on. We target families rather than individuals, and we assess the obstacles they face in society, and hope to remove these barriers. Often obstacles in various aspects have some correlation with each other, and should be resolved together.

Lastly, we are very concerned about putting budgets and time into more preventive works, rather than correcting and treating. Because we want to ensure that children do not leave their families because of poverty, and ensure that children are protected in this system. This is also a part of the work we are doing, and is our efforts to achieve the goal of our 580,000 people to get rid of poverty. To do this, we should actually help each person.

I share a story with you. Our secretary of state, Mihal, who has been a blind and educated man since childhood, has been devoted all to promoting the works on poverty for persons with disabilities. Parelli, my former secretary of state, is from the countryside, his father is alcoholic and his mother is a single mother, but he is now the representative of Romania in the European Commission. Ruff, from a small village in Romania, was educated in a small village, and then went to college and had the chance to get scholarships to study abroad. He is 33 years old and is the youngest minister of the Ministry of Health. He is also drastically promoting the medical reform. We often explain to everyone why he is so young to become a minister.

When it comes to poverty reduction and poverty alleviation, more people will be able to sit on the table, and have the opportunity (to obtain employment), and promote inclusive growth. It is not only just employment, but also a career, which becomes the engine of growth. We are constantly learning to find solutions, we will continue to struggle in the future, and we will continue to address these challenges and problems.

KEYNOTE SPEECH (POWER POINT PRESENTATION)

CHINA'S REFORM ON PENSION INSURANCE - FROM THE PERSPECTIVE OF FAIR DISTRIBUTION

**BY MR. CAO WENLIAN, DIRECTOR GENERAL,
INTERNATIONAL COOPERATION CENTRE, NDRC**








EU-CHINA
Social Protection Reform Project
中国-欧盟社会保障改革项目

**China's Reform on Pension Insurance:
From the Perspective of Fair Distribution**
**对中国养老保险制度改革的认识
——基于公平性再分配功能视角**

Cao Wenlian, ICC, NDRC
国家发展改革委国际合作中心
曹文炼

29-09-2016, Beijing
北京, 2016年9月29日





养老保险的四个基本属性
Four Natures of Pension Insurance

十八届三中全会提出：建立更加公平可持续的社会 保障保制度
The 3rd Session of the 18th CPC Central Committee: Build up a fair and sustainable social security system!

十八届五中全会提出：共享发展，全体人民共同迈入小康社会
The 5th Session of the 18th CPC Central Committee: Share the profit of development and enjoy a moderately prosperous society with the people!

充足性 Adequacy	可支付性 Affordability	公平性 Fairness	可持续性 Sustainability
<ul style="list-style-type: none"> 覆盖率和替代率 Coverage rate and Replacement rate 	<ul style="list-style-type: none"> 缴费水平 Contribution Level 	<ul style="list-style-type: none"> 再分配功能 Redistribution Effect 	<ul style="list-style-type: none"> 财务收支 Financial Balance

公平性与其他三个属性之间是辩证关系

Dialectical Relation Between Fairness and The Other 3 Natures



- 公平性建立在全覆盖和充足的待遇水平之上
- Fairness is based on full coverage and adequate benefit.
- 缴费负担只有可支付，才能体现公平性
- Only when contribution is affordable can fairness be realized.
- 财务可持续性要靠公平性的手段来实现
- Fairness is a way to financial sustainability of the system.

公平性与充足性 Fairness and Adequacy



2010-2015 年城镇职工和城乡居民养老保险参保情况 Participation of Old Age Insurance for Urban Employee and Old Age Insurance Urban and Rural Residents, 2010-2015

		2010	2011	2012	2013	2014	2015
OAI for Urban Employee (Unit:10k)	城乡居民: 参保人数 (万人)	10276	33182	48369	49750	50107	50472
OAI for U&R Residents (Unit:10k)	城镇职工: 参保人数 (万人)	25707	28391	30337	32218	34124	35361

城乡养老保险制度合计已覆盖8.5亿人口
850 million people are covered in the Old Age Insurance for Urban and Rural Residents.
机关事业单位与企业实现了制度并轨
The old age insurance schemes for public organ and institutions and for state-owned enterprise are converged.

养老保险待遇水平不断提高

Benefit of Old Age Pension is Increasing.



2010-2014 年城镇职工和城乡居民养老保险待遇情况 Pension Benefit of Urban Employee and U & R Residents, 2010-2014

	2010	2011	2012	2013	2014
农村 月均养老金 (元) Monthly Pension (¥) of Rural Resident	58	57	73	82	91
替代率 (相对上年农村人均 纯收入) Replacement Rate (ratio to average rural income of the previous year)	13.55%	11.55%	12.60%	12.36%	12.33%
城镇职工 月均养老金 (元) Monthly Pension (¥) of Urban Employee	1395	1558	1742	1914	2110
替代率 (相对上年城镇单位 就业人员) Replacement Rate (ratio to the employee population in the previous year)	51.92%	51.18%	50.00%	49.11%	49.18%

结论 (一) Conclusion 1



公平性的目标之一：实现全民覆盖，满足基本的替代率目标要求

1st Objective of Fairness: full coverage and acceptable replacement (according to certain objectives)

建议一：“十三五”期间实行全民参保计划，进一步提高参保质量

Suggestion 1: Encouraging full participation during the 13th Five-Year Plan period and improving the quality of participation.

建议二：建立制度化的待遇调整机制，进一步提高城乡居民养老保险待遇水平

Suggestion 2: Setting up institutionalized benefit adjustment mechanism and leveling up the benefit of the Old Age Insurance for Urban and Rural Residents.

公平性与可支付性 Fairness and Affordability



- 社保缴费过高，带来企业和个人负担
- Contribution is so high that enterprises and individuals suffer the burden.
- 养老保险费率不统一，影响地区间公平竞争环境
- Lack of universal contribution rate poses impact on fair competition among regions.
- 缴费激励机制不足，影响收入公平
- Incentives are not sufficient, which impacts income fairness.

主要国家养老保险制度缴费率比较



International Comparison of Contribution Rate of Old Age Insurance Schemes

国家 Country	缴费率 Cont. Rate	替代率 % Cont. Rate	国家 Country	缴费率 % Repl. Rate	替代率 % Cont. Rate
美国 US	12.4	38.3	瑞典 Sweden	18.4	55.6
德国 Germany	19.6	42.0	波兰 Poland	19.5	48.8
日本 Japan	16.8	35.6	智利 Chile	10	41.9
韩国 South Korea	9.0	39.6	中国 China	28	49.2

结论 （二） Conclusion 2



公平性的目标之二：实现养老保险缴费的可负担性

2nd Objective of Fairness : affordability of contribution to old age insurance

建议三： 做实缴费基数，费率有下调空间

Suggestion 3: *Setting Realistic* contribution base and providing space to adjust contribution rate.

建议四： 建立多缴多得的激励机制是关键

Suggestion4 : The key is setting up incentive mechanism that provide more benefit to he or she who has higher contribution

公平性与可持续性



Fairness and Sustainability

- 养老金支出水平适度：财务才能可持续
- Pension Expenditure must be moderate: only in this way can the finance be sustainable.
- 解决转轨成本问题 ：涉及代际公平
- Transition costs should be covered: it is relevant to inter-generational fairness
- 地区间社保收支不平衡：影响竞争环境
- Disparity of social security balance among regions: it impacts on inter-regional competition

2014年末各省城镇职工养老保险基金累计结余（亿元）**Accrual Surplus of the Old Age Insurance for Urban Employee (Unit: RMB 100 m)**

全 国 National	31800		
广 东 Guangdong	5444	云 南 Yunnan	573
江 苏 Jiangsu	2854	福 建 Fujian	490
浙 江 Zhejiang	2696	内 蒙 古 Inner Mongolia	472
北 京 Beijing	2161	广 西 Guangxi	448
四 川 Sichuan	2013	陕 西 Shanxi	446
山 东 Shandong	1973	江 西 Jiangxi	430
辽 宁 Liaoning	1284	吉 林 Jilin	424
上 海 Shanghai	1260	贵 州 Guizhou	407
山 西 Shanxi	1233	天 津 Tianjin	362
河 南 Henan	931	甘 肃 Gansu	361
安 徽 Anhui	882	黑 龙 江 Heilongjiang	323
湖 南 Hunan	879	宁 夏 Ningxia	165
湖 北 Hubei	822	海 南 Hainan	104
河 北 Hebei	819	青 海 Qinghai	84
新 疆 Xinjiang	702	新疆兵团 Xinjiang Corp	42
重 庆 Chongqing	662	西 藏 Tibet	40

结论（三） Conclusion 3**公平性的目标之三：维护社保财务可持续****3rd Objective of Fairness: Financial Sustainability of Social Security****建议五：提高统筹层次，解决地区间不平衡问题**

Suggestion 5: Social pooling should be conducted at higher governmental level in order to smoothen disparity among regions.

建议六：划转国有资产，充实社保储备

Suggestion 6: State-owned assets can be utilized to fund the reserve of social security.

建议七：实现精算平衡，实现制度“以收抵支”

Suggestion 7: Actuarial balance should be achieved, so that the system can balance its expenditure with adequate income.

KEYNOTE SPEECH (POWER POINT PRESENTATION)

INCOME DISTRIBUTION, SOCIAL FAIRNESS AND WELFARE POLICIES IN FINLAND

BY MR. ANTERO KIVINIEMI,

PERMANENT REPRESENTATION OF FINLAND TO THE EUROPEAN UNION





Social Protection Reform Project
中国-欧盟社会保障改革项目

**Income Distribution, Social Fairness and Welfare Policies in
Finland**

芬兰的收入分配、社会公平和福利政策

Antero Kiviniemi

安特罗·科维尼艾米



Some Basics on Finland

关于芬兰的一些基本信息

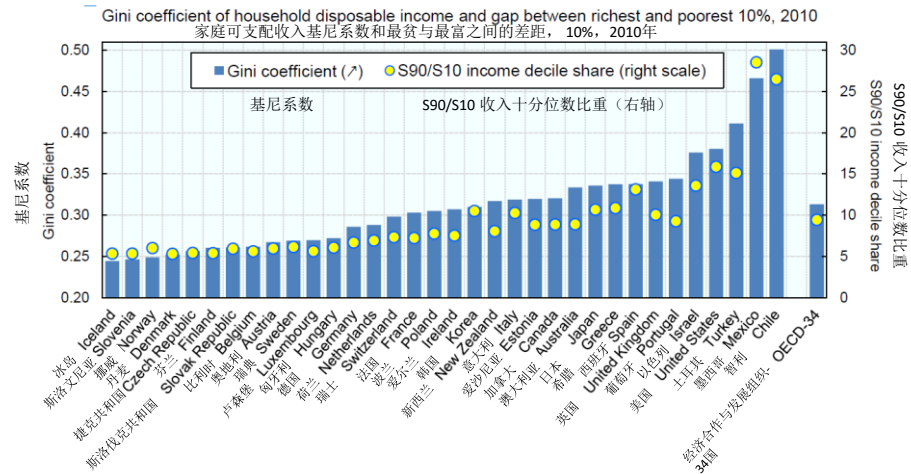
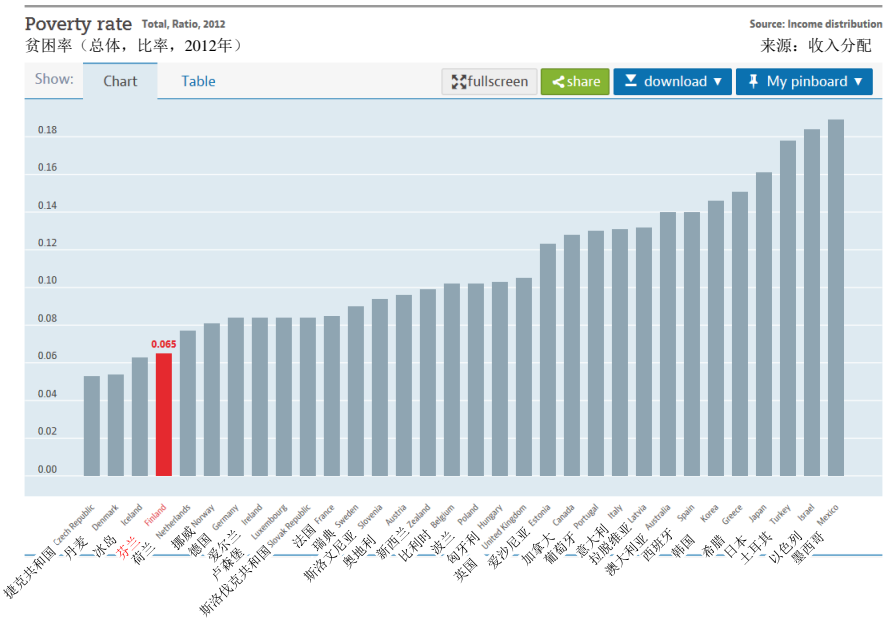


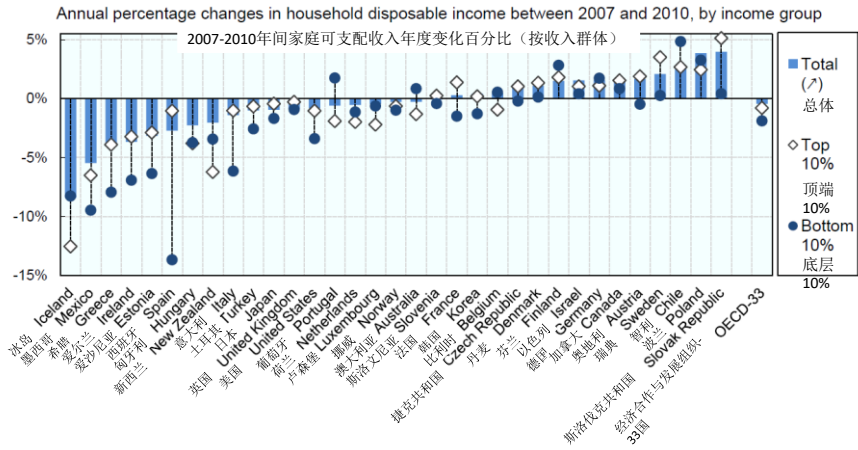
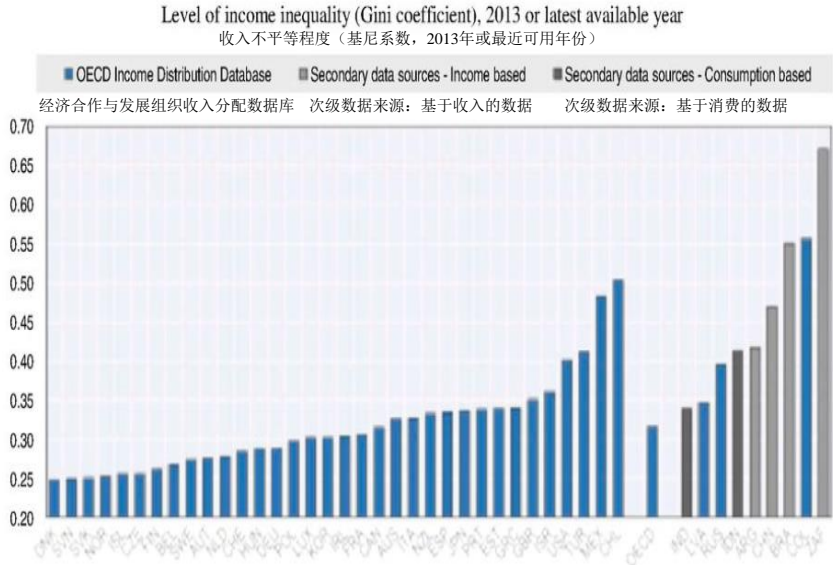
- A Nordic Country with SE, DK, NO (and IC)
与瑞典、丹麦和挪威（及冰岛）为邻的北欧国家
- Capital: Helsinki
首都：赫尔辛基
- Member of the European Union and Euro zone
欧盟和欧元区成员
- 5.4 million inhabitants
540万居民
- Homogeneous population
单一民族
- Sparsely populated regions
地广人稀
- Performs relatively well in many international (UN, OECD, EU) comparisons on well-being and equality
就幸福度和平等而言，在许多国际范围（联合国、经济合作与发展组织、欧盟等）的比较中表现较好

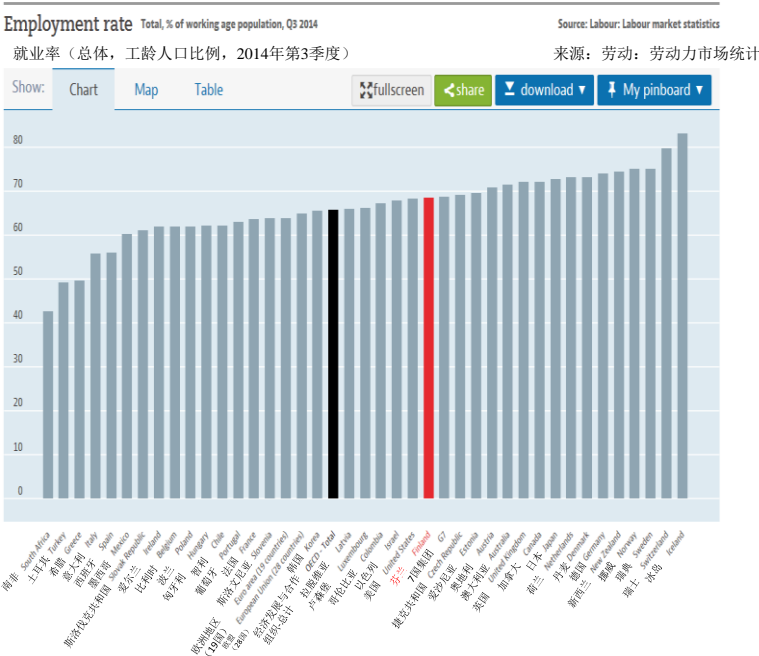
Starting point: Relatively Good Social Situation

起点：相对较好的社会形势

- According to international comparisons and statistics, the social situation is relatively good:
根据国际比较和统计，芬兰的社会形势相对较好：
 - Low poverty rates
贫困率较低
 - Relatively high employment rates
就业率相对较高
 - Even income distribution, strong social integration and cohesion – despite some changes occurred from the mid-1990s on
社会分配均匀，社会融合水平高，凝聚力强——尽管自上世纪90年代起出现了一些变化。
 - No radical collapse of the social situation in the current economic and financial crisis – social protection and welfare services play a key role in this success
在当前经济和金融危机中，芬兰没有出现急剧社会崩溃，而社会保护和福利事业在其中扮演了关键角色。







Aim and structure of the presentation

报告目标和结构

- **Aim:** to explain why and how the income distribution is so even in Finland, through
目标：通过下列内容的介绍解释芬兰收入分配如此均衡的原因及其实现方式
 - 1) **Starting Points of Welfare Policies**
福利政策的起点
 - 2) **Structures of Social Protection**
社会保护的结构
 - 3) **Example of a Retired Person**
退休人员案例
 - 4) **Its price, legitimacy and current challenges**
代价、合法性和当前挑战

The perspective resulting from 本人观点源自

- University studies in political science, international relations, law and economic
在大学工作期间对政治学、国际关系、法律和经济学的研究
- Career in the Finnish Ministry of Social Affairs and Health (management and reforms), in the EU (comparisons, analysis, law) and within the OECD (comparisons, analysis, reforms)
在芬兰社会事务和卫生部（管理和改革）、欧盟（比较、分析、法务等）和经济合作与发展组织（比较、分析、改革等）等机构供职的职业生涯

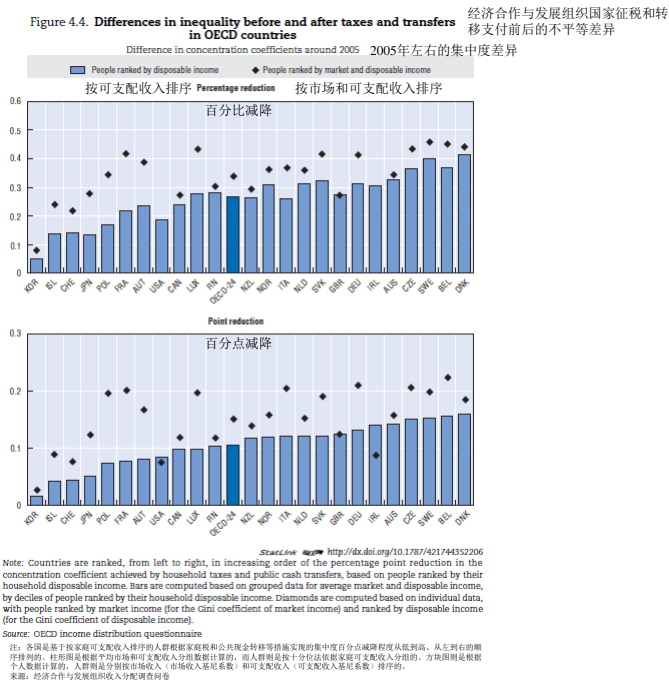
‘Ideology’ on Welfare Policies and Social Fairness 福利政策与社会公平的“理念”

- Universalism: Comprehensive social protection, social security and welfare services, including school and health services, are accessible and offered to all the residents of the country.
普世主义：全面社会保护、社会保障和福利事业，包括教育和卫生服务，应为所有居民共享并实际提供给所有居民。
- Equal treatment, equal rights: Whole population, all the residents have (more or less) identical rights to social protection and welfare measures, independently from their work status or family situation for example. Welfare and social integration of all the residents are to be equally enhanced.
平等待遇、平等权利：整个群体包括所有居民都（或多或少）拥有相同的社会保护权和福利措施，比如无论其就业状况或家庭情况如何。福利和所有居民的社会融合应得到同等改善。
- Rights are mainly individualized, they support individual's independency, no family dependency. This is a very important element, among other things, to enhance the gender equality and women's position in society.
权利的个性化：权利应支持个人的独立，而不是家庭依赖。这对于改善性别平等和女性在社会中的地位非常重要——当然，其它方面也很重要。
- A comprehensive approach to welfare: Wellbeing is not only about money and/or incomes, nor social fairness about income distribution. Fairness is also about health, education and accessible services that should be available to everybody.
全面福利方式：幸福不仅仅事关金钱和/或收入，也不仅仅事关收入分配方面的社会公平。公平涉及健康、教育和人人可享受的服务等方面。
- Public welfare policies and the welfare state have taken in many respects responsibility over action, measures and aspects that are carried by the family or/and informal communities in many other welfare systems.
公共福利政策和福利国家承担了许多方面的责任，包括行动、措施和其它许多福利体系中家庭和/或非正式社区所具有的特征等方面。
- The Finnish model makes part of the so called Nordic Model, together with Swedish, Norwegian and Danish ones.
芬兰模式和瑞典、挪威和丹麦模式一起构成了所谓的北欧模式。

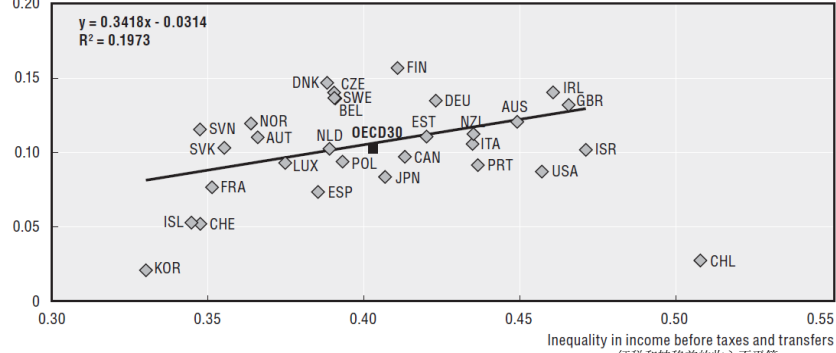
Main mechanisms of income distribution

主要收入分配机制

- **Starting point: low differences in wages**
起点：较小的工资差异
 - **Collective, comprehensive wage agreements to ensure fair wealth distribution**
全面的集体工资协议，以保证财富分配的公平
 - **High quality school is at disposal of everyone: high social mobility**
人人享有高质量教育：社会流动性大
- **(Income) taxation and social security (contributions) play an important role in income redistribution with progressive income tax rates, they diminish (average) income differences by 15 %.**
(所得税) 的征收和社会保障（缴费）在收入再分配中扮演了重要角色，它们（平均）缩小了15%的收入差异。芬兰实施的是累进所得税率。



Redistributive impact of household taxes and transfers 家庭税和现金转移对再分配的影响



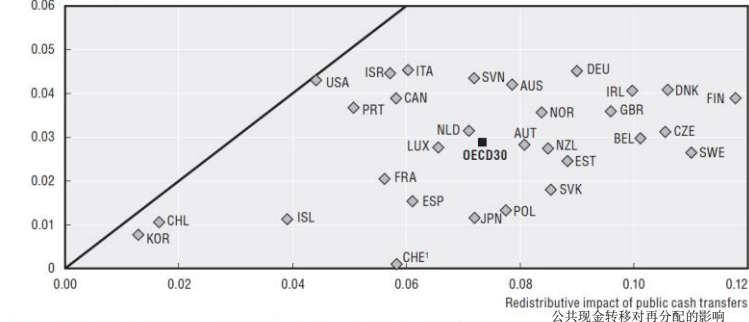
Note: Inequality in income before taxes and transfers is measured by the concentration coefficient. The redistributive impact of taxes and transfers is defined as the difference in the concentration coefficients for income before cash transfers and taxes (i.e. household market income) and after cash transfers and taxes (i.e. household disposable income). Two approaches can be used to measure the concentration of market income, i.e. by ranking households by their market income or by their disposable income. In this illustration, and throughout the article, households have been ranked by disposable income due to data limitations. Jourmard et al. (2012) compares the two approaches. It also shows that the relation between income inequality before taxes and transfers and the redistributive impact of taxes and transfers is stronger when calculating the concentration of market income based on ranking households by market income. Data for France and Ireland refer to mid-2000s. The trend line shown above has been calculated excluding Chile.

Source: OECD Income Distribution and Poverty Database.

注：征税和转移前的收入不平等程度可通过集中度来进行衡量。征税和转移的再分配影响指征税和现金转移之前的收入（即家庭市场收入）集中度与征税和现金转移之后的收入（即家庭可支配收入）集中度之间的差异。市场收入的集中度可用两种方法进行计算，即按市场收入对家庭进行排序和按可支配收入对家庭进行排序这两种方法。在本图及本报告中，由于数据的有限，各国家庭都是按照可支配收入进行排序的。Jourmard等（2012）对这两种方法进行了比较。他们的比较结果表明，如果按照市场收入对家庭进行排序，然后再计算市场收入集中度，则征税与转移之前的收入不平等与征税与转移的再分配影响之间的关系显得更为紧密。法国和爱尔兰的数据参考的是21世纪最初10年的中期数据。上图显示的趋势线没有将智利包括在内。

来源：经济合作与发展组织收入分配与贫困数据库

Redistributive impact of household taxes 家庭税对再分配的影响



Note: The redistributive impact of public cash transfers is measured as the difference between the concentration coefficient of market income and that of income after transfers. The redistributive impact of household taxes is measured as the difference between the concentration coefficient of post-transfer income and that of disposable income (i.e. post-tax and transfers). Data for France and Ireland refer to mid-2000s.

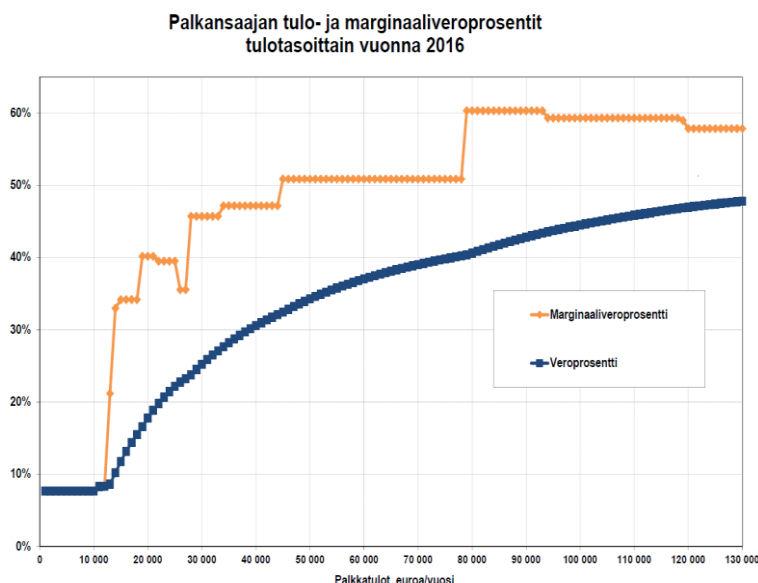
1. The redistributive impact of household taxes for Switzerland is slightly negative (-0.006), but has been set to zero.

Source: OECD Income Distribution and Poverty Database.

注：公共现金转移对再分配的影响是通过市场收入集中度与转移后收入的集中度之间的差异来衡量的。家庭税对再分配的影响则是通过转移后收入的集中度与可支配收入（即征税和转移后的收入）的集中度之间的差异来衡量的。法国和爱尔兰的数据参考的是20世纪最初10年的中期数据。

1. 瑞士家庭税的再分配影响略低于零（-0.006），但也被调整成了零。

来源：经济合作与发展组织收入分配与贫困数据库



Social Protection – Cash Transfers

社会保护：现金转移

- **Earnings-related, kind of insurance based benefits**
与收入相关联，类似于保险待遇
 - old age, invalidity, unemployment, sickness allowance, work injuries, parenthood
养老、伤残、失业、疾病、工伤、生育等
- **Basic benefits for the same causes**
基于相同原因的基本福利
- **Supplements for housing, care, domestic aid, training, activation and rehabilitation for example**
住房、护理、家庭援助、培训、行为激活和康复等方面的补助
- **Financial support for subsistence to cover housing, food, water, electricity, water, telephone, clothes among other things**
覆盖住房、食物、水电、电话、衣服等生存方面的经济支持

Beyond Cash Benefits and Financial Aid, Equally
Important

现金福利和经济援助之外的福利同样重要

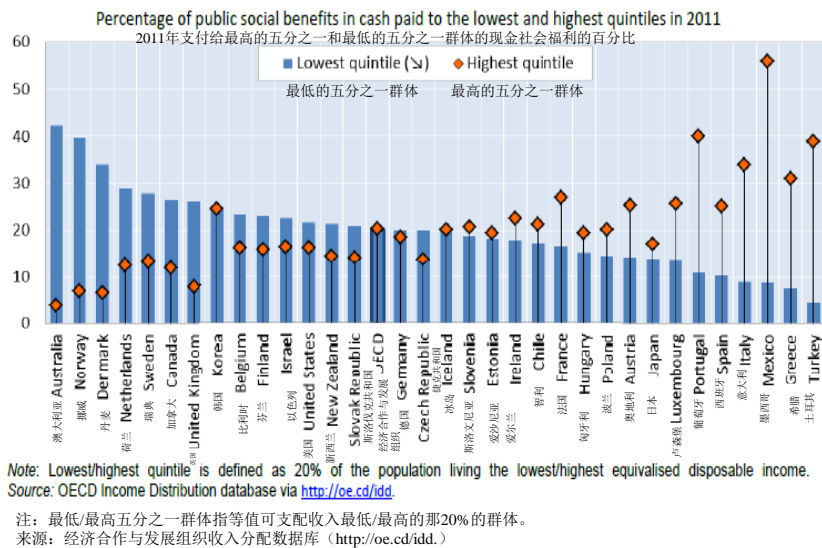
- **High quality welfare services accessible to all the residents of the country who need them:**

所有有需要的居民均可享受的高质量的福利服务：

- **Primary and specialized health care; rehabilitation**
基本和专业的医疗保健服务、康复服务
- **Comprehensive Social Services**
全面的社会服务
 - **Support in social difficulties, housing, against violence, sudden crisis, child wellbeing, parenthood, functional limitations, substance abuse, and so on**
社交、住房、暴力、突发危机、儿童福利、生育、功能缺陷、药物滥用等方面的支持
- **Other: preschool, school, education, library, sport etc**
其它：学前、学校、教育、图书馆、体育等方面的服务

Distribution of social
expenditure by target
group, %
按目标组别实施的社会支
出分配 (%)

Illness and health 疾病和健康	23,8
Disability 伤残	10,6
Old age 养老	37,9
Widow and other Relatives 遗孀及其它亲属	2,8
Family and children 家庭和子女	9,9
Unemployment 失业	8,0
Housing 住房	1,9
Other social security 其它社会保障	2,7
Administration 管理	2,6
Total 总计	100



Concrete Example: How the Welfare State protects an Old Age Retiree?
具体案例：福利国家是如何保护老年退休者的？

- **Earnings related pension benefit, financed by pension contributions and their investment returns (~ 60 % / gross income)**
与收入关联的养老金待遇，由养老金缴费和投资收益支撑（约占总收入的60%）
- **Completed, if needed, by National and/or Guarantee pensions (i.e. minimum pension), financed by taxes (~ 10 % / gross income)**
如有必要，由国家和/或保证退休金（即最低退休金）补充——这种退休金由税收支撑（约占总收入的10%）
- **Completed, where necessary, by housing, rehabilitation, domestic aid and care supplements, financed by taxes**
必要时，由住房、康复、家庭援助和护理补助等补充——这些补助也是由税收支撑的
- **Universal welfare services: health, rehabilitation, old age care, social services, culture, libraries etc etc**
普遍福利事业：卫生、康复、老年护理、社会服务、文化、图书馆等
- **About 80 % of the retirees own the house they live in**
约80%的退休人员拥有其居住的房子

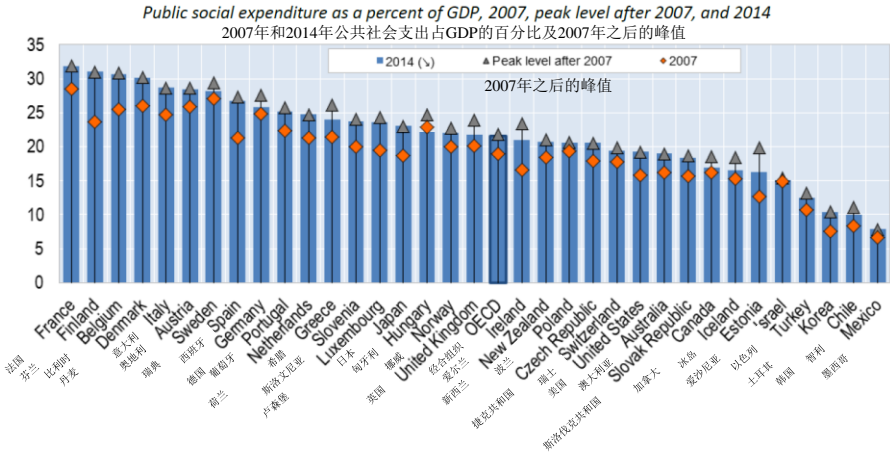
Share of Low Income people (less than 60 % of MI) by age group
低收入（低于市场收入的60%）群体的比例（按年龄组统计）

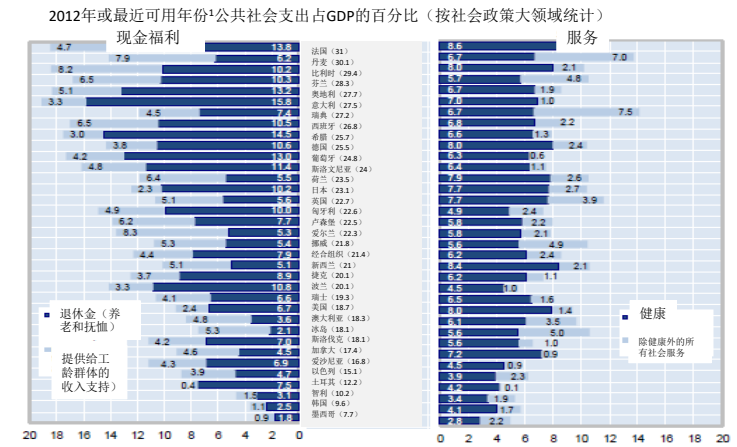
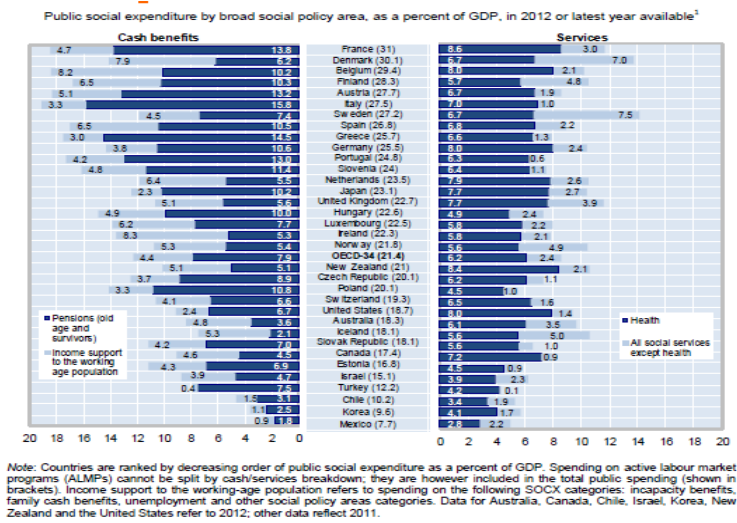
- 18 v							10,9			
18-24-v							25,2			
25-34-v							13,3			
35-49-v							8,4			
50-64-v							10,5			
65-74-v							9,9			
75 v +							24,2			
Whole population 总人口							12,8			

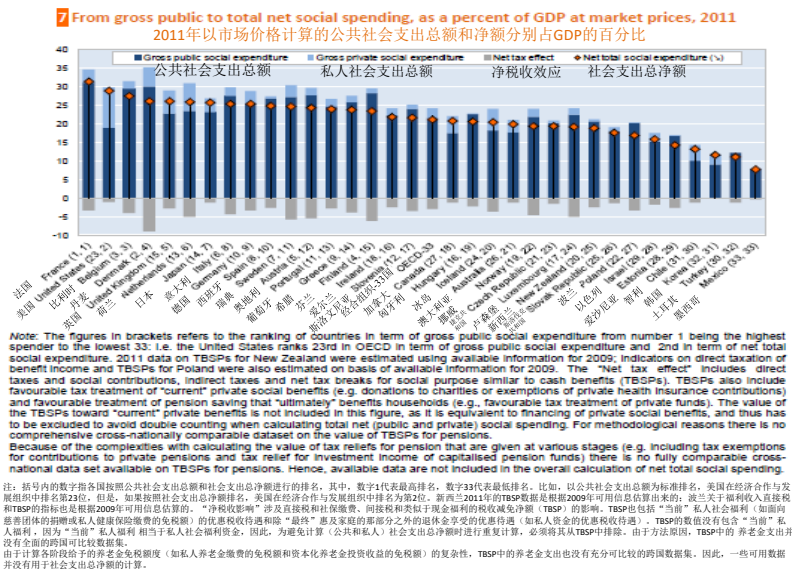
Cost of Welfare Policies
福利政策的成本

% share of public taxes and social contributions in some countries in 2015 (World factbook)
2015年一些国家公共税收和社保缴费的比重(%) (《世界概况》)

Argentina 阿根廷	24.8 %	Hong Kong 香港	20.7 %	Slovakia 斯洛伐克	40.2 %
Australia 澳大利亚	34.3 %	India 印度	10.8 %	South Africa 南非	26.5 %
Austria 奥地利	50.6 %	Indonesia 印度尼西亚	14.1 %	South Korea 韩国	20.9 %
Belgium 比利时	49.5 %	Italy 意大利	48.2 %	Spain 西班牙	38.8 %
Brazil 巴西	35.1 %	Japan 日本	35 %	Sri Lanka 斯里兰卡	12.3 %
Cambodia 柬埔寨	18.8 %	Mexico 墨西哥	22.3 %	Sweden 瑞典	51.8 %
Canada 加拿大	37.2 %	Netherlands 荷兰	44.8 %	Switzerland 瑞士	32.8 %
China 中国	21.3 %	New Zealand 新西兰	43.1 %	Taiwan 中国台湾	15.1 %
Cuba 古巴	3.5 %	Nigeria 尼日利亚	2.9 %	Thailand 泰国	19.1 %
Czechia 捷克	39.6 %	North Korea 朝鲜	11.4 %	Turkey 土耳其	24.3 %
Denmark 丹麦	55.6 %	Norway 挪威	55.4 %	UK 英国	38.4 %
Egypt 埃及	26.7 %	Pakistan 巴基斯坦	15.6 %	USA 美国	22 %
Finland 芬兰	57 %	Poland 波兰	17 %		
France 法国	51.7 %	Russia 俄罗斯	17.5 %	Averages 平均	
Germany 德国	45 %	Saudi Arabia 沙特	28.3 %	World 全球	27.4 %
Greece 希腊	27.7 %	Singapore 新加坡	15 %	EU 欧盟	45.2 %







Legitimacy of the Model

模式的合理性

- **Strongly supported by the population: Nordic welfare ideology is deeply rooted: People think there is a high return for the money.**
全国人民的强烈支持：北欧的福利观念深入人心：人们相信他们的税款将产生高额回报。
- **Strong trust on the system – no corruption.**
对体系的强烈信任：没有腐败
- **The model has been developed through strong national consensus and co-operation, through important common efforts, and by different governments and political parties; social partners, institutions and citizens are strongly involved.**
这个模式是强烈的国家共识与紧密合作及不同政府和政党共同努力的结果；社会合作伙伴、机构和公民都积极参与其中。
- **National pride: No political movement seriously questions the basics of the model.**
民族自豪感：没有政治运动对这个模式的基本面提出严重质疑。
- **To note: the population in Finland is homogeneous, social classes do not exist as they may do in many other countries**
注意：芬兰人口属单一民族，因此不像其它国家那样存在社会阶层。

全球腐败最轻
的10个国家

Top 10 least corrupt nations

Corruption Perception Index 2015 2015年全球清廉指数

1. Denmark	丹麦
2. Finland	芬兰
3. Sweden	瑞典
4. New Zealand	新西兰
5. Netherlands	荷兰
5. Norway	挪威
7. Switzerland	瑞士
8. Singapore	新加坡
9. Canada	加拿大
10. Germany	德国

Source: Transparency International
来源：透明国际

Main Challenges - Need to reform

主要挑战：改革需求

- Smooth running of the system requests (relatively) high employment rates, taxes and social security contributions and a reasonably low dependency ratio.
这个体系的顺利运转需要（相对）较高的就业率、税赋和社会保障缴费水平，以及相对较低的赡养比率。
- Employment and appropriate, fair earnings from work are the cornerstone of the welfare.
就业和适当、公平的工作收入是福利的基石。
- Although employment rate is relatively high, it is lower than in other Nordic countries, in particular due to invalidity.
尽管就业率相对较高，但仍低于北欧其它国家，特别是因为伤残问题。
- As many other countries, Finland too has a rapidly ageing population: shrinking workforce with an increasing number and share of the long living elderly : old age dependency ratio is at stake: a necessity to accommodate pension system, care and services to the changes.
和许多其它国家一样，芬兰的人口也在迅速老化：劳动人口规模正在萎缩，而长寿老人的数量和比重正在增加；老人赡养比率已处于危险状态；必须对养老金体系、护理制度和服务等进行改革，以适应这些变化。
- Current difficult economic situation -in particular increasing (youth) unemployment: more people in need of support and social protection and less financial resources available.
当前的困难经济形势，特别是（青年）失业人口的增加：需要支持和社会保护的人增加了，但可用的经济资源减少了。
- Need to update the system in order to meet the changes in work life during the last decades: nature of work contracts, unemployment, job creation, self-employment, globalisation: work incentives, workability: highest possible employment rates and longest possible working careers. Government is working hard on this.
需要对该体系进行更新，以适应过去10年职业生涯发生的变化：劳动合同的性质、失业、就业岗位创造、自雇、全球化：工作激励措施、工作能力：尽可能高的就业率和尽可能长的职业生涯。政府正在为此努力工作。
- Simplify the social security system, reduce the bureaucracy, lighten the administration (and costs): system, very complex – there are more than 100 benefits.
简化社会保障体系，减少官僚主义，减轻管理负担（及其成本）：系统，非常复杂——目前有100多种福利。
- To guarantee the equal treatment, the access to welfare services also in sparsely populated regions is a huge challenge.
为保证待遇平等，地广人稀地区的福利提供是一巨大挑战。
- Concerning income equality, it is to be noted that women's average earnings are lower than men's. This is in particular because they are more employed in public sector and work more part-time than the men, and also because they stay on parental leaves for long time.
在收入平等方面，应当注意的是，女性的平均收入要低于男性，其原因主要是因为她们更多是在公共部门就业，而且从事的兼职工作更多，同时也因为她们的育婴假期更长。

Conclusion

结论

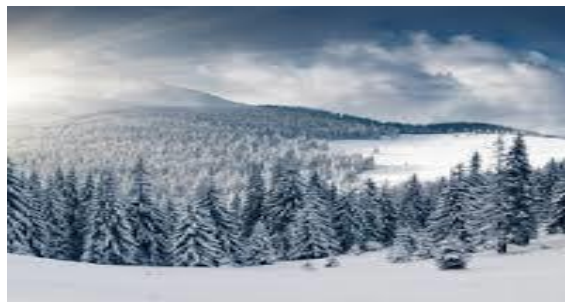
- The Income Distribution in Finland is relatively even, thanks to common efforts and appropriate reforms done when needed, and the high legitimacy of existing tax, social protection and wage arrangements.

由于各方共同努力和必要时进行的适当改革，以及现有税收、社会保护和工资等方面的安排具有高度合理性，因此芬兰的收入分配相对均衡。

- Still, there are major challenges to face in order to perform well also in the future. Government is working hard to get there.

但是，如果未来仍要继续保持这种状态，芬兰同样面临着重大挑战。目前，政府正在朝着这一方向努力。

Thank you very much for your attention!
谢谢关注！



KEYNOTE SPEECH (POWER POINT PRESENTATION)

SOCIAL ASSISTANCE AND POVERTY ALLEVIATION UNDER THE SECURITY OF BASIC LIFE NEEDS DURING THE PERIOD OF THE 13TH FIVE-YEAR PLAN

**BY MS JIANG WEI, DEPUTY DIRECTOR GENERAL,
DEPARTMENT OF SOCIAL ASSISTANCE, MINISTRY OF CIVIL AFFAIRS**



“十三五”时期的社会救助与兜底脱贫



Social Assistance and Poverty Alleviation Under the Security of Basic Life Needs During the Period of the “13th Five-year Plan”

蒋玮 Jiang Wei
民政部社会救助司

Department of Social Assistance Under the
Ministry of Civil Affairs
Sep 29, 2016

一、 社会救助与脱贫攻坚战略的关系

I. Relationship between social assistance and poverty alleviation strategy

一、社会救助与脱贫攻坚战略的关系

I. Relationship between social assistance and poverty alleviation strategy

- (一) 社会救助的概念
- 社会救助是国家对依靠自身能力无法维持基本生活的公民给予的物质帮助和精神扶助，是我国社会保障的重要组成部分，发挥着托底保障的作用，对于促进社会公平正义、维护社会和谐稳定具有重要意义。
- (I) Concept of social assistance
- Social assistance refers to material and spiritual supports granted by the state to its citizens unable to maintain their basic life relying on themselves, and it is an important part of social security in China playing the role of securing the basic life needs of people, thus of important significance in promoting social equality and justice and maintaining social harmony and stability.

一、社会救助与脱贫攻坚战略的关系

I. Relationship between social assistance and poverty alleviation strategy

- (二) 关于脱贫攻坚战略
- 脱贫攻坚的总体目标：围绕全面建成小康社会，通过扶贫开发，做到“两不愁三保障”、“一高于一接近”和“两个确保”。
- (II) About poverty alleviation strategy
- Overall objective of poverty alleviation: achieve such objectives as “two carefreenesses and three securities”, “one higher and one approximation” and “two ensurances” through poverty alleviation and development surrounding the final objective of establishing a well-off society in an all-around way.

一、社会救助与脱贫攻坚战略的关系

I. Relationship between social assistance and poverty alleviation strategy

- (二) 关于脱贫攻坚战略
 - “两不愁三保障”:
 - 不愁吃、不愁穿;
 - 保障义务教育、保障基本医疗、保障住房安全。
- (II) About poverty alleviation strategy
 - “Two carefreenesses and three securities”:
 - Be carefree of food and cloth;
 - Secure compulsory education, basic medical care and housing safety.

一、社会救助与脱贫攻坚战略的关系

I. Relationship between social assistance and poverty alleviation strategy

- (二) 关于脱贫攻坚战略
 - “两个确保”:
 - 确保贫困人口实现脱贫;
 - 确保贫困县全部摘帽。
- (II) About poverty alleviation strategy
 - “Two ensurances”:
 - Ensure that poor people can throw off poverty;
 - Ensure that all the poverty-stricken counties can get out of poverty.

一、社会救助与脱贫攻坚战略的关系

I. Relationship between social assistance and poverty alleviation strategy

- (二) 关于脱贫攻坚战略
- “一高于一接近”：
 - 贫困地区农民人均可支配收入增长幅度高于全国平均水平；
 - 基本公共服务主要领域指标接近全国平均水平。
- (II) About poverty alleviation strategy
“One higher and one approximation”：
 - The amplification of per capita disposable income of farmers in poverty-stricken areas is higher than national average level
 - The indexes in main basic public service fields approximate to national average level.

一、社会救助与脱贫攻坚战略的关系

I. Relationship between social assistance and poverty alleviation strategy

- (二) 关于脱贫攻坚战略
- 基本方略：做到“六个精准”实施“五个一批”。
- “社会保障兜底一批”：针对丧失劳动能力的贫困人口通过社会保障实施政策性兜底扶贫。
- (II) About poverty alleviation strategy
- Basic strategy: achieve “six precisions” and implement “five ‘one batch’”.
- Ensure the basic life needs of a batch of poor people through social security”: implement policy poverty alleviation based on the security of basic life needs through social security for poor people physically unable to work .

一、社会救助与脱贫攻坚战略的关系

I. Relationship between social assistance and poverty alleviation strategy

- (三) 社会救助在脱贫攻坚战中发挥基础性作用
- (III) Fundamental role of social assistance in the battle of poverty alleviation

1. 社会救助是“大扶贫”工作的重要组成部分，是我国应对贫困问题的政策工具。Social assistance is an important part of “great poverty alleviation” work, and also an important policy tool adopted by China to cope with the problem of poverty.

2. 在贫困对象中，总有一部分家庭因为自身或社会原因无法通过产业扶持获得收入，只能依靠政府现金补助或物质帮助等方式维持生活。这是脱贫攻坚的底线，也是社会救助在脱贫攻坚中的具体任务。Of all the poverty alleviation objects, there are surely a part of households unable to acquire income through industry support for reasons of their own or the society, and they have no choice but rely on cash or material supports from the government to maintain their life, which is the bottom line for poverty alleviation and also the specific task borne by social assistance in poverty alleviation.

3. 社会救助制度体系的完善以及相关救助政策的落实，其本身就是在参与脱贫攻坚、实施兜底脱贫。The improvement of social assistance system and the implementation of relevant assistance policies actually represent the participation in poverty alleviation and the implementation of poverty alleviation based on the security of basic living needs.

二、“十三五”时期社会救助在脱贫攻坚战略中的作用发挥

II. The Role of Social Assistance in Poverty Alleviation Strategy During the Period of the “13th Five-year Plan”



二、“十三五”时期社会救助在脱贫攻坚战略中的作用发挥

II. The Role of Social Assistance in Poverty Alleviation Strategy During the Period of the “13th Five-year Plan”

- （一）“十二五”时期社会救助事业的发展，为其在脱贫攻坚战略中实施兜底脱贫奠定了重要基础。
- 1.“十二五”时期社会救助制度体系不断健全。
- (I) The development of social assistance course during the period of the “12th Five-year Plan” laid an important basis for its role of poverty alienation based on the security of basic living needs in poverty alienation strategy.
- 1. Social assistance system acquired continuous improvement during the period of the “12th Five-year Plan”.

2012年9月 September 2012

《国务院关于进一步加强和改进最低生活保障制度的意见》

Opinions of the State Council on Further Strengthening and Improving the System of Subsistence Allowances

2014年2月 February 2014

《社会救助暂行办法》 *Temporary Measures for Social Assistance*

2014年10月 October 2014

《国务院关于全面建立临时救助制度的通知》 *Notice of the State Council on Comprehensively Establishing Temporary Assistance System*

2015年4月 April 2015

《国务院办公厅转发民政部等部门关于进一步完善医疗救助制度全面开展重特大疾病医疗救助工作意见的通知》

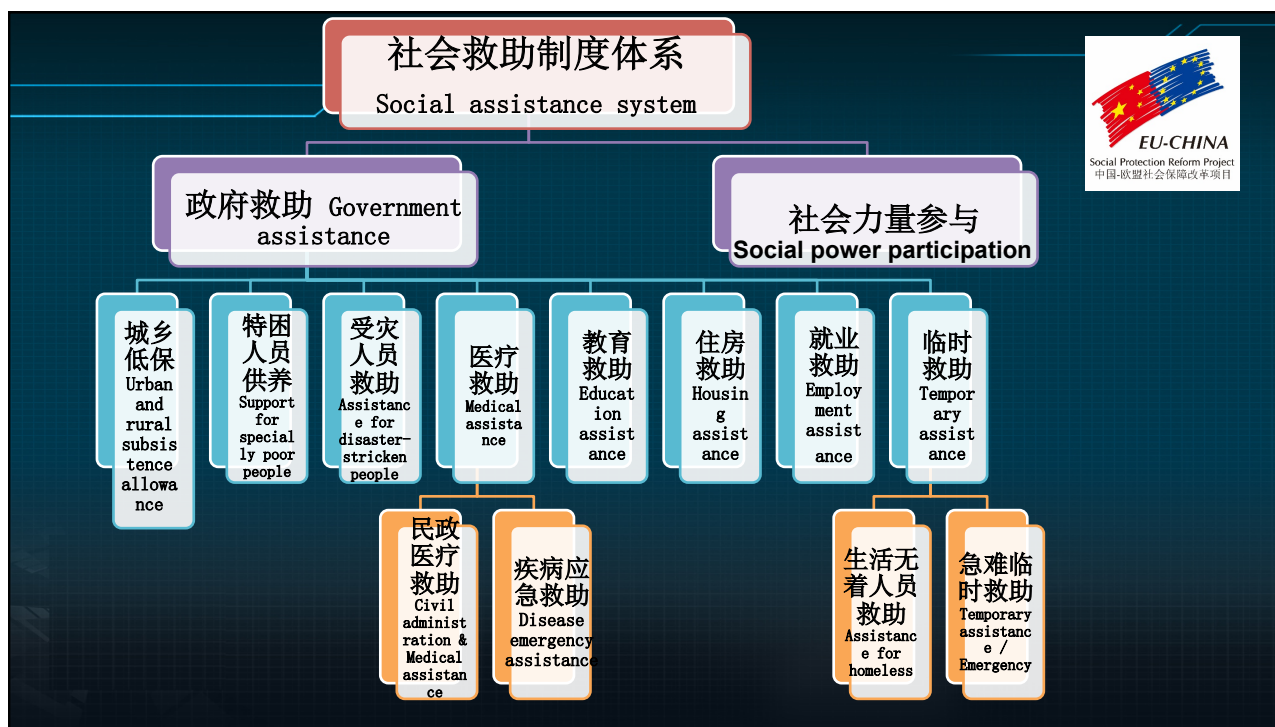
Notice of Opinions Transmitted by the State Council to the Ministry of Civil Affairs and Other Relevant Ministries on Further Strengthening Medical Assistance System and Comprehensively Implementing Medical Assistance Work Against Serious Diseases

2016年2月 Feb.2016

《国务院关于进一步健全特困人员救助供养制度的意见》

Opinions of the State Council on Further Improving Assistance and Support System for Especially Poor People





二、“十三五”时期社会救助在脱贫攻坚战略中的作用发挥

II. The Role of Social Assistance in Poverty Alleviation Strategy During the Period of the “13th Five-year Plan”

- (一) “十二五”时期社会救助事业的发展，为在脱贫攻坚战略中实施兜底脱贫奠定了重要基础。
- 1. “十二五”时期社会救助制度体系不断健全。
- 2. 《社会救助暂行办法》明确了“十三五”社会救助发展方向。
- (I) The development of social assistance course during the period of the “12th Five-year Plan” laid an important basis for its role of poverty alleviation based on the security of basic living needs in poverty alleviation strategy.
 1. Social assistance system acquired continuous improvement during the period of the “12th Five-year Plan”.
 2. *Temporary Measures for Social Assistance* defines the development direction of social assistance during the period of the “12th Five-year Plan”.

暂行办法：综合救助格局 Temporary measures: comprehensive assistance layout



强化责任 Strengthen responsibilities

- 赋予民政部门统筹社会救助体系建设的职责，相关部门各负其责。
- 明确乡镇（街道）和县级以上人民政府的责任 Endow the Ministry of Civil Affairs with the responsibility of integrating the construction of social assistance system, with relevant departments assuming their own responsibilities respectively.
- Define the responsibilities of people's governments at or above town (street) and county level.

明确制度 Define systems

- 8+1

确定目标 Determine objects

- 托底线、救急难、可持续
- Underpinning the bottom line, granting assistance for emergencies and being sustainable

统筹城乡 Coordinate urban & rural dev.

- 所有单项制度不再区分城市、农村，特别是低保、特困人员供养和临时救助 All the single systems should be implemented in urban and rural areas in the same way, especially the systems of subsistence allowances, support for especially poor people and temporary assistance

暂行办法：注重落实 Temporary measures: emphasizing implementation



规范流程 Procedure standardization

- 乡镇受理、信息核对、一门受理 Township acceptance, information checking and unified acceptance by a single department

社会参与 Social participation

- 慈善力量、社会工作、购买服务 Charity power, social work and purchasing service

能力建设 Capacity building

- 经办机构、工作经费、信息系统
- Handling organization, work expenditures and information system

监督检查 Supervision & Inspection

- 行政处分、行政处罚、刑事责任
- Administrative sanction, administrative penalty and criminal responsibilities

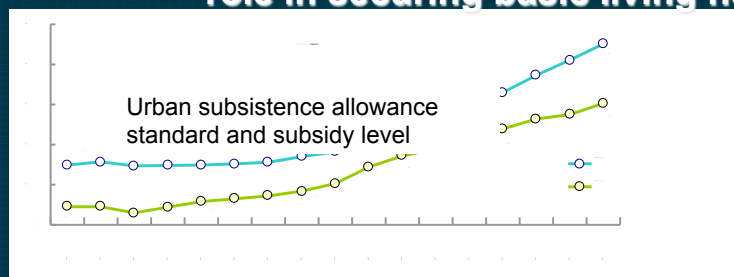
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- 2.《社会救助暂行办法》明确了“十三五”社会救助发展方向。
- 3.以最低生活保障为代表的社会救助制度“托底保障”作用日益显著。
- 1. Social assistance system acquired continuous improvement during the period of the “12th Five-year Plan”.
- 2. *Temporary Measures for Social Assistance* defines the development direction of social assistance during the period of the “12th Five-year Plan”.
- 3. The role of securing basic living needs played by social assistance systems represented by the system of subsistence allowances is increasingly distinctive.

城乡低保“托底保障”的作用显著 Urban and rural subsistence allowances play a distinctive role in securing basic living needs

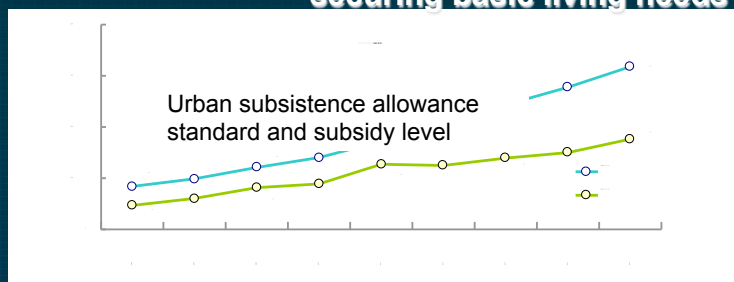


城市低保标准从1999年的月人均149元增长到2015年的451元；
补助水平从月人均45元增长到2015年的303元。

The standard of urban subsistence allowances increased from monthly RMB 149 Yuan (per person) in 1999 to RMB 451 in 2015
Subsidy level increased from monthly RMB 45 Yuan (per person) to RMB 303 Yuan in 2015.

城乡低保“托底保障”的作用显著

Urban and rural subsistence allowances play a distinctive role in securing basic living needs

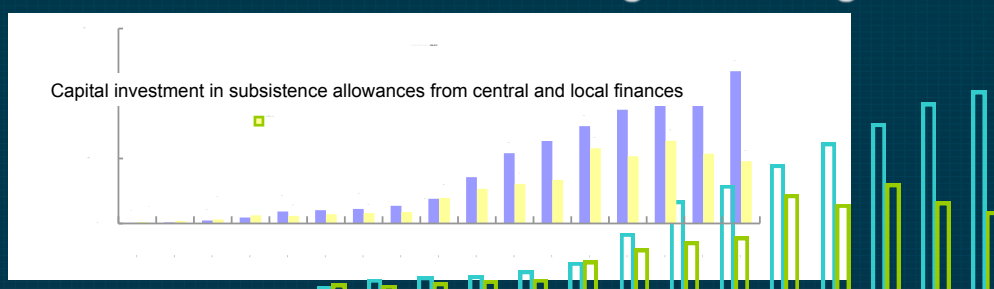


农村低保标准从2007年的月人均70元增长到2015年的265元；
补助水平从年人均39元增长到2015年的147元。

The standard of rural subsistence allowances increased from monthly RMB 149 Yuan (per person) in 2007 to RMB 265 Yuan in 2015
Subsidy level increased from annually RMB 39 Yuan (per person) to RMB 147 Yuan in 2015.

城乡低保“托底保障”的作用显著

Urban and rural subsistence allowances play a distinctive role in securing basic living needs



中央财政低保补助资金从4亿元增加到2015年1171.48亿元（全部支出1650.8亿元）。基本占资金支出总量的70.9%。

The amount of capital subsidized for subsistence allowances from central finance increased from RMB 0.4 billion Yuan to RMB 117.148 billion Yuan in 2015 (totally RMB 165.08 billion Yuan), basically 70.9% of the total amount of capital expenditure.

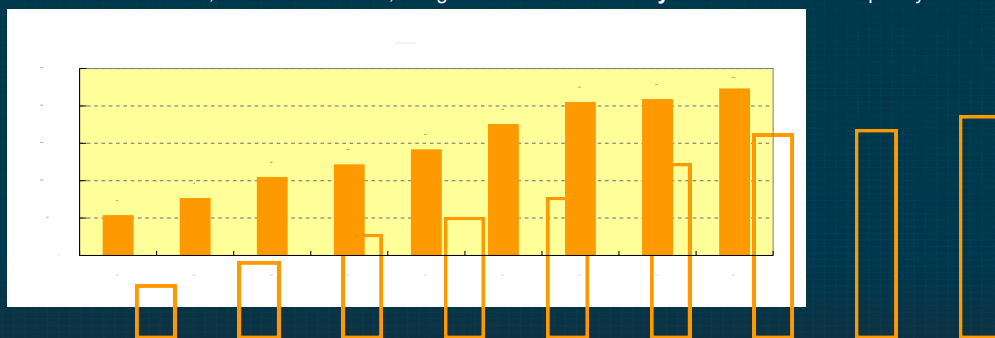
近年来社会救助资金支出情况

(包括城乡低保、医疗救助、农村五保以及临时救助支出)

单位: 亿元



Expenditures of social assistance capital in recent years (including expenditures on urban and rural subsistence allowances, medical assistance, five guarantees in rural areas and temporary assistance)



全国社会救助资金支出从2007年的539亿元增长到2015年的2233.1亿元。

National capital expenditures on social assistance increased from RMB 53.9 billion Yuan to RMB 223.31 billion Yuan in 2015.

二、“十三五”时期社会救助在脱贫攻坚战略中的作用发挥



II. The Role of Social Assistance in Poverty alleviation Strategy During the Period of the “13th Five-year Plan”

- (二) “十三五”时期社会救助发展
- 目标: 围绕着“托底、精准、规范”, 实施兜底脱贫, 更好地发挥社会救助在脱贫攻坚中的基础作用。
- 托底保障
- (II) Development of social assistance during the period of the “13th Five-year Plan”
- Objective: implement poverty alleviation based on the security of basic living needs surrounding the principle of “securing basic living needs and being precised and standard”, so as to play the role of social assistance in poverty alleviation in a better way.
- Secure the basic living needs of the poor



二、“十三五”时期社会救助在脱贫攻坚战略中的作用发挥

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- 托底保障：面上托底、线上托底、点上托底
- 精准救助：更加精准地实施分类救助
- 规范运行：公平公正、快捷便民
- (II) Development of social assistance during the period of the “13th Five-year Plan”
- Objective: implement poverty alleviation based on the security of basic living needs surrounding the principle of “securing basic living needs and being precise and standard”, so as to play the role of social assistance in poverty alleviation in a better way.
- Secure the basic living needs of the poor at plain, line and point levels respectively
- Precise assistance: implement classified assistances in a preciser way
- Standard operation: being equal and fair and rapid and convenient

二、“十三五”时期社会救助在脱贫攻坚战略中的作用发挥



II. The Role of Social Assistance in Poverty alleviation Strategy During the Period of the “13th Five-year Plan”

-通过“低保兜底”对无法通过产业扶持脱贫的完全或部分丧失劳动能力的贫困人口“应保尽保”。Try the best to implement securities for the poor who are partially or completely disabled and unable to get out of poverty through industry support by means of “securing their basic living needs”.

加强与扶贫开发政策的衔接

Strengthen the cohesion with poverty alleviation and development policies

完善低保动态调整机制

Improve dynamic adjustment mechanism for subsistence allowances

建立与居民人均消费支出水平相挂钩的量化调整机制。

Establish quantified adjustment mechanism matched with residents' per capita consumption expenditure level

改变单纯核对家庭收入、财产状况的认定办法，统筹考虑家庭生活必需支出状况。

Transform the original determination method of purely checking household income and financial situations into considering the situations of household necessary expenditures in an integrated way

改进低保对象认定办法

Improve subsistence allowance object determination method

1.最低生活保障
Subsistence allowances

加强分类施保

Strengthen classified implementation

-对低保家庭中的老年人、未成年人、重度残疾人等重点救助对象，提高救助水平，确保基本生活。
-Target key assistance objects in subsistence allowance households, and ensure their basic living needs.

二、“十三五”时期社会救助在脱贫攻坚战略中的作用发挥



II. The Role of Social Assistance in Poverty alleviation Strategy During the Period of the “13th Five-year Plan”

加强医疗救助与医疗保险的衔接

Strengthen the cohesion between medical assistance and medical insurance

资助低保对象、特困人员、农村贫困人口参加基本医疗保险。坚持“保险+救助”的托底保障机制。

Subsidize subsistence allowance objects, especially poor people and rural poor population, to attend basic medical insurance.

Adhere to the mechanism of securing the basic living needs of the poor integrating “insurance and assistance”

2.医疗救助
Medical assistance

全面开展重特大疾病医疗救助

Comprehensively implement medical assistance against serious diseases

-提高制度的可及性：救助对象由重点救助对象（低保对象、特困人员）、低收入对象（低收入家庭中的老年人、重度残疾人、重病患者、未成年人）拓展到“因病致贫”家庭和农村建档立卡贫困人口。

-提高救助的靶向性：实行分类分段的梯度救助。

Increase the accessibility of the systems: in addition to key assistance objects (subsistence allowance personnel and especially poor personnel), low-income objects (the old and severely disabled as well as juveniles in low-income households), incorporate households trapped in poverty because of diseases and rural poor populations registered with corresponding certificates into the scope of assistance objects.
-Increase the targeting of assistance: implement classified and segmented gradient assistance

二、“十三五”时期社会救助在脱贫攻坚战略中的作用发挥

II. The Role of Social Assistance in Poverty alleviation Strategy During the Period of the “13th Five-year Plan”



推进制度城乡统筹发展

Promote and coordinate the development of the systems in urban and rural areas

3. 特困人员供养
Support for specially poor persons

改善供养条件、提升供养水平

Improve support conditions and increase support level

二、“十三五”时期社会救助在脱贫攻坚战略中的作用发挥

II. The Role of Social Assistance in Poverty alleviation Strategy During the Period of the “13th Five-year Plan”



发挥好“过渡性”、“应急性”作用

Properly play the role of “transitivity and “emergency”

4. 临时救助
Temporary assistance

发挥好“拾遗补缺”的补充性作用

Properly play the supplementary role of “remedying defects”

二、“十三五”时期社会救助在脱贫攻坚战略中的作用发挥



II. The Role of Social Assistance in Poverty alleviation Strategy During the Period of the “13th Five-year Plan”

5. 慈善救助
Charity
assistance

注重引导鼓励社会力量参与社会救助，与政府救助形成合力

Guide social power to participate in social assistance to form joint force with government assistance

谢谢
Thank you

KEYNOTE SPEECH (POWER POINT PRESENTATION)
SHANGHAI CASE STUDY ON POPULATION AGING AND COUNTERMEASURES
BY MS PU HAIHONG, DEPUTY DIRECTOR,
SHANGHAI ACADEMY OF DEVELOPMENT AND REFORM



Countermeasures Study against Aging Problem in Shanghai



Shanghai Academy of Development & Reform

Ruan Qing

In 1979, aging people in Shanghai over 60 years old initially occupied over 10% of total Shanghai population, which made Shanghai become the first aging city in China.

Time goes on, currently “Elders Living Alone” families are growing faster, which brings huge challenges for the Social Security System in Shanghai



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Catalogue

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Current Situations and Tendencies

2

Challenges

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Practices and Countermeasures



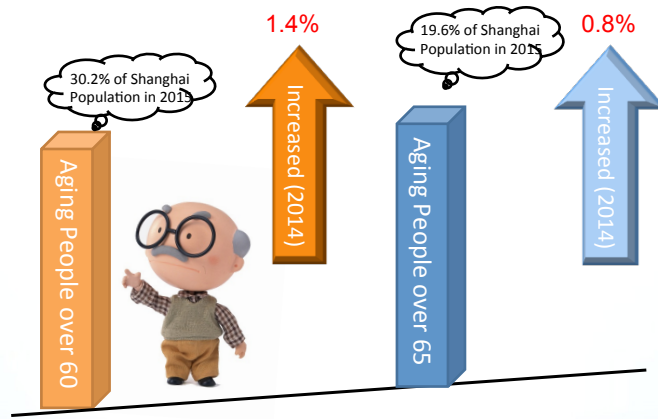
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Current Situations and Tendencies

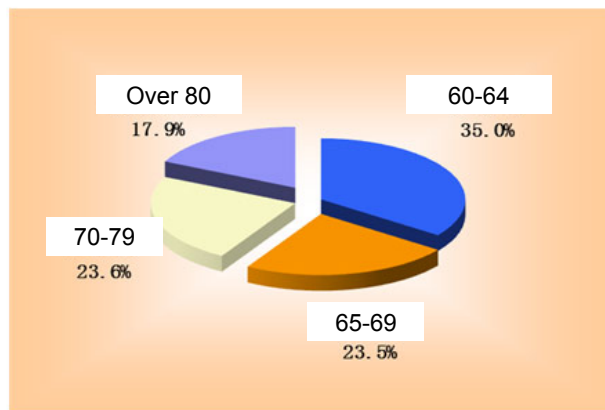


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Currently Situation of
Aging Problem in Shanghai



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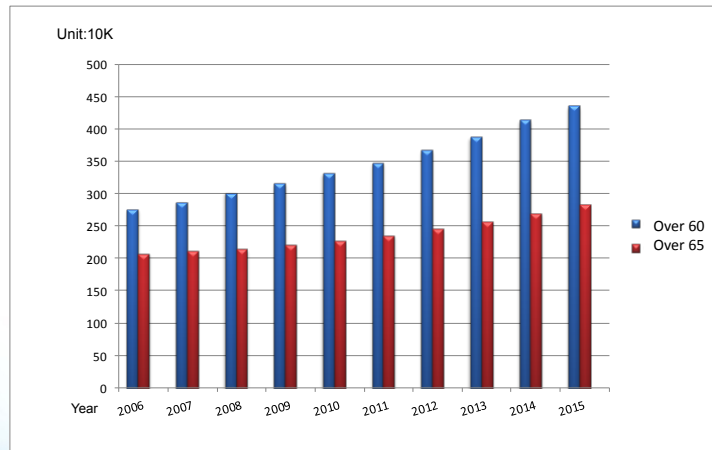


The Construction Map of Shanghai Aging People over 60



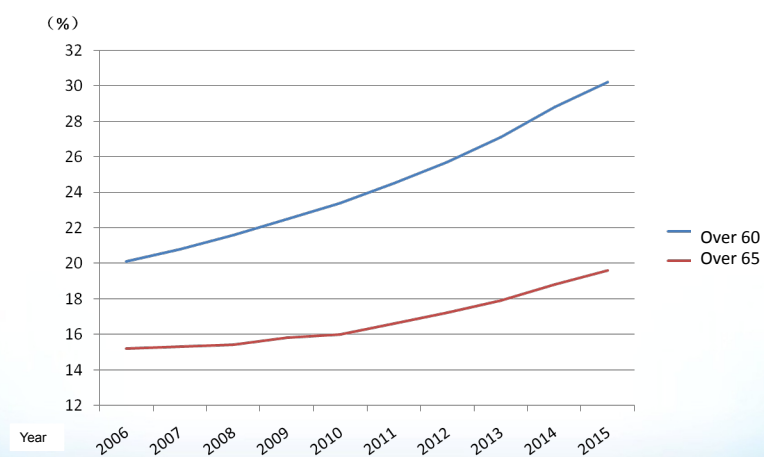
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Aging Population Change in Shanghai in Last Decade



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Aging Population Proportion Change in Shanghai in Last Decade



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Life Expectancy Change in Shanghai

Unit: Years old

Years	Life Expectancy	Unit: Years old	
		Male	Female
2015	82.75	80.47	85.09
2014	82.29	80.04	84.59
2013	82.47	80.19	84.79
2012	82.41	80.18	84.67
2011	82.51	80.23	84.80
2010	82.13	79.82	84.44
2005	80.13	77.89	82.36
2000	78.77	76.71	80.81
1990	75.46	73.16	77.74



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Tendencies

During 2015 and 2020, Aging people over 60 years old will increase 0.21M in Shanghai

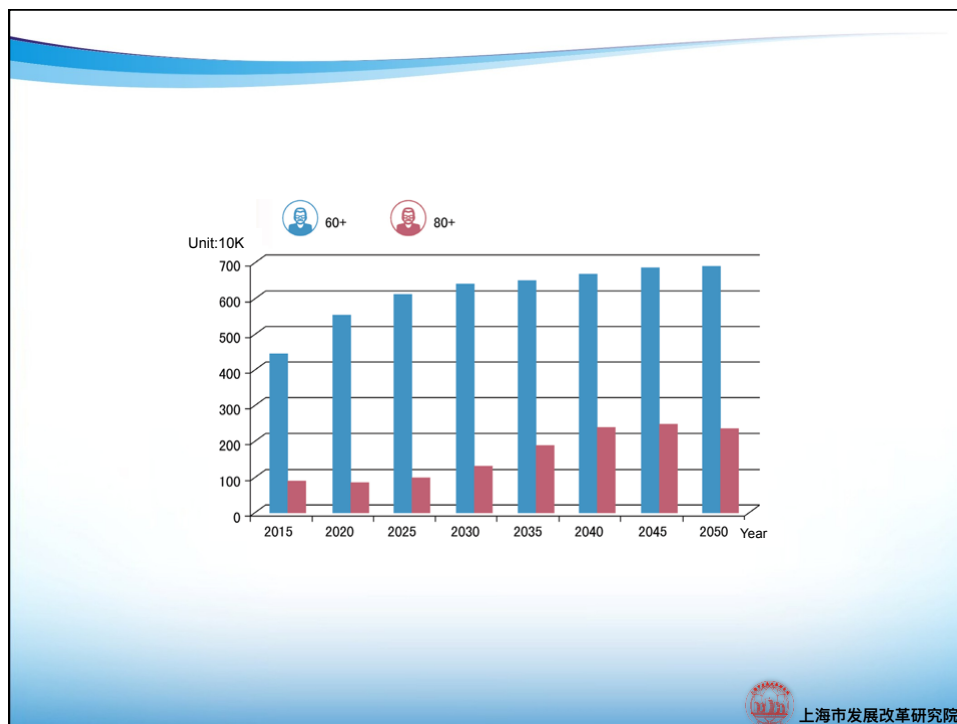
By 2018, totally over 5M

By 2020, totally over 5.31M

Touch the peak value during 2045-2050



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Challenges

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Heavier Old-Age Burden

Higher Medical Cost Pressures

Far More Nursing Needs

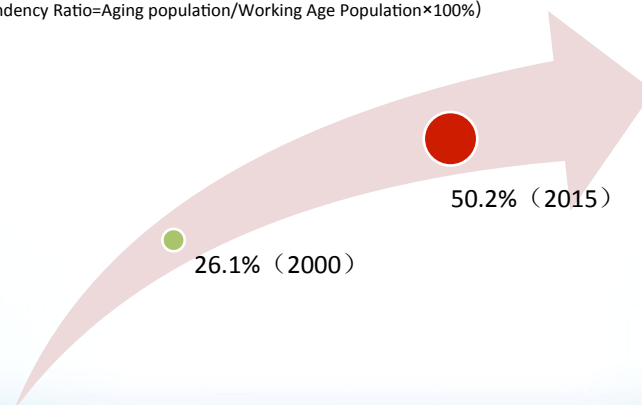


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Heavier Old-Age Burden

Age Dependency Ration Increase Sharply

(Age Dependency Ratio=Aging population/Working Age Population×100%)



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**Support Ration Change of Staff Endowment Insurance in
Shanghai during 2006-2015**

(Unit: 10K)

Year	Individual Numbers of Payment	Individual Numbers of Pensioner	Support Ratio
2006	477.7	294.7	1.62:1
2007	483.8	310.0	1.56:1
2008	495.3	324.4	1.53:1
2009	506.9	338.9	1.50:1
2010	542.9	352.0	1.54:1
2011	926.9	364.0	2.55:1
2012	948.0	378.4	2.51:1
2013	952.4	390.6	2.44:1
2014	969.3	404.1	2.40:1
2015	995.6	415.8	2.39:1



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**Higher Medical Cost
Pressures**



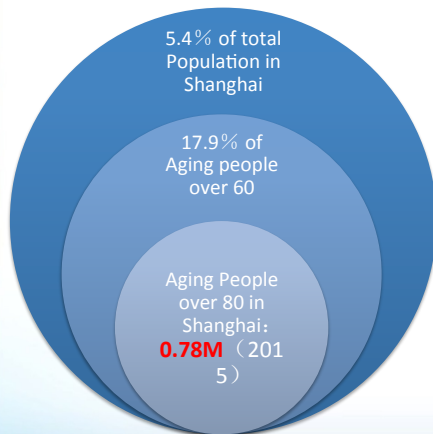
During 2007-2015, the Staff Medical Insurance Expenditure of Shanghai averagely increased 13.5% every year.

In 2014 and 2015, the disbursement of medical insurance for retired people is 6.2 and 6.3 times as much as the value of working people respectively.



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Far More Nursing Needs



During the "Twelfth Five-year Plan", aging people over 80 years old averagely increased 5.5% every year

By the end of 2015, over 0.98M aging people live alone without their children

In the near future, over 80% aging people are the parents who have only one child

There are about 13% aging people over 80 years old who cannot take care of themselves

It is extremely urgent to establish a long-term care insurance system for ageing people



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Practices and Countermeasures



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Recent Works

✓ **Promote Reformation of Staff
Endowment Insurance**

**Optimize Reformation of Medical
& Medical Insurance**

Perfect the Geriatric Nursing System



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Reformation of Staff Endowment
Insurance

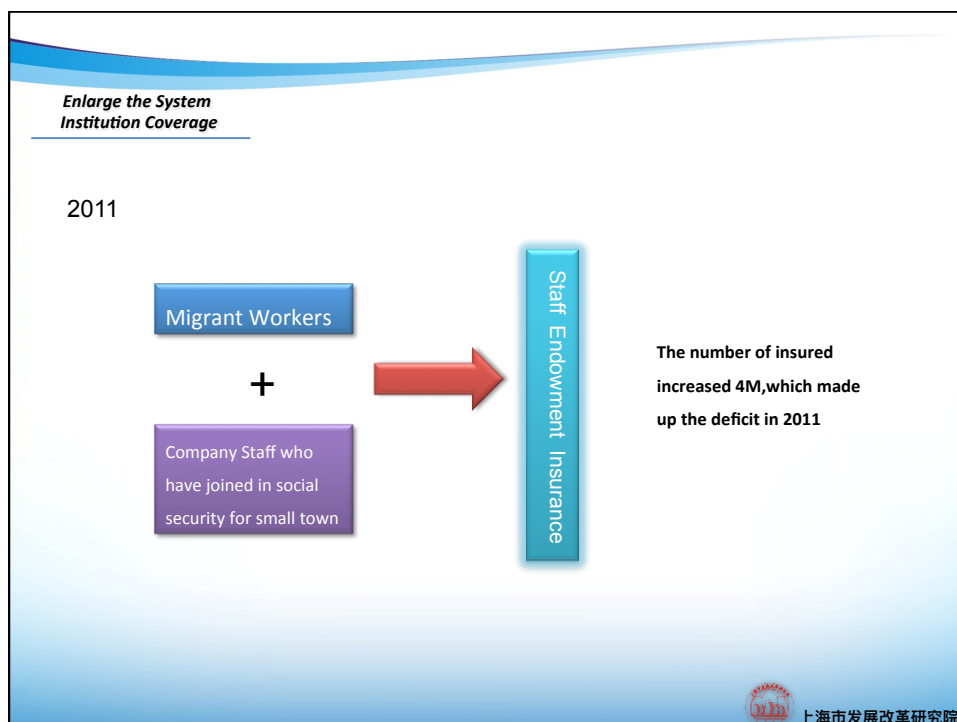
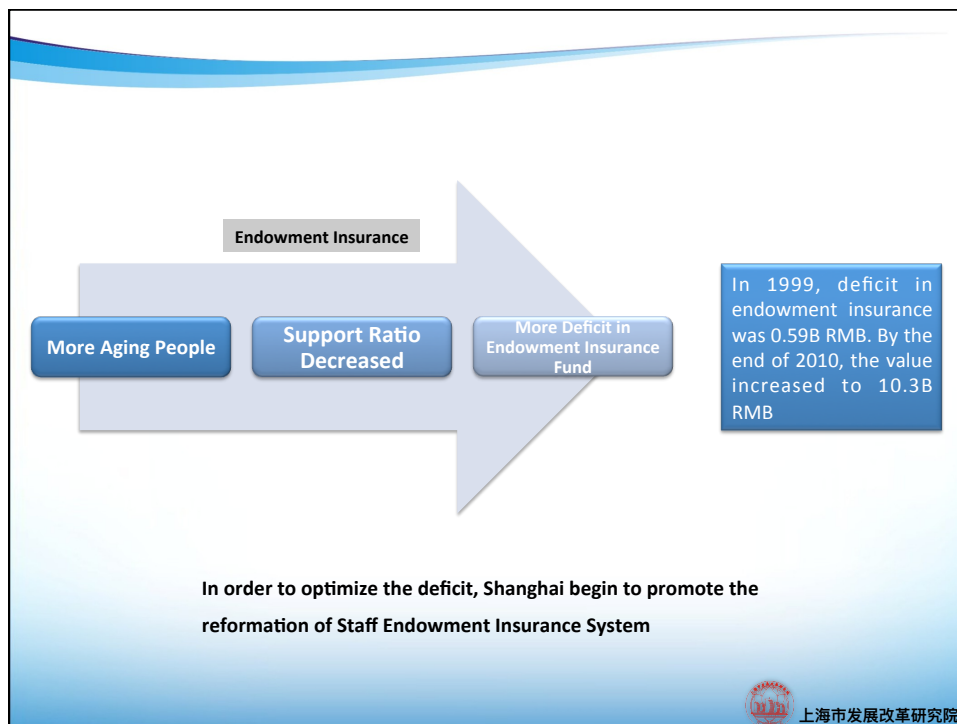
Enlarge the System Institution Coverage

Delay the Age Apply for Pension Flexibly

Reformation for Endowment Insurance in
Agencies and Institutions

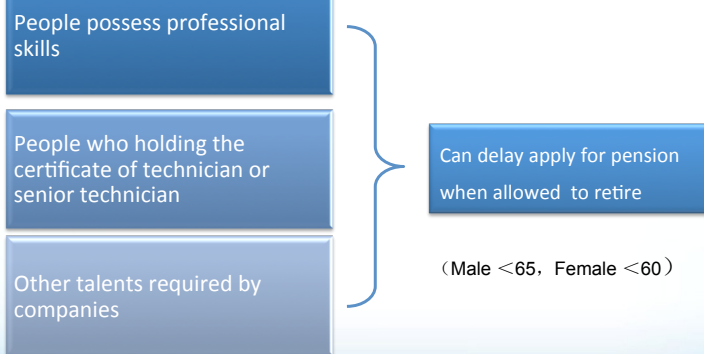


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*Delay the Age Apply
for Pension Flexibly*

2010



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*Reformation for
Endowment Insurance in
Agencies and Institutions*

In 2007, government finance made up the lost of retired people in agencies

In 2012, institutions also implemented the policy above

In 2015, agencies and institutions implemented **consistent** calculation methodology for pension as enterprises

In 2015, established occupation pension system for agencies and institutions

purpose

– Lighten the pressures from staff endowment insurance fund disbursement
– A fair environment for fund disbursement



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Recent Works

**Promote Reformation of Staff
Endowment Insurance**

✓ **Optimize Reformation of Medical &
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Perfect the Geriatric Nursing System



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Reformation of Medical & Medical Insurance

Medical Insurance Fund Pre- disbursement

- Control and pre-disburse the fund of medical insurance for medical institutions

Promote “Family Doctor” Mechanism

- From 2011, established contracts between family doctors and community residents
- By the end of 2015, signing rate is 44%

Enhance the Management of Chronic Diseases

- Regularly provide physical examination for aging people over 65 years old



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Recent Works

Promote Reformation of Staff
Endowment Insurance

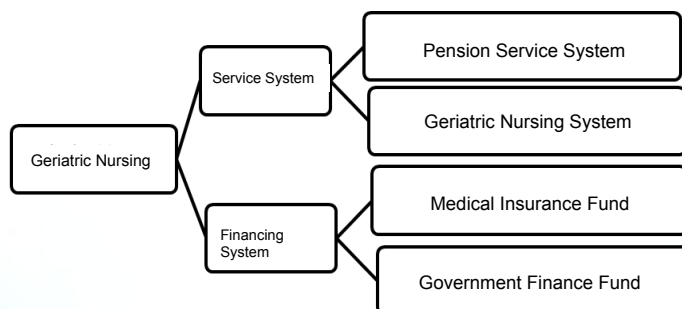
Optimize Reformation of Medical &
Medical Insurance

✓ Perfect the Geriatric Nursing System



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Perfect the Geriatric Nursing System



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"9073" Pension Service

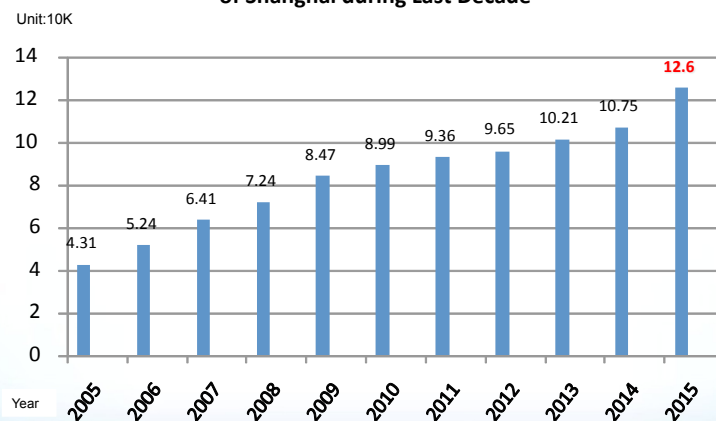
"9073" means 90% aging people take care of themselves at home, 7% aging people accept pension service in community, and 3% aging people accept pension services in agencies

By the end of 2015, there were 699 pension agencies established in Shanghai, including **0.12M** beds provided



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**Beds Numbers in Pension Agencies
of Shanghai during Last Decade**



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Establish Medical & Nursing Beds

By the end of 2015, there were **27.3K** Nursing
Beds provided for aging people

which were established in health
centers, nursing agencies and hospitals
both public and private



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Pilot for Old-aged People Nursing & Medical Guarantee Plan

Target Groups: Shanghainese
whose age over 70 and have
joined in staff medical
insurance...

Evaluation: Evaluate the self-
care capability, health
status ,etc., of aging people by
professional institutions
3 levels in medical & nursing
service

Service agencies: Geriatric
Nursing service agencies which
managed by medical insurance

Service Staff: Professional
nurses and trained care
associates

Services: Basic Nursing, clinical
nursing and home nursing ,etc.

Service Standard: 3-7 times
every week according to
different nursing levels.
Every time, 1 hour

Payment Allocation: **90%**
disbursed by medical insurance
fund, **10%** payed by individual



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**Combination of
Treatment & Maintenance**

Increase the medical institution in nursing agencies and settle the expenses by medical insurance fund

Sign the service contract between nursing agencies and health centers

Encourage "Home Doctors" provide more basic health services

Implement Old-aged People Nursing & Medical Guarantee Plan



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Countermeasures and Suggestions



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Perfect Staff **Endowment** Insurance System

Introduce relevant policies to extend retirement age

- Extend the retirement age for five years for both male and female

Extend pension insurance payment year appropriately

- Extend pension insurance payment year from 15 years to 20 years progressively

Search for different mechanisms to finance the pension insurance

- Establish the reserve fund for Shanghai pension insurance, the fund could be financed by government, national assets and land leasing

Develop Supplementary Pension Insurance

- To support supplementary pension from policy level, especially from tax and etc.



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Optimize Staff **Medical** Insurance System

Expand the Functions of Individual Medical Insurance Account

Reform the Medical Disbursement System

Promote the Development of Commercial Health Insurance



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Establish a Long-term Care Insurance System

The purpose for Shanghai to launce the “Old-aged People Nursing & Medical Guarantee Plan” in 2013 is to discover a feasible way to establish “Long-term Care Insurance System”



The “Long-term Care Insurance System” could be treated as an **independent** Insurance

Target Groups: All working and retired staff who has payed staff medical insurance

Financing from: Government, enterprises and individuals. At the initial phase, could be financed by staff medical insurance fund

Payment ways: Consider the care target with different status



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Questions?



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CONCLUDING REMARKS BY CO-CHAIR

MR. SONG XIAOWU, DEAN, CHINA INSTITUTE FOR INCOME DISTRIBUTION, BEIJING NORMAL UNIVERSITY;

FORMER DIRECTOR, OFFICE OF NORTHEAST REGION REVITALIZATION, STATE COUNCIL



Ladies and Gentlemen,

Due to the time constraints, I can hardly comment on each of the speakers just now. I think everyone's speech gave me a deep impression, as well as the introduction of Romania presented by Ms. Oana Silvia Toiu as Secretary of State also gave me a deep impression. This session is about the fairness and inclusive growth of the social protection system. This topic is very important for China to perfect the social protection system, or to further deepen the reform of social protection.

Mr. Cao Wenlian said earlier, we more focused on the economic development at the early stages, and gave more emphasis on efficiency and motivation factors. Now, after more than 30 years of reform and development, the problems we are facing have changed a great deal. We are not faced with the formation of egalitarianism under a planned economy, but some social conflicts accumulated in 30 years of reform and opening up become more prominent, and one of the important contradictions is that income distribution gap is too large. China's Gini coefficient should not be compared with Finland and Nordic, because our Gini coefficient is very high in the world. In case that an allocation gap has been large, whether our secondary distribution is also expanded the gap of primary distribution, which needs to be seriously studied.

To what extent does China's secondary distribution narrow the gap in primary distribution? As said by the principal officer of Chinese Bureau of Statistics, it is almost negligible. Such a situation should attract the attention of those who study social protection. I have attended the International Labour Conference for many times, probably 12 times, and I have learned a lot. One of those words impressed me deeply that poverty everywhere poses a challenge to wealth and prosperity everywhere, that is to say, the society will break after the gap between the rich and the poor is too large, and there will be a great potential for instability. Therefore, in my opinion, under the current economic and social conditions in China, we should give priority to the fairness and inclusiveness of growth.

Some scholars and officials also make an issue of sustainability on China's current basic pension insurance system, and I think this view is also very right; but if the sustainability of system is designed to widen the disparity of primary distribution, I think this is not advisable. If the pension insurance system to expand the gap of primary distribution is implemented, the continued expansion will be more terrible. I don't believe that there is no pension insurance system designed to narrow the disparity of primary distribution in China. This is the problem to be carefully considered by the people who engage in research on social protection and basic pension insurance system. That is to say, a country's social protection system should be compatible with its level of economic development. At this phase when we should consider the sharing development and consider how to narrow the gap of primary distribution, how to better harmonize the goal of social protection as well as the goal and methods of basic pension insurance system. This is the main point I want to say.

In my speech about Shanghai, I think, it is a very good example to the typical aging cities in China. I strongly support some of the reform proposals mentioned, such as delaying the retirement age, extending the payment period, implementing the multi-party financing, and developing the supplementary assurance. The extension of payment period mentioned is also an incentive mechanism, and it is not necessary to consider the incentive mechanism of basic pension insurance system from the perspective of expansion of gap of primary distribution, but it can be considered in this regard, which I am in favour of.

Social assistance in China is currently a very important way to narrow the gap in primary distribution. In the social protection project, the social assistance is the most important project to narrow such gap, on which this is not controversial, so this presentation is to make me be impressive.

When it comes to the welfare country in Finland, I note that we always say that we want to prevent welfare traps. It is said that China has the welfare trap compared with Finland and the Nordic countries, but this is contrived. What we are now facing, especially for migrant workers, is the issue of serious lack of welfare for ordinary workers. I have also noticed that there is no political movement in Finland to raise serious questions about the fundamentals of the welfare model, but many Chinese scholars have questioned about this model, as if China had taken the Nordic welfare path. This gives me a lot of inspirations, so I get great benefits. What I have just talked about may play a role in advising the next step in China's basic pension insurance system reform and social protection reform.

SESSION V

SUSTAINABILITY OF SOCIAL SECURITY SYSTEMS AND THE FINANCIAL REFORM



SESSION CONTENTS

- INTRODUCTORY REMARKS BY CO-CHAIR MS LUCIA ORTIZ SANZ, DEPUTY DIRECTOR GENERAL OF INTERNATIONAL SOCIAL AND LABOUR RELATIONS, MINISTRY FOR EMPLOYMENT AND SOCIAL SECURITY, SPAIN
- CHALLENGES ON SOCIAL SECURITY FINANCING AND REFORM EXPERIENCES IN EU - THE 'RIESTER PENSIONS' BY MR. WOLFGANG SCHOLZ, RHEIN-BONN-SIEG UNIVERSITY, GERMANY
- IMPROVEMENT OF FINANCING AND INVESTMENT MANAGEMENT SYSTEM OF SOCIAL SECURITY FUND BY MR. XIONG JUN, DEPUTY DIRECTOR GENERAL, DEPARTMENT OF PLANNING AND RESEARCH, NATIONAL COUNCIL FOR SOCIAL SECURITY FUND
- FINANCIAL SUSTAINABILITY AND THE KEY ISSUES OF CHINA'S SOCIAL SECURITY REFORM BY MR. ZHENG BINGWEN, DIRECTOR, CENTRE FOR INTERNATIONAL SOCIAL SECURITY STUDIES, CHINESE ACADEMY OF SOCIAL SCIENCES
- CONCLUDING REMARKS BY CO-CHAIR MR. LIU KEGU, DEPUTY DIRECTOR, ACADEMIC ADVISORY BOARD, CHINA CENTRE FOR INTERNATIONAL ECONOMIC EXCHANGES; FORMER VICE CHAIRMAN, NATIONAL DEVELOPMENT BANK

INTRODUCTORY REMARKS BY CO-CHAIR

MS LUCIA ORTIZ SANZ,

**DEPUTY DIRECTOR GENERAL OF INTERNATIONAL SOCIAL AND LABOUR RELATIONS,
MINISTRY FOR EMPLOYMENT AND SOCIAL SECURITY, SPAIN**



Dear Authorities, colleagues, ladies and gentlemen, good morning to everybody,

On behalf of the Spanish Secretary of State of Social Security, Mr. Burgos, let me express our gratitude for taking part in this High Level Event, focused in the subject of employment policy and Social Security reform.

We think this issue lies on a common concern to offer adequate and sufficient answer to the social protection afforded to our societies. The answers obtained from reflection and shared knowledge will always be better.

This goal is also part of the reform Agenda launched by the European Union, as well as the Government of Spain in recent years, responding to emerging challenges, such as the demographic challenge. It also includes our concern to make the social security system sustainable, while maintaining the best possible protection.

The objective is Sustainability and Adequacy

Before addressing sustainability, we consider important organizing both, the contributory and the non-contributory schemes.

The non-contributory Social Security, including social services, is an instrument of social protection intended to cover situations of generic need, characterized by inadequate financial resources of all citizens or specific groups at social risk or special needs. Here dependency care must be mentioned.

The key objectives of this public system are:

Firstly, guaranteeing coverage of the population social needs, given the universal nature of the system.

Secondly, promoting social inclusion of all people and groups

Finally, achieving greater social welfare, through living conditions improvement.

General resources (taxes) usually finance this non-contributory level.

As regards to the contributory level of Social Security, it is intended to protect certain contingencies or situations, providing legally economic benefits oriented to replace labour income.

The sustainability of the contributory level, depends on the system. Spain, has a public, contributory, solidary system, between generations and between territories. In other words, it is a “pay as you go” system.

As referred to pension reforms, it requires a broad political and public support. Let me underline that all issues concerning Social Security in my country (both the present system and its financial stability and the future benefits) are analysed and debated within the Toledo Pact. This Pact, created in 1995, is a Commission of the Chamber of Deputies where all parliamentary groups are represented. Toledo Pact has subscribed several reports approved by great majorities, including recommendations that have guided the successive reforms of the social security system. And it keeps doing it nowadays.

The major challenge is to guarantee a public pension system facing an economic crisis and, above all, to get ahead of the future ageing of the population.

Adequacy of a pension system is measured by its capacity to effectively replace the incomes of active life in the stage of passive life, and to place all pensioners above the line of poverty.

We are aware of the fact that we will only achieve this goal by making continuous research on the evolution of income and expense, and making necessary reforms at any time.

In addition, policies promoting cost-effective and safe complementary savings for retirement are an important part of the necessary mix of measures to ensure future pension adequacy.

Definitely, a multi layered pension system.

The Social Security System has been hit by economic crisis and by ageing of population. As a reaction, reforms are required.

Reducing unemployment and encouraging longer stay in labour markets, including raising the labour market participation of women, will be crucial for the future sustainability and adequacy of pension benefits. Also, reducing pension gender gap should be a major focus of policy efforts.

Addressing the impact of ageing and promoting longer working lives has driven extensive pension reforms in recent years.

In the EU parametric reforms are going to be explained by the keynote speakers this morning.

Confucius said: “Men who do not care about the future, will soon have troubles.” We hope that today’s event will help to find solutions to common challenges to our social security systems.

KEYNOTE SPEECH (POWER POINT PRESENTATION)

**CHALLENGES ON SOCIAL SECURITY FINANCING AND REFORM EXPERIENCES IN THE EUROPEAN UNION
- THE 'RIESTER PENSIONS'**

**BY MR. WOLFGANG SCHOLZ,
RHEIN-BONN-SIEG UNIVERSITY, GERMANY**





Social Protection Reform Project

中国-欧盟社会保障改革项目

Session Five: "Sustainability of Social Security System and the Financial Reform"

单元五：社保制度的可持续性与财务改革

Challenges on Social Security Financing and Reform Experiences in EU - the 'Riester Pensions'

欧盟社保制度面临的财务挑战与改革经验：李斯特养老金计划

Diaoyutai Hotel, Beijing

北京钓鱼台大酒店

September 28 to 29, 2016 – Day 2, 10.45h

2016年9月28日-29日-第2天10点45分

Overview of presentation

报告概览



- ✓ What is the Riester Pension? Why was it introduced?
什么是李斯特养老金计划？其实施原因是什么？
- ✓ The Riester Pension: facts and figures.
李斯特养老金计划：事实和数据
- ✓ Observations on the relevance of fully funded individual accounts from the point of view of the poor.
穷人对做实个人账户重要性的看法
- ✓ Concluding remarks on the political economy of funding – the Washington Consensus, Europe and China.
关于筹资政治经济学的结论：华盛顿共识、欧洲和中国

1 What is the Riester Pension? Why was it introduced? 什么是李斯特养老金计划？其实施原因是什么？



- ✓ Riester Pension (RP) is a private individual savings plan that aims to buy, at retirement, a life-long annuity. (individual contract with private provider)
李斯特养老金计划是一个旨在退休后购买终身年金的私营个人储蓄计划（与私营提供商签署个人合约）。
- ✓ Plan is subsidized by government through direct cash transfers to the plan account, and, where applicable, through further tax measures.
该计划接受政府补助。政府会向计划账户直接进行现金调拨，必要时还会提供进一步的税收措施。
- ✓ Entitled to subsidies: All persons subject to the 2001 cuts in the public pension system (DB, PAYG), and who continue to be members of those schemes.
享受补助的权利：所有受公共养老金体系2001年削减待遇影响且继续为该体系成员的人
- ✓ Subsidies aim at compensating for those cuts.
补贴旨在就上述削减待遇提供补偿。

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1 What is the Riester Pension? Why was it introduced? 什么是李斯特养老金计划？其实施原因是什么？



- ✓ Four types of contracts subsidized:
享受补助的合约共有4种：
 - Private insurance plans aiming at buying classical annuity („pension”);
旨在购买典型年金（“养老金”）私人保险计划
 - Plans with regular contributions to an investment fund;
定期向投资基金缴费的计划
 - Plans regularly contributing to a „bank savings plan”;
定期向“银行储蓄计划”缴费的计划
 - Savings plans aimed at financing, at old age, owner-occupied property.
旨在为年老时业主自住物业筹资的储蓄计划
- Plans must be „certified”, i.e. life-long annuity payment must be guaranteed under all four types. At beginning of pay-out phase capital must be at least equal to paid-in contributions plus subsidies (costs must not be deducted).
计划必须“进行认证”，即上述4种计划均须就终身年金的支付提供保证。在支付阶段初期，资金至少必须等于实收缴费与补助之和（成本不得予以扣除）。
- Subsidies: 154 € p.a.
补助金额：每年154欧元
 - Recipients of child benefits receive in addition 185 € per child p.a.
儿童福利补助金的领取者另外还可领取每年每孩185欧元的补贴。
 - For children born as of 1 January 2008 the subsidy is 300 € p.a.
对于2008年1月1日之后出生的孩子，补贴金额为每年300欧元。

Page 4

1 What is the Riester Pension? Why was it introduced?

什么是李斯特养老金计划？其实施原因是什么？



- ✓ RP was introduced in order to achieve, in Germany's ageing society, a fairer burden sharing between the active and the retired generations.
李斯特养老金计划的目的是在德国的老龄化社会里实现在职人口与退休人口之间更加公平的责任分担。
 - ✓ Replacement rates of public pensions are gradually but significantly reduced;
公共养老金的替代率被逐渐但显著降低。
 - ✓ Contribution rates to public system increase less than without those cuts;
公共养老金体系缴费比率的增长幅度低于没有实施待遇削减情形下的幅度。
 - ✓ In order to compensate for anticipated replacement rate losses the active generation must save more, individually;
is supported by the tax-payer (state), employers are out of the game (RP is neutral re labour costs).
为补偿预期的替代率损失，所有在职人口都必须增加储蓄；李斯特养老金计划由纳税人（国家）支持，雇主不参与其中（在劳动成本方面，李斯特养老金计划是中立的）。
- ✓ It was expected that high rates of return on capital markets would „easily“ compensate for cuts in public system's replacement rates and that, therefore, the RP would attract sufficiently high coverage rates despite its being voluntary.
由于资本市场的回报率较高且可“轻易”弥补公共养老金体系替代率降低造成的损失，李斯特养老金计划预计将实现足够高的覆盖率——尽管其参与是自愿的。

2 The Riester Pension - facts and figures.

李斯特养老金计划：事实和数据

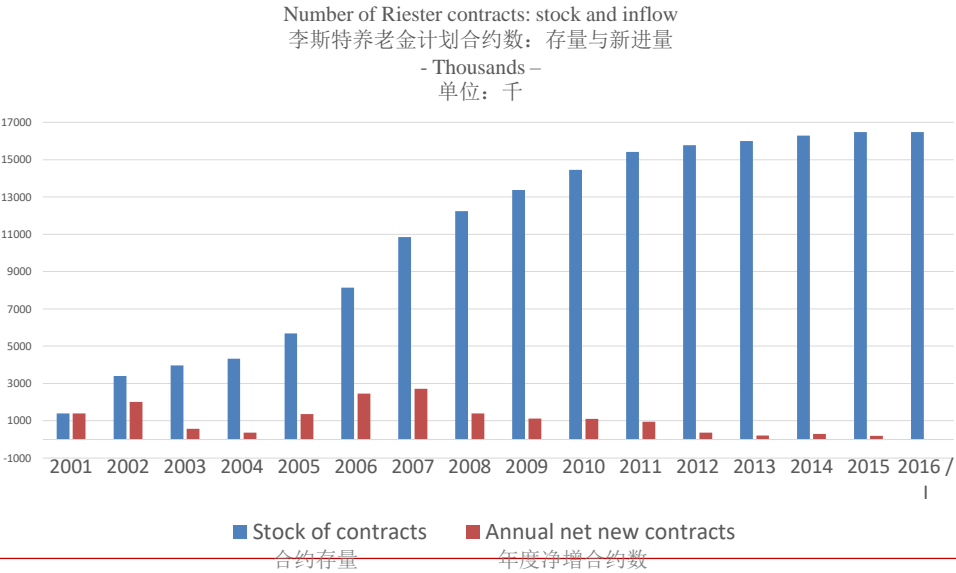


Number of Riester contracts, - End of year, in 1000 –
李斯特养老计划合约数，年末，单位为“千”

Product 产品	Private 私人保险	Savings plans 储蓄计划 (banks) (银行)	Savings plans 储蓄计划 (investment funds) (投资基金)	Housing 住房 at old-age (退休后)	Total 总计	Number of Employed 在职人数	Total Riester contracts relative to employed 李斯特养老金计划合约数 相对于在职人员的比例	Influx of new contracts (net) 新进合约数 (净)
Year 年	1000	1000	1000	1000	1000	1000	%	1000
2001	1400				1400	36816	3,8	1400
2002	3081	150	174		3405	36536	9,3	2005
2003	3534	197	241		3972	36172	11,0	567
2004	3807	213	316		4336	39218	11,1	364
2005	4859	260	574		5693	39220	14,5	1357
2006	6562	351	1231		8144	39559	20,6	2451
2007	8454	480	1922		10856	40259	27,0	2712
2008	9285	554	2386	22	12247	40805	30,0	1391
2009	9906	634	2629	197	13366	40845	32,7	1119
2010	10485	703	2815	460	14463	40983	35,3	1097
2011	10988	750	2953	724	15415	41534	37,1	952
2012	11059	781	2989	953	15782	42007	37,6	367
2013	11013	805	3027	1154	15999	42269	37,9	217
2014	11033	814	3071	1377	16295	42640	38,2	296
2015	10989	804	3125	1564	16482	42964	38,4	187
2016 / I	10958	800	3131	1592	16481	43200	38,2	-1

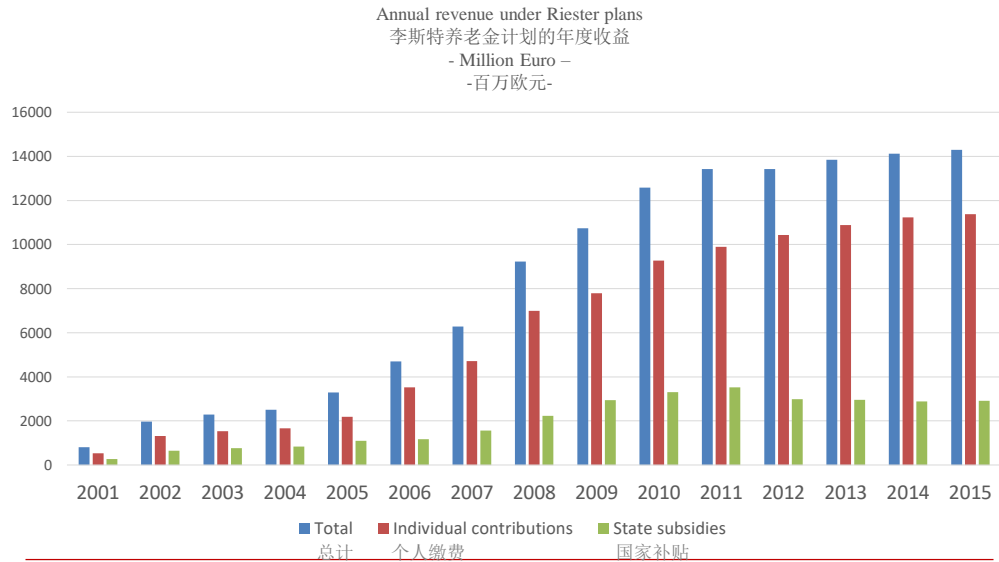
Around 20% of total number of contracts is estimated to be dormant (equivalent to 3,3 million; in 2016)
合约总数中约20%预计将成为休眠合约（相当于330万，2016年）

2 The Riester Pension - facts and figures.
李斯特养老金计划：事实和数据



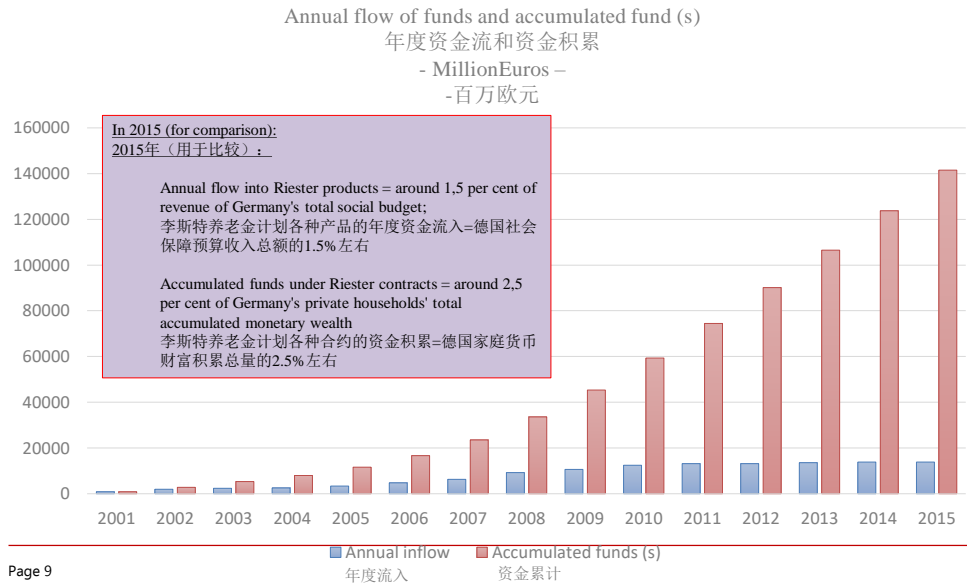
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2 The Riester Pension - facts and figures.
李斯特养老金计划：事实和数据



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2 The Riester Pension - facts and figures. 李斯特养老金计划：事实和数据



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2 The Riester Pension – a few interim conclusions. 李斯特养老金计划：一些暂时结论



- ✓ System has reached a stable plateau – stagnant in future?
该体系已进入一个稳定的平台期——未来停滞不前？
- ✓ With 30+ % coverage it remains far from expectations.
该体系30%多的覆盖率远低于预期。
- ✓ If no significant improvement in coverage (up to at least 75+ % of employed) the pension reform of 2001 must be re-considered (re-reformed?)
如果覆盖率没有显著改善（至少应覆盖在职人口的75%以上），2001年的养老金改革必须重新考虑（再改革？）。
- ✓ Especially the low income earners have pulled out of the system (= rational economic decision).
低收入者退出该体系的特别多（这是理性的经济决定）。

Page 10

3 Relevance of fully funded individual accounts from the point of view of the poor. 穷人对做实个人账户重要性的看法



- ✓ For low income earners individual accounts are problematic as they:

对于低收入者而言，个人账户是有问题的，因为：

- produce only meaningless absolute amounts of capital / annuities.
个人账户产生的仅是毫无意义、绝对数量的资金/年金；
- when annuities are low the government must step-in at retirement in order to top-up annuities to just-above-poverty-line (social assistance);
当年金过低时，政府仍然必须在退休时介入，以便将年金提高于贫困线之上（社会援助）；
- for poor members life-long saving retrospectively may turn out “useless” because the poor would receive social assistance anyway;

(=> threat to the Finance Minister, see Chile)

对穷人而言，以可追溯方式进行终身储蓄可能“并无用处”，因为他们毕竟还可领取社会援助（=>威胁财政部长，参见智利）；

- Low annuities are relatively costly to buy, therefor low annuities must further be reduced or fund management must internally cross-subsidize from income earned on higher savings accounts
(=> fund management not interested in these accounts).

低年金代价相对昂贵，因此必然会进一步减少，否则基金管理公司必须从较高储蓄账户挣得的收入中获得内部交叉补贴（=>基金管理公司对这些账户并不感兴趣）。

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4 Concluding remarks: the political economy of funding – ‘Washington Consensus’, China and Europe.

关于筹资政治经济学的结论：华盛顿共识、欧洲和中国



1989: Washington Consensus: 1. **Fiscal Discipline**. 2. **Reorder Public Expenditure Priorities**. 3. Tax reform. 4. Liberalize Interest Rates. 5. A Competitive Exchange Rate. 6. Trade Liberalization. 7. Liberalize Inward Foreign Direct Investment. 8. **Privatization** (pensions!). 9. **Deregulation** (labour markets!). 10. **Property Rights**
1989年，华盛顿共识：1. **财政纪律**；2. **对公共支出重点进行重新排序**；3. 税制改革；4. 利率自由化；5. 有竞争力的汇率；6. 贸易自由化；7. 外国直接投资的自由化；8. **私有化**（养老金！）；9. **去监管**（劳动力市场！）；10. **财产权**。

1994: World Bank „Averting the old-age crisis. Policies to protect the old and promote growth.”
Most influential book in which finance market specialists told social politicians how to organize best old-age income security (to the advantage of ALL).
Many governments followed the advice.

1994年，世界银行，《防止老龄危机——保护老年人及促进增长的政策》发布
这是非常有影响力的一本书。在书中，金融市场专家告诉社会政治家们如何以最佳方式管理老年人的收入安全问题（以有利于所有人的方式）。许多国家都遵循了书中提出的建议。

Somehow these developments took place at an exceptional moment: liberated capital markets produced for some time exceptionally high RoRs – fostering the belief that ageing problems can be solved through funded DC pensions. This belief triggered pension policy reactions around the globe, including Europe and, with some time-lag?, China.

这些进展发生在一个特殊时期：被放开的资本市场在一段时间内产生了特别高的回报率，从而助长了以下信念，即老龄化问题可通过固定缴费型养老金制度予以解决。这一信念在全球范围内包括欧洲引发了许多养老金政策反应，而且由于时滞效应（？），在中国也产生了影响。

Meanwhile there is some disillusionment; many of those reformers are re-reforming / have re-reformed, among these:
与此同时，下列国家中却存在理想破灭的现象——其中许多已经或正在进行再次改革：

Argentina, Chile, Poland, Hungary.
阿根廷、智利、波兰、匈牙利
Germany: will sooner or later.
德国：早晚也会。
(Switzerland?)
(瑞士呢？)

Reasons many-fold, often not comparable, but generally (selection):
原因是多方面的，往往没有可比性，但通常包括（部分）：
too low replacement rates;
替代率过低；
too high fiscal costs;
财政成本过高；
financial markets did not deliver;
金融市场不支持；
public unease / political unrest.
公众不适/政治不安

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KEYNOTE SPEECH (POWER POINT PRESENTATION)

IMPROVEMENT OF FINANCING AND INVESTMENT MANAGEMENT SYSTEM OF SOCIAL SECURITY FUND

**BY MR. XIONG JUN, DEPUTY DIRECTOR GENERAL, DEPARTMENT OF PLANNING AND RESEARCH,
NATIONAL COUNCIL FOR SOCIAL SECURITY FUND**





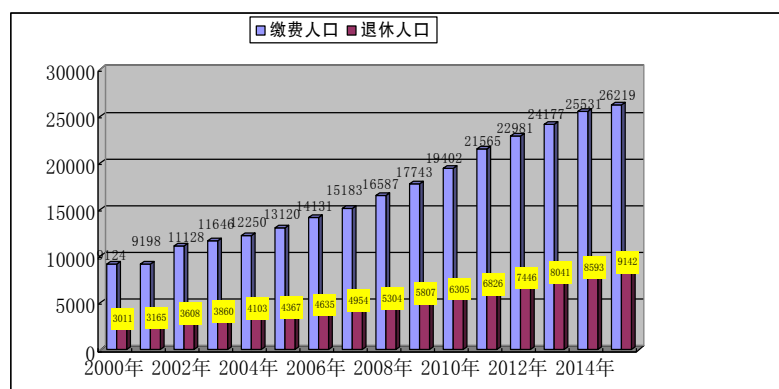
社保基金融资与投资管理体制 Social Security Fund Financing and Investment Management System

熊军

Dr. Xiong Jun

第1页

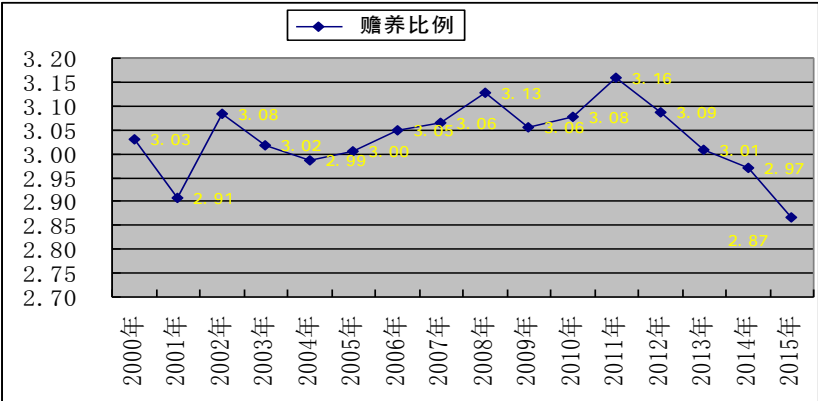
2000年以来，我国职工基本养老保险的覆盖面迅速扩大，与此同时，退休人口规模也快速上升。 Since 2000, China's basic retirement insurance coverage of employees expanded rapidly, at the same time, the size of the retired population increased rapidly.



第2页

尽管扩大覆盖面改善了赡养比例，但是在人口老龄化的作用下，职工基本养老保险的赡养比例持续走低，基金收支压力加大。

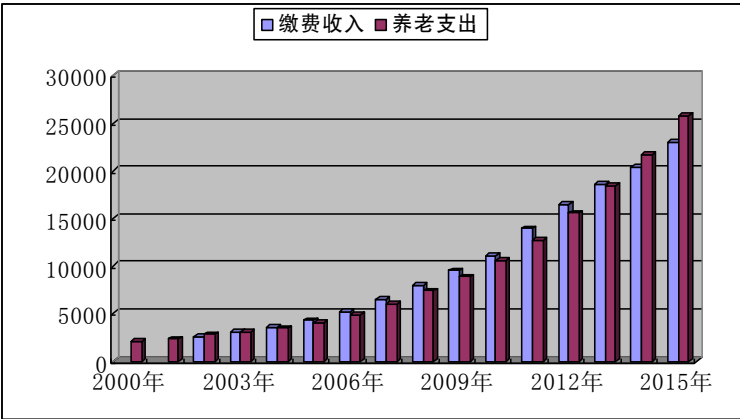
Despite the extension of coverage improved the support ratio. However, due to the aging population, the support ratio of basic retirement insurance continues to decline, the pressure of fund payments keeps increasing.



第3页

2014年以前，缴费收入可以完全覆盖基本养老保险基金支出，2014年以后，情况发生变化。

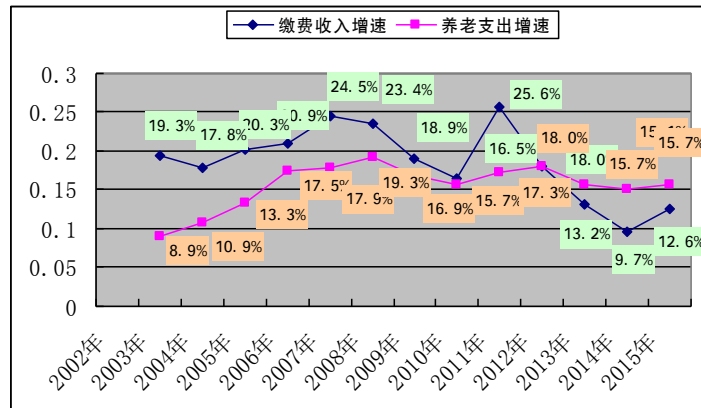
Before 2014, premium payments could completely cover the basic retirement insurance fund. But since 2014, the situation has changed.



第4页

基金缴费收入增速近年来明显下降，但是基金支出增速始终保持在一个较高水平。

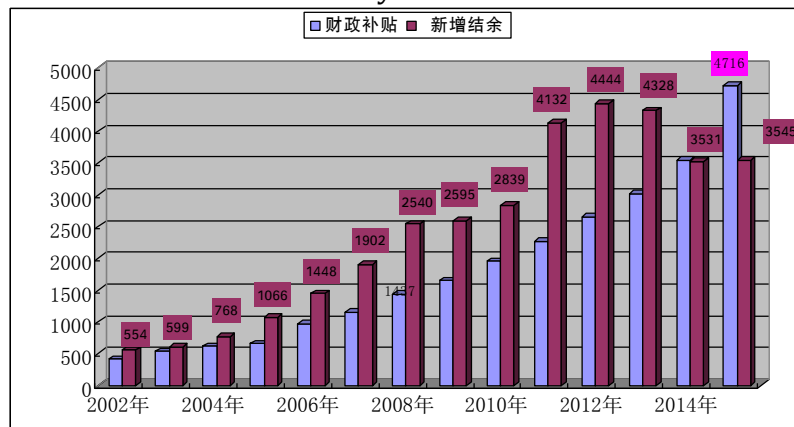
Fund's contribution revenue growth rate decreased significantly in recent years, but the fund's expenditure growth rate has remained at a high level.



第5页

不断增长的财政补贴是当年新增结余的主要来源，而新增结余规模连续4年回落。

Growing financial subsidies were a major source of the new balance before, while the size of the new balance has declined over the last four consecutive years.



第6页

做大做强全国社会保障基金是增强社会保障制度可持续性的重要措施之一

A bigger and stronger national social security fund is one of the important measures to enhance the sustainability of the social security system.

- 全国社会保障基金（NSSF）性质上是国家社会保障储备基金
- NSSF成立于2000年8月，多渠道筹集资金，主要用于人口老龄化高峰时期的养老保险等社会保障支出的补充和调剂
- The National Social Security Fund (NSSF) serves as the national social security reserve fund.
- The NSSF was established in August 2000, it raises funds in multiple channels to supplement and adjust the social security spending such as social insurance during the peak time period of the aging of population.

做大做强全国社会保障基金是增强社会保障制度可持续性的重要措施之一

A bigger and stronger national social security fund is one of the important measures to enhance the sustainability of the social security system.

- 全国社会保障基金理事会（SSF）受国务院委托，管理运营NSSF
- 截止到2015年底，NSSF权益总额为15083.41亿元，SSF管理的资产总额为19138.21亿元
- The National Council for Social Security Fund (NCSSF) is commissioned by the State Council to manage and operate the assets of NSSF.
- By the end of 2015, total equity of the NSSF is ¥1.508341 trillion, while the total assets under management is ¥1.913821 trillion.

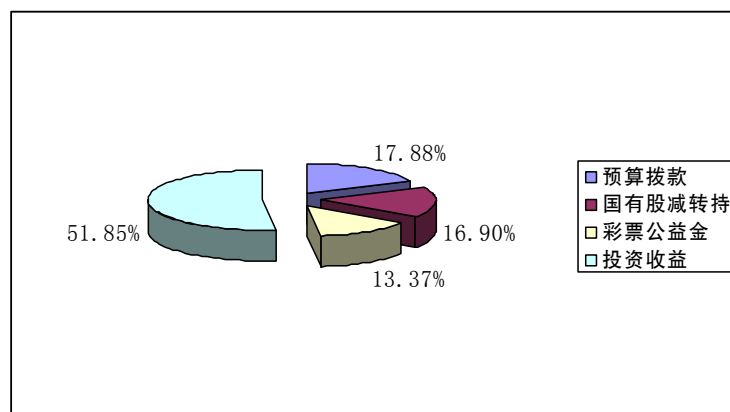
NSSF的收入来源由财政性拨入资金和投资收益两部分构成

NSSF's source of income consists of fiscal allocations and investment income.

- 截止到2015年末，财政性拨入累计7279.38亿元
 - 中央财政预算拨款累计2698.36亿元
 - 国有股减持资金和股份累计2563.17亿元
 - 彩票公益金累计2017.85亿元
- 投资收益累计7907.81亿元
- By the end of 2015, accumulated financial allocations is ¥727.938 billion.
 - Accumulated central government budget allocations is ¥269.836 billion.
 - Accumulated transfer of state-owned capital is ¥256.317 billion.
 - Accumulated lottery income is ¥201.785 billion.
- Accumulated investment income is ¥790.781 billion.

随着NSSF规模不断扩大，投资收益逐步成为最重要的基金收入来源

With the NSSF's expanding size, investment income is gradually becoming the most important income source of the fund.



理事大会是SSF的最高权力机构
The NCSSF (Board) is the highest governing body of the NSSF

- 理事长、副理事长由国务院任命
- 理事由国务院聘任
- 理事大会职责
 - 审议、通过NSSF管理运营的重大方针和战略
 - 审议、通过NSSF年度运作计划和中长期发展规划
- The chairman and vice chairmen are appointed by the State Council.
- The board members are appointed by the State Council.
- Governing functions of the Board:
 - To examine and adopt the NSSF's significant policies and strategies concerning its management and operation.
 - To examine and adopt the NSSF's annual operation plan and mid-and-long-term development scheme.

理事大会是SSF的最高权力机构
The NCSSF (Board) is the highest governing body of the NSSF

- 对NSSF年度运作计划执行情况进行审查，审定年度运作报告
- 审定NSSF投资管理制度、风险管理制度、信息披露制度等重大管理制度
- 就NSSF管理运营中的情况和问题向国务院和国务院授权部门报告制定、修改理事会章程
- To examine the implementation of the NSSF's annual operation plan and to review and adopt NSSF's annual operation report.
- To approve NSSF's major management regimes such as the investment management regime, risk management regime and information disclosure regime.
- To report to the State Council and its authorized departments on the issues and problems concerning the management and operation of the NSSF.
- To formulate and revise the charter of SSF.

SSF的主要职责

Responsibility of the NSSF

- 管理中央财政拨入的资金、减持或转持国有股所获资金、划入的股权资产及其他方式筹集的资金
- 制定NSSF的投资经营策略并组织实施
- 选择NSSF的投资管理人、托管人，对NSSF进行投资运作和托管，对投资运作和托管情况进行检查；在规定范围内进行直接投资
- To manage the capital allocated by the central government, the capital and equity assets derived from reduction or transfer of state-owned shares and capital raised by other methods.
- To formulate and implement the investment operation strategies of NSSF.
- To select and entrust investment managers and custodians of NSSF to manage and hold custody of the assets of the Fund, to examine the investment operation and custody of NSSF's assets, and to directly engage in the investments of its assets to the extent permitted by rules and regulations.

SSF的主要职责

Responsibility of the NSSF

- 负责NSSF的财务管理和会计核算，编制财务会计报表，起草财务会计报告
- 定期向社会公布NSSF的财务情况
- 根据财政部、人社部共同下达的指令和确定的方式拨出资金
- 承办国务院交办的其他事项
- To be responsible for the financial management and accounting of the NSSF, to prepare periodic financial accounting statements, and to draft financial accounting reports.
- To regularly disclose the financial condition such as NSSF's assets, liabilities, equity and proceeds to the public.
- To earmark funds in a way jointly instructed and designated by the Ministry of Finance and Ministry of Human Resources and Social Security.
- To perform other duties assigned by the State Council.

SSF的投资决策机制 The NSSF's investment decision-making mechanism

- 投资决策委员会职责
 - 审议战略资产配置和年度资产配置，审定季度资产配置
 - 审定投资基准、投资风险管理报告、年度绩效评估报告
 - 审定投资管理人和托管人的选聘和解聘方案
 - 审定重大投资方案
 - 记名投票表决，经三分之二以上委员同意方可形成决议
- Responsibilities of the Investment Committee
 - To examine the strategic assets allocation plan and annual assets allocation plan, to examine and approve quarterly assets allocation plans.
 - To examine and approve the NSSF's investment benchmark, risk reports and annual performance evaluation report.
 - To examine and approve the selection and dismissal schemes of investment managers and custodians.
 - To examine and approve the investment schemes of the NSSF's major investments.
 - The resolutions of the meetings require a two-thirds majority vote by open ballot.

SSF的投资决策机制 The NSSF's investment decision-making mechanism

- 风险委员会职责
 - 审议风险政策和风险管理制度
 - 审议重大投资、重大风险、风险管理意见
 - 审议重大风险事件的解决方案
 - 定期听取业务部门对投资风险状况的分析评估
- 专家评审委员会
 - 选聘投资管理人和托管人时设立专家评审委员会
 - 提出投资管理人和托管人排序名单
- Responsibilities of the Risk Management Committee
 - To examine and discuss the risk policies of the NSSF
 - To examine and discuss major investments, major risks and risk management recommendations.
 - To examine and discuss the solutions for major risk events.
 - To receive regular analysis and assessment reports from the risk management-related departments on NSSF's investment risks.
- The Expert Appraisal Committee
 - The Expert Appraisal Committee is established when NSSF selects investment managers or custodians.
 - Propose a list of candidates for investment managers and custodians.

NSSF基本覆盖国际上养老基金主要投资品种
The investment of NSSF covers major international pension fund investments products

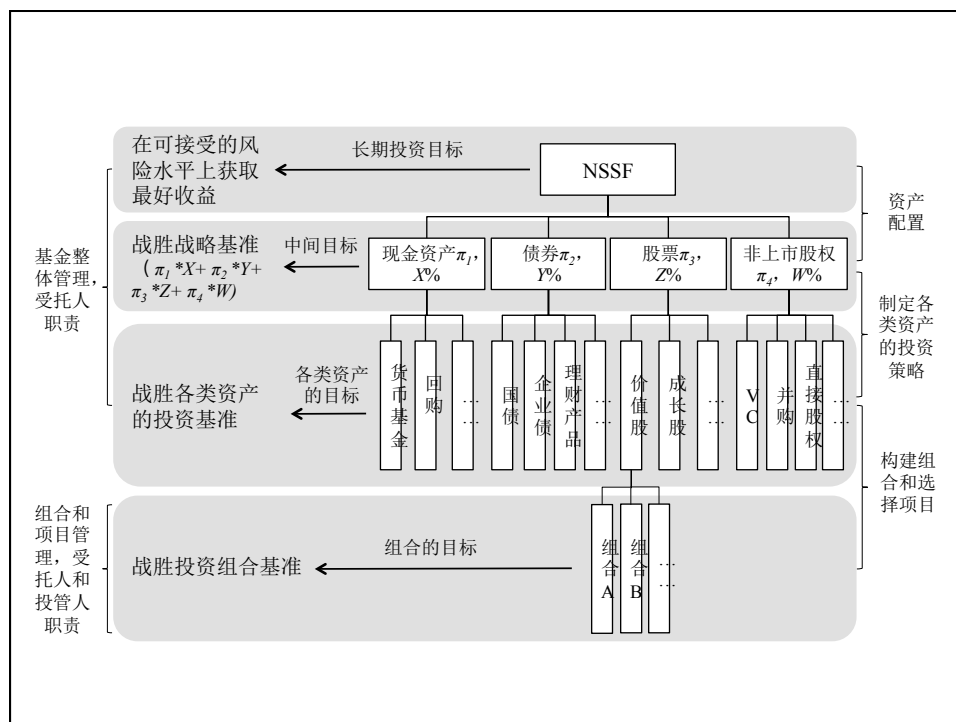
- 境内投资：
 银行存款、同业存单、债券、信托投资、资产证券化产品、股票、证券投资基金、股权投资和股权投资基金
- Domestic Investments:
 Bank deposits, interbank negotiable certificates of deposit, bonds, trust investments, asset-backed securitized products, stocks, securities investment funds, equity investments and equity investment funds, etc.

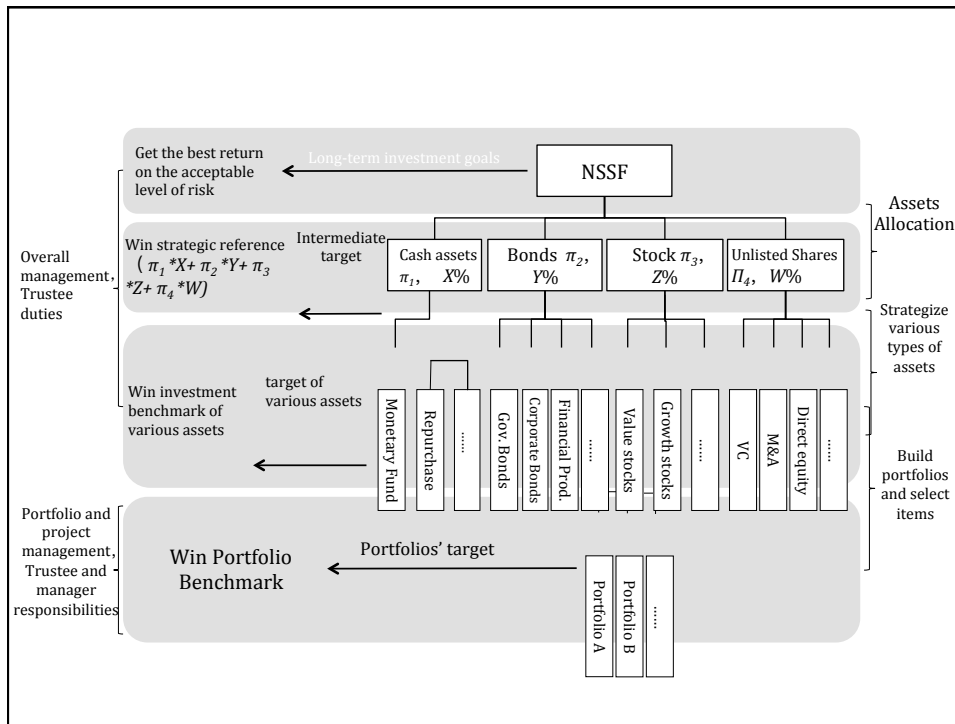
NSSF基本覆盖国际上养老基金主要投资品种
The investment of NSSF covers major international pension fund investments products

- 境外投资：
 银行存款、银行票据、大额可转让存单等货币市场产品，债券、股票、证券投资基金，以及用于风险管理的掉期、远期等衍生工具
- Overseas Investments:
 Money products such as bank deposits, bank bills and large transferrable deposits, bonds, stocks, securities investment funds and financial derivatives such as swaps and forwards for the purposes of risk management.

NSSF的投资比例限制 Limits on the Investment Portfolio

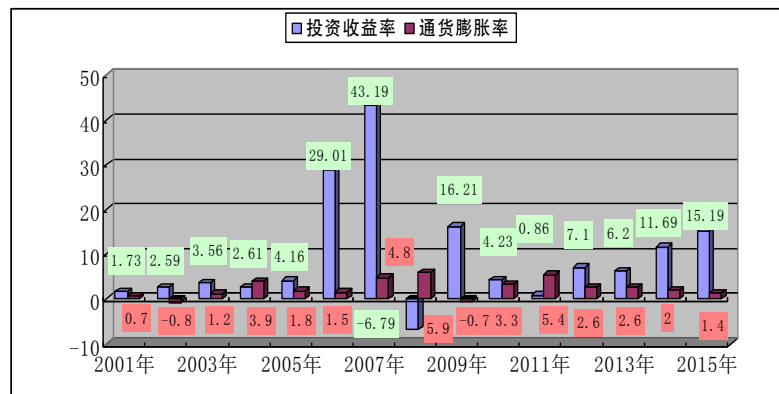
- | | |
|--|---|
| <ul style="list-style-type: none"> • 股票《40% • 银行存款+国债+政策性金融债《40% • 地方政府债+企业债《20% • 资产证券化产品《10% • 直接股权投资《20% • 股权投资基金《10% • 信托投资《10% • 海外投资《20% | <ul style="list-style-type: none"> • Stock Assets $\leq 40\%$ • Bank Deposits + Treasury Bonds + Policy Financial Bonds $\geq 40\%$ • Local Government Bonds + Corporate Bonds $\leq 20\%$ • Asset-backed Securitized Products $\leq 10\%$ • Direct Equity Investment $\leq 20\%$ • Equity Investment Fund $\leq 10\%$ • Trust Investment $\leq 10\%$ • Overseas Investment $\leq 20\%$ |
|--|---|





2001-2015, SSF年均投资收益率8.82%，超过同期年均通胀率2.35%约6.47个百分点

During 2001-2015, the NSSF's average annual investment return rate is 8.82%, which is higher than the average annual inflation rate (2.35%) of the same period for 6.47%.



划转部分国有资本将成为社保基金的重要收入来源
Transfer of some state-owned capital will become an important source of revenue for the NSSF

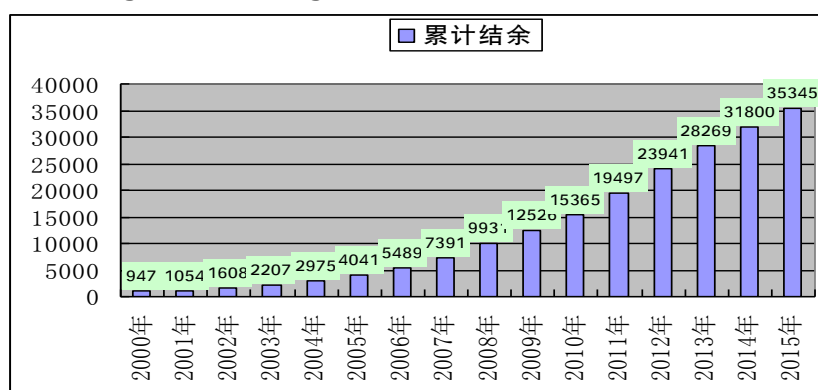
- NSSF现有规模尚不及职工基本养老保险基金一年支出额，需要进一步多渠道筹集资金
- 划转部分国有资本是维护养老公平的重要措施
- 划转部分国有资本是实现养老保险长期精算平衡的必要手段
- The existing size of the NSSF is less than one year expenditure of the basic pension insurance.
- Transfer of some state-owned capital is an important measure to maintain fairness.
- Transfer of some state-owned capital is a necessary means to achieve long-term actuarial balance of the pension insurance.

划转部分国有资本将成为社保基金的重要收入来源
Transfer of some state-owned capital will become an important source of revenue for the NSSF

- 划转国有资本充实社保基金符合国有资本“全民所有、全民分享”的属性
- 有利于推动国有资本合理流动和完善公司治理
- 划转政策正在推进落实
- Transfer of state-owned capital to enrich the NSSF is in line with the state capital's property of "owned by the people, shared by the people".
- Help to promote the reasonable flow of state-owned capital and improve corporate governance.
- Transfer policy is being implemented.

职工基本养老保险基金积累规模持续增长，保值增值的要求迫切

The accumulated balance of the Basic Pension Insurance continues to increase, the requirements of maintaining and increasing value are urgent.



受托管理地方基本养老保险结余资金 Entrusted with the management of the balance of local basic pension insurance fund

- 依照《基本养老保险基金投资管理办法》，SSF履行受托人职责
- 借鉴SSF的管理模式和运营经验，结合基本养老保险结余资金具体要求，建立并逐步健全基本养老保险基金的内部管理制度、投资决策机制、绩效评估办法和投资运作流程
- According to the "basic pension insurance fund investment management approach", the NSSF performs trustee duties.
- Refer to NSSF's management and operational experience, combined with the specific requirements of basic pension insurance fund, gradually establish and strengthen internal management system, investment decision-making mechanism, performance evaluation methods and investment operational processes.

受托管理地方基本养老保险结余资金
Entrusted with the management of the balance of local
basic pension insurance fund

- 集中运营，独立核算
- 严格按照委托人和监管部门的风险控制要求，制定基本养老保险基金长期投资目标，提出战略资产配置方案。
- 针对基本养老保险结余资金特点，制定各大类资产的投资策略和产品系列
- Centralized operation, independent accounting.
- In strict accordance with the principal risks and regulatory control requirements, develop long-term investment goals of basic pension insurance fund and propose strategic asset allocation plan.
- Develop investment strategies and products series for major categories of assets.

谢 谢！
THANKS！

KEYNOTE SPEECH (POWER POINT PRESENTATION)

FINANCIAL SUSTAINABILITY AND THE KEY ISSUES OF CHINA'S SOCIAL SECURITY REFORM

**BY MR. ZHENG BINGWEN, DIRECTOR, CENTRE FOR INTERNATIONAL SOCIAL SECURITY STUDIES,
CHINESE ACADEMY OF SOCIAL SCIENCES**



2016年●北京



中国城镇基本养老保险制度财务可持续性研究

The Financial Sustainability of Urban Basic Old Age Insurance System in China

中国社科院世界社保研究中心

Centre for International Social Security Studies(CISS), Chinese Academy of Social Sciences(CASS)

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2016年9月
September 2016

研究报告基本框架：五个部分 Overall Framework of the project: Five Parts



(一) 背景介绍：中国城镇基本养老保险制度改革三重任务叠加；

The historical background of Urban Basic Old Age Insurance System Reform

(二) 问题表现：中国城镇基本养老保险制度可持续性现状的六个突出问题；

The financial sustainability status quo of basic old age insurance system

(三) 收支预测：2015-2050年中国城镇基本养老保险制度运行的预测；

Prediction of fund revenues and expenditures: from 2015 to 2050

(四) 经验借鉴：欧盟国家公共养老金制度改革经验；

EU public pension system reform and its experiences

(五) 政策建议：如何完善中国城镇基本养老保险制度；

Policy proposals on improving Urban Basic pension insurance system

一、中国城镇基本养老保险制度改革背景

The historical background of Urban Basic Old Age Insurance System Reform

(一) 中国城镇基本养老保险制度正处于待遇上调最快、财政补贴最多的历史时期；

The pension system is in the period of rising pension benefits and substantial financial subsidies



★ 1.待遇上调很快：2005-2015年过去11年内养老金连年上调，从未间断，每年上调10%，全国人均退休金从2005年的每月714元提高至2014年的2100元，人均提高两倍多；

★ From 2005 to 2015, the pension growth rate is keeping 10 percent, which make the average pension growing from 714 Yuan per month in 2005 to 2100 Yuan per month in 2014.

★ 2.财政补贴最多：过去11年也是财政补贴最多和增长最快的历史时期，从2005年的544亿元，增加到2015年的4716亿元，11年增加8.67倍。

★ Financial subsidies have risen from 54.4 billion Yuan in 2005 to 471.6 billion Yuan in 2015.

一、中国城镇基本养老保险制度改革背景：三重任务叠加

The Historical Background of Urban Basic Old Age Insurance System Reform

(二) 中国城镇基本养老保险制度处于三重任务叠加的巨大压力之中；

Urban basic pension system is under the great pressure of three stacked tasks

中国城镇基本养老保险制度尚处于制度参数调整、制度结构改革、各子制度必须尽快建立的各项任务叠加和交织的巨大压力之中；

★ “制度参数调整”包括：退休年龄继续提高；降低社会保险费率；

★ system parameter adjustment: Raise retirement age; Reduce contribution rate of social insurance;

★ “制度结构改革”指做实个人账户试点难以为继，如何完善个人账户以优化结构；

★ structural reform of pension system: how to improve individual accounts;

★ 尽快建立子制度是指机关事业单位养老保险深化改革、建立养老保险基金投资体制和正常待遇水平调整机制等；

★ The establishment of some sub systems : the normal pension adjustment mechanism and pension fund investment system need to be set up as soon as possible ;



二、中国城镇基本养老保险制度可持续性现状：六大突出问题

The Financial Sustainability Status Quo of Old Age Insurance System



(一) 制度的收入能力低下 (Low income ability of pension system)

★ 制度激励性不好导致缴费收入能力很弱，主要体现在：

★ The negative incentive of pension system

- 实际费率低于规定的法定缴费率 (actual contribution rate is lower than the statutory contribution rate)
- 费基小于真实费基(The contribution base is smaller than the real contribution base)
- 用上一年社会平均工资作为核算基数(use the average social wage of last year as accounting base)

(二) 抵御老龄化自动平衡机制缺位 (The absence of automatic balance mechanism to resist aging population)

★ DB型现收现付的社会统筹部分尚未建立起参数自动调节机制

★ The absence of automatic adjustment mechanism in the social pooling system

★ DC型完全积累制的个人账户计发月数表并未随着预期寿命的变化进行动态调整

★ The pension divisor in the individual account system has not adjusted dynamically with the increasing life expectancy

二、中国城镇基本养老保险制度可持续性现状：六大突出问题

The Financial Sustainability Status Quo of Old Age Insurance System



(三) 社会统筹部分可持续性问题日益突显

The sustainability of social pooling is increasingly highlighted

★ 统筹层次低，成为吸入财政补贴不可估量的无底洞

★ Low pooling level requires large amount of financial subsidies;

★ 较低的统筹层次不利于建立基金投资体制

★ Low pooling level can't help to set up fund investment system;

二、中国城镇基本养老保险制度可持续性现状：六大突出问题

The Financial Sustainability Status Quo of Old Age Insurance System



(四) 个人账户制度设计存在先天缺陷

The birth defects of individual account

★ 个人账户设计上的天生缺陷，使其需要财政的间接兜底

★ The individual account cannot live without financial transfer

参保人提前死亡的，个人账户资产可以继承，超过平均余命的长寿者可领取账户养老金直到死亡

if the participants die earlier, the fund assets in the individual account can be inherited. And if they live longer than the average life expectancy, they can receive the pension benefits to death.

★ 个人账户长期以来难以做实

★ It is difficult to fully fund individual account;

2013年底，空账规模已经达到30955亿元，而做实账户仅为4154亿元；

The empty account has reached 3.09 trillion Yuan at the end of 2013 ,and the real account assets are 415.4 billion Yuan.

二、中国城镇基本养老保险制度可持续性现状：六大突出问题

The Financial Sustainability Status Quo of Old Age Insurance System



(五) 管理体制不顺影响制度的财务能力

Disorder Management System affects financial capacity

★ 养老保险费双重征缴制度并存（税务部门 and 社保经办机构），导致收入不能到位

★ The coexist of double collection system leads to insufficient income

(by the tax authorities or social insurance agency organizations)

★ 社保经办机构属地化管理不利于提高统筹层次

★ social insurance agency organizations are administrated by the local administrators, which reduce the efficiency of the system

(六) 基本养老保险制度一支独大财务压力巨大

workers put excessive reliance on the basic old age insurance governed by the government

三、中国城镇基本养老保险制度运行的预测

Prediction and Evaluation to urban basic Old Age Insurance System Operation



(一) 基本假设/Hypothesis

1.城镇化率从2013年的53.7%逐步增长至2050年的75%。到2050年，人口城镇化率达到峰值；

Urbanization rate will gradually increase from the 53.7 percent to 75 percent in 2050 and it peaks at that point.

2.GDP实际增长率由2014年的7.5%降至2050年的4.3%，财政收入占GDP的比例由2013年的22.7%逐步提高到2030年的25%后保持稳定，因此财政收入增长率从2014年的10.15%降至2050年的6.28%；

Assuming the actual GDP growth rate will drop from 7.5% in 2014 to 4.3% in 2050. It is forecasted and assumed that the proportion of fiscal revenue accounting for GDP will gradually increase from 22.7% in 2013 to 25% in 2030, and then will remain stable afterwards, from which, it can be calculated that the fiscal revenue growth rate will drop from 10.15% in 2014 to 6.28% in 2050.

3.在岗职工平均工资增长率从2014年的9.36%降至2050年的6.71%；

It is calculated and assumed that the growth rate of average salary of staff in post will drop from 9.36% in 2014 to 6.71% in 2050.

三、中国城镇基本养老保险制度运行的预测

Prediction and Evaluation to Urban basic old Age Insurance system Operation



(一) 基本假设/Hypothesis

4.个人账户记账利率等于在岗职工平均工资增长率,将从2015年的10.01%下降到2050年的6.71%；

It is assumed that accounting interest rate of Individual Pension Account equals the growth rate of average salary of staff in post in the previous year, which will decrease from 10.01% in 2015 to 6.71% in 2050.

5.从2018年开始提高退休年龄，女性与男性同时推迟退休年龄，女性工人每2年提高1岁，女性干部和所有男性职工每4年提高1岁，到2037年女性退休年龄为60岁、男性为65岁；

Increasing the retirement age from 2018, to delay the retirement age for female and male at the same time, increase the retirement age of female workers by 12 months every 2 years, and increase the retirement age of female cadres and all male workers by 12 month every 4 years; by 2037, the retirement age for female will reach 60 years old, and the retirement age for male will be 65 years old.

6.账户基金制度累计结余的投资收益率为7%； Assuming rate of return of accumulated balance of Urban Basic Pension system is 7%.

三、中国城镇基本养老保险制度运行的预测

Prediction and Evaluation to Urban basic old Age Insurance system Operation

(二) 城镇企业职工基本养老保险制度运行的预测

Demographics of enterprise employees' basic pension system



★ 表1 2015-2050年城镇职工基本养老保险制度抚养比预测

年份	2015	2018	2020	2024	2030	2037	2040	2045	2050
抚养比	1:3.1	1:3.4	1:3.6	1:3.7	1:3.4	1:2.9	1:2.6	1:2.4	1:1.8

资料来源：精算团队提供的数据。

★ Table1 Dependency Ratio of enterprise employees' Pension system (prediction value, 2015 to 2050, %)

年份	2015	2018	2020	2024	2030	2037	2040	2045	2050
Dependency Ratio	1:3.1	1:3.4	1:3.6	1:3.7	1:3.4	1:2.9	1:2.6	1:2.4	1:1.8

三、中国城镇基本养老保险制度运行的预测

Financial Sustainability Prediction of Enterprise Employee s' Basic Pension System

★ 基金收入：持续增加，2020年以前基金收入增长速度保持在14%左右，之后基金收入规模扩张速度放缓，占当期财政收入的比重从2020年的21.02%上升到2035年的23.87%，之后缓慢下降到2050年的22.97%。

★ **Revenue.** In the calculation period, the fund revenue will keep increasing. Before 2020, the growth rate of fund revenue will keep at 14% and then the growth is slow down. Fund revenue will account for 17% to 24% of homochronous fiscal revenue. The ratio will increase from 21.02% in 2020 to 23.87% in 2035, and then gradually decrease to 22.97% in 2050.

★ 基金支出：2030年之前，基金支出占当年财政收入缓慢上升，之后制度赡养率上升并处于高位，基金支出规模开始扩大，其占当期财政收入的比例快速上升到2050年的24.13%。

★ **Expenditure.** Fund expenditures will account for 13%~24% of homochronous fiscal revenue. Before 2030, the ratio increase gradually. And then the dependency ratio is at the high level, the fund expenditures begin to expand and the ration will increase to 24.13% in 2050.



三、中国城镇基本养老保险制度运行的预测

Financial Sustainability Prediction of Enterprise Employee s' Basic Pension System

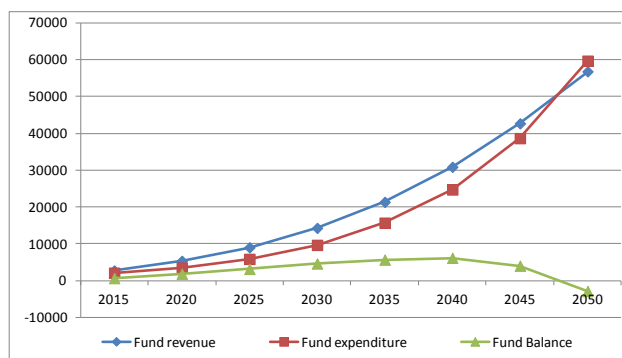


Figure1 Fund Revenue and expenditure of Enterprise Employee's Basic Pension System

图1 2015-2050年城镇职工基本养老保险基金收支预测

资料来源：根据精算团队提供的数据。

三、中国城镇基本养老保险制度运行的预测

Prediction and Evaluation to Urban basic old Age Insurance system Operation



(三) 机关事业单位基本养老保险制度运行的预测

Prediction and Evaluation to GOPI((government organs and public institutions)Pension System Operation

分类	2015	2020	2025	2030	2035	2040	2045	2050
在职人数	3791.0	3791.0	3848.3	4121.4	4173.6	4210.6	4228.8	4220.7
退休人数	1628.3	1729.1	1799.7	1898.5	1971.1	2107.6	2308.0	2550.7

资料来源：张盈华，《机关事业单位“名义账户”制养老保险及其长期财务可持续性分析》，载《开发研究》，2015年第3期，第8页。

★ Table 1 Demographic Prediction of GOPI (2015 to 2090, 10 thousand)

	2015	2020	2025	2030	2035	2040	2045	2050
Staff in post	3791.0	3791.0	3848.3	4121.4	4173.6	4210.6	4228.8	4220.7
Retirees	1628.3	1729.1	1799.7	1898.5	1971.1	2107.6	2308.0	2550.7

Source: Zhang Yinghua, Notional Defined Contribution Pension System of GOPI and Analysis on its Long-term Fiscal Sustainability, Research on Development, NO.3, 2015:p.8.

三、中国城镇基本养老保险制度运行的预测

Prediction and Evaluation to Urban basic old Age Insurance system Operation

(三) 机关事业单位基本养老保险制度运行的预测

Prediction and Evaluation to GOPI(government organs and public institutions)Pension System Operation



★ 表2 2015-2050年机关事业单位和企业的养老保险制度赡养率比较

分类	2015	2020	2025	2030	2035	2040	2045	2050
机关事业	43.0	45.6	46.8	46.1	47.2	50.1	54.6	60.4
企业	32.2	27.5	27.0	29.1	32.9	38.3	44.6	53.4

结论：因机关事业单位招募条件较严格，要求应征者具备较高学历水平，机关事业单位的内部赡养率明显高于企业

★ Table 2 Dependency Ratio of GOPI or Urban Enterprise Pension system

分类	2015	2020	2025	2030	2035	2040	2045	2050
GOPI	43.0	45.6	46.8	46.1	47.2	50.1	54.6	60.4
Enterprises employees	32.2	27.5	27.0	29.1	32.9	38.3	44.6	53.4

Conclusion: The dependency Ratio of GOPI is higher than enterprises employees' old age insurance.

三、中国城镇基本养老保险制度运行的预测

Prediction and Evaluation to Urban basic old Age Insurance system Operation

(三)机关事业单位制度基金收支预测/Prediction and Evaluation to GOPI

★ 基金收入：持续增加，各年基金收入占当年财政收入比在4-6%之间。2050年之前，机关事业单位在编人数扩增，基金收入规模扩张速度较快，占当年财政收入的比例从4%升至5.5%；

★ **Revenue.** In the calculation period, the fund revenue will keep increasing, but the growth rate will increase first and then decrease. The growth rate of fund revenue will be constant at 7% between 2040 and 2046, and it will decrease to 6.8% in 2050(see Figure 2). Besides, fund revenue will account for 4%~6% of homochronous fiscal revenue. Before 2050, the ratio will rise from 4% to 5.5%, after 2050, it will rise slightly from 5.5% to 6%, primarily as a result of expectation that the permanent staff of GOPI will increase first and decrease.

★ 基金支出：先减后增，各年基金支出占当年财政收入比在4-9%之间。在2035年之前，延迟政策抑制领取待遇人数扩增的速度，基金支出占当年财政收入比重下降；2035年之后，延迟过渡期结束，加之制度赡养率上升并处于高位，基金支出规模开始扩大；

★ **Expenditure.** In the calculation period, fund expenditure will decrease first and then increase, which will account for 4%~9% of the homochronous fiscal revenue. The growth rate of fund expenditure will be about 7%, and after 2034, the rate will increase from 8.1% in 2034 to 11.4% in 2041. Before 2035, the delay retirement policy restrains the growth in the number of beneficiaries, and the ratio of fund expenditure to homochronous fiscal revenue drops; after 2035, the transition period of delay retirement will be over, and the dependency ratio will rise and remain high, the scale of the fund expenditure will begin to

三、中国城镇基本养老保险制度运行的预测 Prediction and Evaluation to urban basic Old Age Insurance System Operation

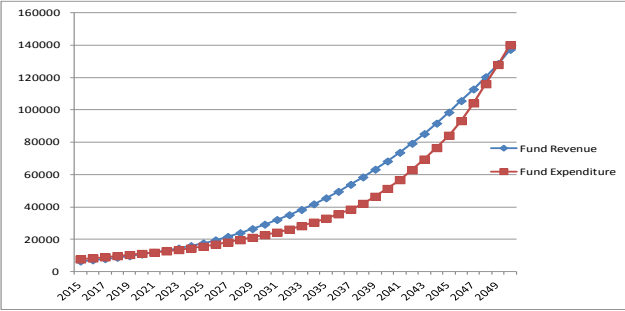


Figure 2 The fund revenue and fund expenditure of GOPI (%)

图2 机关事业单位基金收支预测(%)

资料来源：根据精算团队提供的数据绘制而成。

三、中国城镇基本养老保险制度运行的预测 Prediction and Evaluation to urban basic Old Age Insurance System Operation



★ 历史债务：即转轨成本，是原有制度下所积累的养老金权益的折现值，包括“老人”的退休金和“中人”视同缴费的账户价值。各年分摊的历史债务占当年财政收入的比重逐年下降，大约每10年下降一个百分点；

★ **History Debts of the system.** That is Transition Cost of pension system which equals to the current value of the pension rights and interests accumulated under the old system, including two parts of the “old workers” pension expenditure and “transition workers” pension expenditure which is corresponding to deemed contribution. The history debts will be shared year by year, which declines by one percentage point approximately every 10 year.

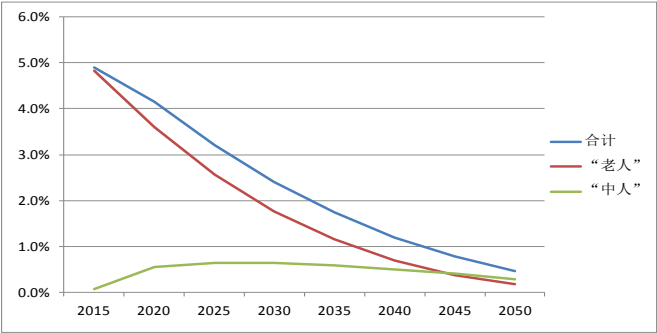


Table3 The proportion of history debts in homochronous fiscal revenue (in 2015 to 2050, %)

图3 2015-2050年机关事业单位制度历史债务占同期财政收入的比重

四、欧盟国家公共养老金制度改革的经验借鉴

EU Public Pension System Reform and Its Experiences

样本国家：德国、瑞典、法国和西班牙

Sample Countries: Sweden、Germany、France and Spain



(1) 政府负责的DB制度待遇水平将合理下降

Pension Benefits of DB plan will reduce gradually

(2) 提高法定退休年龄，逐渐实现男女同龄退休

Raise retirement age, gradually realizing the equal retirement age of men and female

(3) 建立奖惩机制，通过惩罚提前退休、奖励延迟退休，充分发挥人力资本作用。

Establish the Rewards and Punishments Mechanism linked with legal Retirement Age

(4) 运用精算技术修正制度参数，双重约束下引入人口老龄化因子建立财务自我反馈机制，增强财务可持续

Establish Financial Balance Mechanism via introducing the aging population factor

(5) 发挥市场机制作用，逐步从单一的公共养老金制度模式向多层次养老保险制度体系迈进

Make full use of market mechanism to push the pension system from a single mode to multiple-level pension system

五、完善城镇基本养老保险制度的政策建议

Policy Proposals on Improving Urban Basic pension Insurance System

(1) 降低社会保险费率，合理确定缴费基数

Reduce the contribution rate of old age insurance and establish the reasonable contribution base

(2) 推进实现全国统筹，增强制度的便携性

Promote National Pooling as soon as possible to Enhance the Portability of Urban Basic Old Age Insurance System

(3) 坚持精算平衡原则，增强制度财务可持续性

Enhance the Financial Sustainability of Basic Pension System via the principle of Actuarial Balance

★ 采用长期精算技术，合理确定制度参数，例如，记账利率和计发月数

Taking long-term actuarial technology and use reasonable system parameters, such as, accounting rate

★ 建立正常养老金调整机制，以适应新常态

Establish Normal Pension Adjustment Mechanism Adapting to China's New Normal

★ 渐进式延迟退休年龄，构建奖惩机制

Delay Legal Retirement Age and Construct Rewards and Punishment Mechanism



五、完善城镇基本养老保险制度的政策建议 Policy Proposals on Improving Urban Basic pension Insurance System



(4) 继续深化制度结构改革，完善个人账户制度以健全多缴多得的激励机制

Reform the system structure and improve individual Accounts

★ 建议将目前社会统筹和个人账户简单相加的统账结合改造成“混合型统账结合”，扩大个人账户的规模；

It is useful to change the current pension system into hybrid social pooling and individual accounts.

Expand the scale of individual account

(5) 引入和发挥市场机制的作用，高度重视其他支柱的发展

Give full use of market mechanism and pay more attention to other pillars

★ 充分利用市场机制，发挥第二、三支柱制度的保障功能

Improve the second and third pillar to move the single system model towards multiple-level pension system;

★ 提高基本养老保险基金的投资运营绩效

Enhance fund investment operation performance of basic old age insurance

谢谢！
THANK YOU!



CONCLUDING REMARKS BY CO-CHAIR

**MR. LIU KEGU, DEPUTY DIRECTOR, ACADEMIC ADVISORY BOARD,
CHINA CENTRE FOR INTERNATIONAL ECONOMIC EXCHANGES;
FORMER VICE CHAIRMAN, NATIONAL DEVELOPMENT BANK**



Ladies and Gentlemen,

It is a rare opportunity to jointly study the issue of employment and social protection, especially today's theme of social protection and pension issues. Three gentlemen just had the wonderful presentations, and now I simply talk about my own learning experience, and then talk about my ideas for solving these complex problems.

Mr. Wolfgang Scholz gave us a case of Germany's Riester personal insurance pension fund, with a detailed description on the background, purpose, process, government and relationship in all aspects, as well as the operation situation and problems, contradictions and the specific approaches for reform in the future. In my opinion, the German experience is the same as said by Mr. Zheng Bingwen, for Europe is now China's future, and the contradictions and problems for China in 2050 will be far greater than the problems that EU is now experiencing. So I think that such case given by Mr. Scholz can provide us with a very good research practice, which involves a number of important relationships, such as the specific relationship and roles between personal accumulation and government support in terms of pension issue, as well as the appropriate proportion of both aspects.

Second, he talked about the cycle of human life, young, middle-aged, old, and in this process, how do our social protection system, individual and government support the harmony of life cycle?

Third, he put forward a prominent problem, that is also China's future more prominent issue - aging. This is the conflict and contradiction between generations. How to deal with by each generation, renew our previous generation, responsibly deal with our contemporaries, and conscientiously consider our descendants. The aging of China has two prominent features that are not in the world: First, China is the world's largest country with the population close to 1.4 billion, and it will be 1.5 billion or 1.6 billion in the future. Second, China's family planning is the world's strictest family planning, the population growth in natural human development should be a regular pattern, which can be pyramid, inverted trapezoid, or histogram, but what kind of population is in China? It is always changing. Central government has the powerful centralization of the manipulation over the fertility of billions of people, so that our population structure is like a serrated shape year after year, and completely loses the law. These two factors, the huge population distribution and the government's strong artificial distortions, are problems in our pension insurance that are not in the world.

Then Mr. Scholz talked that, how does the government deal with during this period, and what kind of role does the government play in three pillars. In the third pillar, he mentioned that the Liszt Plan is an accumulation of personal pension, so the government should play a big role. Well, what relationship is between the governmental policy in the third pillar and the policies in the second and the first pillars, and how the three pillars are guided to be changed? Finally, how to match the governmental policy on pensions with other policies of salvation, education, etc.? He raised the issue. Those people do not want to deposit, even though the government continues to subsidize, why? It does not give the assistance at the current period, but it should also have a bailout in the future, because it wants to balance. I pay the pension, but my income is less. It should guide its policy – taxes and subsidies, to be the same as the policy for relief, which is from the same source of income – taxpayers' money.

How does the government regulate these policies? First, there must be a conscience. In my opinion, as for the pollution in China, the current government conscience is not enough. The mountains and rivers left by our ancestors had been polluted in recent two and three decades, and we occupied a lot of lands of thousands of years, so I think this conscience is not enough. What we leave to future generations will be less, but damages will be more. This is an environmental problem that we can see. So, in the pension and social protection issues, how to deal with similar problems in the social welfares? Well, Xiong Jun summarized the way to add value for the accumulated pensions. Chinese people are facing the test. Mr. Scholz said that the Germans made the decision because they saw the high profitability of capital market. What about China? China's capital market has been established for a short time, but with a great man-made influence. Chinese people do not dare to put their pensions in the capital market, which is always changing similar to the growth of population. The money deposited at 20 years old will be used at the age of 40, then how to grasp in these 20 years? China's inflation rate is very high. But Xiong Jun created an average annual growth of 8%, which is very good. Our inflation rate in these years was 2%, 3%, or even 5% and 6%. But do not forget, China's inflation rate was very high in 1994, 20% in 1993, and 22% in 1994. Your added value would be useless. If inflation does not win inflation, the cash-in-and-cash-out will be better. This is our strategic choice.

I just made a small assessment, and now I will talk about what we should do.

Mr. Zheng Bingwen also raised a question to us. I am here to make a call, the world encountered similar problems, but the problem of the Chinese people is more serious. I hope the Chinese government, the Development and Reform Commission, and all the participants in this venue can take on a task to continue to communicate, continue to deepen the experience of all mankind, and then help to guide the countries with serious problems, including all the countries. Are the delay measures of Italy extended for a long time? It is useless. Greece suffers from the difficulties, and we go to help. I am Chinese, so I hope that we are more concerned about China's problems, do not stay in the argument, and we should give the directions, ideas, measures and cases designed to operate. I had been Vice Governor of Liaoning Province, in charge of social protection, and I participated in the pilot project in Liaoning. I also worked in the Ministry of Finance for four years, and I formed the Chinese Ministry of Finance Tax Division, so I think I have a very responsibility to humbly listen to the views of experts, and I hope the organizers of this event will continue to organize such exchange. In my opinion, the EU experts may offer the experience, lessons and ideas, and also have to see more of a practical opportunity to guide China, so that Chinese people can quickly practice. All the participants may guide China in terms of social protection, and we study and practice, try to avoid more costs.

First, the basic direction of China's future, I think the national pooling basic pension insurance should be the basis for improvement. The multi-level urban workers pension insurance system should be based on national pooling basic pension insurance, supported by the employer annuity, and supplemented by individual commercial insurance. At the same time, the functions and funds of pension and housing fund should be linked. Mr. Zheng just gave a complete introduction to the problems in China's pension. I would like to add that the statutory enterprise employee pension accounts for 20% of total salary, and personal pension accounts for 8% of total salary, with a total of 28%. We also have a housing fund, including the employer contribution- 12%, and individual contribution-12%, with a total of 24%. $28\% + 24\%$ equals 52%. Please do not forget our housing fund in large amount, which can be available!

There are specific advices. The first is to strengthen the national coordination of basic pension insurance. As said by Zheng Bingwen, we do not achieve a closed pension, which will be supplemented by the financial funds. It must be closed! The closure can only have a common interest, and then only have the closure mechanism. So the 28% of pension proportion should be declined to 24%, and thus reducing the burden, and encouraging enterprises to better pay, and then use it. That is to reduce 20% of public part to 16%, and reduce 8% of personal part to 4%, and 16% plus 4% to strengthen the basic pension plan for 1.4 billion people, and transfer to the tax for collection. In the future legislation of pension law of the People's Republic of China, such costs must be paid. For the problems in Shanghai, the responsibilities should be clear, the collection authority should be determined, and the reward and punishment policy should be followed strictly. This project is not only conducive to current and future problems, and also to prevent the separation once appeared in China's history for thousands of years, and it must maintain the unity of China, and then the world's expectations can be achieved. China is stable, and the world will have better stability. China is strong, and it will support the stability of the world. So we cannot tolerate our pension coordination at the county level. How many counties in China?

How many civil strife, war and the dead in the history? It must completely prevent this situation. The overall contribution is also included, and then the coverage is expanded, and so on.

Second, it is necessary to expand the employer's annuity, and reduce the basic part, and then achieve the full expansion, which is the basic, and then to expand the pillar of employment, which is the second pillar. Now the employment effect is good, but the rate is only 10%, at most below 20%. So how to support only with such a small pillar? To make it bigger, the other 4% of the personal account should be transferred to the annuity, and then arrange the annuity in accordance with the life cycle, that is the house for pension and then caring, to achieve the linkage and mutual aid.

Third, the market-oriented way is used to establish personal commercial insurance, and then some guidance is given on national policy.

Fourth, the retirement treatment should be scientifically formulated. Since our dependency ratio is declining, your future pension level is relatively to decline. The young is fewer, but the elderly is more, so the decline is a must. Just Like the problems Greece encountered, right?

Fifth, the provident fund and pension should be linked.

This is the basic idea in my opinion. As for how to preserve and increase value and how to levy, I think it is the responsibility of tax authority. I studied the tax. The mandatory tax is unmatched by social protection charges. Mr. Zheng once had a discussion with me, saying that the individual must pay the taxes only if having the benefits. I said it was not indeed. The country's tax, turnover tax, value-added tax, business tax are not linked with interests, what is it? This is an obligation. It is necessary to give a certain of vitality to the local, and then to the individual.

I think that these problems are handled well, and then we are expected to resolve the contradiction, and I hope this will continue. Thank you.

CLOSING CEREMONY



CHAIR:
MR. JEAN-VICTOR GRUAT,
RESIDENT EXPERT
EU-CHINA SOCIAL PROTECTION REFORM PROJECT,
SPRP

**ADDRESS BY MR. GIUSEPPE CONTE,
SPRP EUROPEAN PROJECT LEADER,
HEAD OF CENTRAL DIRECTORATE FOR INTERNATIONAL AND EUROPEAN CONVENTIONS,
INPS (ITALY SOCIAL SECURITY AGENCY)**



It is a great honour for me to be here and participate to a such important cross-cultural event of the EU-China Social Protection Reform Project.

The topics we have discussed during these days represent key factors, not only for the development of a fair and sustainable Chinese social security system, but also for European Countries.

Policies for increasing and qualifying the employment are the subject of the most important meetings that European countries are facing during this period. As the title of this High Level Event suggests, it is important the analysis of the impact that these policies have not only on people employment, but also on social security scope and limits.

Today the world of work is presenting a long series of challenges at global level and one of these, with biggest impact on social security system, is represented by the growing number of retired people depending on a shrinking number of working population. This morning we saw Shanghai's data. It used

to be rare to live to 100. Half of the children born in the rich world today are likely to live to 100. The scientific progresses are going fast and have made possible a long life expectancy.¹

Eighteen of OECD² Countries have raised pension ages and requirements. Italy in 2012 speeded up the phasing in of the previous reforms, that now are effective, and has an automatic system of adjustment of the retirement age according to the life expectancy. At the same time, in many countries workers are being asked to increase their social contribution.

Therefore, if we won't be prepared, longevity will be both a gift and a curse. Training, education investments, professional courses, safety nets, are all surely useful to better prepare people to a longer working life and many different jobs, but strong and effective reforms are even needed. When we talk about reforms, of course, we talk about changes, but no change can be made without considering that young people, which are supposed to be stronger enough to face this challenging scenario, are actually facing a period of lack of trust in future perspectives and daily collide with temporary and unstable employments.

Temping is one of the easier way for most of industries and companies to overcome the crisis difficulties and ensure to their business the flexibility that this uncertain period requires. While in the 1950s and 1960s temping was seen as a way for educated people with time available to earn a little extra cash, today this kind of employment is, in the most of cases, the only way to keep on being inside the world of work. On the other hand this fact could destabilize the life of workers and devalue labour force. Temps earn less than permanent counterparts. States with a higher share of temporary employment have experienced a lower wage growth.³

Temporary employment may cause a negative externality on the aggregate labour market and have an impact on the social security system. In this way it easily become an issue to be faced at government level and not only left to the dynamics of the market rules.

In Europe, in fact, they have been proposed new types of job contracts inspired by the “flexicurity” which allow to ensure the needed flexibility and the clarity of the contract consequences to Companies and, in the meanwhile, an improved security for workers. In particular I think about the so-called “new open ended contract” and to the new safety nets.

Yesterday I followed with keen interest the session on mobility, topic to which European social security institutions dedicated a conference this Monday and Tuesday. I attended the conference and gave a lecture on “The portability of pension rights”. The lack of instruments providing for the portability of social security benefits may restrict the freedom of movement of workers and damage the efficiency of the labour market. How we can better deep in the future, the social security coordination which

¹ Lynda Gratton and Andrew Scott, “The 100-Year Life”, Bloomsbury Publishing, 2016 (www.100yearlife.com).

² Organisation for Economic Cooperation and Development.

³ David H. Autor, Susan N. Houseman, Sari Pekkala Kerr, “The Effect of Work First Job Placements on the Distribution of Earnings: An Instrumental Variable Quantile Regression Approach”, Journal of Labor Economics, 2016.

operates in the EU appears to be an appropriate instrument to prevent the loss of social security rights and can be offered as a case study to Chinese partners.

The context just described represents a big challenge not only for Europe but also for China, where, as seen, the balance between workers and retired people and the mobility are key aspects to be considered when reforming the welfare system. Under the scope of this close collaboration, China and Europe are aligned in structuring long-term reforms, which application requires more time than other short and mid-term initiatives, but their impact can radically change the role of people, workers and social security.

The purpose of an important project like the EU-China Social Protection Reform is also to support China in defining possible solutions to issues that also European Union is facing and share the strategies adopted in our Countries and the related outcomes.

For this, on behalf of INPS as project leader, I would like to thank:

- all the experts that preceded me, for their important contribution to this debate,
- the NDRC who leads the Component 1 with strong commitment and is reaching fundamental achievements not only for the project but especially for the Country,
- the European Delegation, for its constant support to this project,
- the French colleagues of Expertise France, who manage their challenging role of coordinator and secretariat,
- the Consortium, for its active support in project activities ensuring the coverage of the Chinese Beneficiaries' most important needs,
- last, but not least, the Resident Experts and the Beijing office, that daily develop the core of this complex and important project.

**ADDRESS BY MR. CYRIL BOUYEURE,
SPECIAL ADVISER TO THE PRESIDENT,
EXPERTISE FRANCE**



When addressing on behalf of Expertise France this closing ceremony of the EU-China Social Protection Reform Project 2016 High Level Event, I would like first of all to convey to all of you the warmest greetings of Mr Jean-Christophe Donnellier, Chairman of Expertise France, who had the privilege to take part last April in the project High Level policy Dialogue and Workshop on Employment and Social protection. He came back to Paris quite impressed by the dedication and enthusiasm of our hosts.

For Expertise France, acting both as Coordinator for Component 1 of the project, and as Secretariat for two of its three components, it is indeed a great honour to be part of such a high level event, of paramount importance for China as well as for Europe.

This HLE has shown that analysing and discussing the links between social protection reform and the promotion of sustainable employment is of common interest for both sides. How to balance efficiency and equity, how social protection policies can contribute to employment promotion: these questions are the same in EU and in China.

I could therefore particularly appreciate the comprehensiveness and quality of the presentation and exchanges taking place over five sessions among eminent Chinese and European decision makers, experts and academics.

The European experience in the areas of employment and social protection, with its achievements and its difficulties, can be of great interest for China. Indeed 28 member States joining efforts in due respect for each other's prerogatives, appears as potentially particularly inspiring for a country of such magnitude and diversity building harmonization between its various regions, sectors and social security branches.

Conversely, Europe has a lot to gain and learn from the Chinese reform process and the way China is facing the challenge of its economic transformation to a so-called "normal economy". Please allow me to say, on a more personal basis that I have regularly come to China for more than 30 years –if not so regularly to Beijing -, I've visited China from North (Datong) to South, from East to West (Urumqi) and I am extremely impressed by the way China has succeeded to drive and carry out its reforms.

The Thirteenth 5-year plan (13-5), which presentation I could read thanks' to the visit of NDRC delegation in Paris early September, includes specific provisions that tackle the issues of employment promotion and its nexus with the social security system. Chapters 62, 64 and 65 are clear enough about the objectives and the means and in this context, this HLE organized during the first implementing year of 13-5 was all the most relevant.

As Europe has a lot to learn, it is logical that it should be a strong partner in the policy dialogue and contribute in its way to the reform process. It definitely cannot stay as a sole spectator. EU-China Social protection reform project is a good evidence of an active involvement by EU.

Since the project started its activities in early 2015, our relations with our Chinese partners, and notably the National Development and Reform Commission including its Department for Employment and Income Distribution and its International Cooperation Center, have been characterized by mutual trust, fruitful exchanges and constant dialogue.

Expertise France, which was created in 2015 and succeeded to ADECRI, after merging six French official expertise agencies, is active in the labour, employment and social protection fields and participates to various projects in employment promotion, income distribution, social protection floors and social security reform. Recently, Expertise France was entrusted by the EU Commission with the responsibility to lead SOCIEUX +, altogether with Spanish and Belgian agencies. SOCIEUX + is a demand-driven facility which supports Social Protection reforms and employment policies in various countries, including in Asia. The aim of Expertise France is to increase the mobilization capacities of French public technical expertise in order to better respond to the growing needs of its partner countries in terms of assistance to public policies. Several of its founding members have had a long, rich and fruitful experience of working in and with China in the field of social policy.

It is therefore with great pleasure, and full confidence, that I wish to hereby reassure you all that our agency will definitely continue and strengthen its collaboration with China over the project activities,



and indeed beyond, in all areas of mutual interest – not failing to closely associate our European partners to further relevant initiatives.

The upcoming visit to France of a high level national and provincial delegation from NDRC, under the framework of the project' first component, is already scheduled for next month. A tradition of high-level dialogue and training, both in China and in Europe, has been developed under the auspices of the project Component One, also hosting this High Level Event.

National analysis enlightened by European relevant developments have already been conducted on no less than ten highly topical subject matters for social security reform, and plans for 2017 studies and research are already under discussion.

This means that our project has and will continue to contribute with substance to the Chinese social reform and employment consolidation processes. A lot of this is of course attributable to the dedication of Chinese and European experts, which I want to hereby most warmly thank on behalf, I am sure, of all of us.

But a great part of success is also attributable to those who work hard and efficiently for the project to work – project staff of course, Chinese and European jointly, NDRC as a powerful institution and the project leadership in China and in Europe, as well as the European Union itself, starting from its Delegation in Beijing, who I know spares no effort to help our project and our component achieve their goals and aims.

To all those Expertise France addresses its warmest thanks, as I thank you all, ladies and gentlemen, for your support and your kind listening.

**ADDRESS BY MS. SONG GONGMEI,
DEPUTY DIRECTOR GENERAL,
INTERNATIONAL COOPERATION CENTRE, NDRC**



Distinguished leaders, experts, distinguished guests, ladies and gentlemen, good afternoon!

It is a great honour to thank the Chinese organizer of this event for making me the last speaker.

The 2016 EU-China High Level Event on Social Protection Reform Project is successfully held after six months of preparation by the Chinese project team. During the past two days, the government officials, experts and scholars of the two sides had conducted in-depth discussions and exchanges on social protection reform and employment policies. They had shared their experiences and achieved the expected results, to play a positive role in promoting the subsequent works of the two sides.

The event is divided into five sessions, covering the macroeconomics, employment situation, new urbanization, employment and entrepreneurship policies, as well as the contents of inclusion, fairness and sustainability of social protection system, involving economic and social aspects, especially in the fields of employment, social security and people's livelihood. It is of great significance for the two sides to face up to these challenging problems in a frank exchange and open discussion.

The leadership of organizers in China and the EU attached great importance to this event. The Director of National Development and Reform Commission made important instructions to this

event, and Mr. Wang Xiaotao, Deputy Director, talked with experts from different countries and also presided over the opening ceremony. They placed high expectations on this event and paid attention to China-EU Social Protection Reform. With the leadership supports and your great efforts, many advice and suggestions have been offered to the future works, and two-day event achieves a satisfactory target, which has laid a solid foundation for the future cooperation.

As pointed out by Mr. Pu Yufei, Director General of Employment and Income Distribution Department of National Development and Reform Commission, the project will explore the combination of top-level design and grass-roots practice, the combination of multilateral cooperation and bilateral cooperation, and the combination of social policy and economic policy. I would like to take this opportunity to extend my thanks to the attendance of Mr. Michel Servoz, Director General, Directorate General for Employment, Social Affairs and Inclusion. Mr. Hans-Dietmar Schweisgut, Ambassador of the European Union to China gave an opening speech, I express my thanks to Ministers, Secretaries of State, Ambassadors, government officials and experts from the Czech Republic, Romania, Spain, Italy, Belgium, Germany, Austria, France, Poland, the UK and Greece, and other officials from the World Bank, UNDP and ILO.

I would also like to extend my special thanks to the scholars from China and the EU for their contributions and important academic achievements to this event. Prof. Song Xiaowu, Dean of Institute of Income Distribution of Beijing Normal University, Mr. Liu Keguo, Deputy Director of China International Exchange Center, as well as the important participants and senior researchers of social construction in China, made the very in-depth and pragmatic speeches and wonderful comments at this event. The speeches of other experts and scholars were also very exciting and profound, and a lot of forward-looking recommendations were made. Thanks for the attending leaders of the ministries and commissions, the representatives and colleagues of the Ministry of Finance, the Ministry of Civil Affairs, Department of National Aging, the National Social Fund Council, the National Federation of Trade Unions and relevant provincial and municipal developments and reform committees. Thanks for the participation and support from Tsinghua University, Renmin University of China, Chinese Academy of Sciences, Beijing Normal University, Southwest University of Finance and Economics, Sun Yat-Sen University, Ministry of Human Resources and Social Security, Institute of Social Security, and Shanghai Development and Reform Commission Institute.

Finally, I would also like to thank the interpreters for their high quality interpreting and support to this event, and also thank the leaders and staffs of Diaoyutai Hotel to provide us with first class services. I am grateful to all the representatives here, thank you! I wish all the delegates happy in Beijing. Beijing is in the autumn, which is the most beautiful time. The Chinese National Day is coming, and I hope all of you have a great time in Beijing.