

Building dreams and helping people with disabilities, fully supporting the dream of employment

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Abstract

Employment is an effective way for persons with disabilities to realize common prosperity, and employment policy is a favourable guarantee of their right to employment. Promoting the employment of persons with disabilities is an important way to help them increase their income, integrate into society, and realize the value of life and their dreams. Therefore, promoting the employment of people with disabilities and protecting their rights and interests is always an important issue we need to pay attention to. The article will discuss both the proportional employment policy and the false employment of the disabled, objectively analyze the real problems in the process of assisting the disabled in employment, and promote the integration of the disabled into the society through employment, increase the sense of well-being and acquisition, and ultimately realize the common prosperity.

Keywords

Employment of persons with disabilities, proportional employment policy, false hiring.

1. Proportional Employment Policy

1.1. History of the Proportional Employment Policy

The proportional employment system, also known as the "quota system", refers to the State's laws and regulations that require employers to hire persons with disabilities in proportion to a certain percentage of their total workforce. China's proportional employment system was established in 1989, and in 1995 a disability insurance system was promulgated to accompany the proportional employment of persons with disabilities. The core of the proportional employment policy consists of two aspects: the proportion of persons with disabilities to be employed by an employer, and the criteria for collecting the disability insurance premium. Proportionate employment "1.5%" of the proportion of the provisions of the policy has not changed since the date of enactment [1], and with the matching disability insurance policy with the changes in the economic form of constant change, which makes the disability insurance instead of employing people with disabilities of the enterprise "costs This has led to corresponding fluctuations in the "costs" of enterprises that use the disability pension as a substitute for hiring persons with disabilities, which is reflected in the fact that some small enterprises have stopped hiring persons with disabilities, the burden on the enterprise has increased, and the enterprise has not received more support for hiring persons with disabilities from the changed policy [2].

1.2. Paths to Improvement of Proportional Employment Policies

The study found that [2], at the present stage of proportional employment, there are two main problems: the ineffectiveness of the public sector in fulfilling the obligation to employ the

disabled and the reluctance of enterprises to employ the disabled, preferring to pay the disability insurance premium. The original purpose of the disability insurance system was to promote the employment of persons with disabilities by employers, but nowadays many organizations regard it as a cost expense, resulting in the failure of the disability insurance to effectively improve the employment situation of persons with disabilities. Policy adjustments have begun to emphasize the effective use of the disability pension, but have neglected to train the heads of employers in social responsibility, which may limit employment opportunities for persons with disabilities. It is recommended that in the future, the disability insurance fund be used to develop employers' awareness of persons with disabilities in order to create a more inclusive work environment. In addition, monitoring and evaluation of the implementation of the proportional employment policy should be strengthened, and problems can be avoided through occasional inspections. Evaluation of the effectiveness of the policy will allow for a comprehensive analysis of the problems that have arisen in its implementation and the formation of feedback, in preparation for the next refinement of the policy.

2. Governance of false employment

False employment by enterprises is not a new phenomenon. In practice, there is indeed the phenomenon of false employment in which employers "rent" or "rely on" a person with a disability card and "exchange the card for remuneration", which results in persons with disabilities who really need to work losing their opportunities and increases the costs of employers. This phenomenon leads to the loss of opportunities for people with disabilities who really need to work, and also increases the costs of employers and affects social justice. Therefore, it is urgent to control the false employment of persons with disabilities by enterprises. In order to protect the rights and interests of persons with disabilities and control the false employment of persons with disabilities by enterprises, we have put forward a few countermeasures through the synthesis of the literature: accurately understand the meaning of "inter-regional employment of persons with disabilities". Assess the vocational ability of the employed persons with disabilities. Strengthen the national network of information, improve the collection system, strengthen the management and self-regulation of the human resources service industry, and optimize the policies for the employment of persons with disabilities. The recommendations emphasize policy improvement, supervision, data support and field verification [3].

The governance of false employment needs to start from multiple aspects, requiring the participation of all employees, establishing a multi-level management mechanism, strengthening internal control and external supervision, and ensuring the compliance and integrity of the company's employment behavior.

2.1. Develop strict employment policies and procedures

Ensure that the company has a clear employment policy, including hiring, interviewing, and hiring processes. Establish a rigorous review mechanism to verify the identity and background information of employees.

2.2. Establish an internal reporting mechanism

Encourage employees to take the initiative to expose false employment practices, establish a mechanism to protect whistleblowers, and ensure that internal reporting channels are unimpeded.

2.3. Strengthen training and education

Conduct training on integrity and ethics for employees, and improve employees' awareness and vigilance against false employment.

2.4. Use of technical means

use artificial intelligence, big data analysis and other technical means to conduct in-depth screening of employee information and background, and timely detect false employment behaviors.

2.5. Strengthen supervision and inspection

Establish a regular inspection and audit mechanism to verify employee information and contracts to ensure compliance with employment procedures.

2.6. Strict punishment of false employment behaviors

Serious handling of false employment behaviors discovered, including dismissal of employees, accountability, etc., to deter other potential violators.

3. Conclusion

"The Fourteenth Five-Year Plan clearly sets out the promotion of comprehensive development and common prosperity for persons with disabilities as the main line of development for the cause of persons with disabilities in the new phase.

The General Office of the State Council issued the Three-Year Action Plan for Promoting the Employment of Persons with Disabilities (2022-2024) (hereinafter referred to as the "Plan"), which specifies that the goal of employing a total of 1 million persons with disabilities in urban and rural areas nationwide will be achieved in three years. The Programme also points out that the main target is unemployed persons with disabilities in urban and rural areas who have the need for and conditions of employment; it also points out the need to give better play to the Government's role in promoting employment, to further implement policies to support the employment and entrepreneurship of persons with disabilities, to intensify efforts to train persons with disabilities in vocational skills, to continually improve the quality and effectiveness of employment services for persons with disabilities, and to stabilize and expand the employment of persons with disabilities.

Employment is an important aspect of the comprehensive development of persons with disabilities, and at the same time a reliable means for them to achieve common prosperity. On the basis of promoting the employment of persons with disabilities, we should always safeguard the legitimate rights and interests of persons with disabilities and provide them with strong protection. Therefore.

The effective implementation of the proportional employment policy and the fight against false hiring by enterprises is an important part of the process of realizing the common prosperity of persons with disabilities. The Government, enterprises, schools and society should work together to better promote the implementation of the policy and eliminate criminal acts that violate the rights and interests of persons with disabilities.

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