

Question Starting or Advantage Guiding? An Analysis of the Current Situation of China's Government's Employment Guarantee for the Disabled

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Abstract: The traditional "problem perspective" focuses on the difficulties and defects of the disabled themselves and their environment. To realize the transformation from "problem perspective" to "advantage perspective" is the necessary guarantee for the government to develop the cause of disability security. This paper sorts out the research literature on the government's guarantee of employment of disabled people from two perspectives of problem and advantage, compares the advantages and disadvantages of the schemes given by the two research perspectives, and tries to provide ideas for the country to build employment security system for the disabled.

1. Introduction

In the report of the 19th National Congress of the Communist Party of China, the goal of seeking people's livelihood and solving the people's livelihood is the goal of struggle, and everyone is guaranteed to have a sense of satisfaction and satisfaction in the construction and sharing. Due to physical defects and lack of function, disabled people face difficulties that ordinary people cannot imagine in their lives. Guaranteeing and realizing the employment of the disabled is the key to the development of people's livelihood.

Under the background that the country pays attention to people's livelihood, the issue of work security for the disabled has attracted the attention of academic circles. Different scholars give different suggestions and Countermeasures Based on different theoretical perspectives. To sort out, the current academic circles are mainly based on two perspectives, one is the "problem perspective" and the other is the "advantage perspective". So what is the problem perspective? What are the schemes to guarantee the employment of the disabled from the perspective of the problem? What kind of problems are these solutions? What is the advantage perspective? What is the improvement of the program given by the advantage perspective compared to the problem perspective? This paper attempts to sort out the research context of the disabled to protect the employment problem from two perspectives, compare the contributions and shortcomings of the two research perspectives, and try to provide ideas for the state to protect the employment of disabled people.

2. Research on Employment Security for Disabled Persons from the Perspective of Problems

"Problem perspective" is based on the disadvantage or defect of the disabled themselves as the starting point of recognizing the work of the disabled, that is, from the perspective of the disabled's "disability" and "disadvantage" or "disadvantage", focusing on the problems and difficulties faced by the disabled. From the "problem perspective", the study on the employment of disabled people in employment has roughly included the following research results:

(1) Overview of research on ensuring the employment of disabled people

With regard to the study of employment security for the disabled, scholars have mostly discussed the subject areas of political science, public management, and law, but most of them are based on the traditional "problem perspective." In this paper, China Core has collected core journal articles with

the theme of “Employment for the Disabled”. Since 1989, there have been 1968 related academic papers published by Chinese researchers. From the process statistics of the research and development of employment security for the disabled, we can find (see figure 1). Since 2002, there have been sporadic studies in academic circles. In 2006, there has been a small-scale growth. Since 2010, the number of research literature in this field has shown a significant growth trend, which indicates that the employment security of the disabled has received increasing attention from the academic community. Despite the gradual decline in recent years, research is still relatively rich.

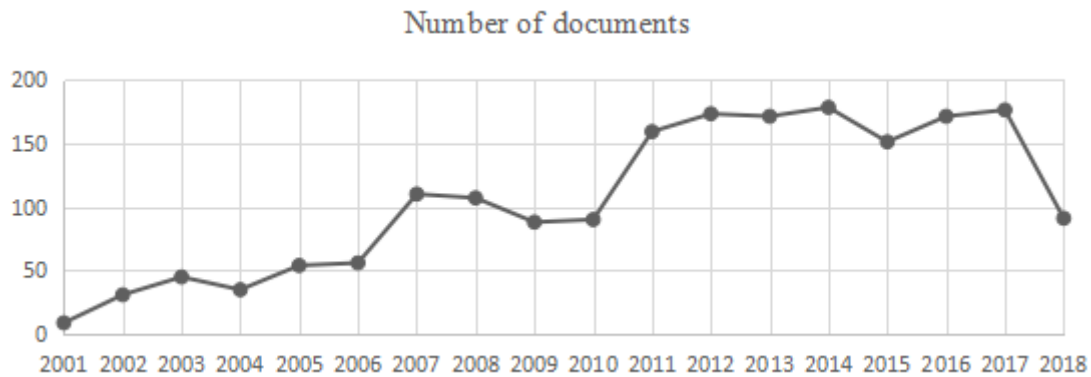


Figure 1 Trend Table of Publications of Literature on Employment Security for Persons with Disabilities

(2) Research on the Employment Model for the Disabled from the Perspective of Problems

From the perspective of the problem, the theory of social exclusion is the theoretical basis for studying the employment of the disabled. The basic point of view of social exclusion theory is that the disabled groups are excluded and deprived by the mainstream of society in the fields of economy, politics and culture due to the structural and functional defects. Its essence is to emphasize the misfortune and suffering suffered by the survival and development of disabled people. According to the causes and manifestations of social exclusion, the employment patterns of disabled people can be summarized into four types: medical model, social model, policy support model and legislative model.

2.1 Medical model

The medical model is the beginning of studying the employment security of disabled people. Scholars focus on the phenomenon that people with disabilities are separated by society in terms of material and medical care, and that disabled people are the result of poverty and physical incompetence. In the 1980s, the Classification of International Defects, Disabilities and Disabilities embodies the concept of medical model. Medicine and care have become the implementation path to solve the employment security of disabled people, that is, individuals with disabilities will receive material support from their families and society. American researcher Hahn (1985) proposed that employment for the disabled is a means to prosper the economy. For every \$1 invested by the federal government, the fiscal revenue will recover \$9 or more from the disabled through tax. Cochrane (1993) analyzed the employment situation of disabled people in East Asian countries. He believed that the government should shoulder the ultimate responsibility in providing welfare services to vulnerable groups, ensure the rights and interests of disabled people to the greatest extent, and pay special attention to the role of employment insurance mechanism. Scholar Li Yiru (2016) believes that economic subsidies are the direct way for the government to express concern. Long-term and continuous economic support is the most effective help for the employment of disabled people. At the end of the 20th century, the medical model was accepted by most welfare countries, but there are some drawbacks in this model. It shapes the collective memory and stereotype of disabled people who are helpless and need social pity and sympathy. It is very easy for disabled people to fall into passive cognitive outlook and values.

2.2 Social mode

Britain is not only the cradle of the welfare state, but also the birth of a social model. Social model studies the deficiencies and deficiencies faced by the disabled in the social structure. The United Nations "World Programme of Action concerning Disabled Persons" and other documents focus on the main idea of the social model, based on the social structure of the unpaid relief and service network to replace the family as a protector of the rights and interests of the disabled.

Some scholars have delved into the philanthropic aspects of social models. The social subjects actively offered charity assistance, engaged in poverty alleviation and poverty alleviation, and increased the welfare of disabled groups. For example, Ma Honglu (1998) systematically analyzed and compared the different characteristics of typical guarantee models from the content and methods of welfare of disabled people. It requires not only social welfare institutions to provide high-quality services, but also grass-roots communities to find ways to improve the ability of disabled people to find jobs.

In view of the rights of the social model, some scholars have carried out research. Marshall, a British social policy scientist, became a pioneer in research. Marshall (1950) compared the differences between human rights, political rights and social rights from the perspective of rights change, pointing out that social rights have gradually become the carrier of people's participation and integration into society. Along with Marshall's thinking, Yang Lixiong (2013) emphasizes the balance of sources of social rights and forms a synergistic guarantee mechanism for external social construction and human internalization of disabled people.

2.3 Policy support model

After revisiting the previous model of disability security, the United States began to operate a policy support model. Analyze the state of social exclusion of persons with disabilities from the perspective of formal and informal institutions. Therefore, the government relies on policies to support the cause of the disabled, while assistance and education go hand in hand, and equal rights and responsibilities become the focus of protection.

Under the mode of policy support, the government can manage the employment security services for the disabled through macro-control and principal-agent. It combines support policies and protective measures to arrange the employment of the disabled through multi-channel, multi-level and multi-form. In terms of macro-control, German scholar Teresa (2006) believes that the government's safeguard policy is mainly divided into two types of concepts: anti-discrimination and advocating equality. Employment policy should not only guarantee the equal employment rights of the disabled, but also ensure that the interests of other social public are not harmed. At the same time, Zheng Gongcheng (2008), a Chinese scholar, believes that the dominant position of the government in the development of employment for the disabled can not be shaken. Without the guidance of national policies, a clear system of protection for the disabled will not be formed. Therefore, the needs of various social entities should be subject to the government's supply, and the government's hierarchical and systemized policies should be the premise of action. At the entrusted agency, Michel Camporetti (2007) found that the rapid development of the employment of disabled people was the result of ensuring the diversified work of the work. In the face of the severe and complicated employment situation, the government will inevitably have difficulties and inconveniences in actual work. The joining of other members of the society may help solve these difficulties and promote the smooth progress of the work of disabled persons to achieve a win-win situation.

2.4 Legislative model

Different from previous studies, the legislative model believes that disabled people are in the dynamic process of separation from the public because of legal factors. This view has developed the value scale of human rights protection and has become a full portrayal of the human spirit.

From the perspective of legislative practice. The unique practices and typical experiences of some foreign countries in this field are pioneering and practical, and worth learning and research. The employment security work for the disabled in the United States started late, but it has developed rapidly and achieved remarkable results. This is mainly due to the continuous improvement of the law

on the rescue of disabled people. The Occupational Rehabilitation Act pioneered the employment security law for the disabled in the United States and even in the world. Later, laws were enacted to require the state government to provide reemployment training for the disabled with financial support from the federal government. The promulgation of a series of regulations on rehabilitation, reemployment and social insurance in the 1990s marked the entry into an era of accessibility for the disabled in the United States.

From the perspective of legislative theory. Qi Yanping (2006) found that the specific tax reduction provisions of the law are conducive to improving the enthusiasm of the disabled for voluntary employment and entrepreneurship. Liao Juan (2008) advocated the government to enact laws related to medical rehabilitation for the disabled, highlighting the horizontal design and plane integration of the legal system, and highlighting the procedural fairness and substantive fairness of the legislative and judicial processes.

The above four models of research are based on the actual situation of the country and the region, and put forward specific policy recommendations for the needs of disabled people, providing a large number of research references. The four modes are both interconnected and unique. It can be seen that compared with the medical model, the social model pays more attention to the participation of social pluralists. Compared with the social model, the policy support model recognizes the obstacles to transforming the social environment. Both the policy support model and the legislative model emphasize the role of the government as a public power in the employment of disabled people. But there are still some shortcomings. First, most of the theoretical studies focus on disadvantageous factors, neglecting the inherent strength and superior resources of the disabled, so they can not examine the interaction between the disabled and society from an equal perspective, which reflects the idea of salvation to a large extent, which has been criticized by the academic circles. Second, there is a lack of a general framework for assessing the domestic and foreign resources for the protection of the disabled. Invisibly, people with disabilities are trapped in a set of specific lifestyles, codes of conduct and values, such as withdrawal from events, lack of courage and determination to change, and lack of the ability to realize their dreams. Such negative barriers will directly affect the quality and level of disabled people's participation in labor. Therefore, we should introduce the perspective of advantages and explore the role of government in ensuring employment for the disabled from the perspective of advantages.

3. Research on Employment Guarantee Model for Disabled Persons from the Perspective of Advantage

It is precisely because of the shortcomings of the problem perspective in the implementation of disability security, some scholars began to think about whether there are other perspectives that can also promote the employment of disabled people.

3.1 Research on the Theory of Advantage Perspective

Taking Dennis Saleebey, an American sociologist in the early 1980s, as the representative of the dominant perspective theory. At present, there is no unified definition of dominant perspective in academic circles.

According to Dennis Saleebey, the perspective of superiority focuses not only on the inherent advantages of individuals, but also on the advantages of external systems. As a new method of work, the perspective of advantage requires social workers to always pay attention to the needs and potential of the client, even in adversity or setbacks, the client is regarded as an individual with positive impact, which will support and motivate the change of the client. Domestic research on the perspective of superiority depends on the theoretical basis of Western countries. Scholar Du Lijun (2007) began to study the theory of superiority perspective. He believed that the dominant perspective is not only a perspective that focuses on human inner strength and superior resources, but also a thinking and working process that constantly explores the ability and achievements of the client. In order to better guide social work practice, the advantage perspective theory expands some

core concepts to enrich and improve the theoretical system of social work, such as empowerment, membership, resilience, questioning, dialogue and cooperation. He believes that its core is "resistance", that is, it has the ability to resist and change in the face of difficulties and misfortunes.

3.2 Research on the Application of Advantages Perspective in the Protection of Disabled Persons

Scholars conducted a group study on the social security system for the disabled according to their age, gender and disability categories, and discussed the solutions to the employment security problem for the disabled, and pushed forward the theory of the advantage perspective.

Lin Lifan (2015) focuses on the children's group and qualitatively analyzes the role of the community in the process of changing children with disabilities. It points out that the advantage perspective can make the children of mentally retarded children see the advantages of children and families. Let the family really enter the community, but also let the community resources into the family. Yu Xiao (2016) also believes that the perspective of advantage can cultivate children's environmental resources and solve the difficulties and problems of disabled children after integrating their own advantages.

At the youth level, Orchid (2008) believes that there are many obstacles in the living environment of the disabled, and the current welfare system for the disabled can not well protect the right to life of the disabled. Advantage perspective, as a new working method and train of thought, should be the guide of life security for the disabled. Cai Yufei (2014) proposed that social work organizations should use case management models and resource integration methods to protect the rights and interests of disabled college students.

Older disabled people are more affected and restricted by the environment due to their weaker age and physical status. Guo Yan (2017) used Beijing Y Old Apartment as a case study to explore the effectiveness of elderly disabled people in the social institutions. Zhou Pei and Qu Shaoxu (2011) believe that the community is the home and source of life security for the elderly. The stronger the opportunities and support provided by the community, the greater the possibility of change for the elderly themselves, the more satisfied and happy they will naturally get. Individual preferences should be organically combined with public supply, volunteer activities and training activities should be carried out so as to make the community a basic space for the life security of the elderly disabled and a platform for displaying their advantages.

3.3 The Research Status of Employment Guarantee for Disabled Persons from the Perspective of Advantage

It is worth noting that our academia is also aware of the inadequacy of the problem perspective in solving the employment problem of the disabled, trying to explore how the government constructs a security system to promote the healthy development of the employment of the disabled from the perspective of advantages.

From the perspective of government responsibility from the perspective of advantages, Tongxing (2011) emphasizes the inherent drawbacks of the market and enterprises. The government should shoulder more responsibilities in resettling disabled persons for employment. Besides tapping its own potential, it can also try to cooperate with social organizations in order to maximize the rights and interests of disabled persons through preferential policies and economic subsidies. Gong Ying (2013) based on the empirical research of developed countries in the West, believes that the government should start from the needs of disabled people, build a communication network and barrier-free platform for disabled people as soon as possible, and develop resources for public welfare and public activities. At the same time, it also completes the transformation of the type of development of employment security for the disabled.

Judging from the responsibility of disabled people from the perspective of superiority, the original association (2009) found that disabled people should enhance and expand their own advantages and resources in the process of employment, and improve their social adaptability. By cultivating personal qualities and protective factors in the external environment, we identify ambitions, skills,

flexibility and potential and become the mainstay of employment. Zhu Ping (2014) believes that disabled people can participate in virtual network social activities through the Internet as well as healthy people. Intelligent tools are the embodiment of the advantages of perspective, and also the research direction of disability protection in the future.

Diversification of the main body of protection for the disabled is another way to realize the rights and interests of the disabled. Zhang Wei (2014) based on 13 counties and cities in Wuhan City Circle, advocated the construction of employment support system for rural disabled people, which is family-oriented and actively involved by community and many social subjects. We should match the public demand with the government supply, give full play to the role of the market, and form a balance between private interests and social equity. Wang Hao (2017) believes that if the government's more mature public service experience measures are combined with immature market service projects, and then the traditional Chinese family protection factors will be taken into consideration, it will certainly promote the development of employment security for the disabled.

For a long time, we have always made up for the harm and defects of disabled people as the original intention of action, often overlooking the positive energy and bright spots of disabled people, and the researchers of the dominant perspective have changed the previous problems. Considering the great potential and infinite strength of the disabled, most of the studies focus on one aspect or one region of the disabled protection case studies, and the comprehensive research is basically blank. In addition, there is insufficient research on the diversity and pertinence of the disabled, which is a problem that needs to be taken into account in future research.

4. Conclusion

This paper reviews the basic theoretical assumptions from the perspective of problems and advantages and the literature on the employment security of disabled people. Scholars from the general study of the theory of superiority perspective, to the successful mode of foreign use of superiority perspective to ensure the employment of disabled people, the affirmative study of experience summary to the objective study of the current situation of the employment of disabled people in combination with our government. Gradually realized in-depth research from the table and the inside, from the simple advantage perspective theory and the government's isolated research to ensure the employment of disabled people to the combination of the two, to lay a better foundation for further deepening the government's research to ensure the employment of disabled people.

However, the original research has defects to a certain extent, which are concentrated in the following points:

First, compared with foreign scholars' research on the protection of disabled people, domestic scholars' research is obviously insufficient. No matter the degree of attention and the number of results, it is not rich and systematic. The journals in the CNKI database of China Knowledge Network are used as search sources, and the search results are found on the theme of “advantageous perspective” + “employment protection for the disabled”. The research on employment security for the disabled started relatively late in China's academic circles. The earliest periodical articles appeared only in 2009, with only one, and only four by 2017. With domestic scholars gradually attaching importance to the theory of superiority perspective, there is still much room for the government to protect the disabled. More scholars need to actively explore and carry out relevant basic research work.

Second, the research methods need to be further scientific, and the existing literature on the protection of disabled people is still at the theoretical level. Many research results focus on the problems, causes and Countermeasures of the government's employment protection for the disabled from the perspective of theoretical analysis, lacking empirical research and field investigation. Therefore, it is necessary to strengthen the empirical research on research methods, combine quantitative research with qualitative research, and guarantee the employment security of disabled people from the practical level to become a useful exploration of the Chinese government in using the advantage theory to guarantee the employment of disabled people.

Third, research needs to improve the stress and explanatory power of real problems. At present, domestic literature lacks research on different aspects of disability protection and the optimal matching of different subjects, especially the lack of comparative research on individual subjects. With the prominent role of social organizations and other entities in ensuring the employment of disabled persons, the leading role of the first responsible person in the process of assisting the disabled should be weakened or strengthened. How to solve the contradiction between the demand for universal employment of the disabled and the lagging social support system, and how to achieve the goal of ensuring high-level employment of the disabled. These practical problems have challenged the government's work and should also become the focus of our academic circles. Therefore, future research can establish a multi-subject and multi-level theoretical system of employment security for the disabled, thus answering the question of "who, when, where and what kind of employment security services are provided, and why".

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