

A Review of the Research on the Employment of the Disabled

Ziqi Huang

School of Business Administration, Guangdong University of Finance & Economics, Guangzhou, 510000, China

Keywords: Employment of The Disabled, Public Policy, Research Review.

Abstract: The employment of the disabled is an important part of social equity and inclusive development. The purpose of this research review is to analyze the current situation and existing problems of the employment of the disabled after the promulgation and implementation of the three-year action plan for promoting the employment of the disabled. The research results indicate that after the promulgation of the policy, the disabled still face some obstacles in the employment process, but the results are remarkable with joint efforts. The shortcomings of the existing literature are for the research on the employment differences of different types of disabilities, the hidden factors of employment difficulties, the employment research under the digital economy, the research on Entrepreneurship of the disabled and cross-cultural comparative research are relatively few. In this regard, the present study this paper puts forward corresponding measures and suggestions, such as strengthening the top-level design of employment of the disabled, setting up targeted policies, establishing the statistical index system of employment of the disabled, to provide theoretical summary and theoretical support for subsequent related research and policy-making.

1 INTRODUCTION

Caring for the disabled is an important symbol of human civilization and progress, a key dimension to highlight social inclusiveness, and a moral responsibility shared by the international community. In China, caring for the disabled has always been regarded as an indispensable part of building a harmonious society. By constantly improving laws and regulations, strengthening the social welfare system, and promoting the development of public welfare undertakings, the government fully protect the rights and interests of vulnerable groups. With the rapid development of the economy, Chinese society has paid more attention to the employment of the disabled, hoping that the disabled can better integrate into society and realize their self-worth. On the one hand, the prejudice and even discrimination against the disabled in the traditional concept still exist. Many enterprises screen out non disabled people first when recruiting, which greatly reduces the employment opportunities of the disabled. On the other hand, the labor market competition is fierce, and the disabled are at a disadvantage in the employment market, facing more employment challenges. Promoting the employment of the disabled can not only help them to be self reliant and obtain a sense of happiness and

achievement, but also related to social equity and people's livelihood.

The State Council has issued the notice of the general office of the State Council on printing and Issuing the three-year action plan for promoting the employment of the disabled (2022-2024), which aims to further consolidate the achievements of poverty eradication and help people with disabilities achieve fuller employment. The plan aims to achieve the employment goal of 1million people with disabilities in urban and rural areas nationwide by 2022-2024. Through ten main measures and six guarantee conditions, it will promote the effective protection of the employment rights and interests of the disabled and effectively promote the entrepreneurship and employment of the disabled (General Office of the State Council, 2022).

Since the implementation of the policy, with the progress of social concepts and the development of technology, the number of disabled people in employment has increased, and the employment situation has improved. Many disabled people have experienced the sense of satisfaction and achievement brought by employment. Nowadays, the positive changes and improvements cannot be ignored. First, in terms of policy support, the Chinese government has formulated a series of laws, regulations and supporting policies on the employment of the

disabled, adopted various measures to promote the employment of the disabled, and provided various forms of employment for the disabled (Ma, 2022). In addition, the proportional employment system is also constantly being adjusted and improved. For example, China imposes penalties on enterprises that fail to arrange employment for the disabled in accordance with the prescribed proportion, and provides financial support through the employment security fund for the disabled (Jin, 2023). Secondly, social enterprises are playing an increasingly important role in promoting the employment of the disabled. Some scholars pointed out that social enterprises, as an innovative form of public welfare and charity, provide "decent" jobs for the disabled, realize large-scale employment and improve the quality of employment at the same time. Especially in the centralized employment mode, social enterprises led by government-run charitable foundations can achieve the goal of maximizing public interests, this shows that social forces are gradually becoming an indispensable part of promoting the employment of the disabled (Li et al., 2024). Moreover, the development of the Internet economy has brought new opportunities for flexible employment. The research shows that the number of flexible employment of disabled people in China has shown a trend of "rising - falling - rising", and flexible employment has become the second largest form of employment after rural planting and breeding, this new form of employment enables more disabled people to find suitable jobs without being restricted by the traditional workplace, especially in the field of Internet economy (Xu et al., 2023). At the same time, young people with disabilities are also actively exploring the possibility of digital employment. They use digital platforms and technical skills to participate in a wider range of market activities (Yi, 2024). It is worth noting that after the progress made in the field of higher education, more and more disabled people with good education began to enter the workplace. After decades of efforts, the enrollment object of higher education for the disabled has become diversified, the scale of running schools has gradually expanded, and the level of running schools has become increasingly perfect. This means that more disabled people with professional knowledge and technical ability will join various industries in the future, so as to further improve the level of career development and social integration of the entire disabled group (He et al., 2024). In general, although the disabled still face some obstacles in the process of employment, the achievements of all sectors of society cannot be underestimated.

This paper aims to systematically sort out the research on the employment of the disabled by discussing the problems that still exist after the promulgation of the plan and since its implementation, integrating the research perspectives of different fields and countries, analyzing the current situation, problems and Countermeasures of the employment of the disabled, summarizing and summarizing the theoretical achievements in the field of the employment of the disabled, providing a theoretical basis and framework for the follow-up research, providing diversified theoretical support for the employment of the disabled, and providing theoretical guidance for the further formulation and implementation of the employment policy for the disabled.

2 LITERATURE REVIEW

From the perspective of research, the literature can be classified from multiple perspectives. First of all, the first kind of literature uses a comparative perspective to compare and analyze the international policies and international experience of China and the world, so as to provide reference for the employment status and policies of the disabled in China. There is an article compares the experience of foreign proportional employment system and puts forward suggestions to optimize China's system (Wang, 2024).

The second kind of literature uses a historical perspective, from the perspective of time, to investigate the phenomenon of employment difficulties for the disabled or the development process and evolution of policies, and finally puts forward suggestions for policy development. There is an article comments on the employment policies and effects of the disabled in the United States at various stages, and analyzes the evolution process and reasons of the employment policies for the disabled in the United States in the past century (Yang et al., 2008).

The third kind of literature, from an empirical perspective, based on various types of actual data and empirical facts, uses quantitative or qualitative research methods to rationally analyze the phenomenon or problems of the employment of the disabled. For example, from the perspective of flexible employment, There is an article by domestic scholars analyzed the data in the statistical yearbook, drew a statistical map of the number of flexible employment of the disabled nationwide from 2016 to 2021 and the proportion of various employment modes of the disabled, revealed the trend of flexible

employment of the disabled and the changes of different employment modes, and finally put forward suggestions to promote the flexible employment of the disabled (Xu et al., 2023). Some foreign scholars' articles take some disabled youth in Bhutan as examples to explore the situation of disabled youth obtaining meaningful employment opportunities. Researchers have developed and tested an employment assessment tool (EAT) by collecting data to help disabled youth understand what they need to do to get closer to meaningful employment. At the same time, the study also evaluated the effectiveness and practicability of the tool, and discussed how the Bhutanese government and community supported the transition of disabled youth from family, school or other environment to formal or informal employment (Lynch et al, 2023). Other scholars have collected a large number of first-hand data through qualitative research methods, field research and in-depth interviews, discussed the process and challenges of disabled youth entering the formal employment market in Bangladesh, and based on the research results, put forward specific suggestions to improve the employment situation of disabled youth (Bechange et al, 2024).

The fourth type of literature from a theoretical perspective, based on the existing theoretical framework and concepts, through the construction or quotation of theoretical models, as well as theoretical reasoning, carries out theoretical analysis on the employment of the disabled. At present, two studies have analyzed the employment problem of people with disabilities and its underlying reasons from a theoretical perspective, and proposed specific policy recommendations. However, the first study focuses more on the construction of theoretical background and emphasizes the role of social environment (Ma, 2022). The second article focuses more on the practical operation of policies (Wang, 2006). In addition, there is another article that focuses more on the construction of statistical indicator systems compared to the above two articles. Through comparative analysis of international experience, the article proposes specific suggestions for constructing a statistical indicator system for the employment of persons with disabilities, emphasizing the scientific and practical nature of statistical indicators (Zhang et al, 2023). Overall, all three provide multidimensional perspectives and solutions for the employment issues of people with disabilities.

The fifth category of literature from a practical perspective, from the actual operation and specific experience, through specific cases and practical experience, analyzes and solves the employment

problem of the disabled, and puts forward practical and feasible solutions. There is an article uses the method of case study and field research to collect the actual experience and data of disabled youth in digital employment, describes in detail the current situation, challenges and successful experience of disabled youth in digital employment, analyzes the employment advantages of disabled youth in the digital era, and puts forward the path to promote the digital employment of disabled youth (Yi, 2024). There are also documents from the perspective of policy innovation and reform, from the perspective of policy design and implementation, to explore how to solve the problem of employment for the disabled through new policies and reform measures, and put forward some innovative countermeasures based on the current situation. There is an article creatively proposed that social enterprises should be used as innovative means of public welfare and charity to build a new mechanism for the employment of the disabled with social enterprises as the core, providing new ideas and directions for the employment of the disabled, and analyzing the cultivation path of social enterprises for the employment of the disabled with the cooperation of multiple subjects (Li et al, 2024).

After literature analysis, the contribution of existing literature can be summarized from the following aspects. First, the description of the employment status of the disabled is relatively clear, which mainly shows that the employment rate of the disabled is low, the employment gap is significant compared with that of the non disabled, and the employment mode is relatively single, mainly concentrated in welfare enterprises, proportional employment and other forms. Secondly, the literature has a variety of perspectives on the employment barriers of the disabled, including the perspective of social issues, comparative perspective and digital perspective. In addition, most literatures involve the discussion on the employment promotion strategies for the disabled, and put forward many suggestions, such as improving laws and regulations, clarifying the subject status of the rights of the disabled, improving environmental conditions, strengthening the construction of barrier free facilities, improving the employment service system for the disabled, providing employment guidance and employment training, optimizing the employment security system, and better promoting the employment of the disabled. Some literatures have also used constructive tools to try to help the disabled get a better job. These research results have important reference value for promoting the development of the cause of the disabled and promoting the employment of the disabled in China.

However, there are still gaps in the existing literature. First of all, the literature mainly focuses on the overall employment situation of the disabled, but there is no in-depth analysis of the employment differences of different types of disabilities (such as vision, hearing, limbs, intelligence). Different types of disabilities may face different obstacles in the process of job hunting, and have different requirements for the working environment. It is necessary to formulate more refined employment support policies. Secondly, the literature mainly focuses on the problem of explicit employment difficulties, but there are relatively few studies on some hidden factors of employment difficulties, such as unconscious crowding out of the disabled in the workplace and some "stereotypes" that will cause some problems for the employment of the disabled. In addition, most of the literature mainly focuses on the traditional employment mode, but there is a lack of research on the employment opportunities in the digital economy era. At present, new business forms such as telecommuting, e-commerce and sharing economy provide new employment opportunities for the disabled. It is necessary to study how to use these opportunities to promote the employment of the disabled. In addition, the literature mainly focuses on the employment of the disabled, but the research on entrepreneurship support for the disabled is relatively few and not deep enough.

3 EMPLOYMENT STATUS OF THE DISABLED

From the perspective of overall trend, a series of laws and regulations have been issued at the national level to strengthen the protection of the employment rights and interests of the disabled. For example, the law of the People's Republic of China on the protection of the disabled, which has been implemented since 2008, aims to safeguard the legitimate rights and interests of the disabled and develop the cause of the disabled. By 2021, the "14th five year plan" for the protection and development of the disabled has been issued. The employment situation of the disabled has improved significantly in the past few decades. From the previous "affiliation" to the steady provision of disabled jobs by state-owned enterprises and private enterprises in major provinces and cities, from the previous recruitment of mild disabled people to the current auxiliary employment, so that more intellectual, mental and severe disabled people can go out of their homes. From the previous employment

only without training to the current management and service system of vocational training for the disabled, In the past three years alone, the employment rate of 1.57 million disabled people has increased by 4.8 percentage points, and the overall employment situation has steadily improved. However, despite these achievements, the current employment trend of the whole society is not optimistic, and employment for disabled people is even more difficult. Although all aspects have improved under the implementation of the program, there are still some phenomena and problems that have not been properly solved.

4 EMPLOYMENT OF THE DISABLED

First of all, the disabled still face the problem of insufficient job supply in the employment market. In terms of the quality of employment, the level of employment and the stability of employment, the disabled are at a significant disadvantage compared with the non disabled (Ma, 2022). Although the State encourages enterprises to attract the employment of the disabled, in reality, only a few private enterprises are willing to provide jobs for the disabled, and the participation of state-owned enterprises and foreign-funded enterprises is relatively low. While quasi government organizations such as the disabled persons' Federation and the village residents' committee often take the form to complete the procedural work when providing employment support, without really understanding the needs of the disabled (Ge et al., 2021). Secondly, the employment training system for the disabled is not perfect, the existing employment training is not standardized and extensive, the training content is out of line with the market demand, and the training quality is uneven. In addition, the rehabilitation expenses of the disabled are relatively large, while the wages and benefits at work are far lower than those of the non special hardship groups. This imbalance between income and expenditure makes them face greater economic pressure in the process of employment. In addition, the disabled still have the problem of imperfect barrier free facilities in the process of employment. Although some barrier free facilities have been set up, there are other inconveniences (Zhang, 2024), as well as problems such as implicit discrimination and stereotype, which make them not preferred in employment, all of which aggravate the difficulty of their employment.

5 EMPLOYMENT COUNTERMEASURES FOR THE DISABLED

For the current situation of the employment of the disabled, in view of the literature research gap, this paper has the following suggestions. First of all, the government should strengthen the top-level design of the employment of the disabled, make a more accurate assessment and summary of the implementation effect of the three-year action plan to promote the employment of the disabled, formulate relevant policies and plans, actively eliminate the chaos of "affiliated employment" of the disabled, increase the employment salary of the disabled to support the rehabilitation expenses of the disabled, and clarify the responsibilities of various departments to form a joint force. In addition, targeted policies should also be set according to the types of disabilities and difficulties faced by the disabled to meet the needs of different types of disabled people. The government should also establish a statistical index system for the employment of the disabled, conduct regular employment surveys, master the employment dynamics of the disabled, and provide data support for the formulation of employment policies. Secondly, the government should promote the construction of barrier free environment, strengthen the construction and transformation of barrier free facilities, and listen to the opinions of the disabled, so that barrier free facilities can truly serve the disabled and promote employment. At the same time, the government should also combat discrimination at the institutional level, enact an anti employment discrimination law, strengthen the supervision of employers, and protect the equal employment rights of the disabled. In addition, the government should also strengthen the construction of the employment service system, provide one-stop systematic services, including employment guidance, employment information docking, employment training and other services, and provide all-round support for the employment of the disabled. In terms of employment training, the government should develop diversified training courses according to market demand and the characteristics of the disabled, improve the pertinence and effectiveness of training, enhance the employability of the disabled, and set up entrepreneurship courses to help and guide the disabled to better start businesses. In shaping the social atmosphere, the government should strengthen social publicity and education, change the social discrimination and prejudice against the disabled,

eliminate the "stereotype", take into account the feelings of the disabled in all kinds of work and activities, and create a good atmosphere for the society to accept the disabled. At present, the development of science and technology has brought new forms and methods of employment. The government and enterprises should actively promote the participation of the disabled in digital careers, such as remote office, online operation, which can not only facilitate the disabled, but also expand the employment channels for the disabled, so that they can better integrate into the society

6 CONCLUSION

In general, since the implementation of the program, the current situation of employment difficulties for the disabled has improved, but there are still some problems to be solved. The existing literature has a clear description of the employment status of the disabled, and most of them can put forward constructive opinions from different angles. There are also many literatures that have made comparative analysis of domestic and foreign phenomena and policies. However, there are also some research gaps in these documents, such as the lack of in-depth analysis of employment for different types of disabilities, the lack of attention to hidden factors and the needs of the disabled, and the lack of in-depth research on the adaptation of the disabled to digital employment. For the current situation of employment difficulties for the disabled, this study puts forward some key problems that still need to be solved, such as the disabled are still at a significant disadvantage in the employment market compared with the non disabled, the employment training system for the disabled is not perfect, standardized and extensive, the salary is far lower than that of the non special groups, the barrier free facilities are not perfect and implicit discrimination, stereotypes still exist, and puts forward some practical countermeasures for these problems, such as formulating relevant policies and plans, establishing the employment statistics index system for the disabled, combating discrimination from the institutional level, strengthening the construction of employment service system, and actively promoting the participation of the disabled in digital careers. The results of this study will help the disabled better achieve high-quality and high-level employment in the future, but the results of this study fail to fully take into account the changes in the macro environment, so it has certain limitations. It is hoped that future related

research can take into account the impact of environmental factors, extend the Perspective to other disciplines, and further excavate and integrate relevant theories on the basis of existing research, so as to build a more perfect theoretical framework.

REFERENCES

- Bechange, S., Jolley, E., Rozario, A.R., Mallick, U., Islam, T., Brown, S., & Schmidt, E. 2024. Navigating the journey into formal employment for youth with disabilities in Bangladesh: a qualitative study. *Children and Youth Services Review* 160.
- Ge, Z., Chen, R., Tang, W., & Cong, Y. 2021. Why strong employment support for persons with disabilities has not brought about positive outcomes? A qualitative study in mainland china. *Children and Youth Services Review* 121.
- General Office of the State Council. 2022. Notice of the general office of the State Council on printing and distributing the three-year action plan for promoting the employment of the disabled (2022-2024). https://www.gov.cn/zhengce/zhengceku/2022-04/08/content_5684090.htm
- He, Z., Yang, T. 2024. Local experience, practical dilemma and optimization path of the development of higher education for the disabled. *Social Scientist* 05, 190-196.
- Jin, B. 2023. A comparative study of proportional employment policies for the disabled in China, Japan and South Korea. *Research on the Disabled* 02, 86-96.
- Li, Z., Zhang, Z., Xue, J., & Ge, Z. 2024. Social enterprises: Innovation of public welfare and charity and new employment mechanism for the disabled. *Research on The Disabled* 01, 33-44.
- Lynch, P., Schuelka, M.J., Brown, R., Johnstone, C., & Tshewang, S. 2023. Meaningful employment opportunities for youth with disabilities in Bhutan: Piloting an employment assessment toolkit. *International Journal of Educational Development* 101.
- Ma, Y. 2022. Barriers to employment of the disabled and the path selection to promote the employment of the disabled -- from the perspective of the disabled social model. *Journal of Jinan University (Social Science Edition)* 05, 131-138.
- Wang, J. 2024. International comparative observation and local optimization path of proportional employment system for the disabled. *Research on the Disabled* 01, 87-96.
- Wang, X. 2006. Reflections on the employment of the disabled and employment security policies. *Journal of Beijing Institute of administration* 02, 67-70.
- Xu, N., Li, Y., & Li, C. 2023. Flexible employment for the disabled in China: current situation, challenges and policy suggestions. *Research on the Disabled* 01, 79-86.
- Yang, W., & Chen, Y. 2008. Changes in employment policies for the disabled in the United States. *American Research* 02, 63-76+4.
- Yi, Y. 2024. The practice form and promotion path of digital employment of disabled youth. *Research on The Disabled* 03, 67-76.
- Zhang, L., & Zhang, X. 2023. Construction of statistical indicator system for employment of the disabled: international experience and Enlightenment to China. *Research on the Disabled* 04, 75-85.
- Zhang, J., Li, R., Zhang, X., & Hao, Z. 2024. "Obstacles" in barrier free environment. <https://baijiahao.baidu.com/s?id=1799550460420240928&wfr=spider&for=pc>