

Community Labor and Social Security services in China

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Background

- MOHRSS* Regulation No. 37/2010
- May 19, 2010
- Prioritizes on the integration of grassroots community service into the government's community service system to establish macro-planning, furthermore, strengthen the development of formalization, standardization of grassroots community service, and coordination with infrastructure for social security and labor monitoring, effectively.

** Ministry of Human Resources and Social Security*

Structure

- Sub-district/Township – Community/Village
- Labor and Social Security Office – Labor and Social Security Station
- Sub-district/Township levels establish service centers and counters to:
 - Provide community service to jobseekers and employers
 - Organize, guide, coordinate, monitor the public labor and social security services in community/village levels
- Community/village levels establish service centers and counters, perform door-to-door services, and commit basic duties.

Status

- Grassroots organizations
- Dual leadership:
 - horizontal : Basic level government organizations' leadership functions: personnel, operational places, funds, etc.
 - Vertical: MOHRSS operational guidance: responsible for public employments and social security service.
- Labor and Social Security Grassroots Community:
 - Indescribable challenges
 - Like thousands threads through a piece of pinhole

Operation

- The six elements: “manning quota, establishment, personnel, budget, operational place, and work procedures”
 - Sources: Generally, Community/village levels financed together by four level ‘s authorities-- city, district, neighborhood/town, community/village
 - Categories: Operational budget, hiring budget, and project budget.
 - Ways: Government procurement service, directed fund transfers, financial support through awards, subsidies or other means.
- Comprehensive assessment of the grassroots employment support projects’ effectiveness

Personnel

- rational deployment of basic level workers:
Comprehensive evaluation of the employment-population within the administrative region, area of the region, economic and social development, service demand for work force in each field,
- Encourage university students involved in a series of government funded programs like the “*san zhi yi fu*”, village officials, western volunteers, to be full or part-timers
- Publicly recruit graduates from higher institutions
- Communities and administrative villages public service-oriented job posts, subsidies and social insurance subsidies.

training

- Every region needs to follow the dynamics of its employment policy and job demand, regulate training schemes, and improve the policy, and service and skills training of basic level workers
 - Focused trainings for the new entry personnel
 - At least one job training every year for in-services
 - Full implementation of the Labor Security Political Assistant Occupation Qualification organized by MOHRSS
 - Attention to nurturing and selecting highly-qualified personnel from the grassroots level

example1

- The Changde City System: Labor and Social Security (LSS) establishments are settled in all of the city's towns, unified and run as a branch of the same level government. LSS liaison officers are appointed in all administrative villages. They are cadres of administrative villages, work as a part-timer and public services posts receiving allowance as their pay.

example2

- Hebi City: Liaison officers was allocated to each community and village for employment promotion services. Each administrative village would have at least one liaison officer, and each community to have at least one facilitator. By this, residents could register for employment, obtain information and consultation, and job recommendations without leaving their village/community.

Information Technology

- Some places extend their network connection up to the sub-district and community levels.
- Four levels: City — district (county)—sub-district (township)—community (village)
 - Their network is linked to the LSS network in all provinces.
 - Management and services basically can be transmitted online.
 - Providing an express service for both employers and jobseekers.

Golden Social Security Project

- Core level of “Labor 90/300”
- Core level of “Five-Insurance 200”

example1

- Taizhou City: relay on Golden Social Security Project
 - Integrate databases of Laborforce, Social Insurance Management, and information system of the LSS Administration. Establish a comprehensive and consistent database. Implement “social security card” management.
 - All cities from city level to district to sub-district/township to communities use the Golden Social Security software system, and LSS can do the following tasks online:
 - Real time tracking of unemployment and HR condition in cities
 - Changing trends of HR
 - Timely and accurate emp. & unemployment figures as a basis for policy-making

methods

- Methods usually applied by each region:
Target responsibility system, performance evaluation, supervision, selective contacts, bulletin on a regular basis, appraise through comparison and accountability ratings.

County level functions

- Consultation and propagandizing of regulations and policies on employment
- HR surveys and statistics, trend management
- Job applications auditing and report, unemployment-related data upload, daily management of the registered unemployed
- Collect and release job information, provide vocational guidance, job recommendations, labor force shift in rural communities
- Organize people to take part in skill training, entrepreneurship training and skill evaluation
- Community jobs development, operate public service-oriented management tasks, develop Full Employment Community Activities
- Audit and report data of the financially-disabled applicants, organize employment support task, implement employment promotion policy
- For business startups: project recommendations, entrepreneurship guidance, small amount secured loans, tracking services, guidance to Credit Community Create Activity.
- Audit and report the condition of flexible job cases, implement policy on social security subsidy
- Take responsibility of other tasks given by the ministry.

Community level functions

- Consultation and propagandizing of regulations and policies on employment
- HR surveys and statistics, establish basic register, real time information and trend updates, trend management
- Manage job applications, unemployment registrations and preliminary investigations, daily management tasks
- Collect and release job information, provide professional guidance, job recommendations, shift labor force of in rural communities
- Trainings: Understand the demand, collect and release information, recommend trainings to jobseekers, conduct entrepreneurship trainings.
- Collect and release job information, provide professional guidance, job recommendations, shift of labor force in rural communities
- Aware of potential entrepreneurs, accept registration for small amount secured loans, collect loan payments, provide entrepreneurship-related information, guidance to to Credit Community Create Activity.
- Jobseeker support and daily trend management tasks, process applications, establish management register and real time database updates, assist job policy implementations, door-to-door support
- Audit and report the condition of flexible job cases, implement policy on social security subsidy
- Take responsibility of other tasks given by the ministry.

activites

- Door-to-door surveys:
 - Generally established data and classification of workers by age
 - Digital data archives
 - Information database
 - Employment/unemployment Index needed by the ministry and provincial level as a basis for real time decision-making.

example1

- Chengdu City: established digital data archives and basic information database of workers in service and formed the most comprehensive labor protection monitor system, promoting the use of work contract for all, social insurance, fully paid wages.
- Plan and statistics of the people's residence, employment condition, and other information needed are on the community's LSS information platform; real time and modernized.

activities

- “Full employment sub-districts and communities”, “Full transfer townships and villages”
 - Promote full employment to the unemployed in both cities and countryside.
 - Specially focuses on “zero-employment households”, “4045” workers, landless farmers, single-parent households, and the disabled, as main indicator for assessment. Guarantees job placements for groups with difficult situations.
 - Raise the people’s satisfaction.。

example1

- Nanning City: conducted surveys, and provided free job trainings, information on job-openings, job recommendations, etc. Prioritized on the zero-shift-families in villages achieve full employment.

Example2

- Taizhou City: Implemented the “Employment Skills Support Project”, and provided full “Five package” of skills training to needy families:
 - Skill-Learning, Nutrition, Home and Transport, Certification, Internship, and Job recommendation.
 - Achieved the aim: “One drilled, one employed, one household saved from poverty”

example3

- Hebi City: “Employment for Poverty Alleviation Scheme”, strived until end of 2008 when it managed to solve the basic employment problems of members from impoverished families in villages.
 - Free job recommendations and skills training, full allowance for transportation, small loans, labor export, support underprivileged families in villages to own a business or find a job.

activities

- Target for support: deteriorating mature-aged work force in villages, and businesses having trouble recruiting
 - Directed businesses to give trainings in villages and move production facilities to a location in town where workers from villages would mass.
 - Maintained training bases in the countryside which open for people from villages. Allowance for training and certification, and job recommendations, are given to them as well. This lowered the people's transportation cost, and raised people's enthusiasms to participate in job trainings.
 - Opened up labor development and training bases.

Thanks for your attention!