

## SOCIAL SYSTEM, ATTITUDE AND ENVIRONMENT HINDER EMPLOYMENT OF PEOPLE WITH DISABILITIES

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The World Report on Disability addresses the need for better research and data on disability. It will include the first update of World Health Organisation's (WHO) disability prevalence which estimates for more than thirty years. The Report also explores evidence that supports the knowledge that people with disabilities are suffering from poverty, it identifies needs of people with disabilities and provides an analysis of what works to improve the lives of people with disabilities in the areas of health, rehabilitation, support services, information, infrastructure, transportation, education and employment.

This paper's focus surrounds the issues of employment of people with disabilities in China. The research highlights the influential factors of social systems, attitude and environment that affect the employment of people with disabilities in China. It will give a better understanding to the relevant government departments (public agencies), employers and communities who are dealing with employment of people with disabilities. A solid discovery mechanism and discussion platform will be required to make social systems more effective for employment of people with disabilities.

*"Across the world, people with disabilities have ...less economic participation and higher rates of poverty than people without disabilities."*

*(Dr Margaret Chan, Director-General World Health Organization*

*June, 2011)*

**Key words:** *Social Systems, Attitude, Environment, Employment, People with Disabilities*

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A Monthly Double-Blind Peer Reviewed Refereed Open Access International e-Journal - Included in the International Serial Directories  
Indexed & Listed at: Ulrich's Periodicals Directory ©, U.S.A., Open J-Gate, India as well as in Cabell's Directories of Publishing Opportunities, U.S.A.

International Journal of Physical and Social Sciences

<http://www.ijmra.us>

## 1. Introduction

Worldwide, poverty is the single most pressing issue for millions of people with disabilities. The UN report said recently that more than one billion people worldwide (approx. 15% of the world's population) experience some form of disability, the United Nations and the World Bank said in a report that calls for elimination of barriers that often force the people with disabilities to "the margins of society." (World Report on Disability, 9<sup>th</sup> June, 2011). Persons with disabilities are among the most marginalized group in society, particularly in developing countries. The World Bank estimates that 20% of the world's poorest people are persons with disabilities and their difficulties are further exacerbated by social discrimination and exclusion. The Economic and Social Commission for Asia and the Pacific (ESCAP) reports that, "[d]espite recent achievements, people with disabilities remain the single largest sector of the least-served and most discriminated against in almost all societies in the Asia Pacific region".

There is no unified definition of disability in the world, a widely used statistic is that up to 10% of the global population is disabled (UN 2006), and the majority of people with disabilities are poor<sup>1</sup>. In any country the poorest of the poor are often people with disabilities and their families. People with disabilities have a higher percentage of unemployment than their nondisabled peers. "Unemployment among the disabled is as high as 80 per cent in some countries" (UN, 2006). Improvement of employment or earning living for people with disabilities is an important step in breaking down the vicious trap between disability and poverty.

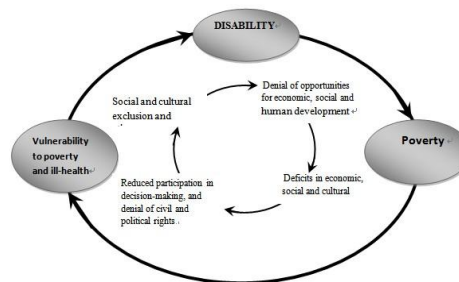
Across the world, people with disabilities have less economic participation and higher rates of poverty than people without disabilities (Dr Margaret Chan, Director-General World Health Organization June, 2011). Poverty and disability seem to be inextricably linked. It is often noted that persons with disabilities are poorer, as a group, than the general population and that people living in poverty are more likely than others to be disabled persons (Elwan, 1999). The majority of people with disabilities are poor. In any country the poorest of the poor are often persons with disabilities and their families. According to the World Bank, "Disabled people are often excluded from school or workplace and are forced to depend on others in the family and

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<sup>1</sup> Disability Stats and Facts provided by Disability Funders Network (<http://www.disabilityfunders.org/disability-stats-and-facts>): "... the majority of person with disabilities are poor, under-employed and under-educated due largely to unequal opportunities..."

community for physical and economic support. In addition to being acutely vulnerable to such exclusion, disabled people are disproportionately poor, and poor people are disproportionately disabled. The Millennium Development Goals, a commitment for the international community to expand the vision of development, cannot be achieved without taking into consideration the needs of people with disabilities” (CBR& inclusive Development In Asia and Pacific cited in World Bank, 2006). The following **Figure 1** was adapted from UK Development for International Development clearly shows the vicious cycle of poverty for people with disabilities.

**Figure 1:** The Vicious Cycle of Poverty and Disability



**Source:** Adapted from UK. Department for International Development (2000), as stated in Guemsey, Nicoli, & Ninio (2006, P. 10)

## 2. Objectives

The *objective* of this research is to understand China’s existing social system, attitudes and environment regarding employment of people with disabilities and to find how to make changes or improvement for employments for the people with disabilities. Following are some *specific objectives*:

*To have better knowledge of China’s current existing social systems (including governance and policies of government), the research paper recommends the reform of poor systems in term of employment of PWDs so as to improve quality of life for PWDs;*

*To increase awareness on Rights of people with disabilities, change public attitudes toward PWDs so that a society in which disabled people can enjoy their right to employment and have the opportunity to fulfill their potential;*

*To advocate and campaign on freeing barriers for people with disabilities, to remove the barriers which hinder employment of PWDs.*

### 3. Research Methods

This study is adapting the qualitative research method as the use of rigorous qualitative research methods can enhance the development of quality measures the development and dissemination of quality improvement efforts.

Qualitative research has its roots in social science and is more concerned with understanding why people behave as they do: their knowledge, attitudes, beliefs, fears, etc. (e.g., why do disabled people prefer to be involved in decision-making about their employment?)

This paper describes how such methods can be used and identifies how to improve the use of such methods in studying how “social system, attitude and environment hinder employment of people with disabilities”. The qualitative research allows the subjects being studied to give much ‘richer’ answers to questions put to them by the researcher, and may give valuable insights which might have been missed by any other method. Not only does it provide valuable information to certain research questions in its own right but there is a strong case for using it to complement quantitative research methods. The qualitative research may also help you to understand the findings of quantitative research; for example, it is very easy to discover how many disabled people are unemployed, but uncovering the reasons for this can be more difficult and conventional surveys may miss some of the important factors.

#### Data Collection

Multiple methods will be used to gain an in-depth understanding of the challenges and needs for employment of people with disabilities. A multiple methods strategy adds rigor, depth, and breadth to quality studies and provides corroborating evidence of the data obtained (Creswell, 2008). Therefore, this study will use five main methods for collecting data. The resulting data is usually transcribed then analysed using one of a variety of techniques for analysis (development and interpretation on key themes). The five main methods of data collection are:

### **1. Focus Groups**

The focus group is a unique type of interview method that is very useful in exploratory research aiming to uncover socially held beliefs and norms. “The focus groups are also a way to supplement information on community knowledge, beliefs, attitudes and perceptions about an important population or health problem...” (Panne 1993, p.129)

For this method the researcher brings together a small number of subjects to discuss the topic of interest. The group size is kept deliberately small, so that its members do not feel intimidated but can express opinions freely. A topic guide to aid discussion is usually prepared beforehand and the researcher usually chairs the group, to ensure that a range of aspects of the topic are explored. The discussion is frequently tape-recorded, then transcribed and analyzed.

For example: The researcher will explore the policy and practice implications of experiences of powerfulness and powerlessness in term of economic empowerment for people with disabilities. I will use group workshops to generate data. Brainstorming techniques will be used to explore the ‘ideal’ situation of employment of people with disabilities.

### **2. Empirical Observation**

The data can be collected by an external observer, referred to as a non-participant observer. Or the data can be collected by a participant observer, who can be a member of staff undertaking usual duties while observing the environment or processes of services related to employment of people with disabilities. In this study the researcher aims to become immersed in or become part of the population being studied, so that they can develop a detailed understanding of the values and beliefs held by members of the population. Sometimes a list of observations which I am specifically looking for will be prepared before-hand, other times I will make notes about anything that I observe for analysis later.

For example: I will use observation to gather evidence about how value judgments made by staff in organisations can impact on decision making. In this study, I will act as a participant observer, working as a staff-member in workshops or companies while observing situations where disabled staffs are facing challenges in the difficult environment. Observations will be recorded as field notes and analysed for content.

### **3. In-Depth Interviews**

Interviews in qualitative research are usually wide ranging, probing issues in detail. They seldom involve asking a set of predetermined questions, as would be the case in quantitative



surveys. Instead they encourage subjects to express their views at length. Interviews use the same principle as a focus group, but subjects are interviewed individually, ideally in the offices for policy key informant interview, and in disabled people's own home for their employment issues. One particularly useful technique could be used is about the critical incident study, in which subjects are asked to comment on real events rather than giving generalizations. This can reveal more about beliefs and attitudes and behavior towards to the people with disabilities.

For example: I will use unstructured interview as it is of use for standpoint theory which is a postmodern method for analyzing inter-subjective discourses. I will use unstructured interviewing to explore the impact on employment of people with disabilities by factors of policy malpractice, disability discrimination and social exclusion. The unstructured interview will help me to obtain the greater internal validity by acknowledging the humanity and the expertise of the people who are providing me with the information and so by giving them more control of the interview and the range of the topics that covered the researcher gains greater in-depth material.<sup>2</sup>

#### **4. Phenomenological Study**

Phenomenological methods are particularly effective at bringing to the fore the experiences and perceptions of individuals from their own perspectives, and therefore at challenging structural or normative assumptions. I would like to add the phenomenological to this research to identify issues which illustrate discrepancies and system failure and to illuminate or draw attention to different situations of employment of people with disabilities in China.

For example, to use the special disabled groups' phenomenon as a basis for practical theory, allows it to inform, support or challenge policy and action. With the phenomenological method, I will try to identify the dominant discourses currently in play which are shaping policy and practice in the employment of people with disabilities in China.

#### **5. Case Study**

Case studies have been used extensively to study social organisation and behavior and are used increasingly in information systems and social research. Furthermore, case studies have been used in a broad spectrum of disability studies to bring context to the phenomenon being studies. From a social organisation perspective, case study methodology provided for an in-

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<sup>2</sup> See [online] at: <http://answers.yahoo.com/question/index/htm>

depth understanding of the interviewee's perspective of organizational decisions and motivations and the perceived value proposition as well as technical processes and challenges and governance configurations. This will help a better understanding of *how* and *why* certain factors were important to the dynamics of the collaboration between government and employers and to the value proposition of the development on employment of people with disabilities.

For example: In this research, I will use case study design to allow for detailed, in-depth, and intensive study of the case, and to facilitate understanding of the complexities between factors of policies, attitude/discrimination and environment which impact on the employment of people with disabilities as well as explanatory of processes through "how" and "why" employment of people with disabilities are consistently impacted by those factors in China.

*Apart from the above methods for the data collection, the further methods used in this research will include:*

Diary methods: - In this research, I will keep a personal account of daily events, feelings, discussions, interactions etc.

Role-Play and Simulation – During the focus group discussion, participants may be asked to play a role, or may be asked to observe role-play, after which they are asked to rate behaviour, report feelings, and predict further events for me to do the analysis later.

#### 4. Results

In China, the employment of people with disability means the process in which people with disabilities meeting legal age requirements for employment and having both the ability and the desire to work on obtained job posts, and gaining business incomes or rewards for their work. It can be understood in the following three aspects: First, not all people with disabilities have employment problems. Only those being able to work and within the age groups suitable for employment have employment problems. Second, not all work undertaken by people with disabilities is considered employment. Only work that is recognized by the society and gains rewards or incomes can be regarded as employment. Third, any kind of work is considered employment as long as it is both recognized by the society and gains rewards or incomes.

In the modern society, employment is one of the most important approaches through which people with disabilities can realize their values as well as the basis that people with disabilities can obtain economic income, achieve genuine independence, and equally participate in social

activities. Therefore, to make full use of the intelligence, wisdom, and potential of people with disabilities and turn them into an important force that drives the economic and social development, the State must lay emphasis on the employment of people with disabilities. However, the academic circles of China have always paid little attention to it and conducted little research on the employment problems of people with disabilities, and the employment situation of disabled persons is becoming more and more serious today. Based on empirical research, this paper indicates two main findings (i.e. primary findings and support findings) of the current situation and problems of the employment of people with disabilities in China and a finding from comparison studying of employment of people with disabilities between Hong Kong and mainland China.

#### 4.1 Primary Findings

##### 4.1.1 Institutional patterns for the employment of disabled persons

The Chinese Government has always laid emphasis on the employment of people with disabilities ever since the establishment of the People's Republic of China. After the 1980s, in particular, the government published many laws, regulations and preferential policies which gradually formed the legal basis for the employment of people with disabilities. Up till now, four major institutional patterns have been formed for the employment of people with disabilities in China.

(1) Concentrative employment<sup>3</sup> of people with disabilities

This means to establish welfare enterprises dedicated to the people with disabilities and centrally provide disabled persons with working equipment and tools and necessary welfare facilities. This pattern offers consummate working conditions for people with disabilities and a relatively familiar and natural environment for them to work in, enhancing mutual understanding and reducing discrimination. So far many Chinese welfare enterprises have created their own product brands and gained considerable popularity. For example, "Dabao" cosmetics and "Zhuangguang 101" series products of Beijing are selling well.

(2) (Quota Scheme<sup>4</sup>) Proportion-based employment of people with disabilities

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<sup>3</sup> According to Article 10 of "Regulation on the Employment of the Disabled": Welfare enterprises for disabled people, blind men's massage agencies and other welfare units (hereinafter all referred to as employing units with concentrative employment of disabled people) set up by the state and society in accordance with law, shall provide concentrative employment for disabled people. Qualification assessment of employing units with concentrative employment of disabled people shall be practiced according to relevant regulations of the state.



This means that the national and local governments require, in the form of laws and decrees, all entities of the society to hire disabled persons according to certain proportions or carry out their legal responsibilities by paying Employment Guarantee Fund for people with disabilities. The essence of this pattern is to regard the employment of people with disabilities as a responsibility of the whole society and mobilize the forces of the entire society to arrange for the employment of people with disabilities. It has been proved in practice that this pattern can not only elevate the employment rate of people with disabilities, but also enhance the activeness and creativity of people with disabilities as they play equal roles in the society.

(3) Individual employment of people with disabilities

This means that disabled persons find business and service projects on their own or that the government helps them establish their business and has them run and manage these businesses on their own. At present, the scale of individual employment of people with disabilities in China is already greater than those of centralized employment and proportion-based employment. And individual employment takes up large proportions in the employment of urban disabled persons in some provinces and cities. National Surveys (2006) show that of the 176,000 people with disabilities employed throughout the Province of Anhui, about 126,000 are self-employed. There are a large number of entrepreneurs with disabilities in Zhejiang, a province with a relatively developed private economy. 260 of them have assets in excess of 1 million Yuan and 40 of them have assets in excess of 10 million Yuan.

(4) Flexible employment of people with disabilities

This means that disabled individuals or NGOs of disabled persons participate in handy and convenience services for the public communities, such as house cleaning, green keeping, security service, carport management, reception and delivery of newspapers and periodicals, elevator maintenance, and salvage of waste materials. This employment pattern fits the characteristics of people with disabilities and has been developing rapidly in large and medium-sized cities. The main characteristic of this pattern is to fit some of the disabled persons into

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<sup>4</sup> According to Article 8 of "Regulation on the Employment of the Disabled", employing units shall employ a certain proportion of disabled people in appropriate types of jobs and posts. The proportion of disabled employees shall not be lower than 1.5% of the overall employees. The specific ratio may be determined by people's governments of provinces, autonomous regions and municipalities in line with their actual conditions. Disabled employees recruited by employing units outside their respective regions, shall be counted into the target number of disabled employees.

public-benefit job posts in communities by relying on the construction of communities, integrating resources within communities, making use of the supporting policies by labor authorities, and joining the efforts of various circles of the society.

#### ***4.1.2 Statistical analysis of the employment of disabled persons***

However, the current employment situation of disabled persons is not very satisfactory. Since the establishment of the market-oriented economic system, both the status and role of centralized employment of people with disabilities in welfare enterprises have been descending drastically and the proportion-based (Quota Scheme) employment pattern also has problems that urgently need solutions. And some new conditions and new problems have posed unprecedented difficulties and challenges against the employment of people with disabilities.

On the whole, the employment situation of people with disabilities in China has been worsening in recent years. During the 'Eleventh Five-Year Plan' Period, the number of employees in urban areas of China has been expanding by 10 million annually. Considering laid-off workers, unemployed people, and other surplus or transferred workers, which need to provide employment opportunities for up to 24 million<sup>5</sup> laborers every year, in rural areas, although 200 million people have been employed by township and village enterprises or become migrant workers in cities, there are still more than 120 million people in need of work. Statistics reveal that in 2008, there were 114,040,000 employees in enterprises and public institutions throughout the country, which decreased by 4,940,000 compared with those of the same period in the previous year. And there were 110,300,000 employees in urban enterprises and public institutions, which decreased by 5,060,000 compared with those of the same period in the previous year. The number of laid-off workers from state-owned enterprises alone reached 7,690,000 in that year. Researchers have analyzed the supply-demand status in the labor markets of 59 large and medium-sized cities throughout the country and came to the conclusion that only 0.65 job posts are available for each job-seeker on an average. According to the data issued by the Department of Talent Flow of Ministry of Personnel as of the first quarter of 2008, the job demand ratio of the human resource market was 1:2.86 throughout the country. In other words, about three job-seekers were competing for the same job post on an average. Due to the huge population and extremely limited number of new employment opportunities, the overall situation

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<sup>5</sup> The data is cited from the Statistical Communiqué on Development of the Work for People with Disabilities in 2010.

of employment in China will remain quite serious within a very long period of time in the future. And given their disadvantageous physical conditions, disabled persons will find it even harder to get employed. National Statistics (2008) show that in 2007, only 22,660,000 out of the 82,960,000 disabled persons in China successfully got employed. 4,630,000 of them were based in towns and cities and 18,030,000 were based in villages. At present, 8,580,000 disabled persons having physical working capabilities and meeting the age requirements for employment are still unemployed and the number of disabled laborers is increasing by about 300,000 annually. And welfare enterprises dedicated to disabled persons cannot accommodate the great number of newly-rising disabled laborers and have to dismiss a lot of laid-off disabled persons. Researchers show that the number of disabled employees in welfare enterprises throughout the country has dropped from a peak value of 900,000 to less than 700,000 at present, leading to a serious employment situation among welfare enterprises. For example, the total number of welfare enterprises of Shanghai has dropped from more than 4200 in 1996 to 3198 in 2002, and the number of employed disabled persons has also fallen from above 92,000 to a little more than 62,000. In 1999 there were more than 300 welfare enterprises in Jinan (Shandong Province) accommodating more than 6,000 disabled workers. But so far only 138 of them are left, employing only 2,048 disabled workers. The number of disabled workers employed by welfare enterprises of Jiangsu Province has also dropped from a peak of 248,000 to the current 210,000. The following **table 1** covers China's Government's efforts to systematize the finding and understand the degree of employment of people with disabilities from 2003 to 2007.

**Table 1:** Employment of PWDs in Recent Years

Item/Year	2003	2004	2005	2006	2007
<b>Status of Employment of PWDs in Urban China (1,000)</b>					
Employed PWDs	32	37	391	362	392
Ratio of Employment	8.4	8.8	11	9.9	11.5

Ratio of	9.8	10.	11.4	10.3	11.9
Concentra		9			
tive					
Placement					
Self-	10	11	115,	139	146
Employment	0	9			
ent					

**Status of Employment of PWDs in Rural China (million)**

Employe		17.6	18	16.7	16.9
d PWDs	16.				
	8				
Unempl	3.	3.3	3.3	4.3	N/A
oyed	7				
PWDs					

*Source:* <http://www.cdpc.org.cn/sytj/sytj.htm>

With regard to the entire country, employment of people with disabilities shows the following distinctive characteristics.

(1) Low employment rate

It is found that the employment rate of disabled persons is only 44.8%. Among which 46.4% is for male disabled persons, 42.3% for female disabled persons, 45.8% for urban disabled persons, and 36.6% for rural disabled persons. Unemployed disabled persons are most supported by their families and take up a proportion of 48.1%. And their proportion is even up to 54.7% in urban areas<sup>6</sup>.

(2) Low employment income

The findings have shown that 40% of the employed disabled persons have monthly incomes lower than 500 Yuan, which is below the minimum wage standard of Chengdu<sup>7</sup> (Sichuan Province). And only about 10% have monthly incomes above 1000. More than 1/3 of them are

<sup>6</sup> Date analyzed based on the National Survey 2006.

<sup>7</sup> Chengdu is a capital city of Sichuan province. The low employment rate was studied among 10 cities in 5 provinces (i.e. Anhui, Jiangsu, Sichuan, Shandong and Sha'anxi). This explanatory uses the example of the data from two provinces such as Sichuan and Shandong.

either “unsatisfied” or “very unsatisfied” about their current income. Wages of most disabled employees in welfare enterprises are also relatively low. For example, the average annual wage of disabled employees in welfare enterprises of Jinan (Shandong Province) is about 4500 Yuan, which is only half of the average annual wage of non-disabled employees. The average annual wage of disabled employees in welfare enterprises of Shanghai is about 6500 Yuan, and the average annual wage of non-disabled employees is 15000 Yuan.

(3) *Disabled persons seldom realize the necessity to protect their rights and are often inclined to depend on others*

The findings<sup>8</sup> show that when their employment conflicts with the employers happened, there are only about 35.4% of disabled people turn to (CDPF) China Disabled Persons’ Federation for help, 23.9% choose to keep quiet, 5.5% plan to argue with their employers, but only 2.9% file law suits to courts. This researcher spoke with 12 people with disabilities about what they will do if their employment conflicts happen, their responses showed that none of them were willing to bring a law suit to the court.

#### ***4.1.3 Main problems in the employment of people with disabilities***

##### ***1. Problems with provisions of law***

Employment of people with disabilities in China is mainly adjusted by policies and seldom adjusted by law. At present, proportion-based (Quota Scheme) employment is most important legal provision for people with disabilities. But this provision is certainly not a perfect one and its implementation is unsatisfactory. Below are some of the major problems:

The payment standard of security funds for people with disabilities is awkward and inconvenient for implementation. In reality, some employers offering wages lower than the social average or refuse to pay for security funds as they think such funds are unfair to them, while employers offering wages higher than the social average are more willing to pay for security funds instead of actually hiring the people with disabilities<sup>9</sup>. This adds to the difficulty of proportion-based employment of people with disabilities and it pulls further away from the legal provision.

<sup>8</sup> This findings are only a short summary from the study, the detailed information is available at online: <http://www.66law.cn/topic2010/cjrjyyhzc/lawarticle.shtml>

<sup>9</sup> This information is given by several Human Resource Personnel of the enterprises during the in-depth interview.



Insufficient power of enforcement on organizations and public institutions, according to relevant legal provisions, organizations and public institutions shall disburse from their budget surplus to pay for employment security funds of disabled persons. As a matter of fact, however, some of them are in bad financial status and end up with limited surplus fund which can hardly cover their due payment for employment security funds. Other entities even refuse to pay for the employment security funds that they do not have any surplus. This all affects the collection of employment security funds. These entities were supposed to be examples for the employment of people with disabilities. But the law has provided possibilities for them to evade from their responsibilities.

The current legal provision has neither empowered (CDPF) China Disabled Persons' Federation and service agencies for the employment of disabled persons with any qualification as law-enforcement subjects nor defined other law enforcement organisation. This is a big problem. Due to the failure to establish a government-based responsibility system, the employment management of disabled persons is short of administrative authority and more needs to be done to guarantee the rights of people with disabilities and provide vocational guidance and employment service for the people with disabilities. Due to the absence of a clearly-defined law-enforcement subject, law cannot be executed and entities and individuals committing misconduct cannot be duly punished, the Law of the People's Public of China on Security of Rights for People with Disabilities is meaningless just like a 'toothless tiger'.

## 2. Problems with government policies

With the development of market-oriented economy and the shifting pattern of economic growth, the labor-intensive industries of China are shrinking rapidly. And the policy patterns used to promote the employment of people with disabilities cannot accommodate the changes in the personnel systems of modern enterprises and public institutions, making it even harder for the already less competitive disabled population to get employed.

The tax reimbursement policies for welfare enterprises are neither consummate nor well-coordinated. According to Interim Provisions on Recruitment of Disabled Workers by Social Welfare Enterprises issued by Ministry of Civil Affairs, Ministry of Labor, Ministry of Health, and China Disabled Persons' Federation, disabled workers include those with visual disabilities, physical disabilities, hearing (speech) disabilities, and intellectual disabilities. However, State Administration of Taxation only recognize those with visual, hearing, speech, and physical

disabilities as disabled workers, excluding those with intellectual disabilities. As a result many welfare enterprises are not able to enjoy the relevant reimbursement policies and have thus terminated labor relations with their intellectually-disabled employees one after another. For example, some welfare enterprises in Qingdao (Shandong Province) dismissed intellectually-disabled employees in the first half of 2003 and as a result, many disabled workers protested against the Government. The whole event caused very bad consequences.

Both the investment subjects and business scopes of welfare enterprises are limited. According to Notice on Collecting Turnover Tax from Civil Welfare Enterprises issued by the State Administration of Taxation in 1994, only those established by civil administration departments, townships, villages, and neighborhoods are considered as welfare enterprises entitled to the reimbursement policies. Welfare enterprises established by all other subjects are not entitled to reimbursement policies. In addition, welfare enterprises are only allowed to undertake industrial production and prohibited from business and service areas. All of these have limited the development of centralized employment.

A lot of welfare enterprises are suffering from low overall quality of employees, inefficient organizational systems, unsophisticated equipment, old technologies and outdated management practice. With the implementation of the market-oriented economic policies and the more and more heated competition between industries and enterprises, welfare enterprises have witnessed strong impacts. Declining profits and depressed production have seriously limited the development of some welfare enterprises, rendering them the actually weaker ones in contrast to other enterprises.

Different employers and enterprises of different ownerships are not provided with equal duties by the proportion-based employment policies and are treated on a discriminatory basis. For example, proportion-based employment is not required of foreign-invested enterprises and private enterprises in places like Suzhou and Wuxi (Jiangsu Province). And only the urban population is included in the arrangement, which is unfit for the accelerating transfer of rural laborers to the non-agricultural fields.

There are insufficient rigid requirements in the preferential policies developed by the government for individual businesses and flexible employment of people with disabilities. Casualness is frequently seen in the implementation of these policies, which often fail to be implemented. For example, some individual businesses are facing barriers and difficulties when

it comes to taxation, credit & loan, sites, and services. And the lawful rights and interests of flexible employment cannot be guaranteed.

### 3. Social discrimination and exclusion

Employment of disabled persons is largely affected by adverse external conditions such as unequal education and training opportunities, obstacles set by public facilities, poor access to employment information, lack of appliances (apparatus) for the disabled, and most importantly, the social discrimination and exclusion against disabled persons, all of which have caused certain impacts on the employment of disabled persons.

The society has not formed a proper understanding of the employment of people with disabilities. Some hold that employment of people with disabilities is totally out of the question because even non-disabled people find it difficult to gain employment and a huge number of workers have been laid off. Others believe that proportion-based employment of disabled persons is actually an intervention against the enterprises' right to handle their own recruitment, and that the collection of employment security funds for disabled persons is a matter of "arbitrary charges" which increases the burden on enterprises. And some even consider disabled persons as "encumbrances". Constrained by the circumstances and the pressure from polices for the employment of people with disabilities, they assume a negative attitude towards the employment of people with disabilities and are not willing to provide any favorable support for the employment of people with disabilities.

As to their behaviors, many employers fail to employ disabled persons in accordance with the required proportions. Findings show that more than 70% of disabled persons have been discriminated on their way to employment. And nearly half of the female disabled persons said yes to "Are female disabled people faced with greater difficulties in finding a job?" Considering the medical expenditures, labor insurance, and welfare of employed disabled workers, some enterprises would rather pay for the employment security funds than having disabled persons as permanent employees. For example, of the 10,042 entities participating in the proportion-based employment program for disabled persons in Shanghai, there are 2,198 having chosen to make payments to the employment security fund for disabled persons<sup>10</sup>. And some enterprises do not make disabled persons work but pay each one of them a monthly wage of 100~200 Yuan just to

<sup>10</sup> The data is cited from the Statistical Communiqué on Development of the Work for People with Disabilities in 2010.

complete the required quota<sup>11</sup>. However, since such disabled persons are not really employed, they cannot actually make a living. And this practice has hindered the implementation of the proportion-based employment policy for disabled persons. In addition, some local governments fail to support the enforced implementation as they have to protect the investment environment and reduce the burden on enterprises. This further adds to the obstacle against the proportion-based employment policy for disabled persons.

#### 4. Problems with the quality of disabled persons themselves

The quality of disabled persons is not up to the requirements for the development of modern science and technology and they lack the competitive spirit and ability of competition. This is also an important reason for the difficulty in their employment.

Employment of disabled persons is quite special. Both their career options and work types are limited by the types and degrees of their disabilities. For example, visually disabled persons cannot undertake jobs having eyesight requirements. Teaching and oral interpretation are difficult for people with hearing or speech disabilities. Intellectually disabled persons cannot cope with brainwork or technical work. And mentally disabled persons are unfit for management work. Moreover, varied degrees of disability also have major influences on the working capabilities of disabled persons.

'Low literacy and low level of skills' are major obstacles causing difficulties in the employment of people with disabilities. Findings show that disabled persons with junior high school or lower education degrees take up 60.7% urban areas and 78.6% in rural areas. Both proportions are far lower than those of non-disabled people. Besides, 74.4% of all disabled persons throughout the country do not hold any qualification certificate. And 19.1% of urban and 29.1% of rural disabled persons failed to complete the Nine-Year Compulsory Education. In the Linhu Community of the City of Hefei (Anhui Province), up to 37% of disabled persons are fully-illiterate or semi-illiterate. Only 8.8% of them have high school (Vocational secondary school) education<sup>12</sup>. And none of them have any education higher than high school. This has put disabled persons to be more vulnerable in the competition of employment.

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<sup>11</sup> This data is obtained from the Second National Sampling Survey on Disability 2006.

<sup>12</sup> This data is obtained from the Second National Sampling Survey on Disability 2006.

Due to their low labor skills, employment of people with disabilities is generally unstable. Due to their low literacy and relatively simple labor skills, people with disabilities are usually only able for simple, dull, and unstable jobs. Their employment structure is simple and their roles are easily replaceable. For example, blind people are mostly limited to the occupation of massage, while this industry or line of business is capable of accommodating only a limited number of laborers in the labor market and more and more non-disabled people are entering this field. Upon any disturbance in their employers, these disabled persons are the first to be affected.

## 4.2 Supporting Findings

### 4.2.1 Public attitudes towards employment of people with disabilities

Public attitudes have also hindered the employment with disabilities in China. Findings from the in-depth interview with the HR personnel from 40 enterprises show that 80% were familiar with regulations concerning government quota scheme for employing people with disabilities, whereas only 20% were not. Further analysis was made by dividing the enterprises into complying and non-complying cohorts. The former were comprised of those enterprises in the process of advertising recruiting announcements targeting persons with disabilities, those actually employing persons with disabilities, and those opting to make contribution to the quota system fund and only 20% were familiar with laws concerning the quota scheme for the employment of people with disabilities. The following table is clarified as the above results:

**Table 2:** Familiarity with Laws Related the Employment of PWDs

Familiarity with Laws	Total		Complying Laws		Non-Complying Laws	
	No. of resp.	%	No. of resp.	%	No. of resp.	%
Familiar	32	80	32	100	0	0
Unfamiliar	8	20	0	0	8	100



Total	40	10	32	10	0	100
		0		0		

*Source: Wang T. (2013) Field Interview with HR Personnel of Enterprises May 2013*

However, under the above scenario, the enterprises seemed that they are only willing to recruit people with slight disabilities, but rather than to treat people with disabilities equally. It means some enterprises are only taking some persons with slight disabilities as a show; the fundamental negative attitudes have not been solved. From the following table, the findings show that the most disabled-employees are with slight physical disabilities, or most of them with hearing and speech impairment. To classify the types of 20 disabled employees by the 40 enterprises, 7 of them are with slight physical disabilities i.e. lost one or two fingers or limbed walking; 8 are with one eye blind; and other 5 with deaf or hearing impairment, there is no such severe disabled employees in the 40 employers.

**Table 3:** Classification of Disabilities among Disabled Employees

Classification of Disabilities	Total	
	No. of Resp.	%
Physical (slight disability)	7	35
Blind (low vision or one eye blind)	8	40
Deaf (speech and hearing impairment)	5	25
Mental	0	0
Others (i.e. multiple disabilities)	0	0
Total	20	100

*Source: Wang T. (2013) Field Interview with Disabled Employees from Enterprises May 2013*

According to statistics from CDPF (China Disabled Persons' Federation) 2012, there are newly increased 25 million people for the employment, but only 12 million of them would be able to be provided a job. The employment situation is grim, and the employment of persons with disabilities is more severe.

#### ***4.2.2 Environment barriers blocking employment of people with disabilities***

Environment barriers are very critical elements which block the employment of people with disabilities. Findings from the focus group participatory discussion identified that most community facilities including schools, offices, libraries, shops and public transportations are not accessible for wheelchair users. The content of barriers discussed with the focus group including barriers are related to the building and natural environment, coaching or counseling information, emotional and psychological barriers, equipment barriers and barriers related to the use and interpretation of guidelines, regulations and laws, professional knowledge, education, and training issues, perceptions and attitudes of persons who are not disabled including professional, policies and procedures both at the facility and community level and availability of resources

The employment of people with disabilities is affected by a multi-factorial set of barriers. Many people with physical disabilities in China have to stay at home isolating from the community life. People with disabilities need or want to participate in the communities and society. The analysis from the focus group discussion show that respondents from the focus group actively provided information about the frequency of their encounters with each type of barriers. And I assessed the relative impact of environmental barriers compared with personal factors, impairment, and activity limitations on the employment and life satisfaction. Findings show 20% of the participants with physical challenges reported that none of them has taken the public buses by themselves forever. 80% of participants with other disabilities reported that they have been encountering barriers, ranging from infrequent small problems to large problems encountered by daily. The 5 top barriers, in descending order, were the natural environment, transportation, help at home, health care, and government policies.

Findings show clearly that environmental barriers are not only challenging the lives of people with disabilities, but only a big barrier blocking the employment of people with disabilities. The participants have raised their serious concerns with regard to the employment of people with disabilities in China and which requires a major rethinking of both political and physical environment about the social standing of disabled people, and their rights of employment.

Story Box 1: No company wants to hire me, so I joined 'Rights into Action Group'

Mr. Yao who has a Bachelor degree in science from a university and he has always been interested in scientific invention and intellectual property rights when he was still at university. However when Yao started to pursue a career in this field in December 2005 he designed a resume and brought it to many job fairs with high expectations of attaining a good job. Yao met unexpected difficulties at the job fairs due to his disability. One of the recruiters looked at Yao and said "Do you think we could recruit an employee like you with your 1.2 meters height? You are not able to access to a tool on the top of a work-platform." Later, Yao heard about "Right into Action Group" a special group for people with disabilities in Hefei, and he started his work with the Group as a volunteer for three months. He then began working as project officer on a micro-finance credit project for persons with disabilities in a community. Yao said "There is no company or organisation who wants to hire me, so I joined 'Rights into Action Group'".

*Source: Field Interview in Hefei Anhui, May 2013*

#### **4.2.3 Lack of effective approach for employment of people with disabilities**

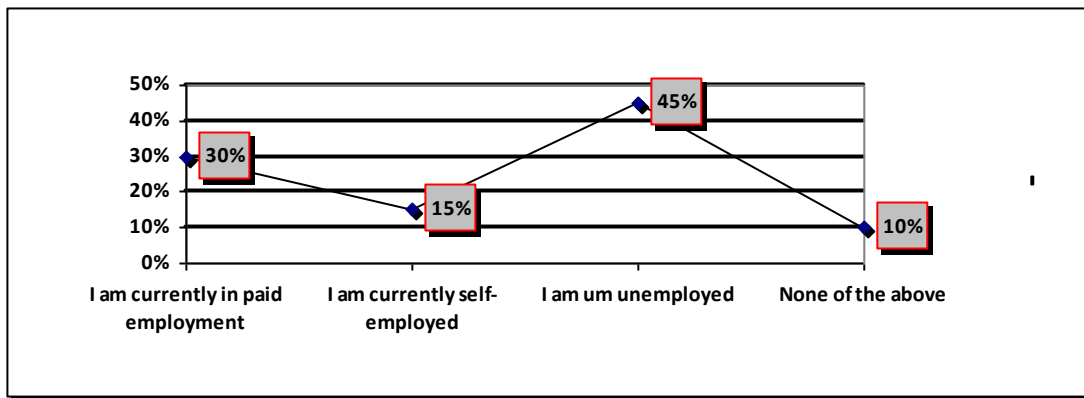
China has 86 million persons with disabilities. The research findings show that 2.6 million persons with disabilities have been employed through the National 11<sup>th</sup> five-year plan. This means that it has taken 5 years for 2.7 million persons with disabilities to be provided with employment. It implies that millions of persons with disabilities still have no jobs in contemporary China. If the government wants to promote employment for all persons with disabilities, the questions are that:

*How many years will be needed to achieve this?*

*How many years do persons with disabilities have to wait for their rights to access to the employment?*

It is a big challenge for government to do if we take time to look at the following the status of employment of persons with disabilities nowadays.

**Figure 2:** Percentage of Employment for PWDs



*Sources: Survey on Employment of Persons with Disabilities 2008*

The above the finding is from a Survey on Employment of Persons with Disabilities in a City of Southwest China. This survey was done by a DPO in 2008. From the survey, it tells the current status of employment in one location of China that:

- 30% have paid employment;
- 15% are self-employed;
- 45% are not employed;
- 10% are not sure of the employment.

**Table 4:** Findings of Employment for PWDs by Age Groups

Employ status	18-24	25-34	35-44	45-54	55-60
Employed or self-employed	15%	20%	25%	10%	0%
Not employed	85%	80%	69%	75%	80%
Retired	0%	0%	6%	15%	20%
Total	100%	100%	100%	100%	100%

**Sources:** *Survey on Employment of Persons with Disabilities 2008*

From the above, the status of employment of persons with disabilities, the analysis shows it is of much contradiction from the government report on the achievement for the employment of persons with disabilities in China. What is the real situation related to the employment of persons with disabilities in China?

Though the government of China has made significant progress in ensuring the rights of employment for persons with disabilities, their entitlements to their right of decent jobs, access to



Information, participation, protection etc, however, they are very controversial, or challenging. According to the Research on Social Welfare Services System (RSWSS) by China Social Research Institute in 2009, the existing problems have really hindered the employment of persons with disabilities.

1. Not enough training for employment of persons with disabilities:

The prerequisite for the employment of persons with disabilities is to provide the systematic, regulated professional skills so that they have certain professional capacities or abilities to find suitable jobs. Like non-disabled persons, disabled people need skills for economic empowerment, but unlike non-disabled people they start with a number of disadvantages that need to be addressed in training programmes. Traditionally, training for persons with disabilities consists of a short course with no strategic plan for advanced trainings, which are not enabling persons with disabilities to find jobs after the training. From the RSWSS, it finds that there were only 1/3 persons with disabilities participating in a various professional skill trainings.

Story Box 2: This training could not Help

Mr. Guo is a person with visual impairment, as he has no other skills and he comes into a living dilemma. He says: our city runs blind massage training workshop once a year, but I learnt nothing from it, the training is not systematic, and it was only conducting for 25 days. Most of the participants only spent their 25 days in the class for government to show what they have done for us, but we were not able to achieve anything from this short period class. Also for us with visual impairment, apart from the job of blind massage, can we have other trainings? Such as teaching brail for children with visual impairment, music, or any chance

of going to have further education in Beijing. Many persons with visual impairment are of illiteracy, when they finish the 25 days training, and then provide the massage for other people. It would not help me for getting a job.

*Source: Field Interview in Hefei Anhui, May 2013*

2. Fewer employment opportunities for persons with disabilities

Amongst persons with disabilities who are engaging the job activities, it was found that most work involved in lower skills and lower salaries. Such as 68.41% persons with disabilities are engaged in the work like agriculture, forestry, animal husbandry, fisheries and water conservancy; 14.09% engaged in commerce and services; 13.43 % for production line and transport equipment operation<sup>13</sup>. But as the work in the fields like state organisations, scientific personnel, financial staff, and metal industry etc, there is very limited numbers of persons with disabilities engaged in. There is a very limited professional career for persons with disabilities.

Story Box 3: Blind massage is the only way for me

Mr. Li is a person with visual impairment, after many years struggle; he seems that the blind massage is the only way for the persons with visual impairment. He says: I tell every person with visual impairment that if you want a job, you have to the massage job because you cannot see. So if I ask you, do you want to do the blind massage? The answer certainly “yes”. Then I respond that you could not be just “want”, but “must”. Otherwise, you have to be a beggar in the street or a fortune-teller. As apart from massage, there are no alternatives for us. Many persons with visual impairment even never been in school, they don't have any other skills, what they can do? The massage is the only way for me.

*Source: Field Interview in Hefei Anhui, May, 2013*

3. Little opportunity for disabled persons to start their own business

It is an encouraging development to achieve the employment for some disabled people to use local and its own resources to set up their own businesses. However, in reality, the problems are

<sup>13</sup> The data is cited from the Statistical Communiqué on Development of the Work for People with Disabilities in 2010.

always tending to occur one way or another, such as the persons with visual impairment is preparing to launch blind massage, but the registration is always an issue for them; for persons with disabilities in rural areas, they have no start-up capital after their completing their livelihood skill trainings.

Story Box 4: I have no idea of what I can do

Ms. Zhuang is facing the capital difficulty for her to setup her own business after the livelihood training. She tells that I learnt the professional skill from the training workshop, I want to start a pig farm, the start-up capital is about 30,000 – 40,000 Chinese Yuan (4,000 – 5,500 US\$). I want to borrow the money from my relatives, but they are reluctant to lend. I want to apply for bank loan with my house as mortgage, but my families don't agree with my plan. Now I have no idea of what I can do.

*Source: Field Interview in Hefei Anhui, May, 2013*

#### 4. Traditional Vocational Training Centre is Out of Date

In the past, segregated vocational training centers teaching such skills as shoe making, tailoring, and carpentry were seen as the best way of giving disabled people employable skills, but these are now recognized as having a number of drawbacks because, they only offer limited range of trades, and tend to be inflexible in response to a changing market. Persons after trained often cannot find work in the society, these vocational training centers tend to become disconnected from the real job market. Most importantly, traditional vocational training centers seldom reach the core competencies. Many of those trained persons do not get employment, at any rate not in the trade they had been trained in. Many disabled people do not want to be limited to these fairly menial types of work, but to have opportunities which are intellectually more challenging.

#### 4.2.4 Findings on the employment of people with disabilities in Hong Kong

To help better analyze the real situation of employment of people with disabilities, I started doing a comparison study on the disability and employment of people with disabilities between Hong Kong Special Administrative Region (HKSAR) and the mainland. The purpose of this study is to identify the good system or best practice on employment of people with disabilities in Hong Kong so that it could be recommended to mainland China. The research was conducted based on the designed framework with three elements of studies such as social systems, public attitude and environment, which has greatly helped analyzing reasons why the employment of people with disabilities in mainland China has such challenges. The study initially compared both sides' **social systems** including policies, human development and demography. Details have been seen in the following table:

**Table 5:** Comparison Summary at Policy Level:

Descriptions	Hong Kong	Mainland
Definition		
Definition disability	√	
Definition of person with Disabilities	√	√
National coordination		
Mechanism / focal point	√	√
Legislative and policy framework		
Comprehensive disability law		√
Disability specific anti-discrimination law	√	
National plan of action	√	√
National efforts to promote an inclusive society		
Employment quota scheme		√
National accessibility standard	√	√
Standardized sign language		√
ICE accessibility guidelines	√	

*Source: Disability at a Glance 2010 – a Profile of 36 Countries and Areas in Asia and the Pacific ESCAP.*

Based on **Table 5** - Comparison Summary at Policy Level between Hong Kong and mainland China, it indicates that Hong Kong has not implemented a quota scheme while mainland China has. From the primary findings, the Quota Scheme is a good policy, but implementation in mainland China has shown the concerns at various respects such as unity ratio; number calculation method; degree of punishment; and incentive measure etc. At same time, findings show an effective approach of employment of people with disabilities in Hong Kong.

1. Effectiveness of Hong Kong System for employment of people with disabilities

Findings of the ratio of employment with disabilities in Kong Kong state that “...of the 347,900 persons aged 15 and over with disabilities, about 302,100 (86.8%) were economically inactive, and the remaining 45,800 (13.2%) were economically active. Of all persons aged 15 and over with disabilities, some 41,000 (11.8%) were employed (Hong Kong, China 2008a).” One of the successful approaches for Hong Kong to achieve the great numbers of employment for people with disabilities is that the Hong Kong government realizes disability rehabilitation will help more employment for people with disabilities. Since 1956, the Hong Kong Society Rehabilitation was established. Millions of people with disabilities have found jobs with the support of the rehabilitation system.

In 2001, the Central Registry for Rehabilitation compiled statistics from various government departments and service providers for the purpose of planning rehabilitation services. One set of statistics was based on disability allowances for type of disability. Notably, there are two categories of disability allowance as show in the following Table.

**Table 6:** Statistic on Disability Allowance (DA) Cases in HK

Type of disability	Higher disability allowance recipients	Normal disability allowance recipients	Total
<u>Physical disability</u>			
Illness, injury, or	576	1,348	1,924



deformity resulting in bedridden state			
Total blindness	113	5,002	5,115
Others (i.e. loss of function of two limbs, paraplegia, and so forth)	10,295	44,819	55,114
Profound deafness	1	4,355	4,356
Mental disability	2,410	24,959	27,005
Total	13,395	80,119	93,514

*Source: Census and Statistics Department Hong Kong 2002*

In 2001, the Hong Kong government also realized that DA could be one good way to support people with disability in a short term of living, but it has to seek long sustainable way to help the people with disabilities to fulfill their rights of employment.

In collaboration with the relevant government departments and non-governmental organization (NGOs), through the rehabilitation scheme including primary education, vocational training and special education, number of employed persons with disabilities has exceeded 34,100 of male persons with disabilities and 18,400 of female persons with disabilities<sup>14</sup>. Most employed persons with disabilities, excluding those with mental disabilities, have attained an education level up to the secondary or matriculation level.

**Table 7:** Employed Persons with Disabilities by Gender and Education in HK

<sup>14</sup> The date cited from Census and Statistics Department Hong Kong 2002.

Descriptions		All employed persons with disabilities (excluding persons with mental disability)		Total employed population
		Persons (1,000)	%	%
Gender	Male	34.1	64.9	57.5
	Female	18.4	35.1	42.5
	Total	52.5	100.0	100.0
Education	No. schooling / kindergarten	2.9	5.5	1.5
	Primary	18.4	35.1	17.0
	Secondary / matriculation	25.0	47.7	57.8
	Tertiary	6.2	11.8	23.7
	Total	52.5	100.0	100.0

*Source: Special Topics Report No. 28, Census and Statistics Department, 2001*

From the above table, we are able to see that education has played a great role for supporting persons with disabilities to achieve their rights of employment. Table X. Employed Persons with Disabilities by Gender and Education shows that there are 47.7% employed persons with

disabilities have received the secondary or matriculation education. This case verified that good system including education and rehabilitation scheme would be able to support more persons with disabilities to engage in employment.

2. Positive Hong Kong attitudes towards people with disabilities

In the public attitude, it's very curious about public attitudes toward employment of people with disabilities in Hong Kong. Hong Kong and the mainland belong to one country, but with two systems. What are the different attitudes from two sides' people toward the employment of people with disabilities? Do social factors affect the employment of people with disabilities in Hong Kong?

3. Public education on disability

From reading large local reports, documents and key informant interviews with Hong Kong Society for Rehabilitation (HKSR), it has shown that in Hong Kong, public education helps create positive attitudes toward people with disabilities while inculcating a better understanding of their rights and special needs. The Sub-committee on Public Education on Rehabilitation (SCPE)--under the aegis of the Rehabilitation Advisory Committee, NGOs, and self-help groups--has played an important role in enhancing public awareness. Over the last decade, it has planned and organized major public education activities such as an annual territory-wide campaign for activities scheduled for the International Day of Disabled Persons; large-scale public education programmes; projects at district level under the aegis of various government departments and 18 district boards; a series of programmes for Mental Health Month, and more. From 1994 to 1996, the Committee on the Promotion of Civic Education and the Equal Opportunities Commission conducted a public education campaign on equal opportunities. It was found from an early government report that a further US\$380,000 was granted for public education programmes in 1997 and a capital grant of US\$1 million allocated for 1998 to 2003. Additionally, US\$2.5 million was granted to expand educational programmes on equal opportunities and human rights as well as for non-governmental organizations (NGOs) to launch Community Participation Schemes and a further US\$19.2 million was assigned for the Decade publicity in Hong Kong.

4. Disability awareness advocacy

Access to mediums of communication such as television programmes, newspapers, books, and magazines for people with disabilities is problematic. In response, local television broadcasters have generously volunteered to subtitle their programmes. Also through donations

from charitable funds, hearing and vision-impaired persons were able to purchase facsimile machines and computers to aid communication.

In Hong Kong, according to a 1998 survey conducted by the Equal Opportunities Commission, people generally regard mentally ill persons as “emotionally unstable,” subject to a “more irritable temperament,” susceptible to “a sudden relapse,” “potentially dangerous,” and “poor in communication skills” with respect to social interaction, the provision of services and facilities, education, and employment. Most Hong Kong citizen believed that formerly mentally ill persons were the same as ordinary people (*New Life Psychiatric Rehabilitation Association, December 2001: Mental Health in the Workplace: Situation Analysis--Hong Kong*).

5. Hong Kong barrier free environment for people with disabilities

The Hong Kong government recognizes that the development of a barrier-free physical environment and an accessible transport system are necessary for meeting the overall objective of equal opportunities and full participation in all areas including employment. As a general policy, all new government buildings must be designed in accordance with the *Design Manual: Barrier Free Access 1997*, which sets out mandatory and recommended requirements for the provision of access facilities for people with disabilities. Various government departments have been modifying schools, hospitals, housing estates, and social and recreational facilities that were designed after the release of the manual so that such facilities will comply with the manual’s requirements. The government will continue to take the lead with its ongoing refurbishment programme to improve the accessibility of existing government buildings.

In recent years, the Hong Kong government has taken an active role in organizing four summit meetings between representatives of people with disabilities and public transport operators to discuss measures for improving the accessibility of the public transport system for people with disabilities. Public transport operators have improved their facilities for disabled passengers by purchasing low-floor buses with access ramps for wheelchair users, installing tactile guide paths and step edges marked with contrasting colours for visually impaired persons, and introducing induction loops and electronic information displays for hearing-impaired persons. Hong Kong also expanded the operation of a territory-wide rehab bus network for people with disabilities. Centre-based transport /commercial hired vehicles transport people with disabilities to destinations where they receive education, training, and vocational rehabilitation services. Highways and pedestrian facilities maximize the mobility of people with disabilities. In

1998, Hong Kong installed over 400 additional dropped kerbs at at-grade crossings. Audible traffic signals are automatically included as part of the signage at all signal-controlled pedestrian crossings in urban areas and new towns. Much of the public infrastructure incorporates Braille signs. For example, many of the elevators in buildings such as public libraries and government offices and university buildings use Braille signage to accommodate people with visual impairments. Traffic lights for road crossings use different sounds to assist visually impaired people.

### 4.3 Discussions & Recommendations

#### 4.3.1 Suggested countermeasures against these problems

Disabled persons are a disadvantaged group in need of care in their lives. They have the same values and dignity of life just as those of normal people. The care for disabled persons is an embodiment of the kindest and most beautiful part of humanity.

For the purposes of solving the difficulties and problems in the employment of people with disabilities and providing wider and effective approaches for the employment of people with disabilities, this paper hereby proposes the following suggestions.

1. Create legislation and provide special guarantee for the employment of disabled persons.

According to the experience of various countries around the world, centralized employment, proportion-based (Quota Scheme) employment, and individual employment are all good employment patterns that could be used to promote the employment of disabled persons. For example, European countries such as Switzerland, Sweden, and Finland have made governmental investments to set up factories for disabled persons, centrally put disabled persons in the job posts thereby created, and offered preferential taxation, credit & loan, goods supply, and industry policies through legislation. In other countries such as Japan, UK, and France, governmental organizations, enterprises, and public institutions are required to offer certain proportions of their job posts to disabled persons. In addition, some countries have prescribed the minimum sizes of enterprises which are required to hire disabled persons. For example, USA and Austria require that enterprises having more than 20 employees must hire disabled persons. Most countries in the world have adopted preferential taxation policies and other preferential measures for the individual employment of disabled persons.

However, China needs to further consummate its relevant legislation. This is because disabled persons are a special disadvantaged group that needs special employment protection.



For example, job offer for people with disabilities can be through legislation, further preferential tax concessions to welfare enterprises for disabled persons. At the same time government could allow diverse and social entities as the investment subjects of welfare enterprises, cancel the limitations on the industries for which welfare enterprises are eligible, encourage and create all kinds of conditions for disabled persons to take part in businesses of the Tertiary Industry, and offer them support through government procurement.

With regard to the proportion-based (Quota Scheme) employment of disabled persons, it needs to stop and address misconducts, such as discrimination and exclusion against employment of people with disabilities. In addition, government needs to amend the Civil Servant Act, allow employers to recruit some disabled persons according to the requirements on positions and the kind of people they want to hire, include the recruitment of both civil servants and public institutions in the scope of legal proceedings, and thereby guarantee the employment rights of disabled persons. At the same time government should guarantee the employment of people with disabilities in rural regions and also include them in the scope of proportion-based (Quota Scheme) employment through legislation.

With regard to the individual employment of disabled persons, we should provide further encouragement and support. In addition to preferential taxation policies, it can offer long-term low-interest loans or certain financial aids for disabled persons to start their own businesses.

2. Increase the intensity of enforcement and truly implement the measures that promote the employment of disabled persons.

Firstly, government should truly implement the laws and regulations supporting the employment of people with disabilities. According to provisions of the law, the government has an important obligation to execute the employment laws and regulations for disabled persons. For example, the government is supposed to provide good service for welfare enterprises, make sure to use the reimbursed tax of the nation for the development of enterprises and the improvement of the lives of disabled workers, and create a good environment for the steady development of welfare enterprises. At the same time we should strengthen the standardization and management of enterprises employing disabled persons by means of annual inspection and taxation, and firmly prohibit the practice of “nominal employment”. In addition, the collection and use of employment security funds for disabled persons shall be standardized and entities submitting requests to deduct or exempt their payment for employment security funds shall be



strictly examined. To prevent employers from employing only slightly disabled workers, government can follow the practice of some European countries to count the scores (disability coefficients) of employers within the proportion-based employment program for disabled persons according to the disability degrees of disabled workers they employ, and use such scores to calculate the reimbursement ratios of employers and the amounts they are due to pay for the employment security funds. As a matter of fact, many problems will no longer exist if the laws and regulations on the employment of disabled persons are strictly carried out.

Secondly, those violating the regulations on the employment of people with disabilities shall be punished seriously. The current law of the People's Republic of China provides many rights for people with disabilities, but fails to specify which departments are responsible for implementing these rights. In other words, nobody will be held liable for not implementing these rights. And due to the absence of any law-enforcement subject, no organization will investigate these responsibilities. Therefore appropriate law-enforcement subjects should be established and be endowed with certain administrative authority power or law enforcement rights. For example they can be entitled to give warnings, require rectifications, impose fines, or apply to the court for enforcing execution against conducts violating the legal provisions for the employment security of disabled persons. The experience of France is good reference for us in this aspect. The French government requires that all enterprises having more than 20 employees fill at least 6% of their job posts with disabled workers. Those failing to meet this requirement will be fined: 5,000 Euros for each post failing to be occupied by a disabled person in the first year, which is increased to 5,000~15,000 Euros in the second year. And their government provides employers of disabled persons with special equipment needed by these people in work.

In addition, government needs to adjust the reimbursement policies for welfare enterprises of disabled persons, make sure that the reimbursed tax truly benefits disabled persons, and punish those taking advantage of the preferential taxation policies of the nation by embezzling tax reimbursement in the name of welfare enterprises.

3. Enhance education & training and improve the literacy and vocational skills of people with disabilities.

Many disabled persons cannot make rapid adaptations to the job requirements due to their own reasons. Even if there are jobs available, it is most likely that they are incompetent for them because they fail to achieve the basic job qualifications. Therefore, depending on social

resources, it is necessary to carry out various job trainings in excessive channels and orientations, help themselves master working skills and exert their subjective initiatives to adapt themselves to the society, instead of waiting passively.

It is necessary to make full use of the training channels now available. At present there are many channels for job trainings: all kinds of training institutions held by Labor Department, Education Department, Poverty Relief Office, adult education and private entities can provide disabled persons with a good platform for training. The government needs to coordinate the training institutions at different levels, make them exhibit their respective advantages and bring the training of disabled persons into them. With the support of all the social forces, it is possible to improve the quality of disable persons and their working capabilities and skills. Meanwhile the job training fee should be incorporated into the local financial budget so that the disabled persons can be trained for free.

Also it is necessary to improve the overall cultural level and vocational skills of the people with disabilities. People with disabilities, generally with low education and skills, are in an unfavorable position in the social competition for jobs. Hence, the education for disabled children and teenagers should be practically brought into the compulsory education system. The construction of special schools should also be planned as a whole. Meanwhile, it is essential to further improve the admission policies of institutions of higher education for students with disabilities with more acceptable health examination criteria, enlarge the number of the recruitment of disabled students, and encourage those schools to offer special education classes. Only in this way, it could stir up self-esteem, self-confidence, self-reliance, and self-improvement for people with disabilities and thus enhance their competitiveness in the society.

4. Establish a disability insurance system and guarantee the bottom-line living standard of disabled persons.

Employment of people with disabilities is a difficult problem challenging all countries in the world. In an international point of view, it will be difficult to thoroughly solve the employment problem of people with disabilities, which can only be alleviated to some extent by means of policies and laws. China has a disabled population of 86 million. It will be impossible to employ all disabled persons or employ disabled persons on a lifetime basis. Therefore we must properly establish a social security system and in particular, subsistence allowances system and a disability insurance system, which are the bottom-line for the subsistence of disabled persons.

An insurance system for disabled people in Swiss can not only guarantee the subsistence of job-losing disabled persons just like everybody else, but also provide them with disability compensations. Disabled persons have higher cost of living, they need the kind of balances which cover not only their normal living expenses, but also their rehabilitation and purchase of equipment (appliances) for people with disabilities. Therefore it is only by establishing both a subsistence allowances system and a consummate disability insurance system that we can properly guarantee the subsistence of disabled persons.

5. *Adapting effective approach on Employment of People with Disabilities from Hong Kong*

Hong Kong and China are one country with two systems; eventually China and Hong Kong will be combined as one country with one system. From now on, government should be able to gradually make the changes to catch up Hong Kong system for the employment of people with disabilities. Hong Kong's goal of achieving full participation and equal opportunities for people with disabilities is clearly visible. China government needs to learn from Hong Kong, increase awareness of the employability of people with disabilities, changing the attitude toward to the employment of people with disabilities, strengthening the net work of public and private organizations to increase job opportunities for disabled persons. The government and all concerned parties will need to work closely together to meet the challenges of reforming policies, changing attitudes and freeing barriers for support employment of people with disabilities.

China government might need to adopt the development strategy of disability development, particularly in the employment of people with disabilities to accelerate establishment of social system, public and community employment services for people with disabilities in mainland China.

Persons with disabilities should have rights to have employment, public services and accessibility etc., but many of these rights are violated or neglected. Campaigning activities are one of important approaches to increase public awareness of the UNCRPD and to promote the rights for people with disabilities and employment for persons with disabilities. The campaigning should design sustained engagement with duty bearers at communities, provincial, national levels raising awareness of successes, share best practice and ultimately change attitudes towards disability in China.

Persons with disabilities face huge barriers to work such as the reluctance of employers to hire them, inadequate physical access to many workplaces, exclusion from training opportunities,

and the negative attitudes and stigma that are found in broader society. Professional skill training is very important process to promote the right of employment for persons with disabilities. For instance, to develop suitably adapted training packages for people with a range of disabilities, particularly it should be focusing on key wage and self-employment sectors. For example:

**Table 8:** Waged and Self Employment for PWDs

Wage Employment	To design and deliver foundation courses that focus on wage/job related skills and basic life skills. There will also be a set of specialization courses where topics and skill levels are advanced.
Self Employment	To design and deliver business development courses in production, services and merchandising, whilst supporting persons with disabilities to learn technical/practical skills and develop individual business plans.

*Source: Field Email Interview with HKSR in Hong Kong, May, 2013*

6. Learn international advanced perspective on developing community-based holistic Livelihood Resource Centre (LRC)

With the international conceptual framework of holistic LRC development for employment of people with disabilities, people with disabilities should be centered, and LRC delivers technical, vocational and life skills training through a fully accessible approach; a “one-stop-shop” for people with disabilities seeking employment, where they are supported in a holistic way to access to adaptive technology, information and comprehensive one-to-one services for the employment of people with disabilities.

**Figure 3:** Holistic Approach - “One-Shop-Stop” Service for Employment of PWDs



*Source: Case Study: Livelihood Resource Center Program 2011*

The Livelihood Resource Centre (LRC) will ensure persons with disabilities to fulfill their right of employment as through the research, LRC is identified as one of the great approach to promote the right of employment for persons with disabilities.

- LRC Creates opportunities for work placements, apprenticeships and participation, and it provides linkages to employers and financial institutions (including microfinance organizations) once the training has been completed.



- LRC ensures that persons with disabilities have access to career counseling, work placements and apprenticeships during their training and are provided with employment and funding linkages once they have finished.
- LRC promotes greater employment of persons with disabilities across all sectors of the economy.
- LRC works with policy makers, the private sector and NGOs to promote greater use of training packages and livelihoods opportunities for people with disabilities.

In the part of livelihood training, LRC could be to replace the traditional vocational training centre in to develop the training schemes to reach the core competencies of persons with disabilities, rather than think in terms of skills alone. It's useful to think of competencies which include attitudes, knowledge and skills

## 5. Discussion

The literature is clear that *“Across the world, people with disabilities have ...less economic participation and higher rates of poverty than people without disabilities”*. (Dr Margaret Chan, Director-General World Health Organization June, 2011). However, what remains less clear is the value proposition for the enterprises to engage in recruitment of people with disabilities. This study has used a case study to bring evidence for the perceived value proposition on employment of people with disabilities. The case study namely: ‘Rural Livelihood Resource Centers of People with Disabilities’. This case study provides some alternative values from grassroots level in developing the potentials of people with disabilities as well as social values on employment of people with disabilities.

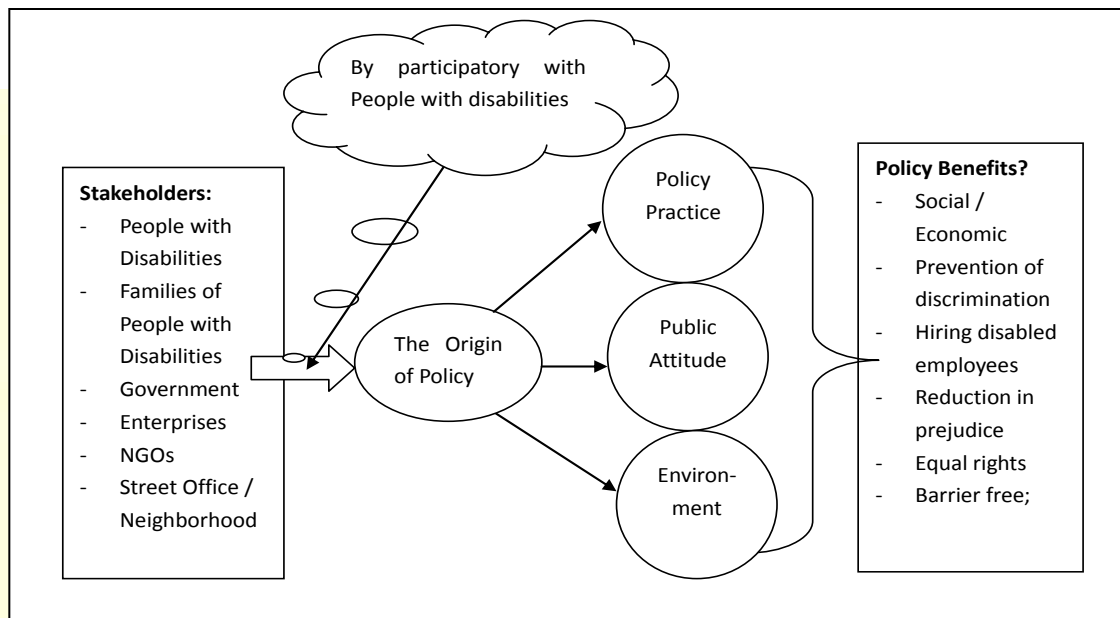
In general, research proposal design has greatly provided a guideline to engage stakeholders to conduct my research. The research findings have provided relevant insights into the multiple dimensions (*government policies, public attitudes and community environments*) of the collaboration and associated evolving value propositions. However, the real research practice is far more complex than the design. Some changes are needed to be made so that the findings are more relevantly exerted from the research activity. This research proposal design, particularly for the research analytical framework and the designed questions has been frequently revisited.

### 5.1 Analytical Framework Revisited

Analytical Framework was mainly used the previous designed framework as my research guideline for the theory analysis. In order to effectively grasp the opportunities to conduct the in-depth interview with different stakeholders, I revisited the analytical framework and include the

additional activities into the framework for the effective research. The new analytical framework adopted participatory approach.

**Figure 4:** Research analytical framework



*Source: Discussion in the Research and Development Class of Prof. Somba, 2011*

THE ABOVE FRAMEWORK IS TO HAVE A FURTHER COMPLETION FRAMEWORK TO GUIDE ME TO USE participatory approach to interact with stakeholders to increase value of findings. Both frameworks display the important steps and principles of how to engage the stakeholders to conduct research analysis at three dimensions (i.e. social system, public attitudes and social

environments) by in-depth interview, group discussion, empirical observation and phenomenological and case studies etc.

“Qualitative research has its roots in social science and is more concerned with understanding why people behave as they do: their knowledge, attitudes, beliefs, fears, etc. Qualitative research allows the subjects being studied to give much richer answers to questions put to them by the researcher, and may give valuable insights which might have been missed by any other method. Not only does it provide valuable information to certain research questions in its own right but there is a strong case for using it to complement quantitative research methods as well.”<sup>15</sup>

It will strengthen a variety of techniques for research analysis. In addition, the frameworks from various angles to assess whether the government has accommodated the rights of people with disabilities in the framework of its policy.

### **5.2 Research contents revisited**

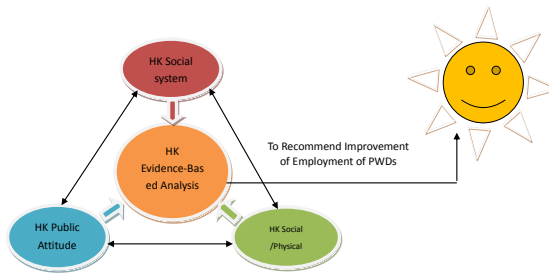
As strategically thinking to influence the policy change on the employment of people with disabilities, I also tried the data comparison analysis on employment of people with disabilities between Hong Kong and mainland China. The analysis has addressed different findings on the employment of people with disabilities.

Hong Kong returned to China in 1997 with the policy of ‘one country, two systems’. Hong Kong has been well-developed comparing with mainland China; the employment of people with disabilities has been well supported and developed by Hong Kong government in past decades. It is a great opportunity for me to use the result of an evidence-based analysis to influence government’s policy change to improve employment of people with disabilities in mainland China. The result of the following Figure 5: Framework of HK Evidence-Based Analysis could be submitted to China government providing a constructive recommendation to China government for the employment of people with disabilities in mainland China.

### **Figure 5: The Framework of HK Evidence-Based Analysis**

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<sup>15</sup> The statement cited from Peninsular Research and Development support Unit. (2009) Qualitative Research Methods <http://projects.exeter.ac.uk/prdsu/helpsheets/Helpsheet09-May03-Unlocked.pdf>. Accessed on 9 July 2010.



*Source: Victor, F (1979) "Changing Attitudes and the Disabled"*

Based on the above framework, the research analysis included the following questions:

*How does HK social system have helped the employment of people with disabilities in HK? Are there any gaps between Hong Kong and mainland? If yes, how to improve it in future?*

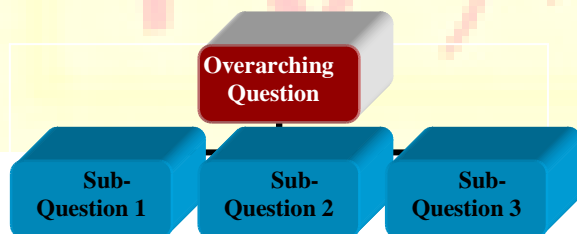
*How does the HK public attitudes have supported for the employment of people with disabilities in Hong Kong? Is there anything government from mainland China could learn from HK?*

*What have HK government done to eliminate environment barriers for people with disabilities to access employment for people with disabilities in HK? How could China government improve the better environment for people with disabilities to access the employment in mainland China?*

### 5.3 Research Questions Revisited

Research questions are revisited to provide the most salient findings relative to each question as proposed, analyzed, and interpreted. These are presented by the overarching research questions and followed by the three sub-questions.

**Figure 6:** Structure of Research Questions



*Source: Discussion in the Research and Development Class of Prof. Somba, 2011*

**The overarching research question was revisited** i.e. *How much do social system, public attitude and social environment have affected on employment of people with disabilities?* This provided a structure to analyze the effect within three specific dimensions of social system,

social and community attitude, and physical & political environmental factors on the employment of people with disabilities.

The three sub-questions were also revisited and redesigned so as to be line of the overarching research question:

1. *How does the social systems affect on employment of people with disabilities?*

This was focus on the specific policy level issues which affected on employment of people with disabilities. The data was collected and analyzed by the in-depth interview with key informants by designed questions.

2. *How does public attitude (i.e. recruitment issues faced by people with disabilities) impact on employment of people with disabilities?*

The social attitude issues faced by people with disabilities to access their rights of employment were examined by the way of the designed interview questions with the Humane Resource Personnel selected 40 enterprises in Hefei City of Anhui Province<sup>16</sup>.

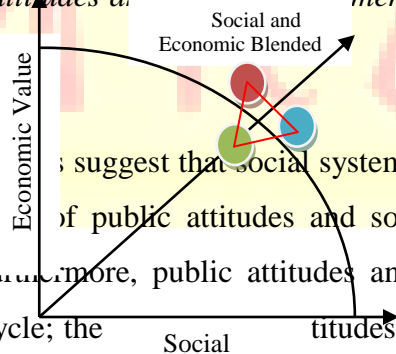
3. *How were the physical and political challenges faced by people with disabilities?*

This research was worked together with a special focus group. Date was collected and analyzed after the group work. The research included what factors have inhibited their success of employment.

**Hypothesis** questions were added as independent variables so as to find what additional contexts affected the employment of people with disabilities, such as:

- *H1: There is an effect of social system on the employment of people with disabilities.*
- *H2: There is a relationship between public attitudes and social environment on the employment of people with disabilities.*
- *H3: Poverty and disability are correlated.*

In term of the hypothesis one, the findings suggest that social system may not be a single dimension, but rather across both dimensions of public attitudes and social environment on employment of people with disabilities. Furthermore, public attitudes and environment have strong relationship which causes a vicious cycle; the attitudes towards people with



<sup>16</sup> Anhui Province is one of the most populated (68 million people) but least developed Province. Anhui is the cradle of Chinese policy-pilots. Many government policy reforms started in Anhui. For example, in 1950s the land policy reform was piloted in Anhui province and then replicated in many other provinces in China. It's potential to influence national policy by the research result.



disabilities, the more difficult environment for the employment of people with disabilities. The poverty and disability is illustrated in *Figure 2: - Vicious Cycle of Poverty and Disability*.

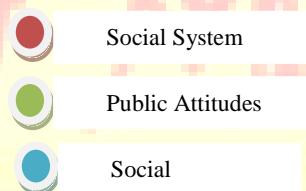
#### 5.4 Theory Revisited

Enactment theory explains that a rationale is ascribed to outcome (Weick, 1986). The employment of people with disabilities applies enactment theory to suggest that employment of people with disabilities produces outcomes which are of great **social value**, not just economic value. The economic value would not be able to be produced by people with disabilities if their social value is ignored. Bishop (1981) suggests that the implementation of policy should take into consideration the **financing, construction and participation** of the policy.

#### 1. Value Added on Employment of People with Disabilities

In line with bishop's statement, the findings and literature suggest that social and economic values may be located in different places for different policies and at different organizations. For example, if a disabled person works at a supportive job placement with well-supported policies, public attitudes and social environment, the social value of people with disabilities will be increased. And due to their social value increased, there would be no doubt that people with disabilities will have more sustainable job placements with more confidence, self reliance and commitment etc., in which all these factors will certainly increase the economic value to the society in a long run. Details of social and economic values are as following:

**Figure 7:** Social & Economic Blended Value on Employment of PWDs



**Source:** *A Critique of the Behavioral Foundations of Economic theory, Philosophy & Public Affairs*, Sen, A. K. (1997)

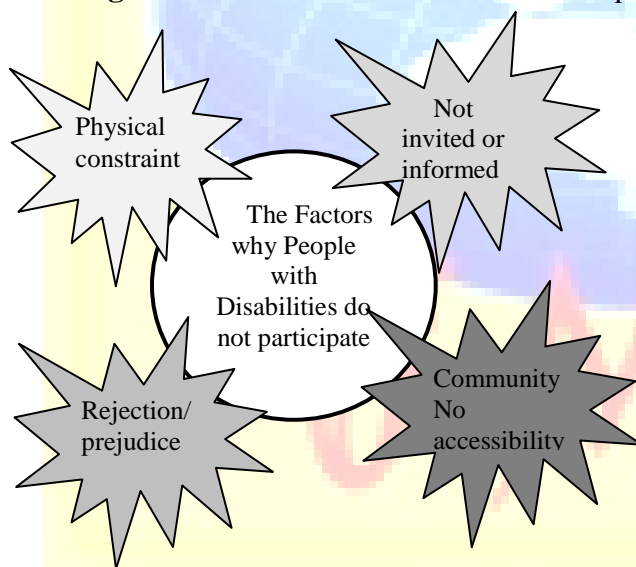
The findings have revealed that if there are three positive important factors (*social system, public attitudes and social environment*) which leading to ineffective implementation of the employment policy for people with disabilities, and therefore the right supports from these three factors in the right places or right organizations, the blended value of social and economic would be able to be maximized to the providers and society.

## 2. Full Participation of People with Disabilities

Moreover, Yutaka (2003) suggests that the impact of negative perceptions and negative attitudes which produce little or no expectations for people with disabilities to be successful. Low expectations can in turn lead to low levels of participation of people with disabilities in all aspects social life, including training, and employment.

The World Bank defines participation as the process through which stakeholder's influence and share control over priority setting, policy making, resource allocations and access to public goods and services (Tikare et al, 2011). This research, participation of focus group was described as the involvement of people with disabilities from Rights into Action Group. The key findings from the focus group participation show that people with disabilities have inadequate level of participation in the policy formulation process of the government. The main factors on why people with disabilities do not participate fully in policy formulation are displayed in the following diagram:

**Figure 8:** Factors Affect on Disabled People's Participation.



**Source:** Focus Group Discussion with "Rights into Action Group" in Hefei Anhui, on Saturday-Sunday / 20-21 July, 2013

The above figure illustrates that people with disabilities, due to physical constraints, rejection by prejudice, no accessibility and people with disabilities are not invited or informed, do not

participate in the policy process. This situation is strongly certified the truth of that “the barriers to full participation of people with disabilities include negative attitudes, prejudices based upon ignorance and apathy of policy makers and the community” (UNESCAP 2002).

Through the theory revisiting and discussing, it shows that the discussion references the framework and the research is organized holistically to interpret the findings relative to the literature.

### ***5.5 Implications of Findings***

A key outcome of this research was to provide a good strategy on employment of people with disabilities with the framework by which the findings could be submitted to China government for their reference or studying. It will be able to promote huge changes on the right on employment of people with disabilities in China once it would be adapted by China government. But I have to realise the challenges that it is not very easy in China for such a controlling government to accept an advice from a researcher. Anyway, I will try with all my effort even if there is only a one percent possibility. There is a good channel for me to submit this paper to the top government related department as I will work in Hong Kong Society for Rehabilitation (HKSR) as Director of International and China Division. HKSR historically has strong relationship with China Disabled Persons' Federation in which there have been many joint programs on the disability development in past decades. I am confident in being able to submit my paper to the top leaders once the paper is approved by NIDA.

#### ***1. Limitations***

This research had several limitations in terms of data collection and generalizability. In regards to Data collection, by the very nature of being a qualitative research, it relied heavily on interviews as the primary data collection method. This was further complicated by the fact that some key informants of the interviewees were government officials. It is possible that they many have been limited in what or how they could respond.

#### ***2. Challenges***

Additionally, those data from the focus group discussion with “Rights into Action Group” is very critical to government, which is causing some people to be very suspicious as “Rights into Action Group” as a NGO, which is usually test the boundaries of political systems by assuming a number of civic rights, especially in authoritarian regimes and emerging democratic countries.

It's a risk for NGOs in China to involve themselves in advocating about public policy, a sharper realization of the potential dangers for NGOs in China because China is still ruled by one party (communism) which will not allow NGOs to challenge their decisions. So some questions have been responded in vague wordings which I have to guess what the real meaning of it, sometimes I have to phone them back for confirmation which has taken a lot of my time to do data recollection and reanalysis after analysis of the data.

### 3. Generalizability

Lastly, the limitations exist in terms of generalizability of the findings. Since this research was an exploratory study using a framework developed, the framework requires more development and subsequent use to determine reliability. Additionally, a case study was conducted as one of the research findings in rural area, the relationship between public attitudes and social environment might have increased the likelihood of tolerance for any missteps in execution of the research, therefore some of the results may not be generalizable. Furthermore, Yin (2008) suggests that case study findings may not be generalizable. Future validation of the findings is needed under non-incentivized conditions with un-established relationships.

## 6. Conclusion

### 6.1 Contribution

#### 1. Theoretical

This research makes a contribution to theory in several ways. First, it recognizes the relationship between poverty and disability. It extends theoretical contributions made by Dr Margaret Chan, Director-General World Health Organization (June, 2011) that "...across the world, people with disabilities have less economic participation and higher rates of poverty than people without disabilities", and Elwan (1999) that "Poverty and disability seem to be inextricably linked. It is often noted that persons with disabilities are poorer, as a group, than the general population and that people living in poverty are more likely than others to be disabled persons". Furthermore, the research also recognizes the interrelationship between social value and economic value on the employment of people with disabilities, it explores the blended value collaborations among the social system, public attitudes and social environment for the employment of people with disabilities, which extends the theoretical contributions made by Sen, A. K. (1997), in terms of the behavioral foundations of economic theory.

The research framework contributes findings that disability has evolved dramatic changes globally, the global changes also has huge impact on the changes at national and local levels, for example, findings show that China disability development changes are more dynamic over time with more apparent evolutionary changes. Hafner (2008) states that “the past two decades have also seen a dramatic changes i.e. increase in organizations controlled by disabled people themselves. Local, national and international organizations of disabled have taken a strong role in promoting social change based on their own analysis of disability and society. There are international networks and newsletters here too – such as Disabled People’ International, the international umbrella organization for disabled people’s organizations and Disability Awareness in Action. Minority world disabled people and their organizations have generally been the key players, given greater access to resources”.

Moreover, the research contributes to limited literature on employment of people with disabilities for increasing effective approach for hiring disabled employees and on how to sustain the employment of people with disabilities once the job is offered to the people with disabilities, for example, the development of Livelihood Resource Center for People with Disabilities (LRC) is providing an innovative and a holistic approach as “one-stop-shop” to serve the employment of people with disabilities, particularly in serving rural people with disabilities at grassroots level.

Therefore, this research makes an important contribution in three dimensions of developing employment of people with disabilities including social system, public attitudes and social environment. The contribution of data on disabled person’s employment is able to be sharing with other countries for disability development such as rehabilitation, vocational training and job coaching as well as business development. More simply stated, research findings make a contribution to a wider use of employment data for the government related department, non-government organisation, DPOs (Disabled Persons Organisations) as well as researchers to follow up their future research directions.

## 2. Practical

The research makes a practical contribution in three ways. First, the blended value of social and economic on employment of people with disabilities collaborating among the social system, public attitudes and social environments, which is sharing understanding of blended value on social and economic on the employment of people with disabilities. This research



practically contributes to the encouragement for the policy reform, attitude changes and environment barrier free for employment of people with disabilities. Furthermore, the research could also be helpful in choosing the correct approach for increasing likelihood of a successful and sustainable employment for people with disabilities. Lastly, the research highlighted the need to understand that public attitude and social environment are correlated strongly; the more negative attitudes towards to people with disabilities, the more barriers would be pressed on the people with disabilities. The research is also contributing to the advocacy and campaigns on the UNCRPD (United Nations on Convention of Rights on Persons with Disabilities). Regardless of the context, this research provides a consolidated framework by which to identify strategies of improving policies and practices to fulfill the right of employment for people with disabilities.

### **6.2 Future Research Directions**

This research examined the data of social system, public attitudes including cultures and social & physical environment sharing for disability development and employment of people with disabilities. Findings show that social system has dominated social environment changes, and public attitudes and social environment are both affecting each other. The result of the research shows that social system, public attitudes and social environment have largely hindered the employment of people with disabilities. At the end of research, there is finding on *how* to make government accept those suggestions and recommendations from this research to make a concrete plan to improve the policy and practice of employment for people with disabilities. As such, future studies exploring added value analysis with economic evidence on the employment of people with disabilities. Such research could have great significance in terms of return on the employment of people with disabilities, and impact the overall value proposition that has many people with disabilities hired by public agencies and enterprises or self-employment positions, in which it would have a great likelihood of success.

### **7. Acknowledgements**

Foremost, I would like to express my sincere gratitude to Prof. Ploy Suebvises from National Institute of Development Administration (NIDA) in Bangkok Thailand for her continuous support of my research, for her patience, motivation, enthusiasm, and immense knowledge. Her guidance helped me in all the time of research and writing of this dissertation. I could not have imagined having a better advisor and mentor of my research study.

Besides my advisor, I would like to thank Prof. Ponlapat Buracom, Prof. Nisada Wedchayanon, Prof. and Tippawan Lorsuwannarart, for their invaluable guidance and insightful comments and their encouragement throughout my research. Importantly, I would like to convey my sincere gratitude to all the professors, students and coordinators of NIDA who gave the support for my PhD study.

My sincere thanks also go to Mr. Yangshun Liu, the Director of, and Employees with Disabilities from Baishui Livelihood Resource Center for People with Disabilities in Sha'an Xi Province China, for offering me the opportunities in their center and leading my work on exciting case studies of Employment for People with disabilities and focus group discussion.

Last but not least; I would like to thank my family: my wife, Aihua Nie and my son, Weimian Wang, for supporting me spiritually throughout my PhD study in last four years.

*Tingyu Wang (Smiley)*

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