

Research on the Employment Effect of Non-Governmental Organizations on the Employment of Disabled People in China

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Abstract

Social security and employment promotion have always been the two major themes of the development of people's livelihood in China, especially in China's social development, the employment issue has always occupied the majority of the stability of people's livelihood. Among them, the employment situation of the disabled is more serious due to the defects of their own intelligence level and physical ability and weak social adaptability. At the same time, since the 2008 financial crisis, the number of jobs in China's large and small enterprises has plummeted, and non-governmental organizations have become a new employment hot spot. Therefore, based on the perspective of public economics, this paper starts with the employment effect of non-governmental organizations in multiple economic effects, and provides accurate positioning and feasible suggestions for the employment of persons with disabilities.

Keywords

Non-governmental Organizations; Employment Effect; People with Disabilities.

1. Introduction

1.1. Research Background

1.1.1. Policy Background

1.1.1.1 Social Security and Employment Promotion

Social security and employment promotion have always been the two major themes of the development of people's livelihood in China. Employment is not only closely related to China's economic production and development, but also a basic guarantee for the development of productive forces. It is also the key for every family to survive in the society and relates to the vital interests of everyone. Working people are the main body of the society, an important basis for the harmonious development of the society and the biggest livelihood. Full employment as one of the goals and tasks of building a harmonious socialist society, the party put forward in 17th employment is the top priority of social construction, the party's fifth plenary session of the 17th approval of the establishment of the central committee of the communist party of China about the national economy and social development of the twelfth five year plan suggestion ", points out that to implement a more active employment policy. In its 2021 report on the work of the Government, the Party said: "In the face of a shock rarely seen in history, we have put forward the task of ensuring stability in the six aspects, especially ensuring employment, ensuring people's wellbeing and ensuring market entities, so as to promote stability and make progress while ensuring stability."

1.1.1.2 The State Encourages NGOs to Assist Employment Development

For the development of the job market, in addition to the macro-control and policy practice organized by the government, with the continuous progress of China's economy, foreign NGOs are also playing a role in China's economic development. NGOs can be seen in social welfare, poverty relief, ecological and environmental protection, which has effectively promoted the

transformation of Chinese society. Therefore, in order to ensure that Non-Governmental organizations can legally promote the development of the employment market, the Employment Promotion Law has also made some provisions on the duties and obligations of non-governmental organizations in employment.

Article 6 of the Employment Promotion Law stipulates: "The State Council shall establish a national coordination mechanism for the promotion of employment, study major issues in the employment work, and coordinate and promote the promotion of employment throughout the country. "Coordination of work is not only between government departments, but also between the government, enterprises and non-governmental organizations. It shows that the state attaches great importance to the role of various forces in solving the employment problem, and strives to make all forces coordinate and fully participate in the employment, so as to promote employment to the maximum extent.

It is not only the government and state-owned enterprises that play a boosting role in the job market. NGOs also have the obligation to promote employment development, because employment is related to the interests of the whole society. The government takes the main responsibility, and NGOs are also responsible for employment development. Article 9 of the Employment Promotion Law stipulates that "trade unions, Communist Youth Leagues, women's federations, disabled persons' federations and other social organizations shall assist the people's governments in promoting employment and safeguarding workers' rights to work according to law. "This shows that China not only cares about the employment of ordinary people, but also pays great attention to the employment rights of the disabled.

1.1.2. Social Background

In recent years, with the rapid development of China's economy and society, the employment problem has become prominent. Especially since the global financial crisis in 2008, a large number of enterprises went bankrupt, exerting great pressure on social employment. At the same time, the number of jobs in state-owned enterprises decreased, and the state gradually shifted the focus of employment to NGOs. On the other hand, according to the data analysis report of the Second National Sampling Survey of Persons with Disabilities in 2006, the age distribution of persons with intellectual disabilities between 0 and 14 years old accounted for 25.44% of the total. The proportion of 15-59 years old was 64.39%, and the proportion of 60 years old was 10.16%. According to the national legal age for employment, the number of people with intellectual disabilities who can be employed is considerable, but they often do not have many employment opportunities. The report on the Status of the Disabled in China and the Process of well-off Society in 2013 shows that the employment of the disabled is still very serious. As of 2013, the registered unemployment rate of persons with disabilities was 6.75 percentage points higher than the national average, compared with the national unemployment rate of 4.05 percent. The employment of the disabled is difficult, and the employment of the mentally disabled is worse because of the defects of their own intelligence level and weak social adaptability. Although the state and government departments have repeatedly emphasized the need to support the employment of persons with disabilities and solve their employment problems, the actual situation is that there are only a few professional employment service agencies for persons with disabilities. At present, the welfare institutions that serve the disabled in China are generally centrally sponsored projects or local government-sponsored welfare institutions. Most of them only provide support services, but fail to solve the employment problem of the disabled. Therefore, how to effectively use the functions of NGOs to carry out employment services for persons with disabilities has become one of the important ways to solve the current severe employment situation.

To analyze employment from the Angle of public economics, we should pay attention to employment opportunities. From the perspective of the characteristics of employment

competitive, determine its articles with private properties, but from its has the characteristics of non-exclusive and satisfy the public demand, can determine it has the characteristics of public goods, so jobs belong to mixed goods, so use the perspective of public economics to analyze the difficult employment problem is very necessary for people with disabilities. Therefore, this paper starts with the employment effect of non-governmental organizations in various economic effects to provide accurate positioning for the employment of persons with disabilities.

1.2. Research Significance and Purpose

Although the state and government departments have repeatedly emphasized the need to support the employment of persons with disabilities and solve their employment problems, the actual situation is that this cannot solve the employment problems of persons with disabilities. Therefore, how to effectively use the functions of NGOs to carry out employment services for persons with disabilities has become one of the important ways to solve the current severe employment situation. Therefore, based on the perspective of public economics, this paper starts with the employment effect of non-governmental organizations in multiple economic effects, and provides accurate positioning and feasible suggestions for the employment of persons with disabilities.



Figure 1. Preferential Employment for the disabled

1.3. Research Methods

1.3.1. Literature Research Method

Through collecting and reading relevant literature and materials, this paper has formed a preliminary understanding of the disability group, employment of the disability group, non-governmental organizations and other information, summarized their current situation, and proposed the possibility of future development.

1.3.2. Case Study Method

In this paper, employment cases of persons with disabilities related to the theme of the article are searched and disassembled. The employment effect of ngo economic effect is used to analyze its operating mechanism and the corresponding future development possibilities are proposed.

1.4. Research Content

This paper selects relevant cases of NGOs helping the employment of persons with disabilities, analyzes the operation mechanism of ngo employment effect, and puts forward corresponding suggestions for future development.

This article writing context as follows: first, an overview of the research background, significance and method, based on the background of social employment difficulty, thought that provide jobs for people with disabilities, funds, matching service point of nongovernmental

organizations (NGOs) subject to case for case study, analyzes the role of its employment effect in the process mechanism, and put forward the future prospects of the development of NGOs.

2. A Brief Introduction to the Economic Effects of NGO Organizations

At present, the academic research on NGOs mainly focuses on the field of liberal arts, focusing on the role of NGOs in politics, society and management. In fact, the role of NGOs is not only reflected in social management, but also in national economic development. The purpose of NGOs is to provide education, health care, environmental protection and other services in a voluntary and efficient manner. In a word, from the perspective of the discipline of public economics, NGOs are one of the subjects of national economic activities. Therefore, it is necessary to analyze and grasp the laws of their daily activities and explore their impact on China's national economy.



Figure 2. NGO

2.1. The Economic Effect of NGOs

According to the theory of public economics, the economic impact of NGOs can be summarized into the following five aspects: the impact on economic growth, resource allocation, income distribution, employment promotion and economic stability.

2.1.1. Economic Growth Effect

In terms of economic growth, NGOs have the economic benefits of stimulating consumption and investment and standardizing the trading environment, so as to make up for institutional constraints on economic growth and make contributions to promoting economic growth.

2.1.2. Resource Allocation Effect

In terms of resource allocation, when the government and the market, the two main players in resource allocation, face difficulties, NGOs are playing an increasingly significant role in improving the capacity and efficiency of resource allocation in both direct and indirect ways.

2.1.3. Income Distribution Effect

In terms of income distribution, NGOs, as the third main body besides the state and the market, gradually participate in the distribution of social wealth, and gradually show their role in the field of income distribution. The development of NGOs has become a certain supplement in the process of initial income distribution and income redistribution.

2.1.4. Employment Promotion Effect

In terms of employment promotion, NGOs alleviate employment difficulties by providing employment opportunities, matching information services, employment guidance and training, and providing life assistance. At the same time, the disabled and other vulnerable groups should become the focus of China's NGOs to promote employment.

2.1.5. Economic Stability

On economic stability and sustainable development. NGOs give full play to their advantages in promoting the sustainable and healthy development of the market economy, providing supplementary public goods, and maintaining economic stability and harmony.

In the context of the current employment difficulties for persons with disabilities in China and the development of the national employment market supported by NGOs, this paper takes the employment effect of NGOs as a micro perspective to analyze its impact on the employment of persons with disabilities in China.

2.2. The Employment Effect of NGOs

NGOs have a wide range of employment effects. Their activities can be seen in restaurants, schools, hospitals, public institutions, etc. It is not hard to find that most of the fields involved are service industries, which often require human operation, so there is a great demand for labor. At the same time, in the current society, with the continuous improvement of people's living needs, the service industry is also constantly updating its service scope and constantly contributing to the emergence of new service industries, including many organizations providing jobs for the disabled. By carrying out employment guidance and training, employment information publicity, and employment orientation matching activities, these public welfare organizations can provide training guidance, information services, organization coordination, and credit guarantee for disabled workers, enabling them to find jobs smoothly.

In addition, NGOs also have close ties with private enterprises. For example, the China Poverty Alleviation Fund and the Training Center of the Chinese Studies Alliance jointly organized the "Training and Employment Project" to help disadvantaged groups acquire certain employment skills and settle down in society through the division of contributions from NGOs and enterprises. In short, NGOs have long and efficient practice in employment promotion and have accumulated rich experience.

3. Case Study of NGO Support for Disabled Workers

3.1. Case Analysis

3.1.1. Happy Han Bakery: Children with Mental Disabilities Can Support Themselves

In Taiwan, there are a group of "Happy Han children" (FIG. 3) (mentally handicapped children, also a synonym for "mentally disabled"), who used to be the "three no" children -- not from school, not from hospitals, and sometimes even from their parents.



Figure 3. Happy Han children

These years, through various efforts of Taiwan society, they began to "earn their own living", from the protection of the society to the service of the society, through their own efforts, to realize their own value.

One such social enterprise is the Bakery (Figure 4) and bakery of the Happy Haner Social Welfare Foundation. To this end, the foundation chose to open a special bakery to accept and train Han, let them become bakers, so that they have the opportunity to communicate with people, gain confidence and happiness.



Figure 4. Haner Bakery

The first successful operation was in Kaohsiung in 1997 by the Hi Han Er Welfare Foundation, a bakery set up with self-financing and co-sponsorship. Its positioning is popular -- opened in the community, with ordinary consumers face to face; It has professional bakery teachers to train Han -- from flour to bread, from ordering to serving, from packaging to distribution, from decorating to cleaning, Han has the opportunity to learn a series of social work skills here, with full professional literacy, but also to ensure the quality of Han bakery products. It also allows Han to be competitive in the job market even if he leaves the bakery. There are 25 bakeries under the hi Han Social Welfare Foundation, which are all over Taiwan. Here, Hi Han is no different from ordinary bakers, and even innovates in dining experience and bread making, which can bring customers novel experience.

Han's Bakery not only provides training and work opportunities for Han, it is also a completely customized workplace for Han. For example, they label table numbers with brightly colored stickers so Han can easily guide guests to their seats and deliver their food correctly. Again for instance, the equipment in the kitchen and appliance also are elaborate design, if machine of face that cook regularly can let cook face becomes simple and quick, do not need overmuch operation and setting, convenient xi Han is used.

Be because above a variety of be aimed at the human nature of xi Han son characteristic design, make they can offer in dining-room from receive a guest, pour tea, point eat, make, go up eat, recycle, cashier arrives cleanness a series of service.

The successful operation enables the Happy Han Social Welfare Foundation to continue to develop. Fifty percent of the funds come from profits of related service organizations such as restaurants and bakeries, 30 percent from donations and 20 percent from government grants, breaking away from the problem of welfare enterprises relying on donations and subsidies in the past.

In addition to the bakery, the foundation has created jobs for Han in other service industries. For example, in the community, the establishment of restaurants and gardening teams, so that Han while learning work skills, while practicing the ability to communicate with people, from being protected to service, so that people understand Han, no longer have prejudice against Han, so that they get respect.

3.1.2. Charitable Donations Help People with Disabilities Find Jobs

"The China Charity Federation (FIG. 5) has received another million donations to strengthen employment and poverty alleviation efforts for people with disabilities. "Poverty alleviation is a long-term task. To do a good job in poverty alleviation through employment, the government and enterprises should lead NGOs to participate in poverty alleviation through employment.



Figure 5. China Charity Federation

On April 24, 2019, Ling Chun Xiao God Soup (Beijing) Catering Management Co., Ltd. donated 1 million yuan to China Charity Federation to help disabled people who have labor ability but are facing employment difficulties to find employment, and help them learn new skills, self-reliance and poverty alleviation. To achieve is to benefit the world. The good development of enterprises needs a stable social environment. Therefore, while seeking their own development, enterprises have the responsibility to do their best for the development of society, and at the same time improve their social value with love and kindness.

Employment is the foundation of people's livelihood, which is not only for ordinary people, but also for people with disabilities. Employment not only enables them to support themselves materially, but also enables them to keep in touch with the society spiritually.

Employment of persons with disabilities is one of the most severe forms of social employment difficulties. Nowadays, the great pressure of social employment, even healthy ordinary people cannot get a place in the fierce competition, it can be imagined that people with disabilities in this environment to get a suitable job is not easy. In addition, under the severe employment situation, employers have higher requirements for employees' education background, while people with disabilities often do not have the conditions to obtain the required education background.

In order to better help disabled people to find jobs, both government and non-governmental organizations have made a lot of efforts. Zhang Xinlong, director of the Education and Employment Department of the CDPF, said that the CDPF will cooperate with relevant departments to implement the employment priority strategy and constantly improve the employment policy of the disabled. Employers should be guided to implement a policy of proportional employment, strengthen publicity efforts, and create a favorable social environment for the employment of disabled persons.

3.1.3. The Far East Charity Foundation Provides Targeted Funding for Employment Training for Persons with Disabilities

The Far East Charity Foundation, a non-public charitable foundation for employment training for the disabled, is an NGO that provides targeted funding for employment training for the disabled. They provide basic employability skills training for people with disabilities who are difficult to find jobs. Its purpose is to create employment opportunities for the disabled, develop social welfare and disability undertakings, support and promote the progress and development of social welfare and social civilization. The foundation's daily activities include funding employment training activities for the disabled and rewarding people from all walks of life who have made outstanding contributions to the cause of the disabled in China.

3.2. The Mechanism of NGO Employment Effect

NGOs have always been enthusiastic in helping people with disabilities find jobs, playing a role in social, economic, management and policy aspects, so that disabled people in China have the conditions and opportunities to be self-reliant and realize their life value. Based on the above three cases, the mechanism of NGO employment effect on the employment of persons with disabilities can be summarized as follows.

3.2.1. Strengthen Social Participation

The government's employment policy is complemented by strengthening social participation and drawing public attention to the employment of persons with disabilities. They complement each other in promoting employment and helping vulnerable groups. NGOs are promoting the employment stories and news of people with disabilities in the society, which can raise social attention to people with disabilities, trigger the thinking of other enterprises, and attract young student volunteers to participate in the action to help people with disabilities. Increasing the participation of social members helps maintain social harmony and stability. As mentioned above, through positive publicity by its media, the China Charity Federation has twice received donations from the society and the government to help more disabled workers get a way to survive.

3.2.2. Expand Employment Space

We will expand the space for employment and ease the pressure on employment. As a public welfare organization, NGOs are involved in all aspects of social production and life.

3.2.3. Provide Skills Training Services

Enhance skills for employment personnel, provide training and guidance services. As mentioned above, the materials and equipment involved in the workplace of Han Bakery are specially designed, and Han will also receive special training from the Welfare Foundation before taking up a post. Moreover, due to its nature as a public welfare organization, most of its training services are free, which greatly reduces the burden on Han's family. In addition to the training services provided by the workplace such as the bakery, there are directed training institutions such as the Far East Charity Foundation, which aim to improve the viability of people with disabilities and enable them to find a place in society.

3.2.4. Deliver Humanistic Needs

Close contact with the public, collect public opinion, provide policy advice to government departments, timely change strategies according to the direction of the employment market. As a kind of non-governmental organization, NGOs are less subject to government intervention. In the political and economic development of the country, NGOs can better absorb the needs of the people, transmit their opinions, and provide a real and effective basis for the government to make scientific decisions. Especially the disabled, they often suffer from mental or physical factors, it is difficult to convey to the government's own needs, and is similar to xi silly child welfare foundation such organizations, they can rely on and the government cooperation,

positive media publicity, will the needs of the disabled to convey to the top, to promote national policies to the social vulnerable groups focus on purpose.

3.2.5. Matching Employment Information

Provide people with disabilities with sufficient information on labor market supply and demand to promote their employment and entrepreneurship. NGOs are guided by a sense of social responsibility, love, and volunteering. Their staff are often harmonious and friendly. At the same time, NGOs are better able to get into the reality of disabled workers and get close to their lives than government departments, and their voices are more easily heard. After learning about the individual situation and employability of disabled workers, NGOs conduct research on market trends and employment policies to improve the match between jobs and disabled workers.

Fu Dawei once elaborated on the specific measures to regulate and promote the employment of persons with intellectual disabilities: First, to establish a special employment management service network for persons with intellectual disabilities. Second, improve the management of relevant NGOs, and clarify the social security issues of mentally disabled people in the process of nursing, rehabilitation training and labor after entering NGOs. Third, establish a social security system for employment of people with intellectual disabilities. Fourth, give play to the positive role of communities and streets. Fifth, strive for the support of all sectors of society to the greatest extent, link various resources.

From the above three cases, we can see that NGOs have made great progress in providing employment services for people with disabilities. Their existing organizational structure, measures and behavior patterns are in line with the theoretical employment norms for people with disabilities, and gratified achievements have been made. It is not hard to see that NGOs will make further achievements in the future job market for people with disabilities.

4. Summary and Outlook

4.1. Conclusion

China's employment service system has developed to today, facing the severe problem of difficult employment of all social strata, urgent need for organizational innovation and system innovation. Non-governmental organizations, as one of the greatest institutional innovations of the last century, with their inherent vitality and creativity, play an increasingly important role in the places where market failure and government failure occur. It is a promising path to utilize the power of non-governmental organizations to assist in promoting the employment service system for persons with disabilities in China. We should strengthen research on the employment of persons with disabilities and the role that NGOs can play in it, and seize the opportunity to promote the stable and sound development of people's livelihood in China.

4.2. Future Development Prospects of NGOs

First, the government should correctly view the status and role of NGOs in China's social development. The government should not be hostile and assume that the existence of NGOs hinders the functioning of the government. Instead, it should delegate the work of the government to NGOs, and delegate the work of the government to professional NGOs in areas where the governance effect is not obvious.

Second, we need to change the public's stereotype of NGOs. The public has long had traditional prejudices against NGOs, believing that they are small, irregular, and difficult to transfer funds. Such distrust usually leads to two problems: unwillingness to accept NGO services and help, and unwillingness to work in NGOs. This has seriously affected the employment effect of NGOs in the economy and society. Therefore, we should first reach cooperation with government officials, and let the government with a high degree of public credibility publicize the working

philosophy and purpose of NGOs to the public. Secondly, NGOs themselves should also establish a better image, actively publicize, use a reasonable and transparent management model, and take the initiative to disclose information to the society.

Third, improve the development of NGOs themselves. in the eyes of the public, NGOs are often stereotyped as loose organizations, highly mobile employees and lack of funds, which seriously affects the credibility and work efficiency of NGOs. Therefore, NGOs should constantly improve their own internal construction, improve transparency, regularly disclose their work to the public, and enhance public credibility. At the same time, they should strengthen exchanges and cooperation with international NGOs, learn from their successful experience, and constantly pursue innovation and progress.

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