



# Exploration on employment optimization of disabled from the perspective of energy enhancement theory

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**Abstract.** In recent years, the employment of people with disabilities in China has developed rapidly, the scale of employment of people with disabilities has gradually grown, and the employment pattern of people with disabilities has shown a diversified trend. Comparing the employment welfare of people with disabilities in China and the welfare state of the United Kingdom reveals that there are still problems of low employment quality, infringement of the rights and interests of people with disabilities, restricted employment and difficulties in starting a business in China. A series of pathways to optimism the employment of disabled people in China are proposed under the perspective of the enrichment theory to provide a reference for the employment of disabled people in China.

**Keywords:** employment of people with disabilities, enrichment theory, training of people with disabilities

## 1 Introduction

As society develops and progresses, people no longer agree with the theory of providing for the disabled, but at the same time, the theory of empowerment of the disabled has been recognized, helping them to improve their abilities through the state, society and individuals. The "Three-Year Action Plan for Promoting Employment of Persons with Disabilities (2022-2024)" issued by the General Office of the State Council also points out that the main target is persons with disabilities who have employment needs and employment conditions but are not employed, further implementing policies to support the employment and entrepreneurship of persons with disabilities, and promoting the formation of a good social environment that understands, cares for and supports the employment and entrepreneurship of persons with disabilities, indirectly contributing to the achievement of common prosperity.

## 2 Current employment situation of people with disabilities

In terms of employment of persons with disabilities, eight laws, including the Labour Law, the Law on the Protection of Persons with Disabilities and the Law on the Pro-

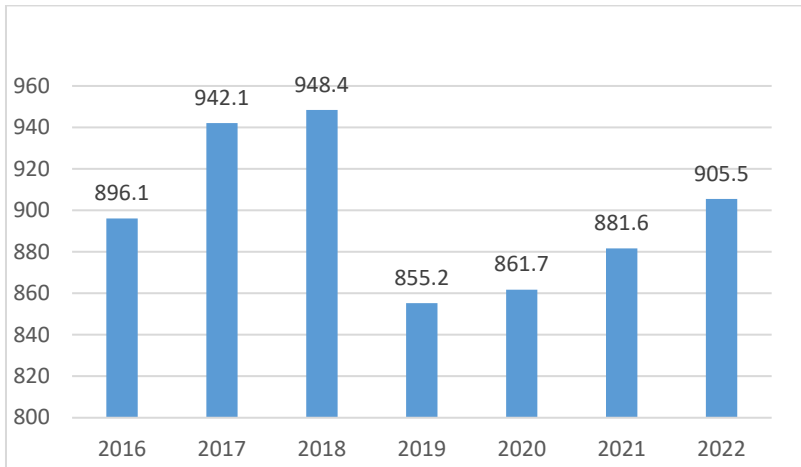
motion of Employment, and six regulations, including the Regulations on the Employment of Persons with Disabilities, include provisions on the employment of persons with disabilities and their equal enjoyment of labour rights.

In his speech, Guan Xinping, President of the Society for the Development of Disabled Persons, pointed out that the past decade has been a decade of great development for the cause of disabled persons, with breakthroughs made in the employment of disabled persons, and Wang Jianqiang, Deputy Director of the Disabled Persons' Work Committee of the Gansu Provincial Government and Director of the Provincial Disabled Persons' Federation, pointed out that a total of 10,000 disabled persons will be newly employed in Gansu Province between 2021 and 2022.<sup>1</sup> The government of Gansu Province has made a breakthrough in this regard. Relevant departments have adjusted the tax preferential policies for the employment of persons with disabilities, formulated policies and measures to support supported employment of persons with disabilities, independent employment and entrepreneurship and government procurement to promote the employment of persons with disabilities, and the proportion of employment of persons with disabilities has increased by nearly one percentage point every year.<sup>2</sup> The percentage of employment of people with disabilities has increased by nearly one percentage point every year. Xie Qiong proposed that employment is the foundation of people's livelihood and the most effective way to bring a sense of value and security to people with disabilities and to achieve their independence and freedom, and that every effort should be made to improve the quantity and quality of employment.<sup>3</sup> Since 1988, China has promulgated and implemented seven successive five-year plans related to the development of persons with disabilities, and has pointed out that by 2025, a multi-faceted employment support system for persons with disabilities should be formed, with the goal of achieving higher quality employment for persons with disabilities.

## **2.1 The current scale of employment for people with disabilities**

According to the statistical bulletin on the development of the cause of persons with disabilities in 2022, 592,000 new persons with disabilities were employed in urban and rural areas nationwide in 2022, including 143,000 new jobs in urban areas and 449,000 new jobs in rural areas; 502,000 persons with disabilities were trained in urban and rural areas nationwide by name

From Table 1, it can be seen that in recent years, the employment situation of China's urban and rural licensed persons with disabilities, between 2016-2018 due to China's rapid economic development, the number of employment of persons with disabilities is high and shows a continuous growth trend, between 2019-2022 by the impact of the epidemic, the number of employment of persons with disabilities in China is generally low, but from the figure can be seen that the employment trend of persons with disabilities is still rising.

**Table 1.** Statistics on the number of employed persons with disabilities with permits in urban and rural areas in China, 2016-2022 (unit: 10,000)

From Table 2, we can see that the number of proportional employment of persons with disabilities in China shows an overall growth trend during 2016-2022; the number of individual employment shows a fluctuating trend in different years but the number fluctuates more steadily over the years; the number of supported employment grows amid fluctuation; the number of agricultural farming employment shows an overall decreasing trend but still leads among the following employment types; the number of centralized employment The number of people employed in public service jobs has been increasing year on year and is expected to exceed the number of people in supported employment; the number of people in flexible employment has been decreasing during the epidemic, but is still on an overall increasing trend.

**Table 2.** Statistics on the number of people with documented disabilities employed by all channels in urban and rural areas in China, 2016-2022 (Unit: 10,000)

Type of employment	2016	2017	2018	2019	2020	2021	2022
Proportional employment	66.9	72.7	81.3	74.9	78.4	81.8	86.7
Individual employment	63.9	70.6	71.4	64.2	63.4	63.5	64.1
Supported Employment	13.9	14.4	14.8	14.3	14.3	14.3	15.2
Engaged in agricultural farming	451.3	472.5	480.1	430.1	424.3	430.1	430.0
Concentrated employment	29.3	30.2	33.1	29.1	27.8	26.8	26.0
Employment in public service jobs	7.9	9	13.1	14.4	14.7	14.8	17.9
Flexible employment	262.9	272.7	254.6	228.2	238.8	250.3	265.6

## 2.2 Current employment patterns of persons with disabilities

With the continuous improvement of the social market economy, the employment patterns of people with disabilities in China are increasingly diversified - centralized employment, proportional employment, flexible employment, self-employment and other employment patterns co-exist.<sup>4</sup> Centralized employment refers to the employment of people with disabilities in various types of welfare enterprises and medical institutions. Centralized employment refers to the employment of people with disabilities in various types of welfare enterprises, medical care for the disabled and other units. Proportional employment refers to the arrangement of employment for persons with disabilities by organs, groups, enterprises and institutions, and urban and rural collective economic organizations in accordance with a certain proportion, and the selection of appropriate types of jobs and positions for them, which is an important form of employment for persons with disabilities. Individual flexible employment refers to the voluntary organization of employment for people with disabilities, in accordance with local conditions and the needs of each individual. Self-employment refers to the self-employment of persons with disabilities through their own skills or through e-commerce platforms, and is an important part of employment for persons with disabilities .

## 3 Theoretical framework

"Empowerment" originally meant giving people a greater sense of responsibility and the ability to do what they needed to do.<sup>5</sup> The theory of employment empowerment for people with disabilities aims to achieve the employment of people with disabilities, through their own efforts and external support, so that people with disabilities can enter the workplace. There are three types of empowerment for people with disabilities: government empowerment, social empowerment and self-empowerment.

Government empowerment of persons with disabilities refers to the national government's formulation of a series of laws and regulations, administrative measures, rules and regulations and other measures to provide assistance in terms of policy inclination, policy support, environmental construction and employment incentives for the employment of persons with disabilities, so as to achieve external government empowerment.

The social empowerment of people with disabilities refers to the social empowerment of enterprises in society, which can absorb more people with disabilities to work in the enterprises, so as to effectively solve the employment problem of people with disabilities.

Self-empowerment means that people with disabilities are able to work through their own efforts to enter various jobs in society and meet their employment needs.

## **4 The dilemma of employment for people with disabilities in China**

### **4.1 Poor quality of employment and low income for people with disabilities**

"The 14th Five-Year Plan for the Protection and Development of Persons with Disabilities states that the level of social security and the quality of employment for persons with disabilities is not yet high, and that there is still a considerable gap between the per capital income of households with persons with disabilities and the social average. Persons with disabilities are at a disadvantage in society and in the labor market due to their partial lack of physical functions. The services provided by the Federation of Persons with Disabilities for persons with disabilities mainly include vocational qualification training, special skills training, training before job and subsequent updating of job skills. Although there are federations and other institutions that provide employment support for persons with disabilities, employment for persons with disabilities tends to be fragmented, fragmented and short-term. The current employment situation of persons with disabilities results in low income for persons with disabilities, which makes it difficult for them to meet all their living expenses.

### **4.2 Inadequate legal regulation and infringement of the rights of people with disabilities**

A series of laws and regulations were set up at the beginning of our country to protect the employment rights of people with disabilities, but there are still some loopholes in these laws and regulations, and China's laws and regulations for people with disabilities are slow to be updated. At present, the employment of people with disabilities in China mainly relies on independent employment and proportional distribution of employment. In the process of social employment of persons with disabilities, many enterprises set restrictions for various reasons and refuse to accept persons with disabilities to work in their enterprises, but the current lack of relevant government supervision and punishment has led most enterprises to ignore the laws and regulations on the proportional arrangement of employment of persons with disabilities and refuse to provide employment opportunities for persons with disabilities.

### **4.3 Self-qualification and limited employment for people with disabilities**

Although China is now popularizing compulsory education for people with disabilities, supporting and encouraging the construction of vocational schools for people with disabilities, and carrying out various skills training activities for people with disabilities to improve their own knowledge and skills and various qualities, and has achieved high results, the level of knowledge and vocational skills of people with disabilities in China is still not high, leading to restrictions on the employment of people with disabilities. In an era when specialization is generally emphasized in all sectors, the recruitment requirements for each job are more limited, and many people with disabilities who have received higher education in the country but are not professional in their employment

choices are first and foremost forced to choose a position that matches their own qualities. In addition, there is a large proportion of people with disabilities in China who have not received higher education, and the employment options available to this group are very limited and difficult.

## **5 Optimization strategy of employment of disabled under the perspective of energy enhancement**

### **5.1 Improving employment regulations and policies for people with disabilities**

The employment service platform for persons with disabilities is the main source of employment information for persons with disabilities at this stage, an efficient way to enhance their employment level, and an important way for them to receive psychological guidance on employment.

Strictly enforce the ratio of the number of persons with disabilities employed by enterprises as stipulated in the Regulations on the Employment of Persons with Disabilities, and improve the system of proportional arrangement of employment of persons with disabilities by enterprises. Enterprises that actively and correspondingly place persons with disabilities in employment are commended, and employers who recruit persons with disabilities are given support in the form of job subsidies, social insurance subsidies, vocational training subsidies, subsidies for the purchase and renovation of facilities and equipment, and subsidies for vocational skills appraisal, as required, and employers who exceed the proportional arrangement for the employment of persons with disabilities are rewarded.

### **5.2 Multi-channel promotion of employment and entrepreneurship for people with disabilities**

The channels and forms of employment for persons with disabilities are broadened, and persons with disabilities who have the conditions and needs for employment are given more options to choose from. Persons with disabilities can choose the appropriate form of employment according to their actual situation.

Strengthen the construction of employment central for people with disabilities to provide them with appropriate jobs and realize employment close to their homes. Encourage people with disabilities to achieve self-employment. Strengthen subsidies for the independent employment of people with disabilities in terms of business premises, necessary facilities for employment and social subsidies to encourage them to realize independent employment. To integrate people with disabilities into society and realize their social value.

### **5.3 Enhancing the abilities of Employment and entrepreneurship of disabled people**

Develop and implement the Vocational Skills Upgrading Plan for Persons with Disabilities (2021-2025), with a focus on employment for persons with disabilities, to upgrade their skills through vocational skills training and achieve high-quality employment for them. Persons with disabilities with employment aspirations and training needs are encouraged to receive matching vocational skills training, job skills training and comprehensive quality improvement training, and to develop their employment and entrepreneurial abilities from multiple perspectives.

Based on the existing offline centralized training courses for persons with disabilities, develop online training courses and a combination of online and offline vocational skills training course formats for persons with disabilities, so that persons with disabilities with employment and training needs can choose the most appropriate training format according to their own situation. Standard the management of vocational skills training for people with disabilities to ensure that people with disabilities can upgrade their skills through skills training courses.

### **5.4 Protecting the employment rights of people with disabilities**

The right to equal employment for persons with disabilities is a fundamental right and it is a basic obligation of the State to guarantee the basic right to employment for persons with disabilities<sup>6</sup>. Reasonably stipulate the conditions for persons with disabilities to have entry medical examinations for civil servants and institutions, etc., and guarantee the equal employment rights and interests of persons with disabilities who are capable of fulfilling the physical and psychological conditions required by their positions. Strengthen the monitoring of the employment of persons with disabilities to avoid, as far as possible, the problem of employers discriminating against persons with disabilities and undermining their employment rights and interests.

Employers should provide suitable working conditions for persons with disabilities, strengthen the construction of a barrier-free environment in their establishments and provide them with labor protection. Employers should treat people with disabilities equally in terms of promotion, ranking and title assessment, and give them the right to fair competition.

## **6 Conclusion**

Through external enhancement we can help the disabled people to achieve proportional employment, flexible employment and entrepreneurship, and help them in need to achieve full employment.

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