

# Analysis and Research on the Survival and Employment Situations of Disabled Populations

Jiaxuan Zhang

Zhuhai Oriental Yinghua International Academy, Zhuhai, Guangdong, China

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**Abstract:** This study provides an in-depth analysis of the survival status and employment-related challenges of people with disabilities. We discuss strategies to improve their employability skills and expand their employment opportunities. In addition, we put forward suggestions on strengthening corporate social responsibility and helping people with disabilities. Through case analysis and practice at home and abroad, this study provides empirical support and suggestions on policy for promoting the employment of disabled people. On the one hand, disabled people face many challenges in survival. First, due to physical or psychological obstacles, they often need special medical and rehabilitation services, and the high cost of these services puts them under big economic pressure. Second, due to a lack of social recognition and discrimination, people with disabilities face many obstacles in areas such as education, employment, and social participation, making it difficult for them to integrate into society. Additionally, the social security system for people with disabilities is incomplete, and they face many difficulties in pensions, medical care, finding housing, etc. On the other hand, in terms of employment, the challenges faced by disabled people are severe. First, due to physical or psychological barriers, their employment scope is limited, and their occupation is unsuitable. Second, disabled individuals encounter numerous unjust treatments in the workplace due to society's lack of understanding and discrimination towards them. Therefore, improving the employment skills of disabled people and increasing employment opportunities are the key. One objective is improving employment competitiveness through vocational training and skill improvement. Another objective is to increase employment opportunities for people with disabilities through policy guidance and corporate social responsibility. Corporate social responsibility is an important force to promote employment for disabled people. Enterprise managers should realize that disabled people are part of society, and they have the right and ability to participate in social production. Therefore, enterprises should actively fulfill their social responsibilities, provide employment opportunities for disabled people, and promote inclusive development for the disabled. At the same time, the government should supervise enterprises to fulfill their social responsibilities and create employment opportunities for disabled people through legislation and policy guidance. The survival and employment situation of people with disabilities face many challenges. By improving employability skills, increasing employment opportunities, and integrating corporate social responsibility and disability, the survival and employment situation of people with disabilities can be effectively improved. In summary, through case analysis and practice at home and abroad, this study provides empirical support and policy recommendations for promoting the employment of disabled people.

**Keywords:** Disabled people, Living conditions, Employment challenges, Employment promotion strategies, Corporate social responsibility.

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## 1. Introduction

Disabled people, as an important part of society, their survival and employment have always been the focus of social attention. The difficulties in surviving and finding work that disabled individuals face impact not just their growth but also have implications for social cohesiveness and advancement [1]. Therefore, it is vital to study the survival and employment status of disabled people and put forward effective employment promotion strategies for promoting social equity and inclusiveness.

Disabled people have multiple dilemmas in their survival. First of all, due to physical or psychological obstacles, they often need special medical and rehabilitation services, and the high cost of these services puts them under big economic pressure. Second, as a result of insufficient social awareness and prejudice against disabled individuals, they encounter numerous challenges in accessing education, finding employment, and participating in social activities, making their integration into society a daunting task. Furthermore, the social security system for people with disabilities is incomplete, and they face many difficulties in pensions, medical care, and finding housing [2].

In terms of employment, the challenges faced by disabled people are even more severe. Due to physical or psychological barriers, their employment scope is limited, and their occupation is unsuitable. At the same time, disabled individuals encounter numerous unjust treatments in the employment process due to society's lack of understanding and discrimination towards them. The low employment rate and substandard employment quality of individuals with disabilities are a result of these factors.

To address these issues, we thoroughly analyzed the difficulties that people with disabilities face in finding livelihoods and jobs and discussed strategies to improve their employability skills and expand their employment opportunities. Through case analysis and practice at home and abroad, this study provides empirical support and policy suggestions for promoting the employment of disabled people. In addition, this study also puts forward some suggestions to strengthen corporate social responsibility and protect the disabled, promote social equity, and improve inclusiveness.

To sum up, the survival and employment of disabled people is a complex and important social problem. After an in-depth study of the survival and employment status of disabled people, this paper puts forward effective employment

promotion strategies, which will help improve the survival status of disabled people, promote social equity, and enhance inclusiveness.

## 2. The Definition and Current Situation of Disabled People

### 2.1. Social Definition and Classification of Disabled People

Disabled individuals refer to those who have difficulties in their daily life, study, or work due to physical, psychological, or sensory impairments. According to the World Health Organization classification, disabilities are divided into physical, mental, sensory, and psychological disabilities. Classification helps people better understand the diversity and specific needs of disabled people to develop more accurate support policies and interventions.

### 2.2. Analysis of Challenges and Needs of Disabled People

#### 2.2.1. Adapting to Daily Life

Individuals with disabilities encounter various challenges in their everyday lives, including transportation, communication, and personal hygiene [3]. Special assistive tools, accessible facilities, and social understanding and support are required by them. For example, a person with a physical disability may need a wheelchair or crutches to get around, and a person with a hearing impairment may need hearing aids or a sign language interpreter to communicate effectively. In addition, the lack of barrier-free facilities, such as barrier-free ramps, elevators, and toilets, is also a tricky problem for disabled people.

#### 2.2.2. Barriers to Social Integration

Disabled people have obstacles in social integration, including inequality in educational resources, employment opportunities, and social participation. The inequality of educational resources is reflected in the difficulty for disabled children and adolescents to obtain suitable special education and the limited opportunities for higher education and vocational training [4]. The lack of employment opportunities makes it difficult for disabled adults to achieve economic independence and improve their social status. The social participation gap is evident as disabled individuals are frequently excluded from political, cultural, and social events, making it challenging for them to voice their opinions and requirements. The aforementioned not only hinders the personal growth of individuals with disabilities but also impacts the general harmony and advancement of society.

By analyzing the definition of disabled people and the present situation of their lives, we can see that disabled people are facing many challenges in their daily lives and need extensive attention and support from society. The obstacles faced by disabled individuals in integrating into society demonstrate the existing exclusion and unfairness that must be addressed through policy changes and educational initiatives.

## 3. Analysis of Employment Status of Disabled People

### 3.1. Job Opportunities and Challenges for Disabled People

Disabled people face significant challenges in the job

market, such as fewer employment opportunities, limited career choices, and unsuitable working environments [5]. These factors limit their career development and social integration. The lack of employment opportunities is mainly due to employers' prejudice and lack of understanding towards people with disabilities, as well as a lack of regard for accessible working environments. The limitation of career choice is related to the educational background, skill training, and personal ability of disabled people. Lack of adaptability in the work environment may include physical barriers such as poor accessibility, unsuitable workplaces, and rejection of the work culture, including communication barriers and difficulties with teamwork. Figure 1 shows the basic performance and characteristics [6].

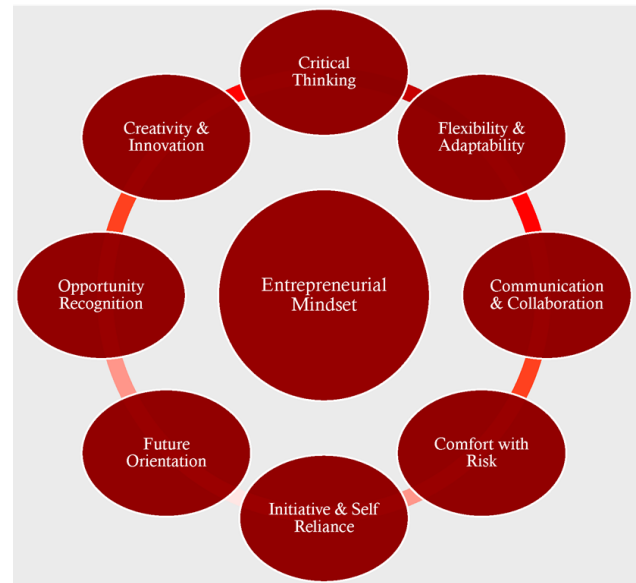


Figure 1. The basic manifestations and characteristics of job opportunities and challenges for disabled people

### 3.2. Disability Supports and Employment Policy System

#### 3.2.1. Policy Analysis

Many countries protect the employment rights and interests of the disabled through legislation and policies, such as the employment security system for the disabled and tax incentives [7]. These policies provide employment security and support for disabled people. For example, the employment security system for disabled people requires employers to hire disabled employees in a specific proportion to promote the employment of disabled people. Among the tax incentives, the government encourages enterprises to employ disabled workers. In addition, some countries have implemented anti-discrimination laws to protect the equal rights of disabled people in recruitment and work.

#### 3.2.2. Build a Support System

In improving the employment rate and quality of life of people with disabilities, it is essential to establish an optimal employment support system for people with disabilities, including vocational training, employment consultation, and psychological counseling. Vocational training aims to provide professional skills and professional quality training according to the characteristics and market demands. Employment guidance helps disabled people analyze the job market, make career plans, and improve their job-hunting skills. In addition, psychological counseling focuses on disabled people's mental health, helping them build self-confidence and cope with

challenges in the workplace. These support services will significantly improve the employment rate and employment satisfaction of disabled people.

To sum up, disabled people face many challenges in the job market, and we need to promote their employment by constructing policy guarantees and support systems. It is not only helpful for disabled people to achieve self-worth and economic independence but also an essential way to promote social equity and inclusive development.

## **4. Research on Employment Promotion Strategies for Disabled People**

### **4.1. Improve the Employment Skills of Disabled People**

Vocational training and skill improvement will enhance the employment competitiveness of disabled people and improve their employment rate and job satisfaction. Vocational training involves customized training content for the special needs and market needs of disabled people, such as sign language, auxiliary technology, and specific vocational skills. In addition, the government should encourage disabled individuals to engage in skills certification and qualification assessment to enhance their competitiveness in the labor market. Finally, disabled people can accumulate work experience and improve employment skills through internships and volunteer services.

### **4.2. Increase Employment Opportunities for Disabled People**

First, the government encourages enterprises and industries to provide more employment opportunities for disabled people, such as setting up jobs and carrying out cooperative projects. Second, the government encourages enterprises to employ disabled workers through incentives such as tax relief and subsidies. At the same time, a public employment service system can be established to provide career counseling and employment recommendations for disabled people. In addition, it is necessary to set up social enterprises to provide employment opportunities for disabled people and achieve social welfare goals.

### **4.3. Strengthening Corporate Social Responsibility and Disability Inclusiveness**

#### **4.3.1. Enterprise Employment Strategy**

Enterprises should adopt positive employment strategies to provide equal job opportunities for disabled people and promote diversity and inclusiveness in the workplace. It includes eliminating discrimination in the recruitment process, giving conveniences and providing career development and promotion opportunities for disabled employees.

#### **4.3.2. Adaptability of Working Environment**

Businesses must enhance the workplace and offer accessible amenities to guarantee that disabled employees can perform their duties effectively and comfortably. Accessibility includes physical modifications, such as accessible access and accessible toilets, and adjustments to workflow and communication methods, such as the provision of auxiliary communication equipment and adjustments to working hours and working ways.

Implementing the mentioned strategies can effectively enhance the employability skills of individuals with disabilities, widen job opportunities, and foster the fusion of

corporate social responsibility and disability issues. This, in turn, will generate more employment chances for disabled individuals, ultimately enhancing their employment quality and overall quality of life. They not only help disabled people to achieve self-worth and economic independence but also are vital ways to promote social equity and inclusive development.

## **5. Case Analysis and Practice**

### **5.1. Research on Successful Employment Cases of Disabled People at Home and Abroad**

This paper reviews successful cases of disabled employment both domestically and internationally to identify trends and offer insights for similar initiatives in other regions and organizations. For example, some countries passed legislation to ensure a certain proportion of disabled people are employed in the public sector while encouraging the private sector to hire disabled workers. These countries have set up special support institutions for vocational training and employment guidance for disabled people. For enterprises, some companies implement inclusive employment policies, which not only enhance the company's social image but also promote diversity and innovation in the workplace.

### **5.2. Innovations and Challenges in Practice**

#### **5.2.1. Innovative Employment Model**

We explore new employment models for disabled people, such as remote working and flexible working, to suit their needs. Remote work enables disabled employees to work from home or in alternative settings, minimizing the need for traditional office spaces. The adaptable work system tailors work hours and workload based on the physical health and individual requirements of disabled employees, enhancing work productivity and quality of life.

#### **5.2.2. Challenges and Solutions**

We examine the obstacles the disabled face in working, including societal ideas and policy implementation issues, and suggest appropriate remedies. The society holds biases and misconceptions towards individuals with disabilities, requiring shifts through public education and awareness campaigns. For policy implementation, the government and relevant departments must strengthen supervision and ensure the effective implementation of related policies. In addition, managers should establish a feedback mechanism and evaluation system to adjust and optimize the policy of disabled employment promptly.

By analyzing cases and engaging in practical experience, we can gain a deeper understanding of the present state and direction of disabled employment, which can help in designing more efficient strategies for promotion with empirical evidence. At the same time, these instances and practices illustrate the capabilities and worth of individuals with disabilities in the workforce while also advancing a broader and just perception of disabled individuals in the community.

## **6. Conclusions and Suggestions**

The survival and employment of disabled people need the attention and support of all sectors of society. Some measures can effectively promote employment and achieve social equity and inclusiveness, including improving the policy system, corporate social responsibility, and the employment

skills of disabled people. Furthermore, individuals with disabilities should work on enhancing their skills, actively participate in social integration, and collaborate to foster the harmonious progress of society.

## 6.1. Conclusions

The survival and employment situation of disabled people is a complex and urgent social problem. The challenges they face affect their personal development and are also related to the overall progress of society. Individuals with disabilities encounter various challenges in their everyday lives, including transportation, communication, and personal hygiene. These challenges restrict their ability to integrate into society. When it comes to job opportunities, individuals with disabilities encounter challenges like limited career options, a lack of employment opportunities, and difficulties adjusting to their work environment, all of which hinder their professional growth and social inclusion. In summary, attention and support from all walks of life can effectively promote the employment of disabled people and achieve social equity and tolerance by improving the policy system, corporate social responsibility, and the employment skills of disabled people.

## 6.2. Suggestions

(1) The government should strengthen legislation and policy formulation to protect the employment rights of disabled people and provide more employment opportunities and a better working environment.

(2) Enterprises should take social responsibility, adopt active employment strategies, provide equal work opportunities for disabled people, and promote diversity and inclusiveness in the workplace.

(3) Society must enhance awareness and comprehension of individuals with disabilities, eradicate bias and discrimination,

and offer increased assistance and aid for disabled individuals.

(4) Disabled people actively improve their ability, integrate into society, and jointly promote the harmonious development of society.

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