

Analysis of Policy Adaptability for the Employment Rights Protection of Women with Disabilities

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Abstract: As a vulnerable group in society, the employment rights and interests of women with disabilities are of vital importance. This article, through the research and analysis of relevant policies, explores the adaptability of existing policies in safeguarding the employment rights and interests of women with disabilities. This paper expounds the predicaments faced by women with disabilities in employment, analyzes the adaptation and existing problems of policies in promoting equal employment opportunities, providing reasonable conveniences, strengthening vocational training and support, and puts forward suggestions for improving policy adaptability. The aim is to provide theoretical references for improving the employment rights and interests protection policies for women with disabilities, promote their better integration into society, and realize their own value.

Keywords: Disabled Women; Employment Rights Protection; Policy Adaptability

1. Introduction

Disabled women are a special and vulnerable group in society. They not only face the inconvenience of daily life caused by physical or mental disabilities, but also encounter many discriminations and difficulties in the process of employment. Employment is the foundation of people's livelihood. For women with disabilities, employment is not only an important way to earn economic income and realize self-worth, but also a key to integrating into society and enhancing social status [1]. Protecting the employment rights and interests of women with disabilities not only concerns their own survival and development, but also reflects the fairness, justice and level of civilization of society.

From the perspective of social equity, everyone should enjoy equal employment opportunities, and women with disabilities should not be deprived of this basic right due to their physical conditions. According to the United Nations Convention on

the Rights of Persons with Disabilities, persons with disabilities have the right to fully and effectively participate in society on an equal footing with others, including the right to employment [2]. China has also actively fulfilled international conventions and introduced a series of policies and regulations to safeguard the employment rights and interests of people with disabilities, including the employment protection of disabled women.

Policies play a crucial role in safeguarding the employment rights of women with disabilities. Well-adapted policies can effectively promote the employment of women with disabilities, create a fair employment environment for them, and provide necessary support and assistance [3]. However, at present, there are still some deficiencies in the policies for safeguarding the employment rights and interests of disabled women in our country, and the adaptability of the policies needs to be further improved. For instance, there are situations where some policies are not fully implemented during the execution process. Some employers have deviations in their understanding and enforcement of the policies, which leads to many obstacles for women with disabilities in actual employment [4]. Therefore, a thorough analysis of the adaptability of policies for safeguarding the employment rights and interests of women with disabilities is of great practical significance for improving relevant policies and promoting their employment.

In recent years, with the continuous increase in society's attention to the disabled group, more and more scholars have begun to pay attention to the employment issue of disabled women. Some studies have shown that women with disabilities are at a significant disadvantage in the job market, and their employment rate is much lower than that of healthy women and disabled men. The reasons for this current situation are multi-faceted. Besides social prejudice and discrimination, it is also related to factors such as the educational level, skills training and policy support of women with disabilities themselves. Therefore, it is of great

urgency to conduct an in-depth analysis and address the issue of safeguarding the employment rights and interests of women with disabilities from a policy perspective.

2. The Employment Predicament Faced by Women with Disabilities

2.1 Social Prejudice and Discrimination

There is a certain degree of prejudice and discrimination against women with disabilities in society, believing that they have limited abilities and are unable to perform normal jobs. This prejudice often leads employers to keep a respectful distance from women with disabilities during the recruitment process. Even if they have the corresponding working abilities and skills, it is difficult for them to obtain equal employment opportunities [5]. For instance, some enterprises explicitly state during recruitment that they do not hire people with disabilities, or set higher recruitment standards for women with disabilities, such as requiring higher educational qualifications and more extensive work experience.

According to a survey and research on corporate recruitment behavior, over 60% of enterprises indicated that they would give priority to able-bodied people in the recruitment process, while less than 20% of enterprises stated that they would actively recruit people with disabilities [6]. This kind of employment discrimination is not only reflected in the recruitment process but also runs through the entire career of women with disabilities. In the workplace, women with disabilities may encounter misunderstandings and rejections from colleagues and clients, which brings psychological pressure and distress to their work. For instance, some colleagues might think that women with disabilities need special care, thus casting doubt on their working abilities and making it difficult for them to receive fair evaluations and promotion opportunities at work.

2.2 Limitations of Physical and Mental Disorders

The physical or mental disorders of women with disabilities may have a certain impact on their work. For instance, people with physical disabilities may have difficulties moving around, which can affect their work efficiency. People with visual or hearing impairments may require special assistive devices and working environments. People with mental disabilities may face challenges in emotional management and job

stability [7]. These obstacles put disabled women at a disadvantage in the job market and make it difficult for them to compete with able-bodied people.

Take women with physical disabilities as an example. They encounter considerable difficulties when engaging in jobs that require frequent movement or physical labor. According to a survey on the employment situation of women with physical disabilities, over 70% of them can only engage in some simple handicrafts or office work, and their employment options are very limited [8]. Visually impaired women need to rely on special assistive devices, such as Braille displays and voice software, to work. However, at present, many workplaces are not equipped with these assistive devices, which leads to many inconveniences for visually impaired women at work. Women with mental disabilities also have prominent problems with emotional management and job stability. Some enterprises are concerned that they may experience emotional fluctuations at work, which could affect the progress and quality of their work. Therefore, they are reluctant to recruit women with mental disabilities.

2.3 Insufficient Education and Training

Disabled women often encounter more difficulties in receiving education and vocational training. On the one hand, some schools and educational institutions lack special educational resources and facilities for women with disabilities, which results in their inability to receive education of the same quality as that of able-bodied people [9]. For instance, some ordinary schools lack barrier-free facilities, making it impossible for students with disabilities to enter school smoothly for study. The curriculum design and teaching methods of some special education schools also fail to meet the individualized needs of students with disabilities, resulting in their limited knowledge level and skill abilities.

On the other hand, vocational training institutions pay relatively less attention to and invest in women with disabilities. The training content and methods may not meet their needs, resulting in a relative lack of employment skills for women with disabilities and making it difficult to meet market demands. [10] According to a survey of vocational training institutions, less than 30% of them have set up training courses specifically for women with disabilities, and the types and quantities of these training courses are also very limited. Furthermore, some vocational training institutions do not fully

take into account the physical characteristics and learning abilities of disabled women during the training process. The teaching methods they adopt are overly monotonous, resulting in poor training outcomes.

2.4 The Employment Information and Support Services are not Complete

Disabled women have difficulties in obtaining employment information and their employment channels are relatively narrow. At the same time, there is a lack of specialized employment support service agencies and professionals to provide them with personalized employment guidance and assistance, such as career planning, resume making, and interview skills training. In addition, during the work process, women with disabilities may also encounter problems such as a lack of reasonable convenience and support, such as incomplete barrier-free facilities and unreasonable work arrangements, which affect their work experience and career development.

3. The Current Situation of Policies for Safeguarding the Employment Rights and Interests of Women with Disabilities

3.1 Legal and Regulatory Level

Laws and regulations are the cornerstone for safeguarding the employment rights and interests of women with disabilities. China has formulated a series of authoritative and mandatory laws and regulations, building a solid defense line for the employment of women with disabilities. The Law of the People's Republic of China on the Protection of Persons with Disabilities, as a comprehensive law safeguarding the rights and interests of persons with disabilities, clearly and firmly stipulates that the state guarantees the right of persons with disabilities to work. It strictly prohibits discriminatory behavior based on disability, and this regulation provides strong legal support for disabled women to avoid unfair treatment in the employment process. Meanwhile, this law requires employers to arrange employment for people with disabilities in accordance with the prescribed proportion and provide them with appropriate job types and positions, ensuring that women with disabilities can obtain suitable job opportunities based on their own abilities and integrate into social production and labor. The Employment Promotion Law of the People's Republic of China places great emphasis on the principle of fair employment and explicitly prohibits employment

discrimination. In the job market competition, women with disabilities are often in a disadvantaged position and are prone to various forms of discrimination. This law provides a guarantee for them to strive for equal employment opportunities from a macro perspective, enabling women with disabilities to participate in employment competition under the protection of the law, just like able-bodied people, based on their own strength.

3.2 Policy Document Level

The numerous policy documents issued by the government have provided specific guidance and strong impetus for the employment of women with disabilities. The Regulations on Employment of Persons with Disabilities have made detailed and clear provisions on the goals, tasks and measures for the employment of persons with disabilities. It requires employers to actively fulfill their obligation to arrange employment for people with disabilities in proportion. This regulation prompts enterprises to pay more attention to the employment issues of women with disabilities and provide them with more job opportunities. At the same time, the regulation also emphasizes providing reasonable convenience and support for people with disabilities, which helps disabled women better adapt to the working environment and give full play to their own abilities. The "Opinions on Promoting Employment of Persons with Disabilities in Proportion" further refines relevant policies and intensifies guidance and supervision over employers. Local governments have also formulated corresponding policies and measures in light of local actual conditions. For instance, some economically developed regions have introduced more favorable policies for the employment of disabled women, increased subsidies for enterprises that employ disabled women, and encouraged enterprises to create more and better employment opportunities for disabled women.

3.3 Special Support Policies

To effectively encourage the employment of women with disabilities, the government has also introduced a series of special support policies. In terms of vocational training, subsidies for vocational training are provided to women with disabilities to reduce their economic burden of receiving training, enabling them to have the opportunity to learn practical skills and enhance their employment competitiveness. For disabled

women with entrepreneurial intentions, the government provides entrepreneurial support funds to help them solve the financial problems in the early stage of starting a business and reduce the risks of starting a business. In addition, the social insurance subsidy policy has also alleviated the worries of disabled women during the employment process. In some places, employment service agencies for people with disabilities have been established to provide one-stop services such as employment information, job introduction and employment guidance for women with disabilities, enabling them to access employment resources more conveniently and find jobs that suit them.

4. Adaptability Analysis of Employment Rights Protection Policies for Women with Disabilities

4.1 Promote the Adaptability of Policies for Equal Employment Opportunities

4.1.1 Adaptation status

Laws and regulations explicitly prohibit employment discrimination and require employers to arrange employment for people with disabilities in accordance with the prescribed proportion. This provides a certain legal guarantee for women with disabilities to obtain equal employment opportunities. The policy document also emphasizes the principle of fair employment, encouraging employers to actively recruit women with disabilities and provide them with suitable positions. Some places have also built employment platforms and broadened employment channels for disabled women by carrying out special recruitment activities and establishing employment bases for the disabled.

4.1.2 Existing problems

Despite the relevant laws, regulations and policy requirements, in the actual implementation process, there are still some employers who do not arrange employment for the disabled as stipulated. Some enterprises, in order to cut costs, would rather pay the employment security fund for the disabled than hire disabled women. In addition, employment discrimination still exists. Some employers set unreasonable conditions for disabled women during the recruitment process, such as requiring them to be in good health and have a good appearance, depriving them of equal employment opportunities.

4.2 Provide the Adaptability of Reasonable and Convenient Policies

4.2.1 Adaptation status

The policy requires employers to provide reasonable conveniences for employees with disabilities, such as the construction of barrier-free facilities and adjustments to work arrangements. Some employers have carried out barrier-free renovations in their workplaces in accordance with policy requirements, providing a convenient working environment for women with disabilities. At the same time, in terms of work arrangement, tasks and working hours are also reasonably arranged based on the physical conditions and ability characteristics of disabled women to ensure that they can complete their work smoothly.

4.2.2 Existing problems

Some employers have insufficient understanding of policies that provide reasonable conveniences and lack initiative and enthusiasm. Some enterprises believe that providing barrier-free facilities and reasonable conveniences will increase costs and are reluctant to invest funds in renovations. In addition, some barrier-free facilities have problems of being unstandardized and incomplete, which cannot meet the actual needs of women with disabilities. In terms of work arrangement, there are also some unreasonable situations, such as overly heavy workloads and excessively long working hours, which impose a burden on the physical and mental health of women with disabilities.

4.3 Enhance the Compatibility between Vocational Training and Support Policies

4.3.1 Adaptation status

The government has introduced a number of policies to provide vocational training subsidies and entrepreneurship support funds for disabled women, encouraging them to participate in vocational training and start businesses. Some vocational training institutions have also set up training courses suitable for women with disabilities based on their needs, such as handicrafts, e-commerce, and domestic services. Meanwhile, employment service agencies provide services such as career guidance and job recommendations for women with disabilities, helping them enhance their employability and competitiveness.

4.3.2 Existing problems

There is a certain degree of disconnection between the content of vocational training and market demand. Some training courses lack pertinence and practicality and fail to meet the actual needs of employers. The training methods are also relatively monotonous, mainly focusing on

classroom teaching, lacking practical operation and internship opportunities, which makes it difficult for disabled women to adapt to actual work. In addition, the publicity of vocational training and entrepreneurship support policies is insufficient. Some disabled women have inadequate understanding of the policies and are unable to enjoy the preferential treatment and support in a timely manner.

4.4 Adaptability of Policy Supervision and Evaluation Mechanisms

4.4.1 Adaptation status

The relevant government departments have conducted certain supervision and inspection on the implementation of employment policies for people with disabilities and imposed penalties on employers who violated the policy provisions. Meanwhile, some regions have also established an assessment mechanism for employment policies of people with disabilities to evaluate and analyze the implementation effects of the policies, providing a basis for their adjustment and improvement.

4.4.2 Existing problems

The intensity of policy supervision is insufficient, with situations of inadequate supervision and lax law enforcement. The illegal acts of some employers have not been corrected and punished in a timely manner, which has affected the seriousness and authority of the policies. The policy assessment mechanism is still not perfect, the assessment indicators are not scientific and reasonable enough, and the assessment methods are not objective and fair enough, which cannot accurately reflect the implementation effect of the policy and the existing problems.

5. Suggestions for Enhancing the Adaptability of Policies to Protect the Employment Rights and Interests of Women with Disabilities

5.1 Strengthen Policy Publicity and Education

Strengthen the publicity of policies for safeguarding the employment rights and interests of women with disabilities, widely publicize the policy contents and preferential policies through various channels, and enhance the awareness and understanding of these policies among women with disabilities. At the same time, efforts should be made to enhance publicity and education for employers, guide them to establish correct employment concepts, eliminate prejudice and discrimination against women with disabilities, and actively fulfill the obligation of arranging

employment for people with disabilities in proportion.

5.2 Improve the Policy and Legal System

Further improve relevant laws, regulations and policy documents, clarify the responsibilities and obligations of employers, increase the penalties for employment discrimination, and raise the cost of breaking the law. Formulate more specific and operational policy measures, and strengthen the detailed regulations on the protection of the employment rights and interests of women with disabilities, such as the construction standards for barrier-free facilities and the specific contents of reasonable convenience, to ensure the executability and effectiveness of the policies.

5.3 Optimize Vocational Training and Support Services

Strengthen the cooperation between vocational training institutions and employers, and develop targeted and highly practical training courses based on market demands and the characteristics of women with disabilities. Adopt diverse training methods, such as the combination of online and offline, and the integration of practical operation and theoretical teaching, to enhance the training effect. Increase support for the entrepreneurship of women with disabilities, provide more comprehensive entrepreneurship guidance and services, and reduce the risks of starting a business.

5.4 Strengthen Policy Supervision and Evaluation

Establish and improve the policy supervision mechanism, strengthen the supervision and inspection of employers' implementation of policies, increase the penalties for illegal acts, and ensure the effective implementation of policies. Improve the policy evaluation index system and methods, adopt scientific and reasonable evaluation approaches, and conduct a comprehensive, objective and fair assessment of the implementation effects of policies. Adjust and improve policies in a timely manner based on the assessment results to enhance their adaptability and effectiveness.

5.5 Strengthen Social Support and Cooperation

Encourage social forces to participate in the protection of the employment rights and interests of women with disabilities, and give full play to the role of social organizations, enterprises and

volunteers to provide more employment opportunities and support services for women with disabilities. Establish a cooperation mechanism among the government, enterprises, social organizations and women with disabilities, and create a favorable atmosphere in which the whole society cares about and supports the employment of women with disabilities.

6. Conclusion

The protection of the employment rights and interests of women with disabilities is a complex and important social issue. The adaptability of policies is directly related to the employment situation and quality of life of women with disabilities. At present, China has introduced a series of policies and measures to safeguard the employment rights and interests of women with disabilities, achieving certain results. However, there are still some problems and deficiencies in the implementation of these policies, and the adaptability of the policies needs to be further improved. By strengthening policy promotion and education, improving the policy and legal system, optimizing vocational training and support services, intensifying policy supervision and evaluation, as well as enhancing social support and cooperation, the adaptability of policies for safeguarding the employment rights and interests of women with disabilities can be improved. This will create a fairer, more just and favorable employment environment for women with disabilities, facilitate their better integration into society and realization of their own value. At the same time, it is also necessary for the whole society to make joint efforts to create a favorable atmosphere of caring for and supporting the employment of women with disabilities, and promote the continuous development of the employment cause for women with disabilities.

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