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Sommario/riassunto	A market economy and a more liberal society have brought great challenges to China's outdated governance structure and personnel management. To improve decision-making in government and reshape the management system in face of a more complex economy, post-Mao authorities have implemented a number of administrative reforms, including civil service reform which emphasized on selecting and promoting public officials based on their capability and work performance. Thousands of positions have been filled since the civil service system was implemented nationwide in 1993. The Chinese civil service