This paper discusses the basic features of a radical cadre training measure experimented by a local government in Hubei Province, Central China. The "sending the cadres off" scheme in Xian-an district, executed in 2001, have sent about 900 cadres to find jobs in coastal cities in China by themselves from 2001 to 2010. The idea behind the reform was to immerse the cadres into the institutional environment with more advanced market economies in the coastal cities so that the cadres would take up new habits and ideas to benefit their work in fostering the development of Xian-an when they returned to the government. Through an analysis of information of send-off cadres
including demographic variables, work unit, educational level, technical title, choice of place and duration of "training", this paper identifies transition and change in the reform as it was implemented over the years and attempts some initial explanations.

Key word:

China, cadre training, sending-off, transition

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All are welcome!