

1.- Identification of Programme

Name of programme

The Programme for Selecting and Recruiting University Graduates Working as Village Official

Main categories/themes of the Programme:

Select more if applicable:

Region:

Country: China

City/Estate

Number of young employees in the implementing institution :

Number of young employees in the implementing institution enrolled in Social Security :

Number of young employees hired by the implementing institution on a long term basis (length of contract at least 1 year) :

Number of young volunteers (without a contract) involved with the implementing institution :

KEY DATES OF PROGRAMME

Status of the programme

Start date of the programme	10/04/2008	End date of the Programme	00/00/0000
-----------------------------	------------	---------------------------	------------

2 Labour Market Barriers/Failures Addressed by the Programme

Select more if applicable

Other

3 Description of the Programme

Overall and specific objectives

1. Strengthen grass-roots organization building in rural areas; cultivate intellectual and civilized leaders for building new villages;
2. Develop talent reserve for the public servants with strong belief and devotion at the grass-roots level;
3. Guide the university and college graduates to change their thoughts on employment so as to find jobs or start up business at grass-roots level where is mostly in need of graduates for the purpose of promoting economic and social development of the rural areas.

Beneficiaries

270000

Total number of beneficiaries of the Programme (if known): 52% **Female**
48% **Male**

Age group targeted by the Programme

Age bracket of beneficiaries (if known) **From about 22 years of age - 30 years of age**

Occupational considerations

Primary geographic target of the Programme

Gender considerations

Disability considerations

Ethnic considerations

Targeting of the Programme towards low income individuals

Targeting of the Programme towards individuals with low education or out of school

University and college graduates under the age of 30

Targeting of the Programme towards individuals at risk

Does the Programme integrate a gender perspective in its interventions/services for young people?

No

How does it integrate this perspective into its methodologies relating to services for young people?

Does it have a human rights' perspective?

No

Describe

Identification of problems

Was the Programme designed in response to the findings of a prior youth employment situation analysis?

No

Describe

Please describe the youth employment environment prior to programme implementation. Be sure to include a brief analysis of the social context.

1. The number of university and college graduates was greatly increasing these years from around one million in 1997 to more than five million in 2007. Most of the graduates would like to work in the urban areas especially in big cities where could not provide enough high-quality job positions for them.
2. The university graduates lack of work experience could not easily find appropriate jobs even after graduation. They hoped that the government could provide opportunities of work experience.
3. The Chinese government attaches significant importance to the economic and social development of the rural areas. A serial of preferential policies such as on tax reduction and fiscal support are implemented in order to build new and modernized villages in rural areas.
4. As the development of the new villages, there was a great need of talents to support the management at the grass-roots level. The local human resources market could not meet the requirements of grass-roots governance which needed plenty of high-qualified graduates.

Implementation

Number of people who staffed for Programme activities:	Female
	Male
	Total

Out of the total, how many young people took part in the implementation of the Programme (hired or volunteering)?

Description of the process, activities, strategies and/or methodologies used

1. According to the principle of openness, equality, competition, selection as well as a combination of virtue and capacity, the selecting and recruiting process includes personal application, qualification review, investigation, physical examination, publicity, recruiting decision, training and taking appointment and so on.
2. Special Positions of Village Organizations are created for the selected and recruited graduates, who will participate into management of the whole village. They are not public servants, but the work management and performance refer to the relevant regulations of public servants.
3. The graduates generally work as village officials for 2 or 3 years with wage subsidies as well as relevant social security and supplementary business insurances. The graduates meeting relevant requirements can also apply for the payment of national student loans by the government.
4. After the term of service, the graduates can apply for continuous recruitment on voluntary basis if meeting the qualifications. They are also encouraged to find other jobs or start up businesses with the help of the government.

4 Results and Impact of the Programme

Please describe the youth employment situation after the implementation of the Programme:

1. The youth gradually change their employment concept and make rational choices on job locations. There is a trend that more and more university and college graduates leave the cities and work in rural areas, which helps ease the dramatic pressure of youth employment in urban areas.
2. The work experience of two or three years as village officials is beneficial for the graduates to learn about the management of grass-roots organizations, improve their vocational skills and personal capacities, and explore deeply into the social reality, which can further help them succeed in the school-to-work transition.
3. The development of grass-roots organizations at the village level are strongly supported by recruitment of the graduates who contribute their knowledge and capacities to the prosperity for all especially those in poor rural areas.

Please list the stated objectives of the programme and assess in detail whether or not it has been achieved

Explain

1. The programme helps the university graduates get familiar with the grass-roots situations in rural areas and keep close contact with the mass people with deep feelings, which has established a chain of cultivating potential high-qualified public servants. The Chinese government decided that all the public servants at and above provincial level should be selected from those with 2-year grass-roots work experience unless specially needed.
2. The programme meets the requirements of developing new rural areas by sending and cultivating talents of graduates for dealing with the challenges of urbanization and modernization of industry and agriculture in rural areas in China.
3. The programme has become a good platform for the graduates to improve personal capacities and achieve their ambitions. More than 40,000 participants are selected as formal officers of the villages, more than 3,000 become the leaders of the villages and towns, around 400 are selected as potential county leaders, more than 30,000 start their own businesses or projects, more than 5,000 are recruited by the Central Stated-owned Enterprises. The participants who endure hardship and work hard are popular with the employers due to their adaptability and solidarity.

Were the resources adequately planned to achieve the objectives of the Programme?

Yes

Explain

Before the programme is implemented each year, the central and local governments plan to provide sufficient fiscal subsidies, human resources, training and other supports for achieving the objectives of the programme.

Have the process and/or results been evaluated?

Yes

If yes, how? If no, why?

1. The administrative authority of the programme at different levels including county, city, province and central departments organize periodic or unfixed-term evaluation.
2. The individual evaluation generally focuses on the performance of graduates during and after the programme.

Have the results and lessons learned been systematized or documented?

Yes

If yes, how? If no, why?

The results and lessons are not only documented by the internal reports of the administrative authority but also via public media such as the Magazine of University Graduates as Village Official as well as relevant websites (<http://cunguan.youth.cn>, <http://www.dxscgb.cn>).

Specific Results

a) Does the Programme improve linkages, coordination and integration among different social and/or government actors, organizations and institutions?

Yes

How?

1. The programme involves at least 12 departments for coordination.
2. The universities and colleges take part in the programme comprehensively.
3. The programme integrates the grass-roots organisations closely.

Impact

Has the Programme contributed to improving the quality of work for its beneficiaries?

Yes

How?

The programme provides similar income with that for the public servants at village and town level, trainings, social security and complementary insurances among the others.

Did the Programme had any other impact, and if so which one(s)?

Follow-Up

Is there a follow-up strategy?

Yes

Describe

1. After finishing the term of 2 or 3 years, the qualified graduates may be recruited for another term on voluntary basis.
2. Various preferential policies apply to the participants. The government offers a certain proportion of public servant positions specifically for them. They can enroll in master education by added scores and with priority selection on the same condition. The term of service can be accounted as the period of social security contribution and length of service.

5 Costs and Financing of the Programme

Note: All amounts must be stated in U.S. dollars.

Total cost of the Programme (please specify if there were extra-budgetarian costs):

460million

Unit/per capita cost :2500

Main source(s) of funding (check all that apply):

Name(s) of sources of funding:

The above-mentioned costs are provided by the central government of China. In addition, the local government may supply certain subsidies for the graduates.

6 Sustainability and Other Criteria

Does the Programme have non-sponsoring partners

No

Name	Description of participation
------	------------------------------

Is the Programme part of a national or local policy?

Yes

Name	The Strategy of Guiding and Encouraging the University Graduates to Work at Grass-roots Level
Field	Employment creation

Has the Programme been officialised by government into a legal instrument or is there any long term agreement in terms of its maintenance?

Yes

How?

Several main documents have been formulated such as the Opinion on Selecting and Recruiting University Graduates to Work as Village Official, the Opinion on Establishing Long-term Work Mechanism for Selecting and Recruiting University Graduates to Work as Village Official, and so on.

Did the Programme include youth/the target population in the design, implementation and/or monitoring and evaluation of the programme?

Yes

How?

The administration involves the university graduates during the design, implementation, monitoring, evaluation and improvement of the programme through various ways such as seminars, face-to-face investigations, questionnaire forms and so on.

Describe how the Programme is different or innovative compared to similar initiatives with regard to methodology, models, strategies, resources, etc.:

1. The programme is targeted at the university and college graduates below the age of 30.
2. The participants work as village official at grass-roots level participating in the management of the whole village.
3. The programme is not only beneficial for employment promotion of the youth, but also helps cultivate talents and leaders for developing new and modern rural areas.

Briefly explain why you think the Programme should be selected as a “good practice”?

1. The Chinese government attaches significant importance to the national programme by providing sufficient resources both at central and local level.
2. The programme offers a wonderful platform for the young graduates to improve their employability and leadership.
3. The programme reduces the great pressure of youth employment by playing a leading role, meanwhile meets the requirements of developing the rural areas in need of talents for prosperity for all.

7. Replication

Is the Programme or model of your methodology replicable?

Yes

What are the necessary conditions and fundamental characteristics to replicate it?

1. The fiscal support is one of fundamental conditions for replication.
2. The job positions of public service and social management are created at grass-roots level where is in need of youth.
3. Preferential policies after the term of service are implemented in order to attract the youth's interests.

Has your Programme been replicated by other entities/bodies?

Yes

How and by whom?

The programme was implemented in some provinces before 2008 when it was promoted at national level with an increasing number of participants.

8. General Assessment and Lessons Learned

What are the principal strengths of the Programme?

1. The programme is an important strategy project for cultivating youth leaders and reliable public servants in future.
2. The programme helps the youth fully understand the national conditions of China and strongly strengthen the feelings with the grass-roots people.
3. The participants take advantages of their expertise and skills to contribute to the development of rural areas.
4. The participants improve their employability and capacities in arduous situations, which are beneficial for their development in the future.

What are the key criteria or conditions for the Programme to be successful?

What are the weaknesses of the Programme?

1. The grass-roots working conditions are generally poor compared with those in cities, which may be far from meeting the requirements of university graduates though they are provided quite good income and social security among other benefits.
2. The mandate of village official is relevant to public service and social management. Some youth may not like such kind of job positions.
3. Only some proportion of the participants after the term of service can succeed in becoming formal public servants or working in the central state-owned enterprises. Most of them have to find jobs by themselves especially in private sector.

General Assessment

References

(Optional) Please identify (link) or attach copies of articles on the Programme which have been published or which have appeared in other media

Link	Title

File	Title
------	-------

Other

If you would like to add any information that you consider important and that would enrich the quality of the Programme presentation (and which has not been considered in this platform), please do so here: