

MINISTRY OF EDUCATION OF THE REPUBLIC OF BELARUS
МИНИСТЕРСТВО ОБРАЗОВАНИЯ РЕСПУБЛИКИ БЕЛАРУСЬ
BELARUS STATE TECHNICAL UNIVERSITY
БЕЛОРУССКИЙ НАЦИОНАЛЬНЫЙ ТЕХНИЧЕСКИЙ
УНИВЕРСИТЕТ

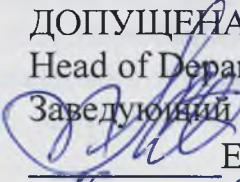
FACULTY Marketing, Management, Entrepreneurship
ФАКУЛЬТЕТ маркетинга, менеджмента, предпринимательства

DEPARTMENT Business administration
КАФЕДРА бизнес-администрирования

SUBMITTED TO DEFENSE BY
ДОПУЩЕНА К ЗАЩИТЕ

Head of Department

Заведующий кафедрой

 E.V. Bertosh (E.B. Бертош)

«16» 02 2026

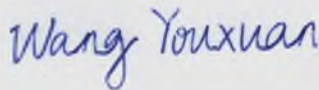
MASTER'S THESIS
МАГИСТЕРСКАЯ ДИССЕРТАЦИЯ

for a master's degree
на соискание степени магистра

The Impact of Artificial Intelligence on Labor Market Polarization
Влияние искусственного интеллекта на поляризацию рынка труда

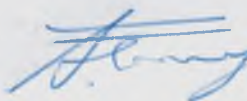
Speciality 7-06 0311-01 Economics
Специальность 7-06 0311-01 Экономика

Master student
Магистрант



Wang Youxuan
Ван Юсюань

Supervisor
doctor of Economic Sciences, Professor
Руководитель



A.I. Tarasenok

доктор экономических наук, профессор

А.И. Тарасёнок

Minsk 2026
Минск 2026

GENERAL CHARACTERISTICS OF THE WORK

Connection of work with major scientific programs (projects) and topics.

The Master's thesis corresponds to the strategic priorities of the national economic and social development of the People's Republic of China, particularly in the fields of artificial intelligence, employment stability, and high-quality development:

1. "New Generation Artificial Intelligence Development Plan" (issued by the State Council of the People's Republic of China, 2017).
2. "The 14th Five-Year Plan for Vocational Skills Training" (issued by the Ministry of Human Resources and Social Security, 2021).
3. "Guiding Opinions on Protecting Labor Rights and Interests of Workers in New Forms of Employment" (issued by the Ministry of Human Resources and Social Security, the National Development and Reform Commission, and others, 2021).

The purpose and objectives of the dissertation work is to systematically analyze the theoretical mechanisms and empirical effects of Artificial Intelligence (AI) on labor market polarization in China, and based on this analysis, to develop a comprehensive policy framework designed to mitigate the associated socioeconomic challenges and foster an equitable labor market transition.

The achievement of this goal led to the formulation and necessity of solving the following tasks:

1. to analyze the theoretical foundations of AI-driven labor market polarization, including the concepts of Task-Biased Technical Change (TBTC) and the specific technological characteristics of AI;
2. to empirically investigate the impact of AI adoption on China's occupational structure and quantify the substitution effect on middle-skill jobs using data from 2010 to 2024;
3. to examine the relationship between AI proliferation and the exacerbation of wage inequality among different skill groups, and to identify the broader socioeconomic challenges such as structural unemployment and barriers to social integration;
4. to develop and propose an integrated policy framework aimed at mitigating the negative consequences of labor market polarization, encompassing education reform, social security modernization, and adaptive labor market regulation.

Object of research: The labor market of the People's Republic of China amid the adoption and diffusion of Artificial Intelligence technologies.

Subject of research: The theoretical mechanisms, empirical impacts on

occupational structure and wage inequality, and corresponding policy responses related to AI-driven labor market polarization in China.

Provisions submitted for the defense of a master's thesis.

1. Theoretical framework modification for AI-driven polarization in China. The research establishes that while the classic Task-Biased Technical Change (TBTC) model explains the substitution of routine labor, it requires modification for the Chinese context. The thesis posits that China's unique institutional factors—including the hukou system and state-led industrial policy—mediate the effects of automation, creating a distinctive pattern where polarization is driven by both "substitution by necessity" due to demographic shifts and "substitution for efficiency" in manufacturing.

2. Empirical confirmation of the "hollowing out" effect and wage divergence (2010-2024). The empirical analysis provides robust evidence of labor market polarization. It quantitatively demonstrates a statistically significant negative correlation between industrial robot density and the employment share of middle-skill jobs, confirming the displacement of routine labor. Simultaneously, the study reveals a widening "trumpet-shaped" divergence in sectoral wages and a rising skill premium, validating the hypothesis that AI is skill-biased and exacerbates income inequality.

3. Identification of structural unemployment and social integration challenges. The research highlights that polarization extends beyond job numbers to social dynamics. It identifies a severe skills mismatch characterized by the coexistence of labor shortages in high-tech roles and surpluses in routine administrative roles. Furthermore, it uncovers the "protection gap" faced by displaced workers migrating into the gig economy, where low social security coverage creates barriers to social integration and long-term stability.

4. Development of an integrated policy framework for inclusive transition. The thesis proposes a comprehensive policy package to manage the AI transition. This includes a proactive system for lifelong learning and reskilling that aligns vocational training with digital economy needs; a resilient social safety net that decouples protection from employment status to cover gig workers; and fiscal instruments such as a "robot tax" to redistribute the gains from automation. A cost-benefit analysis supports the economic viability of these active labor market policies over passive income support.

Scientific and practical significance of the results. The research contributes to the theoretical understanding of how AI impacts labor markets in developing economies undergoing rapid structural transformation. Practically, the proposed policy framework offers actionable guidelines for Chinese policymakers to design effective education, social security, and labor regulation strategies. The findings are relevant for mitigating the risks of technological unemployment and

ensuring that the benefits of the AI revolution are shared broadly across society.

Approbation of the results of the master's thesis and information on the use of its results.

The results can be utilized by government agencies (such as human resources and social security departments) for formulating employment stability policies, by educational institutions for designing future-oriented vocational curricula, and by corporate entities for planning workforce transitions in the age of AI.

Structure and scope of the Master's thesis. The Master's thesis includes 86 pages, 11 figures, 7 tables, and 73 sources. The paper consists of an introduction, a general description of the work, three chapters, a conclusion, and a list of sources used. The introduction substantiates the relevance of the topic and outlines the research design. Chapter 1 establishes the theoretical mechanisms of AI-driven polarization. Chapter 2 presents the empirical examination of AI's impact on occupational structure, wages, and unemployment using data from 2010 to 2024. Chapter 3 develops a policy framework and evaluates its effectiveness. The conclusion summarizes the key research outcomes and their implications.

REFERENCES

- 1 Acemoglu, D. Artificial intelligence, automation and work. / D. Acemoglu, P. Restrepo // *The Economics of Artificial Intelligence: An Agenda* / Eds. A. Agrawal, J. Gans, A. Goldfarb. — University of Chicago Press — 2018. — P. 197-236.
- 2 Agrawal, A. Artificial intelligence: The ambiguous labor market impact. / A. Agrawal, J. S. Gans, A. Goldfarb // *Journal of Economic Perspectives* — 2019. — Vol. 33, No. 2. — P. 31-50.
- 3 Frank, M. R. Toward understanding the impact of artificial intelligence on labor. / M. R. Frank, D. Autor, J. E. Bessen, E. Brynjolfsson, M. Cebrian, D. J. Deming, I. Rahwan // *Proceedings of the National Academy of Sciences* — 2019. — Vol. 116, No. 14. — P. 6531-6539.
- 4 Brynjolfsson, E. *The Second Machine Age: Work, Progress, and Prosperity in a Time of Brilliant Technologies* // E. Brynjolfsson, A. McAfee., N.Y.: W. W. Norton & Company — 2018 — 127-145 p.
- 5 Frey, C. B. The future of employment: How susceptible are jobs to computerisation?. / C. B. Frey, M. A. Osborne // *Technological Forecasting and Social Change* — 2017. — Vol. 114. — P. 254-280.
- 6 Acemoglu, D. Robots and jobs: Evidence from US labor markets. / D. Acemoglu, P. Restrepo // *Journal of Political Economy* — 2020. — Vol. 128, No. 6. — P. 2188-2244.
- 7 Lane, M. The impact of Artificial Intelligence on the labour market: What do we know so far?. / M. Lane, A. Saint-Martin // *OECD Social, Employment and Migration Working Papers* — 2021. — No. 256.
- 8 Tolstoy, D. The development of artificial intelligence and its impact on the international business environment for industrial firms. / D. Tolstoy, E. R. Nordman, S. M. Hånell // *Artificial Intelligence and International Business*. — Emerald Publishing Limited — 2021. — P. 15-35.
- 9 Webb, M. The Impact of Artificial Intelligence on the Labor Market. [Electronic resource] / M. Webb — 2020. — Access mode: https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3482150.
- 10 Felten, E. Occupational, industry, and geographic exposure to AI: A novel dataset and its potential uses. / E. Felten, M. Raj, R. Seamans // *Strategic Management Journal* — 2021. — Vol. 42, No. 12. — P. 2195-2217.
- 11 Bessen, J. E. *The New Goliaths: How Corporations Use Software to Dominate Industries, Kill Innovation, and Undermine Regulation* // J. E. Bessen., N: Yale University Press — 2022 — 88-110 p.
- 12 Autor, D. H. Why are there still so many jobs? The history and future of

workplace automation. / D. H. Autor // *Journal of Economic Perspectives* — 2015. — Vol. 29, No. 3. — P. 3-30.

13 Susskind, D. A World Without Work: Technology, Automation, and How We Should Respond // D. Susskind., L: Allen Lane — 2020 — 53-78 p.

14 Autor, D. H. The growth of low-skill service jobs and the polarization of the US labor market. / D. H. Autor, D. Dorn // *American Economic Review* — 2013. — Vol. 103, No. 5. — P. 1553-97.

15 Goos, M. Explaining job polarization: Routine-biased technological change and offshoring. / M. Goos, A. Manning, A. Salomons // *American Economic Review* — 2014. — Vol. 104, No. 8. — P. 2509-26.

16 Acemoglu, D. Skills, tasks and technologies: Implications for employment and earnings. / D. Acemoglu, D. H. Autor // *Handbook of Labor Economics* — 2011. — Vol. 4, Part B. — P. 1043-1171.

17 Cortes, G. M. Where have the middle-wage workers gone? A study of polarization in the US labor market. / G. M. Cortes // *Journal of Labor Economics* — 2016. — Vol. 34, No. 1. — P. 1-37.

18 Böhm, M. J. The contribution of an increasing minimum wage to US wage inequality. / M. J. Böhm // *The Review of Economic Studies* — 2020. — Vol. 87, No. 3. — P. 1189-1230.

19 Michaels, G. Has ICT polarized skill demand? Evidence from eleven countries over twenty-five years. / G. Michaels, A. Natraj, J. Van Reenen // *Review of Economics and Statistics* — 2014. — Vol. 96, No. 1. — P. 60-77.

20 Helm, I. Job polarization in general equilibrium. / I. Helm // *Journal of the European Economic Association* — 2020. — Vol. 18, No. 5. — P. 2514-2554.

21 Autor, D. H. Work of the Past, Work of the Future. [Electronic resource] / D. H. Autor — 2019. — Access mode: <https://www.nber.org/papers/w25588>.

22 Rendall, M. The impact of offshoring on job-market polarization in OECD countries. / M. Rendall, F. Weiss // *The World Economy* — 2016. — Vol. 39, No. 12. — P. 1989-2023.

23 Adermon, A. Job polarization and the decline in routine jobs. / A. Adermon, M. Gustavsson // *Labour Economics* — 2015. — Vol. 36. — P. 1-10.

24 Gregory, T. Racing with or against the machine? Evidence from Europe. / T. Gregory, A. Salomons, U. Zierahn // *ZEW - Centre for European Economic Research Discussion Paper* — 2018. — No. 18-005.

25 Keller, W. International trade and job polarization: Evidence at the worker level. / W. Keller, H. Utar // *Journal of International Economics* — 2016. — Vol. 100. — P. 202-217.

26 Barany, Z. L. Job polarization and structural change. / Z. L. Barany, C. Siegel // *American Economic Journal: Macroeconomics* — 2018. — Vol. 10, No. 1. — P. 57-89.

27 孙早. 工业智能化如何重塑劳动力就业结构. / 孙早, 侯玉琳 // 中国工业经济 — 2019. — No. 5. — P. 61-79. = Sun, Z. How industrial intelligence reshapes the employment structure of the labor force. / Z. Sun, Y. Hou // China Industrial Economics — 2019. — No. 5. — P. 61-79.

28 蔡昉. 人工智能对就业的影响: 政治经济学分析框架. / 蔡昉 // 财政研究 — 2021. — No. 5. — P. 3-11. = Cai, F. The impact of artificial intelligence on employment: A political economy analysis framework. / F. Cai // Fiscal Research — 2021. — No. 5. — P. 3-11.

29 郭凯明. 人工智能发展、产业结构转型升级与劳动收入份额变动. / 郭凯明 // 管理世界 — 2019. — Vol. 35, No. 7. — P. 44-61. = Guo, K. The development of artificial intelligence, industrial structure transformation and upgrading, and the change in the labor income share. / K. Guo // Management World — 2019. — Vol. 35, No. 7. — P. 44-61.

30 陆雪琴. 偏向型技术进步、技能结构与收入不平等. / 陆雪琴, 文雁兵 // 经济研究 — 2019. — Vol. 54, No. 4. — P. 116-131. = Lu, X. Biased technological progress, skill structure, and income inequality. / X. Lu, Y. Wen // Economic Research Journal — 2019. — Vol. 54, No. 4. — P. 116-131.

31 王林. “极化”还是“升级”?——技术进步对中国就业结构的异质性影响. / 王林, 蓝晓燕 // 数量经济技术经济研究 — 2018. — Vol. 35, No. 12. — P. 60-77. = Wang, L. "Polarization" or "upgrading"? The heterogeneous impact of technological progress on China's employment structure. / L. Wang, X. Lan // The Journal of Quantitative & Technical Economics — 2018. — Vol. 35, No. 12. — P. 60-77.

32 余玲铮. 工业机器人、工作任务与就业极化——基于中国企业-员工匹配数据的微观证据. / 余玲铮, 魏下海, 孙中伟, 吴春秀 // 中国工业经济 — 2019. — No. 10. — P. 61-79. = Yu, L. Industrial robots, job tasks, and employment polarization: Micro-evidence from matched employer-employee data in China. / L. Yu, X. Wei, Z. Sun, C. Wu // China Industrial Economics — 2019. — No. 10. — P. 61-79.

33 都阳. 新技术革命与中国劳动力市场变革. / 都阳 // 劳动经济研究 — 2017. — Vol. 5, No. 6. — P. 3-21. = Du, Y. The new technological revolution and the transformation of China's labor market. / Y. Du // Journal of Labor Economics — 2017. — Vol. 5, No. 6. — P. 3-21.

34 杨伟国. 人工智能对就业的影响: 理论框架与实证分析. / 杨伟国, 陈玉杰 // 学术研究 — 2018. — No. 5. — P. 89-96. = Yang, W. The impact of artificial intelligence on employment: Theoretical framework and empirical analysis. / W. Yang, Y. Chen // Academic Research — 2018. — No. 5. — P. 89-96.

35 屈小博. 中国就业结构变化: 极化还是升级?——基于住户调查数据的实证分析. / 屈小博, 程杰 // 劳动经济研究 — 2016. — Vol. 4, No. 5. — P. 55-75. = Qu, X. Changes in China's employment structure: Polarization or

upgrading? An empirical analysis based on household survey data. / X. Qu, J. Cheng // Journal of Labor Economics — 2016. — Vol. 4, No. 5. — P. 55-75.

36 陈永伟. 人工智能对就业的影响: 一个文献综述. / 陈永伟 // 劳动经济研究 — 2018. — Vol. 6, No. 5. — P. 102-120. = Chen, Y. The impact of artificial intelligence on employment: A literature review. / Y. Chen // Journal of Labor Economics — 2018. — Vol. 6, No. 5. — P. 102-120.

37 闫雪凌. 工业机器人使用与全要素生产率: 来自中国制造企业的证据. / 闫雪凌, 朱亚丽, 马超 // 经济研究 — 2020. — Vol. 55, No. 1. — P. 18-35. = Yan, X. The use of industrial robots and total factor productivity: Evidence from Chinese manufacturing enterprises. / X. Yan, Y. Zhu, C. Ma // Economic Research Journal — 2020. — Vol. 55, No. 1. — P. 18-35.

38 孟紫寒. 人工智能对中国劳动力市场就业和工资的影响. / 孟紫寒, 张中祥 // 经济社会体制比较 — 2021. — No. 5. — P. 23-33. = Meng, Z. The impact of artificial intelligence on employment and wages in China's labor market. / Z. Meng, Z. Zhang // Comparative Economic & Social Systems — 2021. — No. 5. — P. 23-33.

39 袁志刚. 中国产业结构转型与劳动力流动: 趋势、特征与挑战. / 袁志刚, 高虹 // 学术月刊 — 2020. — Vol. 52, No. 9. — P. 42-53. = Yuan, Z. China's industrial structure transformation and labor mobility: Trends, characteristics, and challenges. / Z. Yuan, H. Gao // Academic Monthly — 2020. — Vol. 52, No. 9. — P. 42-53.

40 工业机器人快速增长 中国将成重塑全球机器人产业格局重要变量. [电子资源] // 国泰安数据 — 访问模式: <https://www.gkong.com/news/124033.html> — 访问日期: 01.12.2025. = Rapid growth of industrial robots, China to become a key variable in reshaping the global robotics industry landscape. [Electronic resource] // GTA Data — Access mode: <https://www.gkong.com/news/124033.html> — Access date: 01.12.2025.

41 “钢铁丛林”加速扩张: 中国工业机器人渗透千行百业. [电子资源] // 科普中国 — 访问模式: <https://cloud.kepuchina.cn/h5/detail?id=7390054039687188480> — 访问日期: 01.12.2025. = The "Steel Jungle" is expanding rapidly: China's industrial robots are penetrating thousands of industries. [Electronic resource] // Science Popularization China — Access mode: <https://cloud.kepuchina.cn/h5/detail?id=7390054039687188480> — Access date: 01.12.2025.

42 工信部电子知识产权中心发布《生成式人工智能全栈技术专利分析报告》. [电子资源] // 中国保护知识产权网 — 访问模式: <https://ipr.mofcom.gov.cn/article/rgzhn/202504/1991049.html> — 访问日期: 01.12.2025. = The Electronic Intellectual Property Center of the Ministry of Industry and Information Technology releases the "Patent Analysis Report on

Full-Stack Technology of Generative Artificial Intelligence". [Electronic resource] // China Intellectual Property Protection Network — Access mode: <https://ipr.mofcom.gov.cn/article/rgzhn/202504/1991049.html> — Access date: 01.12.2025.

43 工廠變形金剛. [电子资源] // 政策指标知识库 — 访问模式: <https://ipr.mofcom.gov.cn/article/rgzhn/202504/1991049.html> — 访问日期: 01.12.2025. = Factory Transformers. [Electronic resource] // Policy Indicator Knowledge Base — Access mode: <https://ipr.mofcom.gov.cn/article/rgzhn/202504/1991049.html> — Access date: 01.12.2025.

44 中国工业机器人领跑全球十二载,覆盖 71 行业大类. [电子资源] // 搜狐 — 访问模式: https://www.sohu.com/a/920729554_249199 — 访问日期: 01.12.2025. = China's industrial robots have led the world for twelve years, covering 71 major industry categories. [Electronic resource] // Sohu — Access mode: https://www.sohu.com/a/920729554_249199 — Access date: 01.12.2025.

45 围剿 OpenAI, 中国 AI 专利登顶全球. [电子资源] // 投中网 — 访问模式: <https://www.chinaventure.com.cn/news/78-20250428-386096.html> — 访问日期: 01.12.2025. = Surrounding OpenAI, China's AI patents top the world. [Electronic resource] // ChinaVenture — Access mode: <https://www.chinaventure.com.cn/news/78-20250428-386096.html> — Access date: 01.12.2025.

46 《中国劳动统计年鉴》面板数据整理-地区版 (2000-2023 年). [电子资源] // 宏观数据 — 访问模式: <https://www.macrodats.cn/article/1147473694> — 访问日期: 01.12.2025. = "China Labour Statistical Yearbook" Panel Data Compilation - Regional Version (2000-2023). [Electronic resource] // Macrodatas.cn — Access mode: <https://www.macrodats.cn/article/1147473694> — Access date: 01.12.2025.

47 National Bureau of Statistics of China. China Statistical Yearbook 2025. [Electronic resource] // National Bureau of Statistics of China — Access mode: <http://www.stats.gov.cn/sj/nds/ndsj/> — Access date: 05.01.2026.

48 Department of Population and Employment Statistics, National Bureau of Statistics of China. China Labour Statistical Yearbook 2025. [Electronic resource] // National Data — Access mode: <https://data.stats.gov.cn/> — Access date: 05.01.2026.

49 Institute of Social Science Survey, Peking University. China Family Panel Studies (CFPS) 2024 Data Release. [Electronic resource] // Peking University Open Research Data — Access mode: <http://www.issp.pku.edu.cn/cfps/> — Access date: 05.01.2026.

50 Zhaopin. 2024 Q4 China Labor Market Recruitment Salary Report. [Electronic resource] // Zhaopin Research Institute — Access mode:

<https://research.zhaopin.com/> — Access date: 05.01.2026.

51 China National Intellectual Property Administration (CNIPA). 2024 Annual Report on Intellectual Property Statistics. [Electronic resource] // CNIPA — Access mode: <https://www.cnipa.gov.cn/col/col61/index.html> — Access date: 05.01.2026.

52 Lu, X. Biased technological progress, skill structure and income inequality. / X. Lu, Y. Wen // Economic Research Journal — 2019. — Vol. 54, No. 4. — P. 116-131.

53 Cai, F. The impact of artificial intelligence on labor income share and wage inequality in China. / F. Cai, Y. Zhang // China Industrial Economics — 2023. — No. 2. — P. 42-60.

54 Li, S. Changes in the return to education and income inequality in China: Evidence from the latest census and surveys. / S. Li, J. Long // Journal of Chinese Economic and Business Studies — 2024. — Vol. 22, No. 1. — P. 15-35.

55 Ranking of the 100 Occupations with the Greatest Shortage of Labor in the Fourth Quarter of 2024. [Electronic resource] // MOHRSS — Access mode: <http://www.mohrss.gov.cn/SYrlzyhshbzb/zwgk/gggs/tg/> — Access date: 05.01.2026.

56 Migrant Worker Monitoring Survey Report 2024. [Electronic resource] // National Bureau of Statistics — Access mode: <http://www.stats.gov.cn/sj/zxfb/> — Access date: 05.01.2026.

57 Annual Report on the Development of China's Sharing Economy. [Electronic resource] // State Information Center — Access mode: <http://www.sic.gov.cn/> — Access date: 05.01.2026.

58 Cheng, J. Employment structure polarization and income inequality in China: Evidence from CHIP Data. / J. Cheng, X. Qu // China Economic Review — 2020. — Vol. 62. — P. 101-125.

59 Zhang, C. The "Gig" transformation of China's labor market: Trends, challenges and social protection. / C. Zhang, H. Wu // Social Sciences in China — 2023. — Vol. 44, No. 3. — P. 88-105.

60 Huang, G. Structural mismatch in the age of AI: Why "shortages" and "surpluses" coexist in the Chinese labor market. / G. Huang // Management World — 2024. — Vol. 40, No. 5. — P. 56-72.

61 New Generation Artificial Intelligence Development Plan. [Electronic resource] // The State Council — Access mode: https://www.gov.cn/zhengce/content/2017-07/20/content_5211996.htm — Access date: 05.01.2026.

62 The 14th Five-Year Plan for Vocational Skills Training. [Electronic resource] // MOHRSS — Access mode: <http://www.mohrss.gov.cn/> — Access date: 05.01.2026.

63 Guiding Opinions on Protecting Labor Rights and Interests of Workers in New Forms of Employment. [Electronic resource] // The State Council — Access mode: http://www.gov.cn/zhengce/zhengceku/2021-07/23/content_5626920.htm — Access date: 05.01.2026.

64 OECD.OECD Skills Outlook 2023: Skills for Resilient Green and Digital Transitions // OECD., P: OECD Publishing — 2023 — 260 p.

65 World Bank.World Development Report 2019: The Changing Nature of Work // World Bank., W: World Bank — 2019 — 150 p.

66 Work for a Brighter Future: Global Commission on the Future of Work // ILO., G: ILO — 2019 — 85 p.

67 Acemoglu, D. Does the US Tax Code favor automation?. / D. Acemoglu, A. Manera, P. Restrepo // Brookings Papers on Economic Activity — 2020. — Vol. 2020, No. 1. — P. 81–178.

68 Guerreiro, J. Should robots be taxed?. / J. Guerreiro, S. Rebelo, P. Teles // The Review of Economic Studies — 2022. — Vol. 89, No. 1. — P. 279–311.

69 Costinot, A. Robots, trade, and luddism: A sufficient statistic approach to optimal technology regulation. / A. Costinot, I. Werning // American Economic Review — 2018. — Vol. 108, No. 12. — P. 3530–3551.

70 The Future of Work after COVID-19. [Electronic resource] // McKinsey & Company — Access mode: <https://www.mckinsey.com/featured-insights/future-of-work/the-future-of-work-after-covid-19> — Access date: 05.01.2026.

71 AI and education: guidance for policy-makers // UNESCO., P: UNESCO — 2021 — 45 p.

72 Cai, F. Demographic transition, dividends, and labor market policy. / F. Cai // China's Economic Growth Prospects. — Springer — 2020. — P. 3–25.

73 "14th Five-Year" Digital Economy Development Plan. [Electronic resource] // The State Council — Access mode: http://www.gov.cn/zhengce/content/2022-01/12/content_5667817.htm — Access date: 05.01.2026.

74 China Statistical Yearbook 2025. [Electronic resource] // National Bureau of Statistics - Access mode: <http://www.stats.gov.cn/sj/ndsj/> - Access date: 05.01.2026.

75 China Labour Statistical Yearbook 2025. [Electronic resource] // National Data - Access mode: <https://data.stats.gov.cn/> - Access date: 14.02.2026.

76 Statistical Bulletin on National Economic and Social Development of the PRC 2024. [Electronic resource] // National Bureau of Statistics - Access mode: <http://www.stats.gov.cn/sj/zxfb/> - Access date: 14.02.2026.

77 Statistical Bulletin on the Development of Human Resources and Social Security 2024. [Electronic resource] // MOHRSS - Access mode:

<http://www.mohrss.gov.cn/> - Access date: 14.02.2026.

78 Report on the Development of China's Sharing Economy (2025).
Electronic resource] // State Information Center - Access mode:
<http://www.sic.gov.cn/> - Access date: 14.02.2026.