

**Topic: DO GOVERNMENT POLICIES LEAD TO DIFFERENCE IN EMPLOYMENT OPPORTUNITIES BETWEEN THE HAN AND THE UYGHUR POPULATION IN XINJIANG?**

**What are the government policies for the employment of the Han and the Uyghurs?**

- Hukou policy: jobs in public sector reserved for residents with local Hukou regardless of ethnic background
- College graduate employment programme in 2011, free-of-charge job training
- Posts in government institutions and state-owned enterprises reserved for college graduates regardless of ethnic background
- Job provided to individuals which none of their family member is employed
- Set up “satellite factories”, promote employment in rural areas



Image 1. Workers in a “satellite factory” manufacturing ski gloves in Yengisar County, Xinjiang  
Source: chinanews.com

**How do government's employment policies differ between the Han and the Uyghurs?**

- Policies favor the Uyghurs
- Promotes employing Uyghurs
- Proportional quota
- Only applies to the governmental sector



Source: www.seriousseats.com

**How do the preferential policies in employment affect the employment opportunities of the Uyghur population?**

**Assigning jobs for Uyghurs**

- Assigning jobs could not help the employment situation entirely
- Less competitive, less jobs

Government sectors	Private sectors
Follow the regulations Bankrupt → Lost jobs Narrow income gap	Not bound by regulations Undermine quota 25% → hire Han immigrants Wide income gap

**Hukou Policy**

- Income gap exists in Xinjiang
- Han without Hukou could still find jobs
- Han have immigrated to Xinjiang in 1990s → already have Hukou

	Hukou (%)	Monthly income (RMB)
Uyghurs	82	387
Han immigrants	74	904
Han Chinese	34	863

Source: Wu & Song, 2013

**What are the factors contributing to difficulties in the employment of the Uyghur population?**

- Ethnic Stratification in Labour Market
- Competitions from other parts of China - Migrants
- In-group Discrimination



Source: Getty Images