

Research on Employment Policy of Disabled People -- Taking Ningbo as an Example

Xiayi Liu*

Hanvos Kent High School, Ningbo 315201, China

* Corresponding Author Email: liuxiayi@hanvos-kent.com

Abstract. In this paper, Ningbo was set as the example to research with the employment and many data of this research is from China Disabled Person's Federation. The main problem of this topic is the changes that need in the employment of disabled people. In this research, there are lots of surveys about disabled people in Ningbo and there are many face to face talk between researchers and disabled people. By the research about these source, the studies have got the conclusion that the policies need to be changed because they are old and not suitable for the needs of people nowadays. Also, these policies can get help from internet. By having this help, these policies can improve easily and the needs of disabled people can be satisfied easily. They can help with finding jobs, improve their ability when they are working and this can reduce their unsatisfied. This research showed the reason that why should they change is because the old policies are suitable for that time and the things they focused on was not the same as this research focused on nowadays.

Keywords: Disabled people, employment, internet, policy.

1. Introduction

In this paper, many data sources are from the article of China Disabled Persons' Federation, there are 90% disabled people with no employment (China Disabled Persons' Federation, 2021), which can show that most kind of personal activities and privately organizations are not that meaningful to really change the situation of employment of disabled people. Then this article had seen the problem of employment of disabled people, this research believes that they are so old fashioned and updated is necessary for those policies. Not only for the people who is working for this condition, but also the government should change their way to help in this field, research have found that they might have missed many important things and they would just like to do in their slowly way, many data has showed it is not that useful, then researchers have figure out some opinions and methods to change the situation. This study started to researching about the policies of the government to see the mistakes or deficiencies of the policy, the word "mistake" doesn't means that the policy is wrong, but the way it do is not that suitable for now and it needs to be change in now fashion ways. Also, the research has focused about the new needs of disabled people which is much different from the policy offered. After the observation of disabled people in different places for times, all the opinions and improve methods are in the article. Before the research, there are other researchers are looking for transformation about way of change in employment of disabled people, they have prove that disabled people have many changes about what they are purchasing more value of their Inner appeal [1].

The research was started after the discussion about that book A Practical Guide For Policy Analysis The Eightfold Path To More Effective Problem Solving [2]. In the research, there are many other researchers different opinions, for example, Dr. Chen had a statement that "The employment of persons with disabilities is not only difficult, but also fragile, and is a dynamic development process that includes in employment, employment, unemployment, re-employment, and so on, and has continuous characteristics." [3] Another one is that they have mentioned "Establishment - development - contraction - transformation" four stages of evolution, which is the way that researchers seen the evolution of policies in this research [4]. So the point that disabled people are working for a unfair change of study was be found by the studied, too much people looking for too

less work places cause they have to compete to get money. Even though the government is working for reduce the tax of disabled people and improve their welfare system, but the effects are small.

This article would help many disabled people by give them more chance to get a job and short the difference between disabled and other people by the use of internet, which is a useful tool to communicate and work on. But now, most of the policy do not look it seriously and this article is looking for changes about the condition. So the opinions and suggestions are mentioned in this article by the scientific study about these old policies.

So, in this paper, first is the introduction about the condition of employment of disabled people in Ningbo and compare to the employment policies to show what should the old policies change according to the development of internet and the need of people who need a job. Secondly, the data of the employment would been show to emphasize the disadvantage of the old policies and the necessity of changing them. Then this article would mention about examples of policies and show what should they change in the future. In the research, there are some surveys with disabled people and data are from Ningbo disabled people helping center. So these are the source of data.

2. The Past Policy and the Condition

2.1. Current Situation of Disabled People

In this research, a lot of people have showed that their dissatisfaction of the old policy, according to my survey, only almost 30% of disabled people are satisfied with their works now, and they have showed that their specific needs. For example, a 43-year-old woman, have told researchers that she work as a worker in the factory for more than 10 years, but because of her injury, she never get the chance to improve her working efficiency and her boss have never gave her a chance to move forward. She even has no friend in the factory because no one would like to talk to her. So she works very hard in the factory everyday, but her disabled body condition makes her cannot improve to a normal worker. Another 23-year-old male said in the study that he cannot get the job even though he had finished high school education because of his hearing disorder. Many manufacturers think this makes his so hard to communicate, so he just working in the construction sites now as a normal worker, but he can even do more than a normal male because he is so strong.

In the table below is the result of the survey, there are 100 disabled adults and 100 common adults in Ningbo have join this survey (50% women and 50% men each). All of them are 45-year-old to 18-year-old. All of these 200 people gave their opinion and point of view in the survey.

Table 1. Percentage of disabled people's opinion comparing to normal workers with their work

Percentage	Normal workers	Disabled workers
Satisfied with one's job	56%	28%
Feel unfair in work	32%	64%
Want to have improvements	68%	83%

In Table 1, there are obvious evidence showed that many disabled workers are not satisfied with their work now, and they want to have a lot improvements. Even though Ningbo government and Chinese government have done a lot to help them feel well when doing their job, the condition is not always like what they think. There are some reasons about that, for example, stereotype in working, some disabled workers have mentioned in the survey that they felt discrimination about their mutilation which make them feel very bad. For sure, the education improvement and works of government cannot be ignored, but some people are so fixed that they need special practice or warning. Of course there are other reasons, and that's what the next topic, the special policy that focus on employment of disabled people. Everyone have to acknowledge that Chinese government have made a lot of policies that help about the special need of disabled people, but now they are seen as old fashion and need to be changed.

In the past, most policies are focus on the physical help and security payments that they can give to disabled people of employment, for example, Zhejiang Department of Human Resources and Social Security and other 6 departments on improving the employment security system for the disabled to better promote the employment of the disabled implementation opinions is a policy that help disabled people with given them more security to improve their living standard [5]. However, this kind of policies are too old for the condition nowadays. In the new style, policies should combine with new technology rather than only monetary support.

2.2. Analysis on Problems

There is a consensus that policies need to change from day to day. One policy would be not suitable because of many reasons: wrong time, wrong place, wrong executive or other reasons.

At first, Chinese government workers are trying to improve the education quality and other important things about disabled people, and at that time most of the disabled people don't have enough education so most disabled people are not able to do some senior job that need high education level. But years later, many disabled people have accepted good education and they can be as a senior worker in one's factory and they should get the chance to improve their position of their work. So local government and center government should try to change the condition together, which means that they need to change the policy to not only focus on the basic jobs, but also they should give help to let them reach higher place in the companies.

Also, the government should improve with their way of helping, not only the position, the quality of jobs is important for people to evaluate when these disabled people are looking for jobs. Some people think that the jobs for disabled people are not fair to them or they are too hard. For some disabled people, they cannot do a lot works because of their body deficiency, but the works they get are not that suitable for them. Or they just let disabled people to do their work randomly, but some people with well ability are missed in this process. Some people think that their ability are not be seen or they think they are despised or their working facility. So they are looking for a real good way of choosing people to employ to these big companies, they are not just want to be employed, but they want the job that they can show their working abilities.

During the past time, the security is a useful way to help with the help of disabled people, government also had a mass-based experience because of the real advantages they have bring to them. Every citizen can see them as the most powerful and believed organization to help disabled people. They have built their own way to statistics different information. It would not be so difficult for them to make a change to improve the facility of help with disabled people.

However, their ways have been developed years ago, which means that the policies need to change because the condition of employment was so different from years ago. Nowadays, many companies are looking for better in mind rather in better in body. So the strength of disabled people have be changed and their weakness are not seen so important, it shows that disabled people can have less disadvantages when they are looking for job when they are comparing with normal people.

Policies today have advantage for sure, for the basic, it had the strong system of giving security to disabled people who really need that, which is very important for them to maintain the peace of society and give these people with no working ability a way to live in. For many old people, this security is the basic of their life and it also offers a help of young people with no money and no family. It's true that these security offered a stress to other people in the society, because their tax would be higher and their payment would be reduced. But everyone would acknowledge this policy is very important for many disabled people's lives. Also, they have built a good system to know the information of these disabled people. This system is very important because these basic information is very hard to collect because many of those people would not live in urban areas, they might live in some suburb places where are so difficult to find. They have spent a lot of time to know these information to make the policy that can help them.

Also, Chinese government has offered the same education to these disabled children, they have learned in the same environment as the normal children did. And some of them have a good study

there, at least, all of them had 9 years of education in school, which improved the education standard of disabled people a lot.

2.3. Potential Opportunities

About the policies now, there is a consensus that there should be some changes with them, so how can the government get these opportunities? Firstly, as the development of internet, disabled people can get advantages from this. Firstly, internet can remove the physical deficiency of disabled people by using computers or other technology. Nowadays, technology can help with special need of disabled people. Not only make a new artificial limb, they can also help with communication. For example, some disabled people with language barrier are having trouble communicating with other workers or their seniors, which has limited their working ability, and this is one of the main courses that makes disabled workers feel unhappy. By the help of new technology, engineers can make an auxiliary device that directly show their meaning to others by words to help the talking facility of these disabled people. Also, the internet can help with the appearance of disabled people. Many people have acknowledged that they have stereotype with disabled people even though they have got high education, but how about change the appearance as a artificial person, which is similar to the worker, but he or she would not have the mutilation of body. So the most important of appearance would no longer exist. And this cannot only help with their job, but also they can try to show their real body to others to help with their confidence.

2.4. Suggestions

As this article mentions, this research believes that the policies should be changed with the improvement of technology. Maybe they should add some other ways of finding job on internet such as being the seller of online shopping place or be the one to reply customers online. Or they can do some technical jobs with no need or less need of physical condition but most online or they can have an assistant to help them by their limbs. Or just put new technologies on disabled people's body and use these arms or legs to help with movement or other needs that can improve their living standard.

3. Conclusion

In this research, there is a found that the policy of employment in Ningbo should change. In my research, by surveys, the result can help explain that many disabled people are not satisfied with the policies now, and these policies should be change because they do not focus on the important things of immediate society. Everyone knows that the policy directly cause the way that disabled people to looking for jobs, they should be changed because they are too old and they did not catch the need of people nowadays, they should try to improve the policy by the combine with internet and technology that can help with the way of working and living. So they should make more policies with new technology or internet, they should make special care or they should focus on the special need of some disabled people because their mutilation are different, so their needs are different, and the policies should change as time goes, because they can not satisfy people.

References

- [1] Dong Cai-sheng, Jie Jia-dong. The Transformation Process and Innovation Path of the Employment Policy for the Disabled: In the Perspective of Appealing for Change, 2017, 27.
- [2] Eugene Bardach. A Practical Guide For Policy Analysis The Eightfold Path To More Effective Problem Solving. China Renmin University Press, Beijing, 2020: 2-4.
- [3] Chen Jing. Research on Employment Policy of Disabled People on the Perspective of Vulnerability, Disability Research- Theoretical Discussion, 2017, 26.

- [4] Gao Yuan-yuan, Fan Shao-feng, Evolution and Development Trend of Supporting Policies of Collective Employment for the Disabled in China: Based on the Policy Text Analysis Method , Disability Research, 2017: 27..
- [5] Katharina Vornholt, Patrizia Villotti, Beate Muschalla, Jana Bauer, Adrienne Colella, Fred Zijlstra, Gemma Van Ruitenbeek, Sijr Uitdewilligen & Marc Corbière. Disability and employment – overview and highlights, European Journal of Work and Organizational Psychology, 2018, 27:1, 40-55.
- [6] Zhejiang Provincial Department of Manpower and Social Security, Zhejiang Department of Human Resources and Social Security and other 6 departments on improving the employment security system for the disabled to better promote the employment of the disabled implementation opinions, 2020-12-09, 2024-8-22, https://rlsbt.zj.gov.cn/art/2020/12/9/art_1229506668_2198857.html