

Research for promoting employ and re-employ of unemployed people

Based on the public employment service

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Abstract

Based on the public employment service (PES), this paper closely surrounds the research project that the promotion of employment and re-employment for unemployed people. Focusing on the current questions and various perplexities in the procession of employment and re-employment in which people set, from the PES. The paper tends to try its best to present the current questions of PES, and trace an effective way to promote the employment and re-employment. In addition, this paper pays much attention to the reality and validity of the demands of encouraging unemployed people to be employed or re-employed. This article also brings about applicable and feasible measure and suggestion about this program.

Keywords: public employment service; unemployed people; promotion of the employment and re-employment.

1. Introduction

From July to august in 2011, the study team of unemployment and employment from The Capital University of Economic and Business did research on unemployed from different angles of public employment in Beijing and interviewed some relevant workers. Putting out 2000 questionnaires, including 1755 feedback, and 87.75% of feedback rate, and 1676 effi-

cient questionnaires, 95.5% of efficient rate. We did statistic and analysis for the data with STATA 11.0 software, including Frequency Analysis, Multi-response Analysis, Reliability Analysis, Factor Analysis, and so on. We had a deep interview with staffs from social security institutes about social security allowance and relevant questions.

2. Actuality of public employment service and evaluation of satisfaction index

January 1st, 2008, <<employment promotion law>> regulated the government's public employment service development from the eyes of law firstly. Symbolizing our country's public employment service laws has been established. Nowadays, there are different objects, tasks and organizational management in different countries. But there are 4 functions: occupation agency, information systems' exploitation of labor market, the management of labor market's adjustment plans and the management of unemployment allowance^[1]. This research based on these four basic functions of public employment service. This study did research on the satisfaction index of public employment service from unemployed. On satisfaction index testing, according to Likert scale. For reflecting informants' collective opinions, quantizing the satisfaction index to from 5 to 1.

2.1 The vocational guidance service

The vocational guidance of public employment service is based on enterprises and laborers. In this investigation, you can tell clearly from Table 1 that the satisfaction index from unemployed is general; especially they thought the content of the vocational guidance is the worst. According to the length of unemployment time, people who lost their job within half year are classified as the new unemployment; people who are unemployed within one year are classified as the long-term unemployment. 1502 of these two kinds of people took part in this evaluation of satisfaction index. For inspect the significant difference among different people, and the satisfaction index is ordinal level variable, so we chose K-W test. It shows the new unemployed and long-term unemployed have the significant difference in all parts of vocational guidance satisfaction evaluation and comprehensive evaluation ($P<0.001$). The former evaluation is higher than the later one. From the correlation analysis, it shows the unemployment time and the satisfac-

tion for the vocational guidance is negatively related remarkably ($P<0.001$). You can tell that the longer the unemployment is, the lower the vocational guidance's satisfaction evaluation is. From this, we should pay more attention to the long-term unemployed people and provide more information about job vacancy for them. Chi-square test shows different ages among the new unemployed people have significant difference in the ways of vocational guidance's satisfaction evaluation ($P<0.05$). Different professional skills' grades among the long-term unemployed people have difference in different satisfaction evaluations and comprehensive evaluations ($P<0.001$). And the higher skills' levels the long-term unemployed people have, the lower evaluation they made for the vocational guidance satisfaction. That means the vocational guidance has not attended the demands to give different kinds of people classified guidance, especially for the different types of long-term unemployed. They are not more satisfied in the promotion of re-employment.

Table 1 evaluation of satisfaction index

content index	The vocational guidance service		The job introduction service		The training service		public employment service	
	M	N	M	N	M	N	M	N
content	3.13	1660	3.13	1662	3.09	1657		
manner	3.20	1666	3.11	1663	3.14	1651		
process	3.19	1667						
quality of information			3.10	1666				
help for employment					2.98	1657		
comprehensive evaluation	3.23	1660	3.12	1667	3.21	1654	3.24	1655

2.2 The job introduction service

Job introduction provides a service platform for the match of supply and demand in the labor market [2]. In this survey, you can see clearly from Table 1, evaluation from unemployed for the job introduction service's satisfaction index was in general;

especially the quality of supply and demand information in labor market provided from job centers was the worst. The result of K-W test shows the new unemployed and the long-term unemployed in all parts of satisfaction evaluation from job introduction service and comprehensive evaluation also have significant dif-

ference ($p < 0.001$), the former evaluation is higher than the last one. Through the correlation analysis, the result shows that the time of unemployment and the satisfaction degree for the job introduction service are negative related remarkably ($p < 0.001$). Chi-square test shows that the content, manner and comprehensive evaluation of job introduction service from 2030 of new unemployed, dissatisfaction was more than 4050 ($p < 0.001$). That means present job introduction service is not better fit for the movements of age. It is not fit for the young unemployed people's demand. And among the long-term unemployed, culture degree in the ways of job introduction service and evaluation of supply and demand information's quality has significant difference ($p < 0.01$). And technique skill levels in all evaluation and comprehensive evaluation of job introduction have significant difference ($p < 0.001$). The higher level they have, the lower evaluation they give. That means present job introduction service needs to be improved in many ways. Contents, manners and information are too unified. And it hasn't been classified according to different special groups.

2.3 The employment training service

There are three kinds of re-employment institutes in China: private vocational training institution, job centers, and vestibule school. Chinese employment training is also active and useful to laid-off workers' re-employ^[3]. In this survey, you can see clearly from Table 1 that the evaluation from the unemployed for the employment training service is just so-so. Especially the evaluation of employment

training for the re-employ's help is the worst of all the evaluations. Chi-square test shows 4050 people (females are in forties and males are in fifties) and 2030 people (people aged from 20 to 35) of unemployed have a significant difference in the satisfaction evaluation of employment training's content, and 4050 people's evaluation is worse than 2030 people. Education background of unemployed has significant difference in the employment training for the help of re-employ and the ways of training. And both of new unemployed and long-term employed education background has a significant difference in the evaluation of employment training's content. The higher diploma, the lower evaluation. And more than that, all parts of evaluations and comprehensive evaluations from the unemployed who have higher skills are lower than the people who have low education background. About mentioned tests show that the employment training for the long-term unemployed, especially for the people who have high education background and professional skills, are dissatisfied with all ways of employment training.

3. The problems of public employment service in promotion of re-employ

3.1 The building of net-work information-based public employment service

We knew that although social security institutes, labor service center and job center have built their own new-work system through talking to relevant workers. But among them haven't been connected by net-work and they haven't attained to the resource sharing. Unemployed need to fill in different kinds of forms in transacting

the same of different employment policies. Due to no net-work connected between employment services departments, result in no resource sharing of un-employed basic information. That is a waste of time and low-efficiency for workers or un-employed.

3.2 Specialization level of public employment service workers

Inadequate staffing level in public employment instruction institutes, and the limit of professional level, restricted the development of public employment service in a certain extent and the employment service quality is hard to be guaranteed. In former research, the problems of less staff working in public employment institutes and more responsibilities become more evident. At the same time, 17% of formal workers have been transferred to other employing units ^[4]. So, strengthening the building of professional workers in public employment instruction institutes, hiring more graduates whose major is social security and human resource management.

3.3 Unemployment premium policy

Through talking with relevant workers, we knew that in China, the way of the unemployment insurance regulates that begin to receive from the next month after application. The maximum period of receiving unemployment insurance is 3 years. After the end of receiving the unemployment insurance, they can apply for unemployment insurance. But they can apply for it after 3 month. The second time of receiving, the maximum period of

receiving unemployment insurance may not be longer than 1 year. The premium is lower than the first time. According to relevant workers' introduction, some aged unemployed (from 50 to 60) who are closed to retire are difficult to re-employ, so they can receive unemployment insurance until retiring. But they have to apply for it again the second time of receiving. Doing it again is complicated and useless for unemployed or workers who audit the procedure. The produce of all kinds procedure is so complicated and a waste of time.

4. References

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