

ANALYZING “LABOR SHORTAGE” AND SOLVING “EMPLOYMENT DIFFICULTY” TO PROMOTE THE HIGH-QUALITY DEVELOPMENT OF WUHAN’S MANUFACTURING INDUSTRY AFTER THE EPIDEMIC

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ABSTRACT

As a mega-city with a population of 10 million and a key link in China’s manufacturing industry chain, Wuhan has large-scale industrial clusters in electronics, automobiles, medicine and other fields, and has a prominent position in the country’s manufacturing map. After the outbreak was successfully controlled in 2020, the manufacturing industry in Wuhan resumed its work and production capacity recovered gradually. However, the situation of “Labor shortage” and the employment difficulty of college students still exists due to many reasons. Based on the analysis of the shortage of employment in Wuhan’s manufacturing industry and the employment difficulties of College Students, this paper discusses the ways to solve the shortage of employment to promote the high-quality development of Wuhan’s manufacturing industry.

Keywords: The Shortage of Employment, The Employment Difficulties, Manufacturing Industry, The High-Quality Development.

INTRODUCTION

Yu Liao, Male, from Wuhan, Hubei Province, holds a master's degree in Business Administration in Huazhong University of Science and Technology, is an associate professor in the Economics and Management Department of Wuhan City College. Mainly engaged in human resource management, organizational behavior, leadership, business management research.

As the capital of central China’s Hubei Province, Wuhan is located in the eastern part of Yangtze Plain Jiangnan Plain. It is not only an important industrial base, a scientific and educational base, leading the development of the province, but also a mega city among the six major cities in central China, it’s a national regional hub. The Self-Strengthening Movement of the late 1880s stimulated the rise of modern industry and the development of the Commodity. During the 10 years in the early 20th century, Hankou became the second largest foreign trade port in China. After founding ceremony of the People’s Republic of China, Wuhan completed the transformation from a consumer city to an industrial base after the comprehensive industrialization of the 1st and 2nd five-year Plans. In the 40 years of reform and opening-up, Wuhan Industry has really achieved a historical leap from big to strong. In April, the Wuhan Government of the People’s Republic of China said that during the 14th five-year plan period, it would basically complete the building of a national advanced manufacturing center by 2025, in accordance with the requirements of “*Making the main city better, making the fourth deputy stronger, integrating urban and rural areas, and integrating development*”, become the national

leader, the source of industrial innovation with global influence, the leading area of digital economy, the model of transformation and upgrading. In order to promote the high-quality development of Wuhan Manufacturing Industry, our research team recently related experts on the Wuhan Manufacturing Industry “*Labor shortage*” situation to carry out a special investigation.

“New Coronavirus Epidemic Situation” has A Great Impact on Wuhan’s Economy

As a super-large city with a population of 10 million and a key link in China’s manufacturing industrial chain, Wuhan has large-scale industrial clusters in the fields of electronics, automobiles, medicine, etc., photoelectronic information; motor vehicles and parts, biomedicine and medical devices are the three pillar industries in Wuhan.

Wuhan’s GDP was nearly 1.5 trillion yuan in 2018, ranking 9th among the country’s trillion GDP cities. In 2019, Wuhan’s GDP was about 1.622 trillion yuan, ranking 8th in the country. In 2020, Wuhan was the city with the longest closure period, the latest restart time and the biggest impact of the epidemic, despite a precipitous 40.5 per cent drop in regional gross domestic product in the first quarter, Wuhan’s annual economic output reached 1,561.61 bnyuan and remained in the top 10 cities in the country, down 4.7 per cent year-on-year and down 35.8 percentage points from the first quarter, stabilised the economic fundamentals.

The short term impact of the outbreak on the tertiary sector of the economy is significant:

As a last resort, the document states that “*professors, associate professors and all lecturers above 10 years of service should be employed for life*”. After the principle of tenure was approved by American colleges and universities, the board of trustees tried to avoid it becoming a universal principle through supporting system design. The principle of tenure may encourage teachers’ laziness, lead to rigid recruitment mechanism, squeeze the living and Development Space of young and outstanding teachers, and essentially infringe on the interests of teachers. In terms of the industrial structure of the city, according to statistics, the added value of primary industry in Wuhan was 37.899 billion yuan in 2019, accounting for 2.34% of the region’s gross domestic product; the added value of secondary sector of the economy was 598.888 billion yuan, accounting for 36.92% of the region’s gross domestic product; The value added of the tertiary sector of the economy was 985.534 billion yuan, accounting for 60.75 percent of the region’s gross domestic product. The primary sector of the economy is limited because of its small share of the population, and from the secondary sector of the economy, it was heavily affected by the epidemic in February-may last year, and was in a period of rapid resumption of work and gradual recovery of production capacity, coupled with the impact of the government’s measures to stabilize growth, this year has gradually stabilized; from the tertiary sector of the economy, the impact of the most serious, and some industries even suffered heavy setbacks. Tourism, transportation, catering accommodation, entertainment and other service industries by the impact of the epidemic more lasting, recovery is also relatively slow.

It has a greater impact on the industrial chain: Since the 10th five-year plan, Wuhan has proposed to build 15 industrial chains in line with the idea of “*Extending industrial chains and forming enterprise clusters*”. After the “*11th five-year plan*” and “*12th five-year plan*”, Wuhan will realize the “*One million*” target by 2016: Cultivating 10 superior industrial chains, forming 100 leading products and adding 1,000 small and medium-sized enterprises. At present,

the characteristics of industrial chain development are more and more obvious, leading industrial chain has been gradually integrated, emerging industrial chain began to emerge. Wuhan's Economic and Technological Development Zones is the most densely populated area of automobile factories in the world. In addition to Dongfeng passenger cars, Dongfeng New Energy, Dongfeng Honda, Dongfeng Reno, Dongfeng Fengshen, Shenlong, Jilly and other vehicle companies, there are more than 500 auto parts companies, including Delfaut, Valeo, Honeyville, Visteon, Wanxiang, and so on. The products cover transmission, chassis, body, electronics, interior decoration, glass, etc., and has Dongfeng, Valeo, Cummins R&D Center in East Asia and other 14 provincial-level Automotive R&D institutions. Because of its agglomeration effect, attracted a large number of auto parts enterprises, but last year during the epidemic face the risk of funding chain fracture. At the same time, due to the delayed resumption of work, construction activities, the impact of car chains, but also black, non-ferrous smelting, metal products short-term existence of some constraints. Wuhan is not only one of China's manufacturing centers, but also an important transportation hub in China. Companies in the semiconductor industry, including Foxconn, Pegatron, Wuhan Xinxin and Changjiang Storage, all have operations in Wuhan, affected by the epidemic in Guangdong, Jiangxi, Jiangsu, Zhejiang, Henan, Hunan also gathered semiconductor industry assembly base. Computer, electronic and optical equipment, electrical machinery, general equipment, the whole chain is affected. Industrial Upgrading of the instrument industry due to the computer, electronics, electrical machinery demand is higher, but also affected. Wuhan also has mass industries transferred from the Yangtze River Delta and the Pearl River Delta, such as Midea, Gree and TCL, which have set up factories in Wuhan, as well as industrial chains such as strategic emerging industries represented by communications and optoelectronics, had the same effect because of the outbreak.

Epidemic Situation Propels Traditional Industries into digital economy: Epidemic factors make people accustomed to the online consumer experience, express delivery counters, express terminal sites and even “*Unmanned supermarkets*” and other things will be more popular, it has also accelerated efforts to force traditional businesses to pay more attention to and actively engage in procurement and sales through the Internet and e-commerce platforms, said Means of production, chief executive of the China Business Council, the introduction, popularization and utilization rate of the remote office software represented by Aliding, Tencent enterprise Wechat, ByteDance flying books, etc. have made most enterprises and units willing to use the remote office mode to maintain operational work order, more promote the use of the Internet platform for direct business practices, directly promoting the development of industrial internet platform. This not only reduces the dependence of production on labor, but also increases the degree of production flexibility, can be more responsive to changes in demand, lower cost to adjust capacity. Many services take a non-contact approach, such as online teaching, online training, online consultation, online shopping, online video and so on.

The epidemic situation has a lasting impact on the employment of college students: The employment of university graduates affected by the epidemic has been severely impacted. The most direct impact is that many small and medium-sized enterprises have been closed down due to the epidemic and the stock of enterprises has been compressed, resulting in a sharp drop in the demand for enterprise employment. Job-hunting methods are also all changed from offline to online, all over the resumption of the offline job fair, coupled with students living at home for a

long time to study life, job-hunting pressure doubled, World War II postgraduate entrance examination, slow employment, not employment, and other conditions increased significantly. This year, the total number of college graduates in the class of 2021 is 9.09 million, an increase of 350,000 over the same period last year. The State attaches great importance to the employment of university graduates, especially in Hubei Province, which has been seriously affected by the epidemic. It has put in place a number of support policies, increased its efforts to support and stabilize posts, and expanded the scope of employment programs such as “*Three branches and one support*.” We will increase the number of master’s degree and college-to-undergraduate enrollment programs in Hubei Universities, improve the incentive policies for graduates to join the military, promote innovation and entrepreneurship among college students, and take multiple measures to broaden employment channels for college graduates. Hubei, Wuhan and colleges and universities also do a good job of employment services and guidance, optimize the network recruitment process, and strengthen the support of groups with special difficulties. The authorities have also stepped up their support, resolutely correcting employment discrimination against workers in hard hit areas, and the O has minimized the impact of the epidemic on the employment of graduates. In spite of this, the employment difficulties of college students still exist.

“Labor Shortage” in Wuhan’s Manufacturing Industry and the Difficulty of College Students’ Employment

With the development of economy and society and the progress of Science and technology, high-skilled talents play a more and more important role in production. Many years ago, China’s high-skilled personnel team has a serious fault, “*Artificer shortage*” alarm constantly sounded throughout the country. So far, the “*Shortage of skilled workers*” has not been fundamentally alleviated, but has evolved into a larger “*Shortage of workers*”, even ordinary skilled workers and migrant workers are in short supply, which is in sharp contrast to the employment difficulties of college students. The quantity and quality of skilled talents will directly influence the success or failure of a country’s economic development. Through field investigation, the following situations are sorted out: the shortage of employment in Wuhan’s manufacturing industry and the employment difficulties of university students.

The so-called manufacturing “Labor shortage” is seasonal: According to the survey of several large-scale high-tech manufacturing enterprises in Wuhan, the shortage of workers in the third and fourth quarters is very serious. From the market demand, the previous year’s trade war and last year because of the new crown epidemic led to a reduction in orders, employment demand reduction or even downsizing. In the first half of this year, as the economy recovered after the epidemic, orders are now picking up and businesses are competing for workers, resulting in a shortage of workers, especially in the third and fourth quarters of the second half of the year (Chuan-jiang & Yi-xing, 2015). According to the employment structure of enterprises, in the employment structure of several large high-tech manufacturing enterprises in this city, the self-recruited contract employees only accounted for 50% -60%, while the outsourced or dispatched employees accounted for 30% -40%, still others make up 20% as much as 30%. This has led to the peak season enterprises mostly through human agencies to provide a large number of needed labor, its higher costs also lead to recruitment difficulties (Wang, 2010).

The so-Called “*Shortage of workers*” in Manufacturing Industry has Different Levels for Different Enterprises

In 2003, in order to achieve the goal of “*world-class*”, a well-known university in Beijing took the title of a teacher as the basis of the type of employment contract, following the grading and elimination system of Harvard University in the United States. Professors were given “*long-term teaching posts*”, associate professor, lecturer for the “*fixed-term teaching*”, within the specified time cannot promote the title, the University Not Lower Job Renewal. As an old industrial base, Wuhan, in the context of the transfer of modern manufacturing from the global to China and from the eastern coast to the central and western regions, is striving to exert its own advantages, actively utilize foreign and domestic capital, optimize its distribution, and undertake the transfer of coastal industries, with the advantages of the rise of the central region, we will focus on industrial clusters such as information technology, mobile interconnection, Beidou navigation, quantum communication, virtual reality, artificial intelligence, biomedicine, high-end Medical Devices and precision medicine.

With the upgrading of local industries, enterprises focus on “*Shortage of skilled workers*”, and the essence of “*Shortage of skilled workers*” is the shortage of high-skilled personnel. For Some low-end Oem enterprises, the “*Labor shortage*” is the low-end “*Labor shortage*”, and for the Real high-tech enterprises is the “*Labor shortage*” of high-skilled talents (Cheng, 2010). Data show that during the 13th five-year plan period, China has more than 200 million skilled workers and more than 50 million high-skilled talents. In developed countries, technicians and senior workers account for about 35%, intermediate workers for about 50%, and primary workers for only 15% (Wanxing, 2010). The proportion of skilled workers is only 26% and the proportion of highly skilled workers is 28%, which is still far behind the developed countries. The shortage of high-skilled personnel is also the main reason for the so-called “*Labor shortage*” in the manufacturing industry (Finkelstein et al., 1995).

The rapid development of regional economy has attracted part of the migrant labor force: With the development of rural urbanization and the deepening of the country’s “*Double innovation*” strategy, coupled with the development and transformation of the eastern coastal areas, industrial transfer, and the rise of the Midwestern Sectional Figure Skating Championships economy, Chongqing, Hunan, Sichuan and other traditional labor export areas, is Heading home for the start-up boom. These entrepreneurs, including migrant workers and enterprise managers, as well as university students and company staff, seize the great opportunities for the development of their hometown, with funds, technology and advanced management concepts to fight back home (Lewis, 1984). In some parts of the central and western regions, the number and value of returned enterprises have accounted for half of the county economy. Coupled with the original export of labor services, in recent years in the economic development of employment opportunities increased, many enterprises have lost local employment, unwilling to return (Fan, 2003).

The so-called “*Labour shortage*” in manufacturing is a structural mismatch in the labour market: Part of the Enterprise “*Labor shortage*” is in fact the structural problem of the labor market, that is, not enterprises cannot recruit people, but cannot recruit people with appropriate capacity and level. The shortage of “*Effective labor force*” is the direct cause of the so-called “*Labor shortage*” in manufacturing industry (Yi-ching & tung-kin, 2014). With the

upgrading of the manufacturing industry, the knowledge and skill level of the original labor force has been insufficient and cannot meet the needs of enterprise development. Such as with the production process technology and flexible production, skilled personnel not only in the operation are expert, but also to understand product design, familiar with technical management and quality management of the general process. Previously, craftsmen focused on the “*Unique skills*” of their hands, but now they can all be accomplished by intelligent equipment such as numerical control processing (Yang & Jianhui, 2010). In their operation, they must be skilled at “*Programming*”, understand the foreign language operation panel and the instruction manual, judgment Parts processing quality and the relationship between the process and other high-end skills. This leads to the change of the core skills of high-skilled talents from motor skills to mental skill (Yang & Jianhui, 2010).

The “*shortage of labor*” in manufacturing also stems from low income and long working hours: According to the survey of several large-scale manufacturing enterprises, the average monthly salary of their workers is about 4000-6000 yuan, the work is shift system, a shift 10 hours. Some manufacturing enterprises rely heavily on the external market and low labor force. Some contract manufacturing enterprises have short work orders and thin profits. For a long time, enterprises have only to extend the working hours of their employees and increase their labor intensity, coupled with limited wage increases, many workers have become reluctant to work in such factories (Bloch, 2008). Even some manufacturing enterprises not only did not raise corporate pay standards, even for various reasons to reduce, but also in the pay system attached a lot of penalties, in order to achieve the goal of reducing corporate spending, serious impact on the staff of the pursuit of a better life, making some employees to hate or even hate the enterprise, which leads to more staff turnover problems. Such enterprises in many parts of the country “*Labor shortage*” is the release of a foreign employment of its appeal is weakening signals.

The emergence of new service industry aggravates “*labor shortage*”: Today, many of the only children in cities and towns are no longer inclined to work in dirty, hard, and tiring blue collar jobs. Meanwhile, with the development of the Internet and information, the tertiary sector of the economy is growing rapidly, workers in many regions and the second generation of young people in rural areas also have more employment options, such as ride-hailing, Meituan, e-commerce and so on. Compared with manufacturing, new service industries such as takeout and express delivery are more attractive to young people. According to the 2020 Elem Blue Knight Survey released by Alibaba, there will be more than 3 million platform riders in 2020, of which nearly 50 percent will be born in the 1990s. The 2020 post-2000 Blue Knights report shows that the number of newly registered post-2000 blue knights has nearly tripled in the past year compared with the same period last year. They prefer flexible and free work, and nearly half of them are willing to recommend the job to their peers. Young people do not want to go into the factory, not to “*Lie flat*”, it is out of unwilling to earn “*Cost-effective*” hard money of the rational calculation (Mou et al., 2013).

Some Suggestions on Solving the “*Shortage of Employment*” and Promoting the High-Quality Development of Wuhan Manufacturing Industry

In order to solve the “*Labor shortage*” and promote the “*High-quality development*” of Wuhan’s manufacturing industry, we should focus on speeding up the upgrading of industrial structure, improving the technical level of manufacturing employees and enhancing their sense of gain. The management mode of enterprises should be more humane, strengthen the policy support of training high-quality workers and technical talents, strictly supervise and control the employment of enterprises and guarantee the rights and interests of workers, so as to promote the high-quality development of Wuhan’s manufacturing industry.

We will further promote the upgrading of the manufacturing industry: For a long time, China has been relying on a large number of cheap labor resources to gain comparative advantage in the Industrial Division of Labor in the world economy. Therefore has been at the low end of the manufacturing industry chain, mainly engaged in simple processing and other labor-intensive work, profit is very low, resulting in lower wages of labor. At the same time, China’s industrial structure has been slow to upgrade, and the industrial structure dominated by medium-and low-end industries has not been able to adapt to China’s changing economic situation and population situation, this has caused the contradiction between the industrial structure and the Labor supply structure of our country. On the one hand, a large number of college graduates find it difficult to find jobs every year (Ventura-Garcia et al., 2013). On the other hand, the supply of low-level labor force is insufficient. This is also true for Wuhan, which is undertaking the industrial transfer in the east, but this situation is no longer sustainable in the future, and Wuhan should vigorously promote the upgrading of manufacturing industries. Specific measures are as follows: First, we will accelerate the building of innovation capacity (Yi-ching & Tung-kin, 2014). The government has introduced policies to support the building of enterprises’ innovative capabilities, we will support enterprises in establishing r & d institutions, encourage enterprises to increase their input in innovation, promote the creation and application of intellectual property rights, establish incentive mechanisms for the transformation of enterprise achievements, support enterprises in expanding the market for new technologies and products, and encourage the creation of technological standards and the building of brand names. At the same time, we should guide the innovation and Entrepreneurship of high-level talents, promote the service enterprises of talents in scientific research institutes of colleges and universities, and improve the training mechanism of innovative talents and high-skilled talents. Secondly, encourage and enhance the service capacity of manufacturing service industry (Ji, 2011).

The manufacturing service industry should give full play to its professional advantages from the key links of research and development, technology transfer, business incubation, intellectual property rights, scientific and technological consultation and even the transformation of achievements, through collaborative innovation and integrated innovation, in order to enhance the manufacturing industry innovation ability to provide higher quality services, enhance the manufacturing-oriented specialization, socialization, comprehensive service ability. Finally, the implementation of advanced manufacturing and modern service industry integration development. With high-tech content, high value-added innovative production services to promote manufacturing core technology, improve product technology content and the competitiveness of the entire industrial chain. At the same time, we will continue to pursue intelligent development, promote the in-depth integration of new-generation information technologies such as big data, cloud computing and new energy with the real economy, and

unleash the superimposition and multiplier effects of big data on modern factors of production on the development of manufacturing and service industries, realization of information sharing and control coordination (Chunlian, 2012).

To improve the technical level of the workers in manufacturing industry: Schools, businesses and the government need to work together to increase vocational education training. With the deepening of supply-side structural reform, the demand for skilled personnel will become stronger, and the structural imbalance in China's employment market will become more obvious. To get rid of the current low-end situation in the industrial chain, it is necessary to improve the level of industrial technology. First of all, we should intensify organized and targeted vocational skills training for migrant workers and unemployed workers. On the basis of lifting the age limit for employment, we can also fully organize unemployed workers over the age of 45 to take up their posts after training. Secondly, all kinds of colleges and universities should adjust their specialties according to the market demand, and set up more specialties which are in great demand of enterprises. Avoid one side of the "*Shortage of workers*", and the other side of the "*Difficult employment*" dilemma. Finally, to tamp the school-enterprise cooperation, to create a substantial off-campus practice classroom. At present, many higher vocational colleges attach importance to school-enterprise cooperation, order form training, post practice and other practical links, but for various reasons, many of the "*Cooperation*" are actually in the form. Therefore, the local government should take the lead in organizing the establishment of a comprehensive talent training base for schools and enterprises with the participation of the local government, trade associations, internship enterprises and various types of higher vocational colleges, the establishment of the database of the training base of university and enterprise and the sharing of the resources among the enterprises of each university will help the enterprises to alleviate the demand of employment, and will also help the students to practice and train qualified talents suitable for the needs of enterprises (Ventura et al., 2013).

Increase employees'sense of well-being. The first is to improve the level of employee compensation and benefits: The level of income should not only be reflected in the increase in quantity, but also in the qualitative change. One is to provide a variety of forms of remuneration, including income to pay social insurance and other welfare measures; flexible income payment methods, in advance to give employees salary, to provide assistance for employees in urgent need of money, etc. Second, pay attention to the internal fairness of income, the assessment work of the system, procedures, and the design of the salary should also reflect the market, dynamic principles. Second, strictly abide by the provisions of the Labor Law. Workers'right to rest shall be protected against illegal extension of working hours, production according to plan, rational arrangement of human resources and reduction of overtime work. Third, improve the working environment and the living conditions of employees. To adopt high standards of protection against dangerous and hazardous work, avoid potential labour disputes, and provide a spacious, clean and orderly environment and facilities with a quiet rest environment and comfortable personal living space, it is also necessary to foster a good cultural environment, provide some recreational activities to stimulate the enthusiasm of employees to work and create harmonious interpersonal relationships. Finally, respect and develop your employees. Respect for employees includes not only respect for their personality and rights, but also a high regard for the role of employees in thought and behavior, attention to listen to employees' reasonable suggestions, and appreciation for their work, motivate employees to work with enthusiasm, improve efficiency,

and create greater value. Care for the development of employees, guide them to design their career, and provide them with necessary learning and training opportunities.

Enterprise management should be more human: When the basic material interests are guaranteed, what people need is a kind of respect, attention and care, and now the enterprise management should be more humane. The post-95 and post-00 employees have gradually taken the leading position in the grass-roots positions of the manufacturing enterprises. Their living conditions are generally better and they also have a better educational atmosphere. Therefore, the post-95 and post-00 employees are more mature and bold than the groups of other times, more innovative spirit and practical ability, fresh ideas from time to time, and can be bold and positive expression of their ideas. But they are in the face of pressure and frustration, psychological endurance is weak, so in the process of dealing with staff relations, the inherent staff management model has no adaptability. This requires managers to be able to adapt to the changing characteristics of the staff to update the management model, innovative management methods. In view of the differences in the culture and values of the new generation of employees after 1995 and 2000, managers should not only ask them to adapt to themselves, but also take the initiative to adapt to them, so as to establish a caring, friendly, inclusive and diversified corporate culture (Zhang, 2011).

Policy support for strengthening the training of high-quality workers and skilled personnel: The opinions of the Central Committee of the Communist Party of China and the State Council on promoting high-quality development in the central region in the new era, published on July 22 this year, clearly stated that the central region should adhere to innovative development and build a modern industrial system supported by advanced manufacturing industries, the Long Board will be further lengthened, and continue to narrow the gap with the Eastern Region's cutting-edge technology, accelerate the application of digital, network, intelligent technology in various fields. However, compared with managerial talents and professional talents, skilled talents are not well paid and have a weak sense of acquisition. The social concept of emphasizing education and neglecting skills has not changed fundamentally, and the task of accelerating the training of high-quality workers is still very arduous. First of all, the government-led enterprises should take the lead in continuing to enhance the vocational skills of the workforce. We will further raise the standards of subsidies, expand the scope of subsidies and improve the quality of training. Secondly, we will further support and develop the education of skilled workers. To further expand the scale of training, and finally, do a good job to promote the integration of teaching reform and other aspects of policy support.

Strictly enforcing and monitoring the employment law in enterprises to protect the rights and interests of workers: First of all, the relevant Labor management departments of the government should strictly perform their duties. In accordance with the law on employment promotion, the law on Labour Contract Law of the People's Republic of China, the law on Social Security, the law on the protection of workers' rights and interests, and the special provisions on the protection of women workers and staff members, supervise and urge enterprises to establish scientific human resource management mechanism. Secondly, strengthen the administrative organization management supervision function and authority. Establish Accountability mechanisms for administrative authorities' inaction in the labor market. We will strengthen the supervision and law enforcement of Labor security, carry out actions from time to time such as

clearing up the human resources market, issuing salaries, and conducting special inspections on employers compliance with Labor and social insurance laws and regulations, so as to resolve conflicts and disputes in a timely manner, strengthen the supervision and accountability, implement the main responsibility, and safeguard the legitimate rights and interests of workers. Finally, the establishment of relevant departments to share information platform. Multi-sector joint efforts, all-round attention to enterprise employment dynamics, effective monitoring of enterprise operations, early detection of the existence of enterprise labor disputes hidden dangers.

CONCLUSION

Labor shortage and employment is a common phenomenon in our country. On the one hand, many people cannot find jobs. On the other hand, enterprises cannot find people. The main reasons for the coexistence of labor shortage and employment difficulty in Hubei province lie in the following: the incompatibility between working ability and salary, on the one hand, some people's ability to work is not in line with the basic requirements of the enterprise, on the other hand, some people feel that the ability to work is high, but the salary of the company does not match the expected salary of the employee; In some industries there will be a shortage of talents, but the social workers are not competent enough to do their job; prices, housing prices have risen too fast, and some cities have become unattractive. In fact, the difficulty of employment and labor shortage are relative, to see the local employment situation, the situation of enterprises and so on.

However, the root cause of the shortage is the structural imbalance between the supply and demand of the labour force, and there is a need to accelerate the transformation of low-end manufacturing along the coast, either through local upgrading or by moving inland, to optimize the allocation of labor resources. At the same time, enterprises must have an open and positive attitude to attract talent. Constantly improve their own environment, gradually improve wages, and reduce working hours. At the same time, local governments should also take active action, build a platform to match the supply and demand of labor, and improve the employment security system.

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