

# DIVERSITY MANAGEMENT IN TODAY'S CHINA: A CRITICAL ASSESSMENT OF CHINESE POLICIES FROM DIVERSITY POINT OF VIEW

<sup>1</sup>Muhammad Waqas Sadiq, <sup>2</sup>Abdus Sattar Abbasi

<sup>1\*</sup>Management Sciences, COMSATS Institute of Information Technology, Vehari, Pakistan

<sup>2</sup>Management Sciences, COMSATS Institute of Information Technology, Lahore, Pakistan  
[waqas\\_sadiq2011@hotmail.com](mailto:waqas_sadiq2011@hotmail.com), [drabdussattar@ciitlahore.edu.pk](mailto:drabdussattar@ciitlahore.edu.pk)

**ABSTRACT :** *This research study gathers and assembles the different discussions and history happenings from literature regarding China and its five main regions which are Hong Kong, Taiwan, Tibet, Xinjiang and Inner Mongolia, and then debates on this literature from diversity management point of view, using argumentative research methodology. This study wants to determine, whether the diversity management policies used by China in these five regions could be considered as a role model strategy for international community to follow, or it's a recipe of failure. Evaluation of Chinese policies from diversity point of view in these five regions which includes religion, culture, language, ethnicity, dress code, politics & socio economic status, will be useful to identify the problem and its solution in a precise way for China and its regions. Literature shows that Chinese diversity management policies are not up to mark and they are not reasonably successful, leading towards the disagreements between these five regions with China, and this disagreement could ultimately lead towards the altered geography of China in coming future. China needs to overcome the gaps in its policies related to diversity management with combined consent of all regions, so that China and these regions could finally attain peace and harmony.*

**Key words:** Diversity, Diversity Management, China, Hong Kong, Taiwan, Tibet, Xinjiang, Inner Mongolia

## INTRODUCTION

Evolution of a human being is a continuous process, with a passage of time this world changes in to a global village. Ongoing Marvel of science and a battle of survival of the fittest resulted in a collusion of different cultures, which ultimately generates diversity.

Diversity could be explained in terms of gender, age, race, socio-economic status, politics, ethnicity, culture, education, language, dress, religion, Regionalism, infrastructure and much more. It is the exploration of these differences in a safe, positive and nurturing environment, it is about understanding each other, and moving beyond simple tolerance to embracing and celebrating the rich dimensions of diversity contained within each individual [1]

We should accept diversity because for society it brings richness; Variety and array, there are always new, interesting, and out of the ordinary things to learn from each other. Diversity leads to creativity, originality, and inventiveness. With the help of diversity we could be able to understand different people, cultures, values, norms, needs of customers from different business point of view, and one of the most important we could understand the society and humanity to bring harmony and synchronization. We could be able to recognize someone needs, respects their needs, value their needs, and finally could be able to fulfill their needs in a more appropriate and suitable way. In today's world China has been considered among the world's leading countries with the fastest economic growth and financial stability. Currently China is divided into 23 provinces, 5 autonomous regions, 4 municipalities directly under the Central Government and 2 special administrative regions, comprising upon a huge population of more than 1300 million people of 56 ethnic nationalities.

Conventional Chinese viewpoint puts immense importance on social ethics and morality, holding that only a society comprises upon a people with superior character can achieve

domestic harmony and diversity with national progress [2]. Chinese culture accentuates harmony. It complements the diversity between cultures and civilizations, in accordance with the customary Chinese philosophy of seeking unity in diversity. Chinese culture presents a distinctive base from which to learn from other cultures, maximize creativity and diversity, and pursue self-improvement.

But today's China is facing some very grievous issues which are mainly due to its diverse geo political scenario. Right now it's a matter of utmost importance for China to manage these diversity issues with great deal of consideration and contemplation, so it could maintain its higher status in the eyes of international community.

This research paper debates and discusses different diversity management tactics and policies used by Peoples Republic of China, in its five main regions. These regions are Hong Kong, Taiwan, Tibet, Xinjiang and Inner Mongolia. The main reason to choose these regions is that these all five regions have extremely diverse scenario and circumstances as compared to main land China; further more China heavily depends upon these regions for its rapid economic growth and financial stability. The diversity in these five regions are mainly consists upon religion, culture, language, ethnicity, dress code, politics & socio economic status. Further it also debates the outcomes of these policies on international community's perception regarding China and its coming future.

## SPECIFIC PROBLEM STATEMENT

Could we consider China's ability to manage diversity among its all regions as a role model strategy for international community to follow or instead, it's a recipe of disaster and absolute failure.

## RESEARCH QUESTION

1. Is it possible for China to maintain control over these specific five regions in coming future?
2. Is there any possibility, that geographical situation of China could be revolutionizing in future?
3. Could we consider diversity management tactics as a real and effective solution for solving these issues?

## RESEARCH OBJECTIVES

1. The objective of this research is an evaluation of Chinese polices from diversity point of view.
2. To investigate whether the diversity management techniques executed by Chinese government is implemented unanimously across all five described regions.
3. Find out whether these diversity management policies are implanted in a right way or not.
4. Which kind of international criticism China is currently facing by implementing these policies.

## SIGNIFICANCE OF THE STUDY

1. This study will be extremely help full to understand the China's ability to manage and implement different diversity management tactics.
2. Will provide sufficient insight for Chinese people regarding diversity and its implications regarding different ethnic groups across China and especially in these five regions.
3. This study will also provide adequate information regarding international support as well as criticism about these policies.
4. Further, it will also provide useful information regarding different point of view of the people of these five regions and ultimately could help Chinese Government to develop those diversity management techniques which are acceptable for all.

## RESEARCH METHODOLOGY

The argumentative research technique is used for the completion of this research study, it's a technique that requires the researcher to investigate a topic, collect, generate, and evaluate evidence and establish a position on the topic in a concise manner [3]

### HONG KONG

Issue of Hong Kong could be considered as one of the most internationally acclaimed concern. Hong Kong remained British colony until its merngence with China in 1997. But after its merngence it has not been handled by Chinese authorities in a more proper manner. Although The People's Republic of China, has assured Hong Kong that it will be allowed to retain its self-governing democratic system for at least fifty years.

The examination of China's self-centeredness can shed light on a second essential issue - whether the government can be relied regarding its decision to implement its assurance of fifty years of post-1997 sovereignty and capitalism for Hong Kong. After the June 1989 Tiananmen Square carnage, it became known to bicker that China's promises could not be trusted and hence Hong Kong could not trust on the Joint Declaration of 1984 for Hong Kong's future sovereignty.

OVERHOLT, in 1991 [4] mentioned that the Joint Declaration between China and Britain says that Britain will preside over Hong Kong until July 1997 and after that Hong Kong will have the similar structure for an additional fifty years; International community took this to mean that Britain could do anything in streamlining Hong Kong's political affairs and that China was jammed with the outcomes. On the other side, the Joint Declaration also states that Hong Kong will be managed by a fundamental Law, to be decided by China [5].

By using this facility China wants to tackle the elections of 2017, this policy brings the political diversity which needs to be managed by China on priority basis.

China guarantees to set up, in accordance with Article 31 of the Constitution of the People's Republic of China, a Hong Kong Special Administrative Region in July 1997 which "will benefit from a soaring degree of sovereignty, except in foreign and defense dealings."What a high degree of sovereignty means is mentioned in Article 3, Clause 3 of the Joint Declaration which says:

"The Hong Kong Special Administrative Region will be vested with executive, legislative and independent judicial power, including that of final adjudication. The laws currently in force in Hong Kong will remain basically unchanged."

China also guarantee in the Joint Declaration that the control of the Hong Kong Special Administrative Region will be based upon local residents and that this government, not China, will be answerable for the protection of public array [6]. The Special Administrative Region will maintain in 1997 the position of a free port and a detach ethnicity territory and may on its own establish and expand economic and intellectual associations and wrap up appropriate conformity with states, regions and appropriate international organizations."Very essential of all, Article 3, Clause 5 of the Joint Declaration promised the people of Hong Kong the following.

"The current and economic system in Hong Kong will remain unchanged and so will the life style. Rights and freedom including those of a person, of speech, of the press, of assembly, of association, of travel, of movement, of correspondence, of strike, of choice, of occupation, of academic research and of religious belief will be ensured by law in Hong Kong Special Administrative Region. Private property, ownership of enterprise legitimate right of inheritance and foreign investment will be protected by law."

This concurrence, which became famous as the idea of "one country, two systems," was express by none other than China's supreme leader Deng Xiaoping, which shows China's commitment to resolve the issues of diversity related to politics, race, ethnicity, culture, socio economic status, legal system and education in Hong Kong. Hong Kong currently considered as a special Administrative region which is not subject to the same laws or restrictions as the rest of the country, China still wants to control the legal system of Hong Kong which causes recent unrest in the people of Hong Kong.

Hong Kong and China will shortly be one country unified by individual and detach legal structures. So far numerous viewers suppose that, when Chinese control over Hong Kong

is recommence on 1 July 1997, it will be unfeasible to sustain Hong Kong's present way of life, including its culture, economy, politics, and law [7], No matter what the Chinese and Britain Joint Declaration of 1984 might have settled, or the Basic Law (Hong Kong's constitution as a Special Administrative Region [SAR] of China from 1997 to at least 2047) might articulate, incorporation and unison are predictable. Some uniqueness might stay alive, but the prime feature of the law or so the squabble goes will be the engaging or interaction of Chinese and Hong Kong legal systems.

Chinese policy regarding Hong Kong is very lenient as compared to other regions of People's Republic, but certainly it is not convincing for the people of Hong Kong, China continuously categorize Hong Kong on basis of racialism and ethnicity.

China must need to overcome this barrier by using the tactics of diversity management which causes this huge unrest in a peaceful city of Hong Kong.

#### **TAIWAN**

Taiwan is an outcome of China's civil war in late 1940s'. Mainland China keeps claiming Taiwan as one of its provinces while Taiwan consider itself as a sovereign state. A large amount has been printed about the official affiliation between China and Taiwan. The conversation repeatedly focuses on whether the People's Republic of China (PRC) or the Republic of China (ROC) is the government of China or what party has control over Taiwan. It is tough to discover perfect answers to these issues; problem of Taiwan is a result of political diversity between both regions.

Taking into account the suppression of the early 1980s, what elucidate the unexpected thrust toward democratization in Taiwan in the mid-1980s? The argument regarding that democratization was a reaction to a legality catastrophe of the Chinese Nationalist Party (KUOMINTAN or KMT), which had two reasons. The first reason was the integration of China into the capitalist world economy in the late 1970s. The second reason of Taiwan's legality disaster of the mid-1980s was the increasing power of an intensifying educated middle class [8]

As China relinquish its harsh anti capitalist policy, commence to salutation of foreign investment, and reassembled political interaction with capitalist countries, its associations with the West enhanced significantly. Despite the fact that China's international associations were developing, Taiwan's were weakening. One after another, capitalist countries broke off political dealings with Taiwan to officially identify the Peoples Republic of China as the government of China. The worldwide position of Taiwan was additionally mottled by its human rights defiance, which became an intention of condemnation by the human rights commission and Amnesty International. In the mid-1980s, China instigates to push with escalating force for unification with Taiwan. China proposed that Taiwan could retain a high degree of sovereignty as a special administrative region after it was reunited with China. Chinese policy regarding political flexibility and future negotiations to create a sense of common identity is a sensible approach to overcome this diversity gap, but this matter still demands more effort and endeavor from both sides. China also develop numeral strategies to surmount

cultural and ethical diversity gap between both regions which include opening Chinese universities to students from Taiwan, licensed Taiwanese professionals to practice in main land China, facilitated migration as well as tourism in both regions. These policies undoubtedly generate a sagacity of common grounds, but China needs to focus on the democratic system of Taiwan in a much deeper way, startup efforts are not on a scale on which they must be, international involvement regarding this matter especially from USA must be dealt with vigilance.

The third generation of Chinese top brass positioned economic growth at the core of China's Taiwan strategy, eager to direct their power on resolving domestic problems. They were exceptionally worried that the Taiwan issue could holdup or interrupt the progression of Chinese economic development. At the similar moment, they considered utilizing the U.S. to restrain Taiwan and appealing to the Taiwanese people as two fundamental pillars of their Taiwan strategy. This course of action can be considered as "one center, two basic pillars." [9]

It is undeniable that under modern worldwide law the residents of Taiwan hold privileges that cannot be unilaterally set sideways. Cross-channel clash, calls for a harmonious solution by the parties themselves. In its absence, the substitute resolutions are the complete sovereignty of Taiwan or the complete incorporation of Taiwan into China. Today, neither of these resolutions is adequate to both parties [10].

China's efforts to resolve this diversity issue between China and Taiwan is foreseeable, as we know that they cannot apart from each other and to successfully run their relationship they must need to overcome and manage the diversity gap between both areas which is especially related to political, cultural, and economic point of view.

#### **TIBET**

From 1911 until the Chinese invasion in 1949, Tibet was a fully autonomous state by current standards. Right now it is firmly under a full control of Peoples republic of China. Currently there are numerous factors which cause a huge unrest in Tibet. But the origins of all these problems are diversity between the people of Tibet and China, and China needs some staid kind of diversity management policies to solve this internationally commended issue.

Diversities between China and Tibet are mainly based upon the matter of religion, culture, language, dress code, and infrastructure [11].

China have implemented numerous procedures and policies to cover these problems, one of these policies are that, Chinese Government sent "work teams" into Tibetan monasteries and started

the campaign for political cleanup, anti separatism and patriotic education to eliminate the political, cultural and ethnic diversity [12].

Chinese Government forcefully implements all these policies on the people of Tibet which causes conflict and disturbance. This Chinese course of action leads to apprehension of many monks and lay people.

Chinese Government held the Third Tibet Work Forum and projected the sister-provinces programs to apparently develop the Tibet Autonomous Region. Under this agenda, huge numbers of Chinese people and Chinese companies came to

build up Tibet. At the Tibet work forum, the Chinese government made the decision to support the strike hard campaign in Tibet. As a product, severe limitations were placed on cultural and religious activities in Tibetan monasteries and communities and under the name of development, continued annihilation of Tibetan cultural heritages, historical architectures and Tibet's environment took place. These Chinese policies certainly do not bridge the gap of diversity between Tibet and China, China needs to cover and manage this diversity gap instead of totally vanishing it. Destroying monasteries and obliterate their unique monk dress code definitely do not leads towards a peaceful settlement.

The Chinese government, in an effort to disseminate to the international community that how Tibetans are living happily, and how Tibetan culture has been preserved perfectly, started making great demonstration and shows of traditional Tibetan clothing and Traditional Tibetan festivals [13].

But this exercise must not be limited to only these traditional shows; it must be implemented in a true sense and nature to manage the ethnic, cultural, and religious diversity.

Although there are problems and troubles in every scenario, Chinese Government started exertion on construction on the railway track from GULMOD to LHASA, to support the Tibetan economy and efforts to promote tourism between China and Tibet. This project will enhance the mutual understanding between the people of Tibet and China, and definitely help in managing the diversity issues related to culture, values, race and regionalism.

These diversity management efforts are not only one sided, Tibetan leader The Dalai Lama has presented his Middle Way initiative to steadfastness the Tibetan problem in contemplation of the interest of both the Tibetans and the Chinese people. Trepidation the peril of religious and cultural extermination and the intensifying economic supremacy of China [14]

The Dalai Lama abandoned the ambition of sovereignty of Tibet in favor of indisputable autonomy. This decision must be able to make peace between China and Tibet.

#### **XINJIANG UYGHUR AUTONOMOUS REGION**

Xinjiang Uyghur Autonomous Region is self-directed area which in addition includes the dubious region of Aksai Chin managed by the People's Republic of China in the northwest of the state. It is the biggest Chinese administrative region and the 8th biggest country subdivision in the world, consisted upon 1.6 million km. Xinjiang borders with Russia, Mongolia, Kazakhstan, Kyrgyzstan, Tajikistan, Afghanistan, Pakistan and India. It has also bordered in South, by Tibet, simply it's a lengthiest border, and it has rich oil coffers and is China's leading natural gas producing area.

It is habitat to a numerous ethnic and religious groups including the Uyghur, Han, Kazakhs, Tajiks, Hui, Kyrgyz, and Mongols, with a greater part of the residents related to Islam. Further there are more than a dozen independent zones and areas for minorities in Xinjiang. Xinjiang is separated into the Dzungarian Basin in the north and the Tarim Basin in the south by a mountain range. Only about 4.3% of Xinjiang's terrain vicinity is suitable for human residency.

China regards Xinjiang as essential terrain due to its plentiful natural wealth, resources and tactical locality with in central

and south Asia. However, keeping and strengthening command over its feral west has been a notable and critical apprehension for China. Unsteadiness in Xinjiang come up from the Uyghur's' spiritual, cultural, and political diversity and isolation, as a Muslim natives of Turkic origin, from the formally atheist Han Chinese [15].

With their spiritual and ethno national individuality, the Uyghur's struggle towards Chinese government supremacy is somewhat considered as a Muslim against non Muslim structure or framework, which is of huge importance particularly for this study and research in accordance with the vibrant diversity management strategy and policies implemented by China in this region.

The quarrel of China's course of action with local reactions which are clearly supporting greater independence and sovereignty resulted in open clash in Xinjiang throughout the 1990s, with more than 200 unpleasant events, 162 deaths, including over 440 people wounded, according to Chinese representative statements. The Chinese government forces of its power in Xinjiang region has been "an effort to turn the region into an domestic colony" further to minimize the remarkable historic openness of its border and to prevent the pro-independence engagements in Tibet as well as in Taiwan by approving to Uyghur demands for superior sovereignty, further to control Xinjiang's prosperous natural assets and resources [16]. Throughout the Cultural uprising, government strategy was focuses upon suppressing Uyghur cultural, religious, educational, and language practices through policies consist upon the forceful closing and annihilation of Mosques and the assassination of religious leaders. The CCP has also vigorously promoted Han settlement in Xinjiang as part of the Production and Construction Corps (PCC) [17]. As an outcome of the enhancement in Han colonizers in Xinjiang engaged by the Chinese Government or otherwise, the area has gone from 90% Uyghur in 1949 to 45%–50% Uyghur these days. The rise in Han settlement has been a foremost reason of conflict in Uyghur Chinese associations [18]

For many Uyghurs, China's cultural, political and economic compromises were not up to mark and not satisfactory, and its strategy persistent to be supposed as prejudiced. Whereas the area had made noteworthy progress with the beginning of economic restructuring, the revenue gap among minority regions such as Xinjiang and other regions continued to grow up in the late 1980s. Han Chinese as comparison to Uyghurs criticize received preference for important professions in the oil fields, important to the areas progress, and elsewhere. Further Uyghurs citizens articulated rage at government family planning strategies that reduced the figure of kids that families could have, this policy further threatening the Uighur identity in a growing Han presence in Xinjiang.

By examining Uyghur and China dealings in early 1990s, it is vital that we must not definitely consider the entire Uyghurs as aggressive separatists. We could consider that Uyghur aggression exists, but now it seems to be fading away. There are some exclusively banished groups in this region, the "United National Revolutionary Front (UNRF)" and the "Organization for East Turkestan Freedom", have accepted blame for nearly all of the unpleasant incidents happened in past decades, announcing that their effort for freedom will keep on until Xinjiang's freedom is achieved. Jendrzejczyk in

2002 [19] says that by contrast, the majority of Uyghurs struggling for genuine sovereignty or autonomy, they have selected new and innovative, harmonious ways to promote their efforts and cause. Further, several Uyghurs are not demanding absolute independence, but mostly state and express their apprehension regarding atmosphere and environment deprivation, nuclear testing, religious suppression, over taxation and newly forced restrictions on child bearing.

Members of Uyghurs society don't want to create conflict with the communist government of China out of fear of vengeance; further a considerable and persuasive economic growth is an encouragement for many Uyghurs to acknowledge the recent developments. By means of improved local and international investment in the area and an enhancement related to regular standard of living, Uyghurs now have been more flourishing and doing well as compared to their Central Asian counterparts in enhancing their financial conditions by being part of the world's greatest and fastest growing economy. The Beijing's circulation of the "Go West" policy in 1999 which mainly includes "five priorities (1) improving infrastructure, (2) protecting the environment, (3) strengthening agricultural development, (4) adjusting the rural economic structure, and (5) developing science, technology, and education" certainly generates positive results.

This policy shows China's aims to build up the western areas and aid greater economic development through effectively managing the diversity gap, also define clear remuneration and benefits with good jobs for local Uyghurs. Still, the "Go West" policy is observed with a great amount of suspicion as further development of the area catch the attention of more Han settlers. This Chinese Government strategy is observed by some Uyghurs as one that not only facilitates Beijing effort to make the Uyghurs second class society in their own homeland but also wipe out Uyghur cultural identity." [20].

As compared to the early restructuring time, in these days the Uyghurs go through the declined control over their religious, cultural and educational practices, further they also faces restrictions over there mobility and trade. China's restriction of outer influence has effectively stopped enthusiastic recovery of the Uyghur Muslim personality and identity; still, Uyghurs continued to proud of their tradition and peacefully present their opposition toward the Chinese government. China has two options restrain Islam and isolate the Uyghurs or support religious practices to gain their favor.

Beijing's determined to apply force upon Uyghurs, demanding for restructuring regarding cultural and economic improvements for Uyghurs society and greater independence. To accomplish the right equilibrium, China needs to reconsider its current diversity management strategies and policies toward the Uyghurs and focuses on the elimination of long lasting socioeconomic and political reasons of Uyghur dissatisfaction.

Further with the help of diversity lens, it will be easy for China to understand the gap between both societies including Han and Uyghurs, China's efforts to improve its western regions is no doubt a bigger and grater strategy, but they must focus upon the most basic problems, related to Cultural, ethnicity, race, education, political and religious tribulations,

and must need to manage and respect this diversity for country's grater interest.

### **INNER MONGOLIA**

Inner Mongolia, properly known as Inner Mongolia Autonomous Region or Nei Mongol Autonomous Region, is an autonomous region of the (PRC) People's Republic of China, located in the north of the state, bordering with Mongolia and Russia. Its capital city is Hohhot, and other main cities include Baotou, Chifeng, and Ordos.

The Autonomous Region was recognized and established in 1947, integrating the regions of the former Suiyuan, Chahar, Rehe, Liaobei and Xingan, with the northern parts of Gansu and Ningxia. It is the third biggest sector of China, spanning about 1,200,000 km<sup>2</sup> (463,000 sq mi) or 12% of countries total land area. Inner Mongolia is the stats twenty third most populous province-level division [21].

The bulk of the citizens in the area are Han Chinese, with a considerable Mongol minority. The official languages are Chinese and Mongolian.

Inner Mongolia is another concern for Beijing, due to its cultural, ethnic, economic, and regional diversity, China needs to focus on this matter not only properly, but also with great deal of thought.

In 1954, the 71st condition of Chinese Constitution evidently stated that Minorities have the acquiescence and permission to utilize their local language and writings. On the other hand, Beijing thought that the multi language strategy could be reason to widen the space between Han Chinese and minority people. That's why, Chinese administration decided in the "Meeting of Minority Affairs in Tsingtao city", that the usage of Mongolian language and writings is prohibited among all minority primary schools. This one sided conclusion received strong resistance from Mongolian society, as the outcome, all those who dispartate the decision were suppressed, until Chinese Government changed their policy and allowed the practice of local languages and writings.

The Chinese and their children who were the citizens of Inner Mongolia for long time never tried to learn the native languages. It is difficult for them to hide their internal feeling of superiority of local citizens from the way they deal with the local Mongolian culture.

In the Cultural Revolution, Chinese Government prepared political movement to search members of "Inner Mongolian People's Revolutionary Party (IMPRP)". The goal was to annihilation of the self-esteem of Mongolian people on national level, the results of this movement were shocking to Mongolians. Roughly 700,000 to 800,000 people were put behind the bars, and nearly 50,000 killed all under the phony accusation of "local nationalism" or trying to split up the motherland such unreasonable policies awakens a sense of annoyance in Mongolians who are forced to live under Chinese supremacy. But Mongolians didn't give up themselves to Chinese Government, and all these insensitive treatments amplified their extreme dislike towards the communist system and Chinese rule. That was one of the major explanations of later incidents between Han and Mongols. Bache in 1997 [22] says that If China wants to avoid such atrocious and dreadful outcome in future, then they need to focus on the management of noticeable and evident diversity gap, the gaps which are clearly based upon

the culture, ethnicity, language, writings and socio economic status.

### CONCLUSION:

After discussing relevant facts and arguments it is apparent that China's desire to control these five regions through various diversity management techniques is not quite successful. If China persistently implements such policies and tactics in future which are not acceptable for other side, then it could be possible that the geography of China will not remain unchanged. These all five regions are so much diverse that it will be nearly impossible to hold them together as a one country, every region wants to sustain and maintain their identity by any means. China's desire to suppress the religious, cultural, political and language practices to generate a sense of unity among all regions, creates and generates anger and frustration, which is piling up in the minds of these region's native citizens, and it could be devastated for China in coming future, those policies and tactics which held together China and these five regions from 1949 to up till now may not be effective and successful in coming future, and eventually China's image will be destroyed by these policies in entire world. Further we know that China is working hard to become super power of the world in coming future. These national level conflicts will bring its fall, because unity among people of a country can bring prosperity and success. Internationally China will become a country of no trust if the situation prolong. This instability will harm China's trade, economic, and financial position. Now a day's China is exporting quality goods in whole world, and diversity in production facilities is extremely appreciated by other developed countries around the globe, suppressing this blessing will generate devastated results. Different ethnic and cultural groups have different creative and dynamic skills which harmonize and support each other, not only in a work place but in every aspect of life. This is an era of economic globalization. The employees from different backgrounds provide tangible and intangible benefits to the organization. Diversity experts believe that heterogeneous groups can contribute more creative ideas to the mix. So suppressing this good thing will generate a disturbing situation for China and it could affect its trade and commerce adversely. China's extra-ordinary economic growth will fall drastically with this scenario, further more it could lead towards disintegration of China and creation of new countries on face of the world's map.

### RECOMMENDATIONS:

- 1- China should realize the fact that close mindedness and intolerance are not the way to go especially in this era. It's not a time of condemning and oppressing or to persecute others. It's a time to respect and accept other cultures, unique differences, to give freedom of expression and to accept the other ways of life and rituals.
- 2- Political liberty in a right way should be given to the different regions of China so they could be able to govern successfully and peacefully, further political liberty will give empowerment to the people and let them feel independent and expressive.
- 3- China needs to focus on efficient allocation of resources in

all regions to eliminate inequality and unjustness among different ethnic groups.

- 4- China needs to focus on promoting diversity among its business relating activities, because diversity in human resources helps in flourishing and booming the country's economic condition and situation rather than destroying it.
- 5- China needs to resolve these issues in a swift and effective manner so it could be able to tackle the criticism from international community, and solving these issues will ultimately result in a more progressive China with stable economic and financial relations with international community.

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