

Discrimination Against Persons with Disabilities in Life and Work

Ruilin Sun *

Department of international relationship, Leeds University, Leeds, United Kingdom

* Corresponding Author Email: pt21r2s@leeds.ac.uk

Abstract. The problem of discrimination persists in our reality. The types of discrimination are also very diverse. This time we will examine the social phenomenon of discrimination against people with disabilities. The study is about the discrimination and the impact of disabled people in their lives. Against this background this study aims to investigate 1) Discrimination in interviews and work. 2) Treatment at work Salary Benefits. 3) Impact on family Life. This research is mainly through research reports on the internet. The phenomenon of discrimination against persons with disabilities is therefore explored in depth. As well as some solution suggestions given by some experts to explore the issues about disability discrimination. It is found that Discrimination against people with disabilities is not personal. Rather, it is the knowledge of the underlying impressions brought about by history over time that leads to discrimination. Furthermore, our findings also suggest that even though the government has issued many laws for the protection of persons with disabilities. However, discrimination still exists. In addition, it is interesting to note that the vast majority of the groups that are severely discriminated against are those over 65 years of age. With the increase in the number of young people and the development of the Internet. Knowledge of the protection of disabled people has also improved considerably in modern times. Therefore, being one of the pioneer studies on discrimination disabled people, the unique value of this research lies in I hope that you will take advantage of the advancement of the Internet. Learn more about people with disabilities. Let more young people have a correct knowledge of the disabled so as to reduce the occurrence of discrimination against the disabled.

Keywords: Law, Discrimination, Disability, Equality.

1. Introduction

In a world that seeks peace. Time for discrimination still exists. More and more disabled people are unemployed. This leads to difficulties for their families and their lives. The reason why people with disabilities are unemployed is that discrimination against people with disabilities still exists in everyday life. Even if the government will pass laws to protect the disabled. But the phenomenon of discrimination against people with disabilities has not changed much. Numerous scholars have conducted extensive research in discrimination against persons with disabilities. However, these studies are predominantly focused on more problems are solved through the law and lack analyses of the present society and solutions to problems from the people's consciousness. This review critically evaluates inadequate protection of persons with disabilities through the law in the past. Instead, the problem of discrimination has been exacerbated. And research has identified the underlying reasons why discrimination occurs. It also analyses other studies and draws conclusions on ways to reduce discrimination against disabled people that are more suitable for the current society and to instill the concept of discrimination in people with disabilities.

2. Organization of the Text

2.1. Analysis of the current situation

Today's society seeks equality. Apart from the familiar racial discrimination, disability discrimination is also very common in our lives. More and more studies show that. Because of the effects of discrimination. In fact, people simply can't work and live like normal people. This seriously

affects the health problems of the disabled themselves. This issue is something that needs to be taken seriously and resisted by all. But discrimination still exists even when efforts are made to reject this behaviour. We looked for data on many status quo analyses. We have categorised it into the following categories. Overall, the unemployment rate for people with disabilities is still increasing. More than 50 per cent of persons with disabilities are not treated fairly in the workplace.

2.1.1. Discrimination in interviews and work

Kelly (2022) Indicates that the percentage of people with disabilities who are not working in the United States reached nearly half (47.5 percent) in 2019. The research suggests that there is still a lot of discrimination against people with disabilities in interviews and at work in the United States. And the author shares out in this article what she thinks can be done to break this disability discrimination [1]. It also shows that whenever the data on the employment rate of persons with disabilities is larger. Discrimination against persons with disabilities in the workplace is still prevalent. Instead, compare the employment rate of normal people. The employment rate of normal people depends on whether or not every normal person wants to go looking for a career. Whether it is a human or intellectual occupation. As long as you are willing to work. It is definitely possible to find it. But disabled people are different. Disabled people are in the job market by seeing which industry is able to accept them. Only then can you choose. Therefore, it is much more difficult than normal people. Kelly (2022) Indicates that according to the U.S. Bureau of Labor Statistics, eight out of ten people with disabilities will not have a job in 2020. The research suggests that This gap will grow. More interviewers will just see that he is disabled and therefore not capable. But won't know what their real strength is like [2]. The difference between employment rates in industrial countries and those in developing countries lies in the different needs of each country. In industrial countries. The country will strongly promote industrial values. Employees besides need topographic point expertise technical ability demands. Employees are also required to have more professionalism. These demands will not merely hold an effect on the employment rate of normal people. The impact on disabled people will also increase. And for the industrial powers, they need more manpower employees. For people born with disabilities there may be no way to meet this requirement. They are in the industrialised countries. Maybe the only way to find a job is through intelligence. Conversely in developing countries. There is a need for more human jobs as they progress. Developing countries are constantly creating jobs. Then it brings more opportunities for the disabled. There will be more jobs for people with disabilities such as business, customer service, and other jobs that don't require strength. Therefore, the employment rate will also increase.

Gili (2023) Indicates that Only a mere 21 per cent of persons with disabilities will be employed in 2022. The research suggests that employers must unify their perceptions. Reduce prejudice against the recruitment of persons with disabilities. Address the root of the problem. The authors hope that by developing the individual capacities of disabled people. Bringing out their best skills into the workplace. And thus, employers will need them. A code of mutual respect is reached [3] This issue is mentioned in the context of the professional status of persons with disabilities. Disabled persons themselves give the impression of being discriminated against, and the fact that only 21 per cent of them will be employed in 2022 shows that their occupational status is still not very important. Most of the jobs are at the basic level. The general leadership position besides starts from the grassroots step by step. It is having extraordinary abilities. But the problem faced by people with disabilities is that it is difficult for them to get to the grassroots level. Let alone having extraordinary ability to be a leader. And the author believes that every leader has a different view of people with disabilities. It will lead to more controversial places. So, it will question their professional ability. Secondly the handicap of disabled people will lead to special attention from leaders as well as employees. All people make mistakes at work. For normal people perhaps an apology and some punishment will be able to fix these things. But for people with disabilities. Once there is a mistake at work. Leaders and co-workers will invariably attribute this to the fact that the person is disabled. They will not even give them more opportunities. This has led to an increase in the unemployment rate of people with disabilities. The stereotypical image of disabled people is that they are not as good as normal people.

The only way to change this perception may be through them. Stephen Hawking is a good example of this. He was not born with a disability though. But after he was disabled. He has developed theories that even some normal scientists can't develop. The intelligence and imagination that Stephen Hawking has shown is a far cry from the stereotypical image of the disabled. It is because of Hawking's own ability is very powerful. That's why so many people around the world admire him so much. He is also given the respect he deserves. This also makes everyone understand. Disabled people can also be better than normal people. So, I hope these cases can give disabled people more confidence. It is only by strengthening their own abilities that they can change other people's perception of the disabled community.

2.1.2. Treatment at work Salary Benefits

Ryan (2020) indicates that Even though the U.S. will pass some laws to defend the rights of disabled wage earners. But even though the ADA is a foundational law. Still, it doesn't necessarily address the pay gap, suggests that Businesses should treat people with disabilities equally. Make people with disabilities feel valued. Reasonably promote people with disabilities. Otherwise, the humiliation of disabled people will affect their efficiency at work [4]. In addition to substantially embodied discrimination in the workplace. There is also discrimination in terms of benefits. Many companies have seized on the difficulty of finding jobs for people with disabilities. Although they accept disabled people to work in their enterprises. However, the jobs and salaries they assign to them are basically jobs and salaries that no normal person would accept. But compared to not having a job. Disabled people would consider this as a great satisfaction. Some companies even compare the efficiency of disabled people with that of normal people. Once they think the disabled person is less efficient than normal people. They will not hesitate to deduct the disabled person's salary. The Anti-Discrimination Act was also issued to give people with disabilities the right to defend their rights and interests. More pay inequality will only make more disabled people question their abilities. Exacerbating the idea that one's abilities just don't work. Leading to a diffuse work ethic. But business leaders should let every employee reflect their own value. Equal pay can have a positive psychological impact on people with disabilities. It will also improve their self-confidence.

2.2. Grounds of discrimination

Any kind of discrimination is created through ideas that have been around for a long time. The transmission of such ideas from one generation to the next is what has led to the prevalence of discrimination today. It is therefore important for people to clearly understand the causes of such discrimination.

2.2.1. Discrimination in interviews and work

Nora (2005) Indicates that Most employers have unfavourable ideas about the assessment of people with disabilities, suggests that employers can actually use the interview to eliminate their prejudices against people with disabilities. Though disabilities are all viewed differently. However, the authors hope to raise awareness of relevant behaviours through a pre-recruitment benchmarking information sheet. Thereby controlling for the possibility of bias [5] the root cause of these problems lies in employers' scepticism about the human capital of persons with disabilities. The vast majority of employers believe that the physical impairments of persons with disabilities have an impact on the workplace. And the vast majority of employers who discriminate against people with disabilities have no personal contact with them. The information they do have comes from the Internet. Negative comments on the Internet convince them that people with disabilities are less capable than normal people. Secondly, because every company has to take out insurance for its employees and organise annual health checks. So, the cost of insurance and medical check-ups for disabled people increases. This leads to some discrimination by employers. But employers don't really get to know disabled people personally. The writer also suggests some minding. He hopes that employers can get to know the disabled person better through interviews, job postings and so on. Maybe their ideas are useful for companies. It is also important to make them feel fair.

2.2.2. Discrimination in normal life

Quarmby (2011) Indicate that what people think about people with disabilities is really shaped by our shared history and fears and prejudices. These fears and prejudices have fuelled more than 2,000 years of violence against persons with disabilities, suggest that it used to be common for people to hold beliefs. They believed that people with disabilities were a grotesque spectacle, fair game for entertainment and ridicule. Worse still, they would believe that they should never have existed in the first place. But now government argue that many politicians believe that payroll assistance for the disabled should just not exist [6]. In the perception of historical people. They may not be able to explain disability scientifically. For congenital disabilities, being different from normal at birth is more likely to make backward ancestors think it's a monster. For ancestors who used to value faith as especially important. The existence of a disabled person was a symbol of bad luck. Therefore, the label of monster was put on the disabled. As time went on. This idea was passed down from generation to generation. It's what led to such a high level of discrimination against the disabled today. Coupled with some of the laws that protect the disabled today and some of the subsidies for the disabled. It would lead politicians to think that there would be normal people pretending to be disabled in order to get these wage subsidies. And most studies show that normal people and disabled people are treated differently in society. Because they can't work and live like normal people and their jobs are not as stable. There are more people who use their status as disabled people to cheat on benefits. This intensifies the prejudice of normal people against the disabled. Normal people also envy these benefits. All the envy they feel is reflected in their discriminatory behaviour towards the disabled.

2.2.3. Impact on family Life

Verbrugge (1983) states that employment and marriage have so far been closely related to physical health. Employment and marriage are closely related to physical health. But everyone has the right to do what they like [7]. Research has also shown that when a person with a disability is discriminated against at work, it can also have a significant impact on the family of the person with a disability. People with disabilities will take out the stress caused by discrimination at work on their families. Even though the family members are trying their best to persuade them. But they also have to accept this pressure. And the marriages of disabled people and disabled people's families will also be affected by these discriminations. Why are normal people reluctant to marry disabled people? Apart from having to take care of the disabled. There is also the pressure of accepting the discrimination against the disabled by everyone in life. Therefore, the global marriage rate for people with disabilities is only 28 per cent. This also includes people with disabilities marrying people with disabilities. It can be shown that the marriage status of disabled people is not very good. And once a person with a disability has no financial resources. Then it puts their families under financial pressure. Such a family background can make their future uncertain. It leads to discrimination. Alexander (2000) indicates that Bias in disability reporting. And Disability Health Interviews from across the country. The research suggests that of the respondents. Most are over 65 would be biased against these. The authors believe that the rights and interests of persons with disabilities should be systematised. Thus, disabled people can decide on equality [8]. This report also illustrates that more discriminators are over the age of 65. The changing times have led to the fact that their ideas about people with disabilities will not change. They are not able to be educated by today's youth. As a result, discrimination still exists. And there is an increase in ageing globally. Indirectly, it also increases the amount of discrimination.

2.3. Policy recommendations

Times are moving fast these days. Communication technology is powerful. The speed of dissemination of information has also increased. So as incidents of discrimination against people with disabilities continue to come to light. People are beginning to pay attention to the existence of this problem. More and more sensible people are willing to speak up for the disabled. And to hold events such as marches and protests. Demanding the government to take some measures to protect the rights and interests of the disabled.

2.3.1. Discrimination in interviews and work

Bagenstos (2012) Indicates that The Fair Labour Standards Act, issued in 1938, resulted in 350,000 disabled workers being paid less than the minimum wage. The research suggests that there are still big loopholes in the law. More employers are still reluctant to pay disabled people the same wages as normal people. So, improving the law or government subsidies would be the best solution [9] People seek the law of equality for all. There are also governments that try to introduce policies to protect people with disabilities. Although the Fair Labour Standards Act was published in 1938. But the problem of discrimination has not been solved until now. This shows that the Fair Labour Standards Act alone cannot fully address the discrimination against people with disabilities. Instead, it has resulted in so many people with disabilities being paid less than the minimum wage. This seriously affects the employment rate of people with disabilities. But it is not without solutions. As problems arise one after another. There are also more laws and regulations to protect people with disabilities. The loopholes of the law will be contacted. This way people will really take discrimination against disabled people seriously. Disabled people can also use the law wisely to protect themselves.

2.3.2. Discrimination in normal life

Renee (2012) Research has shown some of the problems that some disabled people have with learning. He made the connection between barriers and self-esteem of people with disabilities. The aim is to analyse how the impairments of these disabled people affect their self-esteem. And how to help them eliminate this concern [10]. But it has to be admitted. A large proportion of persons with disabilities have some problems with their abilities. It is also true that there is a gap with normal people. Dr. Through various studies. They believe that the deficiency of their own ability can lead to a high self-esteem of disabled people. Once they are discriminated by others, they will think a lot of bad things inside. The average disabled person will have great mood swings. Mood swings caused by the physical discomfort of disabled people. Back to make them more susceptible to external influences. But also because of this. Disabled people also have a strong sense of compassion. As disabled people experience physical frustration and suffering. Disabled people become more sensitive and empathetic to the pain and misery of others. This compassion may make them more empathetic. These phenomena can show that people with disabilities actually want to be included in the lives of normal people. But we all know that this is difficult. That's why this study was designed to look at ways to help them find their self-esteem. In our daily lives, there are a lot of behaviours that are considered for people with disabilities. For example, when travelling in scenic spots or places with a lot of people. Basically, there are special access for the disabled. This is also regarded as the government's respect for the disabled. Secondly, the government will arrange to build welfare hospitals. Specialised collection of disabled people to study here. It is because of the existence of compassion. They can empathise with each other's pain. So, it's not easy for discrimination to occur inside the welfare school. It also protects the disabled students. The government should also continue to adhere to this strategy. Let the disabled feel more valued. So that they can find self-confidence and self-esteem in life and work. All the inhabitants indicates that The Department for Work and Pensions (DWP) and Jobcentre Plus must not discriminate against you when administering and deciding your benefits. This is illegal, suggests that it should be made an offence to discriminate against persons with disabilities. People should pay the price for such behaviour [11]. This problem is mainly reflected in the laziness of some institutions. They bully the honesty and ignorance of the disabled. Because they are discriminators themselves. There are many cases on the internet. For example, people with disabilities were discriminated and went to the Public Security Bureau to report to defend their rights. But the public security bureau didn't want to bother themselves because he was a disabled person. So, they don't care about these cases of discrimination. This behaviour also exacerbates the discrimination against people with disabilities by normal people. The police, who represent the law, are not able to manage these problems. It is even more difficult for people with disabilities to seek help themselves. They may post their affairs on the internet. Hopefully, they will get some support through the netizens of the Internet. When a series of things don't get much attention maybe the police

won't take these things too seriously. But once the traffic is up. Public pressure is given to the police department. Then they will assist the government department to punish the discriminator. And strengthen the discriminators to education. Therefore, the writer also hopes that the government will enact legal knowledge to protect the disabled as soon as possible. As soon as possible to supplement the rights and interests of the law to protect the disabled. The government should make discrimination an offence. To make people aware of the consequences of this behaviour. If once there is a discriminatory behaviour. Then they should have to pay for their behaviour. Thus, curbing the occurrence of discrimination. Sjoquist (2022) Indicates that people aren't very clear on the basics of prejudice. There are some behaviours that they may not be aware that they are discriminating. This is because everyone has different criteria for assessing the matter. The research suggests that people's biases include both favourable and unfavourable assessments that directly affect our understanding, actions and decisions at an unconscious level. Agencies should not shy away from disability litigation claims. It should be addressed aggressively. People with disabilities should be made to believe that these laws are substantially protected for them [12]. This one report is much like the one in the previous article. Because everyone has a different tolerance. Maybe what you think is not discrimination is discrimination in the eyes of the disabled. But the second point is very important. The government has issued a policy to protect people with disabilities. But there is still a lot of discrimination against people with disabilities. This will be a blow to people with disabilities. Because they think that the law has stood up to protect them and has not been able to eliminate their discrimination against the disabled. The trust of the government will also be lowered. They will lose confidence in the government. So, every organisation like compensation should not shy away from these problems. It is important to face up to all the problems faced by disabled people. This will make the disabled feel that the laws are issued to ensure their safety in a practical way. Trusting the government also strengthens the respect and understanding of people with disabilities. Mary (2022) indicates that even though people with disabilities do receive some compensation from the government for their work. But this compensation is still in its infancy, suggests that by examining the role of disability in compensation. Assessing and generating new theoretical insights. And makes recommendations to disabled people and organisations on how to approach the compensation process [13]. A law can never be issued to the satisfaction of all. It is important to accept some negative comments along with some positive feedback. Subsidies for the disabled are perhaps only available in the more developed countries. The backward countries have no subsidies for the disabled at all. It's more a matter of relying on the help of foreign companies. Another main purpose of this research is to study how the subsidy can help the disabled people psychologically and in their lives. The most direct aspect is the quality of life. Government subsidies can ease the expenses of the disabled. The expenses of disabled people can be twice as much as those of normal people. This is because in addition to normal living expenses. People with disabilities may also have additional expenses such as medical check-ups and mobility problems. Another purpose of the study is to indirectly balance the psychology of the disabled. And the authors also provide some suggestions to change the occurrence of this phenomenon.

3. Conclusion

Overall, these studies highlight the need for strengthening the population's focus on discrimination against persons with disabilities. Discrimination against persons with disabilities should be reduced in their lives. Everyone should be treated equally. However, such studies remain narrow in focus dealing only with government's settlement policy was involved. There is no detail on the behaviour of individuals. The best way to put an end to this behaviour is to get a change in people's consciousness. Rather than passing laws to restrain people from discriminating against people with disabilities, the best way to put an end to this behaviour is to change people's consciousness. This will only superficially control discriminatory behaviour. The idea of discrimination still exists in the mentality of discrimination. The remain several aspects of the protection of the rights and interests of

persons with disabilities through the implementation of actions and the dissemination of information on anti-discrimination against persons with disabilities about which relatively little is known. A more systematic and theoretical analysis is required for how persons with disabilities can strengthen their own capacities as well as their self-esteem. Strengthening the sense of equality. One of the tough challenges for all researches in this domain is the problem of discrimination cannot be solved simply for a period of time. The need to address the issue of discrimination against persons with disabilities will certainly take a long time to develop. A new approach is therefore needed for better handling of the relationship between persons with disabilities and ordinary people on an equal footing in the workplace. The vast majority of people with disabilities do not want to be a disabled person. This is because they know that such a status will be viewed in many ways in life and at work.[14]

References

- [1] Luc, Kelly. "Disability in the Workplace: 6 Ways to Break Down Barriers | Culture Amp." Culture Amp, 19 Oct. 2021,
- [2] Luc, Kelly. "Disability in the Workplace: Barriers to Employment and Retention | Culture Amp." Culture Amp, 28 July 2022
- [3] Malinsky, Gili. "Just 21% of People with Disabilities Were Employed in 2022—how Employers Can Reduce Hiring Bias." CNBC, 28 July 2023
- [4] Golden, Ryan. "Why Do Pay Gaps Persist for US Workers with Disabilities?" HR Dive, 16 July 2020
- [5] Reilly, Nora, et al. "BENCHMARKS AFFECT PERCEPTIONS OF PRIOR DISABILITY IN a STRUCTURED INTERVIEW." *Journal of Business and Psychology*, vol. 20, no. 4, Springer Science+Business Media, Dec. 2005, pp. 489–500.
- [6] Quarmby, Katharine. *Scapegoat: Why we are failing disabled people*. Granta Books, 2011. f
- [7] Verbrugge, Lois M. "Multiple roles and physical health of women and men." *Journal of Health and Social Behavior* (1983): 16-30.
- [8] Todorov, Alexander, and Corinne Kirchner. "Bias in proxies' reports of disability: data from the National Health Interview Survey on disability." *American Journal of Public Health* 90.8 (2000): 1248.
- [9] Samuel R. Bagenstos "Our Disabled Workers Still Face Pay Bias." from <https://nfb.org/sites/default/files/images/nfb/publications/bm/bm12/bm1201/bm120104.htm>
- [10] Pandy, Renee I. "Learning disabilities and self-esteem." (2012).
- [11] Disability Discrimination and Welfare Benefits. From: <https://www.citizensadvice.org.uk/consumer/discrimination-in-the-provision-of-goods-and-services/discrimination-in-the-provision-of-goods-and-services1/disability-discrimination-and-welfare-benefits/>
- [12] Geri C. Sjoquist "Bias towards the Disabled." From: <https://www.scribbr.com/citation-generator/foolders/6a8NgeN5tyBagk0OfuuygH/lists/26f155qtEQWQ4zYRg35jUv/>
- [13] Speech, Mary Eve P., et al. "Everything Is Negotiable, but Not for Everyone: The Role of Disability in Compensation." *Journal of Applied Psychology*, vol. 108, no. 4, American Psychological Association, Apr. 2023, pp. 571–94. <https://psycnet.apa.org/doiLanding?doi=10.1037%2Fap10001039>
- [14] Shakespeare, Tom. "Cultural representation of disabled people: dustbins for disavowal." *Disability & Society* 9.3 (1994): 283-299