

Employment Situation and Settlement Mechanism of Disabled People

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Abstract. Nowadays, China has a large number of people with disabilities who widely distributed all the country. To solve their employment problems is not only the need of social stability, but also an indispensable part for the national economic life, social life, cultural life. Employment is the footstone of people's livelihood, the disabled as a vulnerable group, their employment problems are often not concerned by the community. This paper is based on the employment status of people with disabilities, to find out the problems encountered in the employment process of people with disabilities, analyze the reasons behind the problems, and actively seek to solve the employment barriers of the disabled.

Keywords: Disabled people; employment situation; settlement mechanism

1 Introduction

Nowadays, the poverty of the disabled people is very severe. According to the incomplete statistics of China Disabled Person's Federation(CDPF) and Leading Group Office of Poverty Alleviation and Development(LGOPAD) in recent years, the impoverished handicapped people account for 80-90% of the poor in eastern developed area and 70-80% in central area respectively; in western area, they take up of 60-70%.[1] It requires certain attention that this gap has a tendency to widen. When it comes to China, a country with a considerable number of handicapped people, it would affect the establishment of our harmonious society if the gap remained unimproved. The main reason for the poverty of the handicapped people is that they can't find a job, or rather, a good one. According to the field investigation, we discover that the living condition of the disabled is rather worrying. Among the interviewees, over 60% state that the situation for job hunting is not so well, and nearly 70% have no idea about what kind of job is suitable for them, while 62% are working with none for their hobbies or interests involved. Many of them are afraid or fatigue to some extent. Most of those handicapped people who already have a job haven't done a career planning. This article is based on the current situation of employment of handicapped people, combing through the problems of this process and analyzing reasons behind the scene in order to find a plan to clear away the barricade of the employment of the disabled.

2 The employment situation of people with disabilities

In the 1980s, the term "physically challenged" was commonly referred to as "disabled" in Chinese society. In 1984, after the establishment of the "China Disabled Persons' Welfare Foundation", it abandoned the title of "cripple" until today. In 2006, the 61st session of the United Nations General Assembly adopted the Convention on the Rights of Persons with Disabilities. After the Convention come into force in China, Chinese society gradually renamed "disabled" to "physically challenged". [2]The concept of physically challenged in this article refers to the people who disability or serious disable, serious physical and mental dysfunction, not only can not take care of themselves' life, but also affect the social life and work . People with disabilities as social vulnerable groups, because of their own physical defects, were in adversity facing the serious situation of the current employment.

In general, the current employment condition of the handicapped people can be listed in this following aspects:

2.1 The employment rate of the disabled is low, the difference between urban and rural areas is large, and the employment sector is single

According to the data released by the National Bureau of Statistics, China's total employment population is 774.51million in 2015, including 404.1 million urban employment population and 370.41million rural

employment population. [3]However, according to the data released by the China Disabled Persons' Federation, the total number of all types of the disabled has reached 85 million by the end of 2015. China has 4.3 million urban disabled employment population and 16.78 million rural disabled employment population in 2015.[4] By comparison, we can find that the employment rate of the disabled is not high, the proportion of the disabled employment population of the total employment population is also low. From the perspective of urban and rural differences, the rural disabled employment population is significantly higher than the urban disabled employment population. And most of the employed disabled are engaged in lowly jobs with low skills and high intensity and labor is out of proportion to pay.

By analyzing the reasons behind this problem, we can know that it is difficult for the disabled with physically defective to complete the work independently. Today, with the rapid development of commodity economy, the primary goal of companies and enterprises are improving work efficiency and reducing labor costs. The cost of human resources is the most basic part which hardest to reduce in the cost structure of the company and the enterprise. Companies and enterprises often consider the cost of human resources, and they will choose the best candidates with the best working ability and efficiency among all sound applicants in the recruitment. It is difficult for the disabled to meet the requirements of the company and the enterprise to the staff's working ability and efficiency. Institutions, government agencies, individual industrial and commercial households also refuse to recruit the disabled on account of their own image, so employment rate of the disabled is low.

The urban work basically belongs to the secondary industry and tertiary industry which require high physical fitness and intelligence. Due to the concentration of urban population, limited employment opportunities and employment competition, it is hard for the disabled to find a way to make a living in cities and towns. The rural job basically belongs to the primary industry. And most of the disabled are engaged in agriculture, forestry, animal husbandry, fishing and other traditional industries which do not need too much physical fitness but based in experience, so most of the disabled are competent to them. As a result, the gap between urban and rural employment of the disabled is large, and the employment population of the disabled in rural areas is much higher than that in urban areas.

2.2 Employment instability, poor wages, hidden unemployment often occurs

The physical defects factors of the disabled are objective, but the great majority of them are still able to adapt to many jobs, but because of the lack of effective use and development, resulting in a waste of labor resources. With the social attention to the special education, the state has introduced policies to promote the employment of the disabled, and employers do not resist the disabled in recruitment. However, the disabled faced with discrimination in employment that their wages are lower than other employees in the same position. At the same time, it is also difficult to obtain security in the contract signing, welfare insurance, housing security. Sometimes companies hire the disabled in order to complete the "quota scheme" or to get tax incentives. They pay only a small amount of wages to disabled workers, but do not let them go to work, so hidden unemployment often occurs.

The reason is that enterprises do not treat disabled workers equally, just to get them to bring the policy advantage, tax relief, or simply in order to complete the tasks prescribed by law. For disabled workers are weak, it is difficult for them to resort to legal means to safeguard their legitimate rights and interests when their labor rights and interests are infringed.

2.3 People with disabilities generally lack employment guidance

Most people think that the employment of people with disabilities is just to find a job that can be self-reliant on it. Because this idea is ingrained, sometimes even the disabled themselves are lost in blindness that they have never thought what kind of job is they want, what kind of job they can do well, not to mention the career planning. Although some people contact with career planning in the school's career guidance class, but also can not realize its significance.

As a social security measure, government or non-governmental organizations usually provide employment guidance services for people with disabilities. In China, there is no special department or permanent establishment to form a effective system of employment guidance. non-governmental organizations like CDPF are the lack of employment guidance for people with disabilities because of its fewer number, small branches and the short of funds. And the government always provide employment guidance by opening

employment guidance training courses. These training courses can not provide long-term effective guidance for the disabled, because of its short time and limited enrollment.[5]

3.The mechanism of solving employment issues for people with disabilities

According to the problems of the low employment rate of people with disabilities, employment instability, the lack of guidance on employment, we can find solutions to solve these problems from the following three aspects:

3.1 Increasing government investment, provide policy support and legal aid

The government should incorporate the employment guarantee for people with disabilities into the annual plan, set clear and specific employment objectives, increase financial support to social organizations such as the Social Security Bureau and Federation of Disabled Persons, and formulate corresponding employment guidance programs to provide employment assistance for people with disabilities by establishing employment guidance classes every year.

The Government can continue to increase the intensity of tax relief for the company that hiring disabled people. And more flexible and open policies were introduced to encourage companies to actively employ disabled Persons. At the same time, a series of tracking employment advisory and security services should be supporting, such as the supply of labor contract consulting, work environment inspection, welfare and insurance protection. And The Government should earnestly safeguard the legal labor rights and interests of the vulnerable groups of the disabled. When their legitimate rights and interests are violated by the employer, the government and the judiciary should provide the appropriate legal aid to help people with disabilities to obtain legal support. The employing units that illegally violate the rights and interests of disabled laborers shall be punished in accordance with the corresponding administrative regulations.

3.2 Strengthen the social propaganda and oppose the employment discrimination

Government and civil society organizations should strengthen propaganda and oppose discrimination against persons with disabilities. Employment discrimination against people with disabilities comes from the whole society that discriminates against them. There are various reasons for the physical disability of the disabled, but it is not the reason for people to discriminate against them. The media should publicize and report more about the lives of disabled people to disseminate social positive energy. Society should give them more tolerance and understanding to make them feel more equally with communicates. By this way, Employers in the guidance of the whole social atmosphere also will be more and more respect the disabled person.

3.3 Employers should raise the social responsibility and provide the employment opportunities

Enterprises are the most active factor in over society. Also, it is the main social body to solve the problem of employment. Enterprises should take more social responsibility to absorb disabled workers. In modern life, the brands value for enterprises is more and more important consumers often trust the enterprises with good social reputation. Enterprises in the process of operation and management, by hiring people with disabilities, not only can obtain the government's policy support, also can improve their social responsibility, access to social recognition, enhance brand value. it is greatest helpful for employers to provide them with suitable jobs, equal pay for equal work, to solve the problem of employment.

3.4 Disabled people need to improve their employability

Disabled people are the main body of employment and should make full use of the initiative. First of all, mentally disabled people always feel inferior just because of the physical defects. They think they have no ability to work and need help. But the same job, as long as it can be done on time, the disabled are the qualified workers. So, disabled people should make full use of the positivity in the job, and don't be afraid to communicate with colleagues. Secondly, about skills, disabled people may need different working skills in different types of work. So, unemployed disabilities people should be actively to develop their own potential, to learn knowledge and skills, to participate in various forms of employment training, in the process of unemployment preparing for them job.

4 Conclusions

In the current society, the employment of people with disabilities is not optimistic. Governments, civil society organizations, businesses and individuals should be concerned about the employment of people with disabilities. The employment problem of the disabled is the key problem of the employment problem of the whole country, and it is also the shortcoming of the people's livelihood. It is also need to work together to solve the employment problems of people with disabilities.

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