

RESEARCH ON "GOD POWER" OF CHINESE CIVIL SERVICE EXAMINATION

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ABSTRACT

This article is written based on the over-inflated enthusiasm for civil servants to apply for the examination in China, which reflects the social pattern of ordinary and middle-class people in China who pursue a stable life. China has won the battle against poverty in an all-round way and is heading towards the path of socialist common prosperity. All Chinese people will continue to work hard for this. Today in the 21st century, China's education system is constantly improving, and China's education funds for all grades are constantly being invested. However, China is a country with a population of 1.4 billion. To achieve a real education power, the Chinese Ministry of Education should deepen regional differences and investigate sustainable cultivation systems suitable for the present and the future. The focus is on exploring various higher education and civil service examinations suitable for the long-term development of the Chinese nation. China's civil servant selection exam is very strict, with the aim of selecting a group of outstanding talents to enter government jobs every year. The central government should speed up the implementation of reform of the contract-based civil servant system, and strive to make grass-roots civil servants willing to stay at the grass-roots level and serve the people steadfastly. Reform the current age limit for those who sign up for the civil service examination, and strive to attract new comprehensive, and professional highly educated talents. The introduction policies of highly educated talents in various places in China should make good use of talents and retain talents. They should not be mere formalities. They should not only be used to complete the current government's performance goals or to complete the tasks of superiors, and they should not only use short-term interests to attract doctoral talents.

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The central government should try its best to support private enterprises, so that private enterprises can enjoy the same treatment as central enterprises and state-owned enterprises. Private enterprises are the main economic support of a country and the place where many ordinary people work and live. It is necessary to guide private enterprises to speed up scientific and technological innovation measures, and allow more private enterprises to participate in international business exchanges through the "Belt and Road" construction.

Keywords: *Civil servants, Establishment, Talent Introduction.*

INTRODUCTION

This article discusses the frontier issues of Chinese society from the perspective of the Chinese people's keenness to obtain the formal staff establishment of administrative units and the high sense of the formal staff establishment of public institutions. There are many government agencies in China with a large number of official staff. This paper is unable to count the number of these institutions in detail, nor to analyze their essential characteristics. Therefore, strictly implementing the employment contract, further standardizing the assessment of the employment period, and improving the withdrawal mechanism will help to better improve the employment system and the civil servant system[5]. The necessity of research in this paper lies in real response to social and people's livelihood issues. It is an irrational elaboration of postgraduate examinations, civil service examinations, and public institution examinations that Chinese people over-see under the development of the global COVID-19 pandemic. How to speed up the implementation of government staffing reform under the characteristics of Chinese socialism and make the reform operational is the key to the connotation of this article. There are a large number of private enterprises, small, medium and micro enterprises and self-employed individuals in China. To achieve the ideal goal of socialist common prosperity, the Chinese people must carry out real reforms in the characteristics of civil servants, career staff, central enterprises and state-owned enterprises. Moreover, the central government must make forward-looking analysis, not blindly deviate from the laws of nature, but deeply dissect its essence. Civil servants are not the standard for top-level occupations, but civil servants are the label of public service. The central government shall guide the implementation of the establishment and reform of local administrative units and public

institutions in various provinces, cities, districts (counties), townships (towns), etc. in China. The establishment departments of China's provinces should conduct sufficient research on various industries and work out a set of assessment plans for "selecting candidates based on their posts".

As the main carrier for providing basic social public services, public institutions urgently need to deepen reforms in order to adapt to the development requirements of social public welfare undertakings under the new situation[6].

I will describe from the following 3 points framework:

- (1) The reform of China's "iron rice bowl" .
- (2) Talent introduction must "Take Root".
- (3) Civil Service Establishment and Postgraduate Examination

THE REFORM OF CHINA'S "IRON RICE BOWL"

Today, China's iron rice bowl is mainly divided into three categories: "administrative (civil servants), public service, and career". "Administrative staff" is the most desirable among three types, and it is the most difficult to pass the examination. It is a fixed number of personnel borne by the state's property, exercises the power conferred by the state and the people, and controls the public resources of the society. The annual national civil service examination is the main way to enter the administrative staff. In China, the civil service examination is a unified examination that is popular among the people after the college entrance examination. It needs to participate in written examinations, interviews, and political examinations. Civil servants are also labelled as "iron rice bowls". In reality, many people with an annual salary of no more than RMB 300,000 in first- and second-tier cities in China have passed the civil service exam and become civil servants in third- and fourth-tier cities with a salary of no more than RMB 100,000. Although their salaries have been reduced, they are very happy to be staff members in the establishment.

However, not everyone of any age can apply for the civil service examination. As stipulated in the 《Guidelines for Recruiting Civil Servants for the 2022 Examination of Central Organs and

their Directly Subordinate Institutions》: The age conditions for applying for the positions of the people's police in public security organs, prisons, and compulsory isolation drug rehabilitation management organs at the provincial level and above are generally above 18 years old, and below 35 years old (Born between October 1985 and October 2003), for 2022 graduates and doctoral candidates (non-incumbents), the age limit is relaxed to be under 40 (born after October 1980) [1].

First of all, it is necessary to reform the age of 35 for civil servants to take the exam.

With the continuous improvement of the education level of Chinese (including Hong Kong and Macau) nationals, and the increasing number of highly educated (including masters and doctorates) talents, in my opinion, the age of civil servants should also be adjusted. The objects are divided into ordinary type (the age of the applicant is limited to 35 years old) with a bachelor's degree or below, and comprehensive type (the age of the applicant is limited to no more than 40 years old) with a master's degree. In addition, those with a postgraduate (doctoral) degree are classified as a professional type (the age limit for applicants is not more than 45 years old). Achieving the reform of the examination age requires further reform of China's retirement and pension systems, but I think the reform of the 35-year-old cap for civil servants is imperative.

Second, government departments should speed up the implementation of the contract employment system for civil servants.

Adhere to the combination of organizational structure and practicality, adapt to changes in economic and social development and financial security capabilities, manage and manage the establishment of the organization, strictly control the total amount, coordinate the use, increase or decrease scientifically, and continuously improve the efficiency of the use of organizational resources[2]. Being admitted to a civil service does not mean "laying flat" (no longer need to work hard), and those who are admitted to a "civil servant" must not have the wrong idea of "will never be unemployed in their lifetime". To accelerate the implementation of the "contract employment system" civil servant reform, no longer use "formal establishment" as a bait to attract candidates, but should quantify the "assessment" (KPI) indicators of each post, do not engage in formalism, and link KPIs with pay, whether the assessment meets the standards during the employment period will decide whether to renew the contract in the next employment period. National development needs people who want to do things, can do things,

and dare to do things. Breaking the "lifetime system" of institutional establishment is a key element in improving the quality of civil servants. The core of the long-term contract system reform plan is to design the mechanism of "either promotion or resignation" and tenure-track employment, which is in line with the tenure-track system in American universities[3]. At the end of the universe is the "official establishment of civil servants". This sentence has already reflected the public's pathological reaction to the blind pursuit of "official establishment of civil servants". Some people graduate from college without a job and instead enter the civil service exam, and some spend years in the exam without results. For such a phenomenon, some people think that such a choice is a waste of young people's own golden age.

Finally, please put the "civil servants" back on track.

The hearts and minds of many serving civil servants have wiped out the momentum and original intentions, they had in the past. They have always been in a comfortable environment for civil servants, and even some young civil servants will become more and more decadent as the time of entry prolongs, and they lose interest in many things. , and even in the end, they go to work every day to mess around, and they go to work every day to wait for get off work.

Civil servants are supposed to serve the people, but how many civil servants really serve the Chinese people?

Most of the people who take the civil service exam or are serving the civil service are for stable work and stable salary and benefits. Candidates and serving civil servants who are on the road to becoming civil servants, please keep in mind that the service purpose and mission of "civil servants" are: to serve the people wholeheartedly. **Talent introduction must "Take Root".**

In 2020, Heyuan County, Heyuan City, Guangdong Province, China was listed as a key county for poverty alleviation and development in Guangdong. The year 2020 is the year when China's goal of building a moderately prosperous society in an all-round way will be realized, and 2020 will be the year when China's poverty alleviation efforts will end. China should strengthen the connection between poverty alleviation and development and rural revitalization. During the period of poverty alleviation, the primary task of the rural revitalization team is to do a good job in poverty alleviation, promote the implementation of rural revitalization policies in poor villages, continue to improve the rural living environment and infrastructure, and increase the agricultural industry. We will strengthen and expand the characteristic industries of poverty-

stricken villages, deepen the reform of the rural collective property rights system, and vigorously develop the rural collective economy [4].

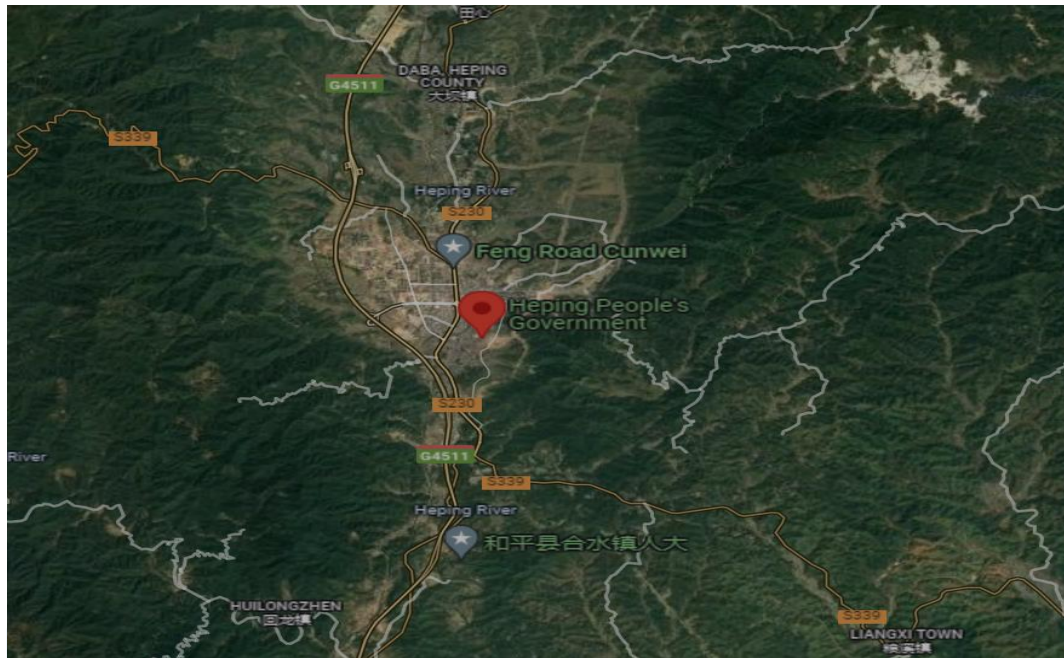


Fig 1: The satellite map of Heping County, Guangdong Province, China

In 2021, the total county GDP of Heping County is only RMB 12.787 billion, and the GDP of Heping County in the past seven years (2015-2021) is only RMB 78.667 billion. The GDP of the Nanshan District, Shenzhen, China in 2021 is 763.059 billion yuan, and the GDP of the Nanshan District in the past seven years (2015-2021) will reach RMB 3,760.497 billion. There is a huge economic disparity between different districts (counties) of two different cities in Guangdong Province. In 2021 alone, the gap will be 6 times, but in the past seven years (2015-2021), the cumulative comparison will be nearly 5 times.

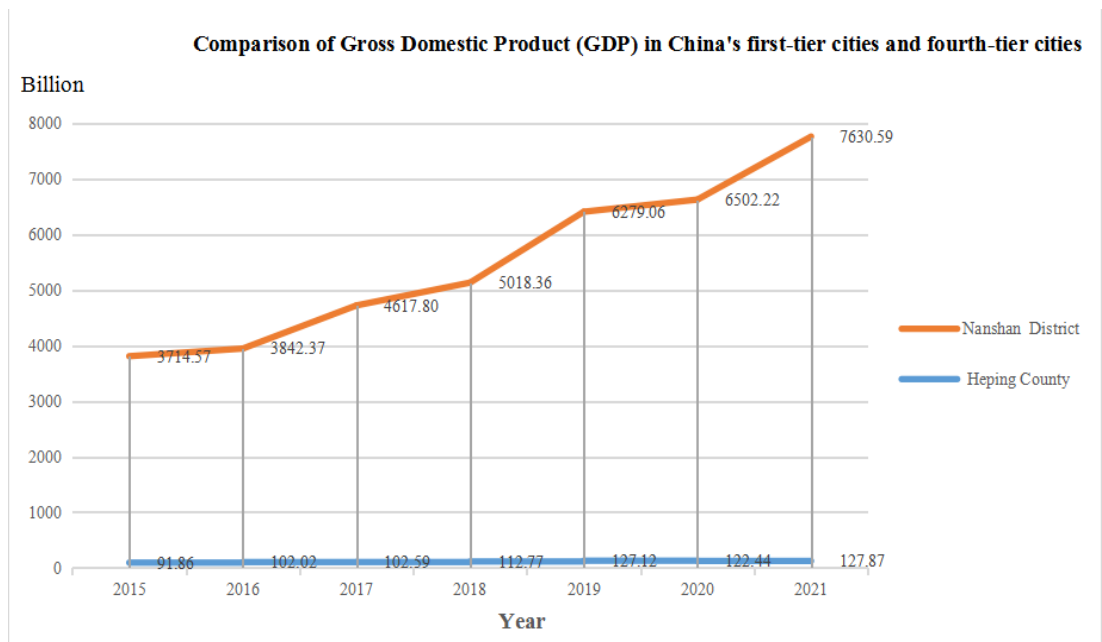


Fig 2 : Comparison of GDP in China's first-tier cities and fourth-tier cities between 2015 and 2021

It is such a backward fourth-tier city (Heping County) that many people have never heard of. It is only because the county government issued an announcement on January 17, 2022 to introduce highly educated talents in 2022. It has attracted attention from all over China. As a result, Heping County was listed as the "most famous" area in China, and it was also on the Internet's hot search for a time. The county plans to introduce 82 high-level talents, including doctoral and master students at home and abroad, and undergraduates from China's first-class universities or first-class discipline construction universities. However, it is unexpected that as of January 30, 2022, the official website of Heping County Government of Guangdong Province informed that more than 810 application forms have been received, and then the government announced that more than 700 people have passed the qualification review, and the proportion of job competition 1:8 is achieved. Among the applicants, 31 have doctoral degrees, more than 700 have master's degrees, and the rest are undergraduates from China's double first-class universities (a total of 147 universities), undergraduates with urgently needed majors, and undergraduates graduated from overseas. Applicants have graduated from many key universities in China, including graduates from famous universities such as the University of Chinese Academy of Sciences, Tsinghua University, University of Science and Technology

of China, and Renmin University of China. There are also other well-known overseas university students from the United States, the United Kingdom and other countries.

From the analysis of the reasons, the reason for attracting them to sign up lies in: "formal establishment + high-income welfare", Heping County gave super generous welfare benefits, and provided 3% of the local general public budget to support the talent development plan. The special funds allocated for talent development have also been increased from 1 million yuan to 20 million yuan per year.

Attracting these doctoral and master's degree talents to this county that has just been lifted out of poverty is achieved in two aspects:

First, at the level of career establishment, doctoral students are hired to the eighth-level position (sub-department-level cadre treatment), and master students are hired to the full-stock-level cadre treatment.

Second, the annual salary of each doctoral student is about RMB 260,000, and the annual salary of master students is about RMB 130,000. Arrangements to live in talent apartments are given to doctors and masters. If they buy a house in Heping County, a subsidy of RMB 500,000 will be given to doctoral talents, and at least RMB 100,000 will be given to the master's talents.

It is worth noting that RMB 130,000 to RMB 260,000 in China's first-tier cities (such as Shenzhen) is at an ordinary level, but the income of only one master's degree in this backward county is equivalent to the income of four ordinary people.

Last, It is understandable that highly educated people expect high income, but how many people are really willing to stay in Heping County for long-term development. Most of the incoming doctoral and master's talents will use Heping County as a "springboard" (transitional period). Is a region with only 10 billion yuan of GDP really capable of "retaining" these talents? When the salary in Heping County is not attractive enough, talent will naturally be lost. However, the introduction of talents this time costs a lot, and it is a big test for Heping County, whose GDP has just exceeded RMB 10 billion.

CIVIL SERVICE ESTABLISHMENT AND POSTGRADUATE EXAMINATION

1. Does the end of the universe mean "civil servants or establishment of public institutions"?

Most private enterprises adopt the "996, 007" work mode, of which "996" refers to working from 9:00 am to 9:00 pm, 6 days a week. Another pattern "007" means to work from 0:00 to 00:00, 7 days a week without rest.

In China's labor law, the Chinese government does not allow this wrong working model. This does not affect the existence of this phenomenon. However, private enterprises do not have state-owned enterprises (shared by the Chinese government), nor do they have a strong background in national functional institutions. How can they survive and develop? Resources, contacts, investment funds, monthly wages, rent, water, electricity, technology, etc., are all functions that depend on themselves. In this living environment, the more you do, the more you earn, the performance determines the "performance bonus", and the employees of the company can only struggle.

One of the unique advantages of working within the Chinese system is that a staff member within the system cannot be fired unless he commits serious disciplinary violations. Therefore, the masses call such work an "iron rice bowl".

(1) Compared with the "996, 007" work modes with extremely high risk of sudden death, the formal establishment of work within a system that can ensure normal rest except for special positions, special circumstances or urgent tasks is more humane.

(2) The establishment is stable. After all, no one wants to face a middle-aged unemployment crisis when there are elderly people and children, and car loans and mortgage loans.

(3) Welfare and benefits are relatively good in the establishment, especially the pension is guaranteed.

(4) Civil servants experience less workplace discrimination, which is more obvious for women. Many private enterprises have set thresholds for women of marriage and childbearing age. The civil service examination is fair and just, and there is no gender discrimination except for a few special positions that have gender requirements.

(5) Civil servants are in line with the values of their elders. Since ancient times, there is a saying in China that "excellence in education leads to an official career". A survey showed that civil servants are one of the most popular occupations for sons-in-law by mothers-in-law. Now netizens have another saying, "There are three kinds of unfilial piety, no successor is the greatest, and the remaining two are: no blind date, no civil servant exams." Parents' obsession with civil servants also affects young people today.

Finally, the image of civil servants has become more and more positive, causing many people to re-examine this profession and join the army of public examinations.

2. The reason why the number of postgraduate examinations continues to increase?

As the country attaches more and more importance to education, today's Chinese job market is "involution", for larger companies and some popular positions, screening educational qualifications can reduce the company's recruitment costs and improve recruitment efficiency. Among them, involution refers to the fact that everyone's skill mastery is improving, and everyone's education level is improving, but you find that there are still people around you who are better than you, and they are becoming your competitors.

For example, a large Internet company will give priority to interviewing students from "211 and 985" (a total of 151 key 211 and 985 universities in China) during the recruitment process. In such a brutally competitive employment environment, applicants not only need a graduate degree, but also whether they are "211, 985" graduate students. Therefore, it is extremely important to have a higher "configuration" in one's own "hardware" (academic qualifications) in the current or future career development path. This has also led to a record number of applicants for the unified admissions examination for postgraduates in China, reaching 3.41 million in 2020, 3.77 million in 2021, and a record high of 4.57 million in 2022.

Particular year	Number of applicants (thousands)	Growth rate (%)	Number of people admitted (thousands)	Enrollment and admission ratio
2022	457	21.22	—	—
2021	377	10.56	—	—
2020	341	17.59	99.05	3.4:1
2019	290	21.8	81.13	3.6:1
2018	238	18.4	76.25	3.1:1
2017	201	13.56	72.22	2.9:1
2016	177.0	7.3	59.0	3.0:1
2015	164.9	-4.12	57.1	2.9:1
2014	172.0	-2.27	54.9	3.1:1
2013	176.0	6.3	54.1	3.3:1
2012	165.6	9.6	52.1	3.2:1
2011	151.1	7.5	49.5	3.1:1
2010	140.6	12.8	47.4	3.0:1

Fig 3: 2010-2022 National Provinces, Autonomous Regions, Municipalities directly under the Central Government and Xinjiang Production and Construction Corps Master's Enrollment Exam Registration Numbers and Admission Statistics

- Incumbents pursue a better quality of life, and hope to improve their professional quality and expand their network of contacts through master's study.
- Under the background of today's knowledge and culture era, having a high degree is destined to be a key factor in enhancing the competitiveness of a personal "brand". At the same time, it can broaden the horizons in the process of studying for a postgraduate student. It is very important to change jobs or get promoted in the future.
- Many people have a relatively stable income after working for many years after graduating from college, but in order to get a higher position, they need to upgrade their education. Otherwise, when they switch companies and jobs, graduate degrees are likely to become barriers to promotion. The reason is that the level of education is the key point that headhunting companies pay attention to when searching for talents.
- In China, many central and state-owned enterprises, and even many private enterprises, have significantly differentiated the salary and welfare settings for undergraduates, masters

and doctors. This also makes more incumbents keen to take masters' and doctoral exams, and they all hope to improve through academic qualifications. Get a higher quality of life.

We are very fortunate to live in a developing country full of academic research and applied research, which is positive for China's rapid growth.

We appreciate the masters' and doctoral studies, especially the temptation of doctoral students. Every doctoral student is a pillar of the country and even the world, and has an important role in promoting global culture and spiritual civilization.

After graduation, each doctoral student gains the temptation to receive much higher salaries than ordinary people, and the sense of achievement in scientific research brought about by the scientific research breakthroughs made by doctors in various fields during their studies is even more incomprehensible to ordinary people.

In my opinion, if the universe really has an end, it should also be "world peace".

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