

A Review of Research on the Promotion of High-Quality Employment by New Quality Productive Forces

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Abstract: This research explores the impact of new-quality productivity on high-quality employment. The research background highlights the rapid advancement of global economic integration and technological progress, which has profoundly influenced the job market and emphasized the importance of high-quality employment. The study focuses on how new-quality productivity, characterized by high technology, high efficiency, and high quality, promotes high-quality employment through technological innovation and industrial upgrading. The research methods include a literature analysis, collecting relevant studies on new-quality productivity, employment, and their impact on high-quality employment. The results reveal that new-quality productivity significantly enhances the quality of employment and life for workers, promotes employment structure transformation, and contributes to high-quality employment development. However, it also poses challenges such as skill mismatch and digital divide. The conclusion suggests that to address these challenges, it is essential to deepen vocational education and skills training reform, encourage industrial innovation and transformation, optimize employment policies, and narrow the digital divide.

Keywords: New-quality Productivity, High-quality Employment, Industrial Upgrading

1. Introduction

New quality productive forces are driven primarily by innovation, departing from traditional methods of economic growth and production development. They are distinguished by high technology, efficiency, and quality, aligning with modern concepts of advanced productive forces. High-quality employment refers to the availability of ample job opportunities, equitable work environments, strong employment capabilities, balanced employment structures, and harmonious labor relations. In the context of deepening global economic integration and rapid technological advancement, the rise of new quality productive forces is having a significant impact on the job market, further highlighting the importance of high-quality employment.

The optimization and reconstruction of the global industrial chain, along with the rapid emergence of emerging industries, have not only created many job opportunities but also raised higher demands for workers' skills and qualities. At the same time, the digital and intelligent transformation of traditional industries has also unleashed new employment potential, but it also requires workers to have corresponding abilities. Technological progress, especially the application of cutting-edge technologies such as artificial intelligence and big data, is changing production methods and work

patterns, reducing the demand for traditional positions while giving rise to high-skilled jobs. Technological progress is the core driving force of new quality productive forces. The widespread application of cutting-edge technologies such as artificial intelligence, big data, and cloud computing is profoundly changing production methods and work patterns. The popularization of automation and intelligence has replaced many repetitive tasks with machines, while making creative, strategic, and interpersonal work more important. This transformation has a dual impact on the job market: on the one hand, it reduces the demand for certain traditional positions; on the other hand, it generates a large number of new, high-skill-demanding jobs. Achieving high-quality full employment is one of the main goals of solidly promoting Chinese-style modernization and is also an inherent requirement of the high-quality development stage. As the quality of China's economic development continues to improve and the pace of industrial restructuring and upgrading accelerates, accelerating the cultivation and development of new quality productive forces is conducive to China's economy quickly breaking away from traditional growth methods and paths of productive development and achieving high-quality development. At the same time, people's demand for high-quality employment also poses new challenges and opportunities for how to achieve high-quality employment through the development of new quality productive forces. Currently, an increasing number of college graduates prefer to choose employment in new business forms, especially positions related to new quality productive forces. Positions generated by new quality productive forces are also conducive to alleviating the employment pressure of young groups. On the one hand, new quality productive forces can create new employment opportunities and enhance labor force skill requirements to achieve high-quality employment; on the other hand, the rapid development of science and technology may lead to unemployment among the basic labor force and exacerbate income inequality [1]. Therefore, it is of great theoretical and practical significance to conduct in-depth research on the impact of new quality productive forces on high-quality employment.

2. Research Significance

2.1. Theoretical Significance

Currently, there is insufficient academic research on how new quality productive forces promote high-quality employment, with gaps and areas for exploration. This paper is committed to providing rich material for a comprehensive and multi-angle understanding of new quality productive forces from the perspective of promoting high-quality employment through systematic research and in-depth analysis.

Through this exploration, we hope to fill some of the existing research gaps and enhance a comprehensive understanding of the factors affecting employment due to new quality productive forces and how to develop new quality productive forces to achieve high-quality employment. This effort not only helps to deepen the theoretical discussion of new quality productive forces in academia but also provides strong theoretical support and practical guidance for the future development of emerging industries.

2.2. Practical Significance

The proposal and implementation of new quality productive forces have shown significant positive impacts on emerging industries and even China's overall economic system, specifically in terms of promoting technological innovation, optimizing employment structures, and enhancing the quality of workers. This paper focuses on how new quality productive forces can promote high-quality employment, conducting an in-depth analysis of the impact of new quality productive forces on employment and revealing the main problems and challenges faced at the current stage of development.

In response to these issues, this essay creatively proposes a series of targeted and actionable suggestions and countermeasures aimed at providing effective pathways for solving bottlenecks in the development of high-quality employment. These suggestions not only help to enhance the competitiveness of technology-intensive workers in the new era but also have profound practical significance and broad application prospects.

2.3. Literature Review

By sorting through literature on developing new quality productive forces and various measures to promote high-quality employment, we can summarize the hot topics on how new quality productive forces promote high-quality employment. Since the concept of new quality productive forces was introduced, it has sparked widespread discussion in academia. First, research on new quality productive forces generally focuses on its connotation, which can be understood from three aspects. First, it is reflected in "transformation"; new quality productive forces are the result of key disruptive technological breakthroughs and represent a fusion and new connotation of productive forces in the digital age [2]. Second, it is reflected in "demand"; new quality productive forces are a new type of productive force that adapts to the new normal of economic development and meets the diverse needs of the people [3]. Third, the emergence and evolution of new quality productive forces are inevitable; their core lies in using new technologies to promote high-quality economic development and building new competitive advantages through industrial upgrading, which is an important force in driving social and economic progress [4]. Second, there is research focusing on how new quality productive forces affect high-quality employment. New quality productive forces drive the optimization and upgrading of traditional industries, leading to a more diversified employment structure and providing more development opportunities for different types of talents [5]. The specialized division of labor in new quality productive forces promotes rapid growth in per capita income and significantly enhances social welfare levels [6]. By improving production efficiency and the efficiency of resource allocation, new quality productive forces increase the demand for high-skilled laborers, leading to income growth accompanied by an expansion of salary gaps [7]. To achieve high-quality full employment, enterprises should pursue new quality productive forces, employees should change their employment concepts, and the government should introduce a series of employment support and employment system reform policies oriented towards developing new quality productive forces.

By sorting through the above literature, it can be found that existing literature has closely linked new quality productive forces with high-quality employment from multiple perspectives and levels. New quality productive forces have significantly improved the quality of employment and living standards of workers through technological innovation and industrial upgrading, providing a solid livelihood guarantee for society and meeting people's pursuit of a better life. The development of new quality productive forces not only promotes high-quality economic growth and becomes a new engine of economic growth but also promotes high-quality full employment through various aspects such as promoting technological innovation, optimizing the allocation of production factors, and driving green development, providing a solid foundation and continuous momentum for high-quality economic development. To date, existing literature has focused on the impact of new quality productive forces on employment structure, but there are still shortcomings in the research. There are many issues that need to be improved, such as not fully considering the impact of different regional economic development levels, industrial structures, and educational resources on high-quality employment; some literature discusses more from a macro perspective, lacking in-depth theoretical exploration of high-quality employment; the real employment structure transformation is a dynamic process, and some model analyses cannot reflect the complexity of this process; and some literature does not fully consider individual differences, such as the specific needs and challenges of workers of different ages, educational backgrounds, and skill levels in high-quality employment.

Therefore, this study, based on the research on the impact of new quality productive forces on employment development, explores how new quality productive forces promote high-quality employment.

2.4. Research Content and Methods

This study aims to explore the impact of new quality productive forces on high-quality employment. The specific research content includes: new quality productive forces significantly enhance the employment quality and living standards of workers by catalyzing technological innovation and industrial upgrading; the development of new quality productive forces and the changes in market general equilibrium structures will lead to a reduction in the proportion of low-end employment personnel and thus drive the transformation of the employment structure, contributing to the development of high-quality employment; the development of new quality productive forces is directly related to the improvement of people's livelihoods by promoting the quality and capacity of employment. This paper mainly used the literature analysis method, collecting literature on developing new quality productive forces, the relationship between new quality productive forces and employment, and how they affect high-quality employment. This research summarized the reasons for promoting high-quality employment development, which are mainly reflected in the following three aspects: new quality productive forces mainly promote high-quality employment from three aspects: promoting the transformation of the employment structure, focusing on the cultivation of mid-to-high-end laborers, and improving employment quality.

2.5. Problem Analysis

2.5.1. The Impact of New Quality

Productive Forces on Employment Structure Technological factors in new quality productive forces such as artificial intelligence and digitalization are significantly changing the job market situation. Labor-intensive industries are gradually declining, and the demand for low-skilled positions is correspondingly decreasing; emerging industries such as machine learning, intelligent manufacturing systems, and data analysis are demanding a large increase in professional and high-skilled talents. According to the "China Artificial Intelligence Development Report 2020," the annual growth rate of China's AI-related job demand has exceeded 40% over the past five years; in the medical field, the application of AI technology has fundamentally changed the work mode of radiologists, shifting from traditional film diagnosis to using AI-assisted systems for accurate diagnosis and personalized treatment plans; Hangzhou, as a hub of China's internet and AI industries, has attracted a large number of AI-related enterprises in recent years, which has also driven employment growth in surrounding areas [8].

2.5.2. The Increase in Skill Requirements

The core element of new quality productive forces is technological innovation and involves the integration of multiple disciplines, which requires workers to have the ability to integrate knowledge from different disciplines to solve complex problems; with the rapid development of the big data era, labor forces need to have computer operation and analysis capabilities, and they are also required to continuously learn new technologies and have a strong sense of innovation. Skill training and transformation can help labor forces improve their personal skills and enhance their competitiveness in the job market; labor forces with high-quality skills can improve the production efficiency and product quality of enterprises, promoting their sustainable development; skill training and

transformation help to enhance the overall quality of the labor force, enabling workers to realize their personal value and promote high-quality economic development [9].

Germany's dual system of vocational education is one of the key factors in the success of its manufacturing industry. This educational model combines school education with enterprise internships, allowing students to be exposed to actual work environments and learn the latest skills and technologies while in school. This model effectively improves the skill level of the labor force and meets the needs of the manufacturing industry for new quality productive forces [10].

The United States has been vigorously promoting STEM (science, technology, engineering, and mathematics) education reform in recent years, aiming to cultivate a workforce with innovative capabilities and high-tech skills. By strengthening STEM education, the United States continuously enhances the skill level of its labor force to meet the development needs of new quality productive forces [11].

2.5.3. The Impact on Wages and Working Conditions

The rise of new quality productive forces has given high-skilled workers a clear advantage in the workplace. With the popularization of intelligent and automated technologies, these workers can quickly and effectively handle complex tasks, thereby enjoying more generous salary benefits. However, such progress has also invisibly increased the employment difficulty for low-skilled workers, as they are under pressure from being replaced by modern automation technologies [12]. Under the impetus of new quality productive forces, the wage levels of high-skilled workers continue to rise, while the wage growth of low-skilled workers is relatively slow. This widening wage gap reflects the differences in the labor market's adaptability to new quality productive forces; workers with high skills usually could work in more pleasant and safe workplaces, where they often have more promotion opportunities and better benefits. In contrast, those with lower skill levels may have to work in worse conditions and are at a disadvantage in terms of welfare benefits [13].

2.5.4. Regional and Industry Differences

In China, the eastern coastal regions, with their strong economic foundation and powerful technological innovation capabilities, are usually able to adopt and apply new productive force elements first and quickly. This advantage makes the labor market in this region more prosperous, and there are more high-quality employment positions available. However, for the central and western regions, due to historical factors and resource constraints, the adoption rate of new productive force elements is slower, and the transformation of the employment structure also encounters many difficulties [14].

From an industry perspective, new productive force elements have a particularly significant effect on promoting employment in knowledge-intensive and technology-intensive industries. Emerging industries such as information technology, biomedicine, and new energy, driven by new productive force elements, not only generate numerous new job positions but also offer these positions with high salaries and good career development prospects [15].

However, for traditional manufacturing and service industries, the introduction of new productive force elements may lead to the disappearance or transformation of some positions. Especially for industries that rely on low-skilled labor, such as textiles and catering, there are significant employment challenges.

High-quality job opportunities are not limited to salary levels and working conditions; they also encompass factors such as career promotion space and work happiness. Geographically, the eastern coastal regions, having absorbed new quality productive forces earlier, have more high-quality job positions; while in the central and western regions, although there are certain difficulties, with

government support and technological advancement, high-quality job opportunities are gradually increasing [16].

From the perspective of industry development, emerging industries, with their technology-intensive and innovation-driven characteristics, are more conducive to creating high-quality employment positions. These positions usually require employees to have higher professional skills and innovative thinking, thereby promoting the upgrade and development of the entire labor market.

2.5.5. Potential Problems

Employment positions in emerging industries, especially in the digital economy sector, although growing rapidly, generally have a short lifecycle and frequent updates, leading to higher career transition risks for workers; during the digital transformation process, the digital divide between urban and rural areas and among different educational levels is significant, affecting workers' ability to access high-quality employment information; the current labor market in China has a clear problem of skill mismatch, where on one hand, enterprises find it difficult to find employees with the required skills, and on the other hand, a large number of workers are unemployed or have poor employment quality due to skill mismatches [17].

2.6. Recommendations

2.6.1. Deepening Vocational Education and Skill Training Reform

To address the challenges brought by new quality productive forces, it is necessary to deepen vocational education and skill training reform. This means strengthening the close connection between vocational education and industrial development to ensure that the training content keeps up with market demand. At the same time, implementing a lifelong vocational skills training system is crucial, as it will provide workers with continuous learning opportunities to help them adapt to rapidly changing work environments. In addition, using digital technology to enrich training methods can not only improve training efficiency but also significantly enhance training effectiveness [18].

2.6.2. Encouraging Industrial Innovation and Transformation and Upgrading

Encouraging industrial innovation and transformation and upgrading is essential. To this end, setting up special funds to support corporate research and development and innovation projects and providing necessary financial guarantees for them is one approach. At the same time, formulating a series of preferential policies to encourage traditional industries to actively introduce new technologies and models for thorough transformation and upgrading is another strategy. Furthermore, building industrial clusters is an effective strategy that can promote collaborative innovation among enterprises along the industrial chain, jointly driving the progress of the entire industry.

2.6.3. Optimizing the Employment Policy System Optimizing the employment policy system is also key

Improving tax incentive policies to effectively reduce the labor costs of enterprises, thereby encouraging them to hire more high-skilled talents. At the same time, increasing funding for vocational training and employment services to enhance the quality and effectiveness of these services is important. Especially for specific groups, such as youth and women, implementing specialized employment promotion plans to ensure they have equal employment opportunities and better career development is crucial.

2.6.4. Efforts to Narrow the Digital Divide

Narrowing the digital divide requires accelerating the construction of network infrastructure in rural and remote areas and increasing internet penetration rates. At the same time, carrying out digital literacy education to improve the information literacy of all citizens so that they can better adapt to the digital age's life and work. Additionally, promoting the digital transformation of public services is a key measure to ensure that all groups can equally enjoy the benefits of the digital dividend, thereby achieving balanced social development.

3. Conclusion

New quality productive forces, with their distinct characteristics of high technology, high efficiency, and high quality, are profoundly reshaping the job market. On the one hand, by catalyzing technological innovation and industrial upgrading, they have not only significantly improved the employment quality and living standards of workers but also promoted the transformation of the employment structure, aiding in the development of high-quality employment. On the other hand, the development of new quality productive forces has also led to increased demands on workers' skills, prompting them to continuously learn new skills and enhance their competitiveness in the job market. At the same time, it also affects wages and working conditions, giving high-skilled workers more advantages in the workplace.

The rapid advancement of new productive forces has also introduced several challenges. Firstly, the pace of employment structure transformation may not keep up with the development of these forces, resulting in some workers facing the risk of unemployment. Secondly, the rising skill requirements make it difficult for certain workers to adapt to the evolving job market, intensifying the issue of skill mismatches. Furthermore, the growth of new productive forces could potentially widen the wage gap, placing additional economic strain on low-skilled workers.

Finally, the issue of the digital divide arising from the digital transformation process cannot be ignored, as it may further aggravate employment inequality between regions and among different educational levels.

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