



# Research on Problems and Countermeasures to Advance the Disabled People's Employment Ability in Rural Area of China

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## ABSTRACT

Both of employment situations and their employability level of the disabled have influences on the state. The situation of employability which include professional self-identity, the degree of education, social capital, and adaptive capacity, independence is not favorable, and disabled people's employment level is limited by physical and mental defects, occupational choice, family economical condition, and human capital. It is indispensable to break the current discrimination to the disabled, by reducing discrimination from the enterprises and average people. It is also required to enhance disabled people's employability by providing the disabled with education, training and career counseling services to promote fair employment. The disabled ultimately gain more income and come into a well-off society with ordinary persons.

**Keywords:** rural area; the disabled; employability; influence factors

## 1. Introduction

Saad Z•Nagi in the work named Employment and Disabled has pointed out the disabled people is the vulnerable group who is confronting with serious discrimination in employment area, and advocated that

government should powerful support the employment field for the disabled and increase the quantity of employment in America[1]. Currently Guizhou, a western province of China, puts forward the idea of getting into a well-off society in 2020, especially Pan County , a less developed county of Guizhou province, also claim the slogan that 'to be the top ten west County and top one hundred national counties'. Nowadays, with physical or mental disability, and lack of education and training, the disabled people in rural area who would like to get jobs extremely desire assistances. The disabled with low ability may be retrained from their disabilities so that have difficulty to get into a work, so that they are always poor and weak in society. we cannot deny that the poverty of these people will be a 'bottleneck' to achieve the goal 'the Synchronous well-off society'. Finding out factors that affect the disabled employability in order to give the path to improve employability and circumstance is essential and pressing.

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## 1. The current situation of rural disabled people's employability

### 1.1 The low professional identity

Taking Pan County as a case, it can be found that the disabled people interviewed in Pan county are not keen to current occupation which is so low that they always are on living condition. Namely, disabled persons in rural area show negative attitude to their current jobs, and they do not satisfy the salary and actively recognize current work circumstance. Most of their present careers are just a family business or provisional means of subsistence in their lives.

### 1.2 The low level of professional knowledge and skills

The disabled and relevant government officials interviewed told that they have inadequate professional knowledge and the education, in fact, most of disabled people interviewed have just a primary school education and some are illiterate. Besides, according to introduction of the disabled, they have few skills trainings experience and even no skills on their career. It can be clear that the disabled do a lot of things with the help of their families and others. The relevant government officials gave the exactly the same that the labor capacity of disabled people in their County are low and need to be improved as soon as possible.

### 1.3 The poor ability of gaining a job

Disabled people's employment field and narrow range of career choices are limited. It is discovered that the field which one disabled person works in does not change a lot before they become disabled. According to their own description, it is due to that they felt they have no other choice so that they must engage the former field. So it is obvious that the employment of the disabled people in certain field is curing and their career options are also relatively narrow. They have no enough choices to reselect a new work.

### 1.4 The better ability to keep working

The disabled people's ability of maintaining a job is always great and durable. The disabled always insist on working in some occupation in a long time once they find a suitable job, or the job which could make a living well. In other words, the disabled people's ability of maintaining work is quite wonderful once they find a stable occupation. Consequently, it is also difficult to change their jobs even though the jobs are low-level income and inferior low social status. The disabled interviewed said they are weak in choosing and transforming work. What they are engaged in now are the jobs they had already engaged in for many years, and few people have opportunities to choose again

for lack of motivation and the willingness to change.

## 2. The problems existing in the rural disabled people's employability

The problems of employability of the disabled who live in the rural areas have analyzed as two aspects: the external employability and internal employability. On the one hand, internal employability mainly concludes that professional identity, education, social capital, personal adaptive capacity, and independence. On the other hand, external employability is mainly referred to social environment and family environment[2].

### 2.1 The aspects of internal employability

Professional identity for disabled people is not high, and meanwhile job satisfaction of them is low. In Pan County, the sense of identity that is showed by rural disabled people in current job is generally not high. From what has discussed above that we can see that they get into work which they do not really like.

Furthermore, learning background of disabled people is distressing because of the few educations and less species of professional skill. Rural education circumstance in Pan County is relatively worrying, so that most of them have only primary school education even without graduation. If people have a few skills such as maintaining motors, cooking, accounting, and then he would achieve a success when he seeks for a job.

Another demerit for disabled people is lack of the social capital. Some rural disabled people are born with poverty and have little social association which could benefit them in future. For example, some disabled person could gain a job with the assistance of their relatives or other friends. A mid-aged man with physical disability and interviewed in the project. He expressed that he gained a job which is impossible for him to get without his relative's help.

One of other weakness of ability of disabled people is lack of independence. It might be explained by the fact that in most situations person with visual impairment have little independent unless they have company with them. If there are no enough auxiliary instruments, they prone to danger when going out and walking on the street or in the working place. Some blind people with a good independent who can walk with the guide dog or navigation glasses also need necessary assistance of family members sometime.

### 2.2 The aspects of external employability

One limitation is related to the employment environment and certain policies, which are imperfect and bad. Take Pan County as example, as the particular coal city, it often recruits some labors that mostly can do physical work. We

are reminded that it's impossible for disabled person to do the work. In Pan County there is millions of population totally, in addition, a competitive labor market there. Many people with health body prefer to enter coal mine enterprise for relatively high income, yet it has always been impossible for disabled people to have access to the admirable job.

Consequently, it seems that support from family is another important limitation. The disabled interviewed said that if the disabled people's families certainly provide strong support like energy and time with when the disabled learning and skills training since they are very young, they may gain special training which is sufficient for their physical development. Moreover, if the family would like to support and give finance help, disabled people could learn more technologies or practical skills which will be conducive to their career development. However, it might bring about training costs and loss of time when the family members are companying them during the training time, and it may exert an indirect impact on family.

### **3. The influence factors of rural disabled employability**

Robert Have man (1991) made an empirical analysis of the important factors affecting the disabled employment[3]. The influential factors affecting rural disabled employability in analysis provided feasible suggestions which promoted the employability of rural disabled people. There are five aspects as followed, individuals, families, government, society and the enterprise.

#### **3.1 Personal feature**

Physical and mental defects limit employment abilities. All interviewed disabled people with clearly weak physical function believe that their work capacity worse after they become disabled by accident, even some people lost employability thoroughly. According to their introduction, their ability is completely different because of physical disabilities, which caused hurt to their mentality and serious impact on their confidence. After they got disability, limits on vocational options could lead to narrow choice of work. So they are engaged in the present work because of living, but not because of self interests.

#### **3.2 Family support**

Without enough support, people are unable to afford the cost of rehabilitation and further training; some of them claim that their family can only provide them with basic needs without other things, so it is unrealistic for them to participate in job training. Similarly, some family members believed that it would be enough to be able to maintain the

current situation. Disabled people would find no hope to struggle and just become decadent. Besides expenditure, taking care of the disabled people is also indeed. For example, it is impossible to accomplish the rehabilitation training at home without family members to accompany them. It also found that family care is just remained at diets and clothes during daily life, without any help for rehabilitation training so that the disabled physically rehabilitation was delayed.

#### **3.3 Teams and training system**

The construction of team of experts and specialists is another important factor. The teams consisting of consultant experts and specialists, which might affect development of potential ability seriously, such as special teachers, rehabilitation physicians, have not been set up. Officials in government departments, also agree with the opinion that it would be essential to establish a set of complete education system of mating teachers who have special education and training experience, which can truly improve the employability for the disabled. Besides, even though there are employment training institutions for disabled persons, it is very few of quantity and diversity. And still there is no complete training system and planning for promoting the disabled people's employability neither. So the effect of current way of elevating rural disabled people's employability is certainly limited.

#### **3.4 Social culture and support**

Social culture and the notion of disability are a bit out of date. For certain bias which believe the disabled people's ability are generally lower than ordinary persons, make the disabled persons come into being a thinking that "No matter how diligent I am, I can't reach the height of ordinary persons for certain defects". The backward concept of disability make a great influence in improving the employ ability, precisely leads to the unfair opportunity of disabled people in social life, which hinders directly their development[4]. Furthermore, most undertakings for disabled people are the responsibility of Civil Affairs, but few other private organizations joined. It is weak to promote employability for disabled Persons' Federation, especially in rural areas which the disabled employability stays in a very low level. For example, Pan County has only two special schools both are operated by the government but no social support added.

#### **3.5 The role of Units**

During the project, one leader of enterprise as an interviewee claimed that discrimination may be one of the main factors affecting the disabled employment. The voices of rejecting them to attend are more depressing,

that 'even if he has excellent skills and own the ability of employment, they still won't be hired'. So it's in vain to improve employability if the notion does not change. Now the notions affected seriously the willing of disabled people to improve the employability. In addition, if the recruitment way of the unit does not refresh, disabled people will have no opportunities to engage in brainwork or the advanced management and sophisticated scientific work. For the lack of senior positions for people with disabilities, most disabled people always work at low level position. Even if they work hard, they can only not have access to promotion, which cause their negative thought 'no matter how hard I do, it won't change anything.' Therefore, the pessimistic attitude will also affect the performance of their employ abilities.

#### **4. The suggestion and discussion**

##### *4.1 To develop disabled persons themselves*

Disabled persons should improve psychological capital. Disabled persons should review successful case and noted people and be given a hint that 'I am same good as them, even better' to encourage themselves. Disabled persons should try their best to do something and exercise their own initiative and independence. Moreover, disabled people should also learn professional skills and acquire knowledge. In addition, with clear occupational choice, concentration and pertinence, their employ ability would be improved greatly, and personal interests on work also should be accepted and valued. Thanks to their employment, disabled people have easy access to self-realization.

##### *4.2 To strengthen the family support*

Proper family culture of members will have an unexpected effect in promoting the employment of disabled person's ability. Because it can produce consequence of affecting disabled people's behavior and the practical action. So for the families one suggestion is to pay attention to cultivate positive culture in raising confidence of the disabled people. Another suggestion is to provide accompany care and encourage the disabled as much as possible because it would help to promote the disabled people's mental capital, communication ability, etc. Nowadays let disabled people do what they want to do as far as possible, which is conducive to enhance the disabled people's independence and adaptive capacity in future.

##### *4.3 To perfect the construction of training services*

Government should suggest that schools and enterprises build training system between input fields and output fields, for instance, a disabled student could make

enterprise contracts directly with enterprises before he graduates. In addition, training schools could train talents in the name of certain company which reserve the position for students of this school. The disabled students could go to work in the enterprises directly in the end of the training, which can include labor training, employment, retraining and re-employment training, and implementing tracking mode of employment services. Authorities should implement tracking mode of employment guidance and guarantee vocational training opportunity and promote the formation of the dynamic employment system.

##### *4.4 To promote construction of guidance specialist*

Team of guider and specialists should be under construction. Only more professional and specific guidance can make disabled persons gain desirable effect. It is necessary to strengthen construction of rehabilitation physician team and employment counseling team. With certain aspect of the imperfection, disabled people have difficulty with dealing with the various problems in their jobs. Then, it is necessary to provide them with the services, such as assistance of cope with professionals and answering their questions about rehabilitation training.

##### *4.5 To strengthen the concept of social integration*

Nowadays changing the concept of social disability is necessary. With currently high speed economy development, development of social civilization is relatively backward. Especially in the countryside, the views on people with disabilities are out of date and lead to discrimination against people with disabilities; as you can imagine, a person who are often subjected by discrimination may become sensitive, depressed and more vulnerable, and finally lost his confidence when he is in the face of job challenges. Therefore, it must quickly change the concept of disability to improve the confidence of disabled persons.

##### *4.6 To strengthen social role of the organization*

To promote the undertakings for disabled persons, it is also need the private organizations to give full play the role. The reason about low rural disabled employment ability, it largely has to do with the absence of the non-governmental organizations. The related aspects such as undertakings for disabled persons raising, disabled persons preferential policy, and investment, just rely on the government's power is not enough, it need the participation of non-governmental organizations and other social organizations to help the disabled employment ability of promotion.

##### *4.7 To perfect the principles to select employee*

For recruitments of companies, specialist should consider the competencies and skills of applicants as the most

prime principle rather than attaching great importance on appearance and external performances, especially avoid looking down upon persons with some of disabilities. Only in this way it could choose the really suitable candidates for the enterprise [5]. In addition, expanding positions for the disabled is indispensable.

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