

Research on the Innovation of Employment Assistance Mechanism for the Disabled in the Context of Urban-rural Integration: Observation and Reflection from Rural areas in Guangdong Province, China

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Abstract

Based on literature, field surveys, questionnaires and other statistical data, this paper analyzes the basic situation of employment and assistance for the disabled in Guangdong Province, China, combs and summarizes the main experience of employment assistance for the disabled in Guangdong Province under the background of urban-rural integration, and puts forward corresponding countermeasures and suggestions for the main problems in the employment assistance mechanism for rural disabled in Guangdong Province under the background of urban-rural integration. The authors believe that the pilot of urban-rural integration policy is a breakthrough to solve the problem of complex urban-rural relations. The pilot of employment assistance policy for the disabled based on urban-rural integration and rural revitalization and the optimization of the mechanism are important ways to promote the reform of urban-rural relations, reduce trial and error costs and maintain social stability. The employment assistance for the disabled in Lianzhang Village, Guangdong Province, China is the "mirror" or reagent of the national urban-rural integration policy pilot. The employment assistance for the disabled is one of the important tasks to consolidate the achievements of poverty alleviation, comprehensively implement the orderly connection of rural revitalization, and realize the common prosperity of urban and rural areas. The employment of the disabled should be recognized from the height of the great rejuvenation of the Chinese nation, especially the employment of rural disabled in the process of urban and rural integration in the "non-agricultural" and "urban" employment. In the new era and new stage, the employment assistance mechanism for the disabled in Guangdong Province should be innovated from the aspects of system and policy supply, science and technology empowerment, employment training, and auxiliary employment service chain. In particular, the employment counselor system for the disabled in rural areas should be established and improved, and the coordination of rural disabled employment entities should be strengthened, with precise implementation and precise assistance,

so as to realize the transformation of the employment assistance mechanism for the disabled from "self-help" to "mutual assistance".

Keywords: Urban-rural integration; Employment of the disabled; Employment assistance; Mechanism innovation; Guangdong Province, China

1. Introduction

The disabled are a special group and an important part of low-income groups. Innovating the employment assistance mechanism for the disabled and increasing the income of low-income groups such as the disabled are important ways to achieve common prosperity in urban and rural areas. From the overall strategic situation of the great rejuvenation of the Chinese nation, Xi Jinping, the Chinese President, emphasized the revitalization of the countryside and the national rejuvenation: "If the nation wants to revitalize, the countryside must revitalize." (Xi Jinping, 2022:192) "To build a modern socialist country in an all-round way and realize the great rejuvenation of the Chinese nation, the most arduous and arduous task still lies in the countryside, and the most extensive and profound foundation still lies in the countryside." (Xi Jinping, 2022:194) Employment is the foundation of people's livelihood and the best way for the disabled to return to society. Studying the employment assistance and its mechanism for the disabled in Guangdong Province of China has important theoretical significance for deepening the integration of urban and rural low-income groups in Guangdong Province to increase income, promoting the common prosperity of urban and rural areas in Guangdong

Province and realizing the great rejuvenation of the Chinese nation.

2. Literature review and brief evaluation

The research literature found that in recent years, the focus of domestic research on the employment of the disabled is the rehabilitation of the disabled, labor employment, employment willingness, support system for the disabled, and welfare enterprises. The research frontier is labor employment, rural disabled people, and employment security funds for the disabled; The research focuses on the employment of the disabled abroad are the employment barriers of the disabled, the rehabilitation and employment evaluation of highly disabling diseases, employment methods, and employability. The research frontiers are the clinical intervention, community intervention, occupational rehabilitation of the disabled, employability, and employer attitude of highly disabling diseases (Jiao Ruoshui, Li Guoquan, 2021).

As of 16:30 on October 22, 2022, with the phrase "employment of the disabled" as the phrase, China Knowledge Network (CNKI) has carried out a "article summary" search. There are 8091 documents. In its results, only 278 documents have been searched with the phrase "employment assistance". Among the 278 documents, only one academic journal document was retrieved

under the title of "assistance mechanism" (Chen Weiqiang et al., 2016); 107 articles were retrieved from the "chapter summary" of China Knowledge Network (CNKI) in the "National Urban Rural Integration Pilot Zone", and then the results were "chapter summary" or thematic retrieval with the phrase "employment assistance", and there was no relevant literature. In the only one Chinese article on employment assistance for the disabled, Chen Weiqiang et al (2016) analyzed the significance and countermeasures of assisting the employment of disabled college graduates from the perspective of the current employment development of disabled graduates.

Veronika Calikova, Evgeney Egorov and Elena Razumovskaya (2014) devoted to implementation of the program of employment of disabled people in one of the main regions of the Russian Federation (Republic of Tatarstan) providing economic independence to persons with limited opportunities of health. Gagan Chhabra (2018) compared the impact of social regulatory policies on the employment of the disabled in Norway and India, and explained the convergence of policy objectives and contents in these two different countries. Anne-Lise Mithout (2021) explored to what extent disability impact qualified disabled workers' career development, analyzed interview data collected during two fieldwork stays in Japan and discusses qualified disabled workers' lived experiences of employment with a long-term perspective. Mark L. Bryan, Andrew M. Bryce and Jennifer Roberts (2021) provide new evidence about

the work-related exposure of disabled people to COVID-19 using household survey data combined with a novel occupational risk indicator. Patrick Button, Mashfiqur R. Khan, Mary Penn (2022) estimate the effects of many state laws on SSDI applications and receipt using a difference-in-differences approach.

The results of literature research show that there are few studies on issues related to the employment of the disabled in the context of urban-rural integration, and the research on the employment assistance mechanism for the disabled in China's national urban-rural integration pilot zone is almost blank.

3. The basic situation of employment and assistance for the disabled in Guangdong Province, China

In recent years, the CPC Guangdong Provincial Committee and the Guangdong Provincial Government have attached great importance to employment and entrepreneurship, including for the disabled, adhere to the "employment priority" strategy, and actively take various measures to promote and help the employment of the disabled.

3.1 The CPC Guangdong Provincial Party Committee and the Guangdong Provincial Government adhere to the strategy of "giving priority to employment" and gradually establish a diversified employment pattern and a disability inclusive society

On March 10, 2022, Zhang Yong'an, Chairman of the Guangdong Disabled Persons' Federation, said in his speech at the "Guangzhou 2022 International Symposium on Workplace Integration for the Disabled" that the CPC Guangdong Provincial Party

Committee and the Guangdong provincial government attach great importance to the development of the cause of the disabled, adhere to the "employment priority" strategy around the "six stability" and "six guarantees" work plan, comprehensively promote the employment and entrepreneurship of the disabled throughout the province, and gradually establish a pro rata employment and centralized employment oriented, auxiliary employment The diversified employment pattern supplemented by flexible employment and independent entrepreneurship has promoted the all-round development and common prosperity of the disabled, and certain achievements have been made in the employment of the disabled. The overall situation of employment for the disabled is to make progress while maintaining stability. More and more disabled people have a stable income, live a dignified life, and share the fruits of economic and social development with healthy people.¹

In recent years, Guangdong Province has successively issued a series of policies to protect and support the employment and entrepreneurship of the disabled, such as the Measures for the Employment of the Disabled in Guangdong Province, the Opinions on Supporting the Self employment and Entrepreneurship of the Disabled, and the Vocational Skills Improvement Plan for the Disabled; In accordance with the law, we should promote the employment of the disabled in proportion, vigorously develop centralized employment and auxiliary employment, and promote equal employment for the disabled;

The "Maker Cup" disabled public welfare competition, elite competition and other activities were held to encourage and support the disabled to start their own businesses; Include the employment of the disabled in the scope of public services, and provide free and accurate employment services for the willing and capable disabled; Taking advantage of poverty alleviation, we vigorously carried out practical technical training in rural areas, established employment and poverty alleviation bases, and promoted rural disabled people to take part in labor nearby to generate income. The employment of disabled people has generally shown a trend of seeking progress while maintaining stability.

3.2 Basic situation of employment of the disabled in Guangdong Province

By the end of 2021, there will be 312000 urban and rural disabled persons with certificates employed in Guangdong Province, including 68000 in proportion, 6000 in centralized employment, 13000 in individual employment, 5000 in public welfare posts, 9000 in auxiliary employment, 78000 in flexible employment (including community and home employment), and 132000 in rural farming and breeding; In 2021, 9499 rural disabled people will be trained in practical skills, 368 blind health massage personnel and 394 blind medical massage personnel will be trained; There are 1098 health massage institutions and 10 medical massage institutions (Anonymous. 2022). In the first quarter of 2022, more than 21000 disabled people will be employed in Guangdong.

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Table 1: Statistics on Employment of Disabled Persons in Guangdong Province,China in Some Years

item	2004	2006	2011	2012	2014	2015	2017	2019	2021
Total number of urban and rural disabled persons with certificates (person)	33590	369740(town) 505216(countrysid e)	13700(town) 692500(countrysid e)	Unknown	Unknown	Unknown	278333	291202	312000
Proportional employment (person)	13157	126519(town)	5900	7688	Unknown	Unknown	58746	61644	68000
Centralized employment (person)	4800	66591(town)	2900	3411	Unknown	Unknown	7321	6663	6000
Individual employment (person)	15633	176630(town)	4700	4502	Unknown	Unknown	12911	12354	13000
Public welfare jobs (person)	Unknown	Unknown	208	822	Unknown	Unknown	4981	5375	5000
Auxiliary employment (person)	Unknown	Unknown	Possibly included in individual employment	1025	Unknown	Unknown	4606	7027	9000
Flexible employment (person)	Unknown	Unknown	Possibly included in individual employment	Unknown	Unknown	Unknown	21250	66685	78000
Engaged in agricultural planting and breeding (person)	Year end cumulative 501118	505216	19000	53300	Unknown	Unknown	129367	131454	132000
Training the disabled to use technology (person)	17013	17619	9960	14000	13800	13700	15654	13661	9499
Training of health massage personnel for the blind (person)	Unknown	Unknown	661	506	745	662	469	Unknown	368
Training blind medical massage personnel(person)	427	Unknown	85	195	462	338	397	Unknown	394
Health massage institutions (Nr.)	585	Unknown	646	Unknown	Unknown	Unknown	Unknown	Unknown	1098
Medical massage institutions (Nr.)	92	Unknown		Unknown	Unknown	Unknown	Unknown	Unknown	10
Primary post qualification of blind medical massage personnel (person)	471	Unknown		Unknown	Unknown	Unknown	Unknown	Unknown	Unknown
Intermediate post qualification of medical massage personnel for the blind (person)	275	Unknown	2658	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown

Source: The annual data in the table are from the corresponding annual Statistical Bulletin or Statistical Analysis Report on the official website of Guangdong Disabled Persons' Federation of China.

Table 1 shows that from 2004 to 2021, the employment of the disabled with certificates in urban and rural areas of Guangdong has increased significantly. The number of people in proportional employment, public welfare employment, auxiliary employment and flexible employment has basically increased, while the number of disabled people engaged in agricultural farming has decreased significantly. The change of massage institutions and employees reflects the employment trend of urban and rural integration of the disabled in Guangdong Province to a certain extent.

3.3 Supporting services and facilities to assist the employment of the disabled in Guangdong Province

3.3.1 Rehabilitation and sports assistance

(1) Rehabilitation assistance

By the end of 2021, there are 997 rehabilitation institutions for the disabled at all levels in Guangdong Province, of which 160 institutions provide visual disability rehabilitation services, 192 institutions provide hearing and speech disability rehabilitation services, 419 institutions provide physical disability rehabilitation services, 446 institutions provide intellectual disability rehabilitation services, 243 institutions provide mental disability rehabilitation services, 419 institutions provide autistic children rehabilitation services, and 128 institutions provide assistive device services. There are 31796 on-the-job personnel in the rehabilitation institution, including 2918 management personnel, 22849 professional technicians and 6029 other personnel. In 2021, 314000 children and disabled persons with

certificates will receive basic rehabilitation services in Guangdong Province. Among them, 23000 disabled children aged 0-6 years; 19000 disabled children aged 7-17; 178000 disabled persons aged 18-59; There are 93000 disabled people over 60 years old. In terms of the types of disabilities served, 12000 people with visual disabilities, 19000 people with hearing disabilities, 2000 people with speech disabilities, 81000 people with physical disabilities, 22000 people with intellectual disabilities, 14.6 people with mental disabilities, 20000 people with multiple disabilities, and 13000 children with disabilities aged 0-17 without certificates. From the content of rehabilitation services, 150000 people received rehabilitation medical services, 34000 people received functional training services, 56000 people received auxiliary appliance adaptation services, and 86000 people received support services; 78000 low-income disabled people in rural areas received rehabilitation services. (Anonymous, 2022)

In January 2022, Guangdong Province of China started the star rating of community health centers. As of April 26, 2022, 1516 community health centers had applied for and won the star rating. So far, there are 1715 community health centers in Guangdong Province, China. In 2022, there will be 423 first three to five-star community health centers in Guangdong, accounting for 24.7%. Among them, there are 29 five-star community health centers (27 five-star community health centers are mainly concentrated in the Guangdong Hong Kong Macao Greater Bay Area,

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accounting for 93%), There are 120 four-star and 274 three-star health parks, respectively accounting for 2%, 8% and 18% of the total number of star rated health parks in our

province.² See Table 2 for the specific distribution of the first three to five-star community health centers in Guangdong Province.

Table 2: Distribution of the first three to five-star community health centers in Guangdong Province

Serial No.	City name above prefecture level	Five stars community health center	Four stars community health center	Three stars community health center
1	Guangzhou	2	9	37
2	Shenzhen	10	49	6
3	Zhuhai	0	1	11
4	Shantou	2	1	16
5	Foshan	5	9	17
6	Shaoguan	0	0	18
7	Heyuan	0	0	13
8	Meizhou	0	2	19
9	Huizhou	1	2	40
10	Shanwei	0	0	3
11	Dongguan	3	27	1
12	Zhongshan	3	3	10
13	Jiangmen	3	10	28
14	Yangjiang	0	0	4
15	Zhanjiang	0	0	18
16	Maoming	0	0	3
17	Zhaoqing	0	4	6
18	Qingyuan	0	0	8
19	Chaozhou	0	2	8
20	Jieyang	0	1	4
21	Yunfu	0	0	4
	total	29	120	274

Source: Guangdong Federation for the Disabled, http://www.gddpf.org.cn/xwzx/gzdt/content/post_897211.html.

There are 1519 star rated community health centers in Guangdong Province, accounting for 88.6%. Among them, 29 are five-star, 120 are four-star, 274 are three-star, 740 are two star and 356 are one star, respectively accounting for 2%, 8%, 18%, 49% and 23% of the total number of star rated institutions. "XIII Since the "Five Year Plan", more than 1700 community health centers in Guangdong Province have provided 32000 disabled people with daytime care, auxiliary employment and other services. By the end

of April 2022, 1695 community health centers in Guangdong Province have provided more than 31000 mental, intellectual and severely disabled persons with daytime care services such as vocational rehabilitation, rehabilitation function training, and home living ability training.

(2) Sports assistance

By the end of 2021, Guangdong Province has established 8 provincial sports training bases for the disabled, employing 50

coaches. In 2021, Guangdong Province will organize 2125 mass sports and fitness activities for the disabled, including one at the provincial level, 140 at the municipal level, and 1980 at the county and district level, with a total of 48000 participants.(Anonymous. 2022)

3.3.2 Education and cultural assistance

(1) Education assistance

By the end of 2021, Guangdong Province, China, has a total of 7 special education general high schools (departments and classes) with 618 students, including 383 deaf students, 80 blind students and 155 others; There are 9 secondary vocational schools (classes) for the disabled, 1257 students in school, 444 graduates, 153 of whom have obtained vocational qualification certificates; 795 disabled persons were admitted to ordinary colleges and universities, and 110 disabled persons were enrolled in colleges of higher special education.(Anonymous. 2022)

(2) Cultural assistance

By the end of 2021, Guangdong Province has opened one provincial special radio program for the disabled, one TV sign language column, and five provincial government client platforms; 15 prefecture level special radio programs for the disabled, 14 TV sign language programs; There are 66 Braille and Braille audio book libraries in provincial, prefectural and county public libraries. In 2021, Guangdong Province will carry out 637 disabled cultural week activities, with 84836 participants; There are 13 art troupes for the disabled at provincial and local levels, and 48 cultural

and artistic competitions and exhibitions for the disabled were held.(Anonymous. 2022)

3.3.3 People's livelihood assistance

(1) Social security

By the end of 2021, 1.08 million disabled people in urban and rural areas of Guangdong Province have participated in social endowment insurance. Of the 480000 severely disabled people under the age of 60 who have participated in social endowment insurance, 470000 people have enjoyed the individual payment subsidy policy, and the proportion of those who have enjoyed payment on behalf of others has reached 97.8%; 138,000 persons with non severe disabilities were insured by individual contributions, and 375,000 persons with disabilities received pensions.(Anonymous. 2022)

(2) Service facilities

By the end of 2021, 110 comprehensive service facilities for the disabled at all levels in Guangdong Province have been completed, with a total construction scale of 648000 square meters and a total investment of 2.24 billion yuan; 54 rehabilitation facilities for the disabled at all levels have been completed in Guangdong Province, with a total construction scale of 244000 square meters and a total investment of 830 million yuan; Sixteen nursing facilities for the disabled at all levels in Guangdong Province have been completed, with a total construction scale of 71,000 square meters and a total investment of 150 million yuan.(Anonymous. 2022)

3.3.4 Organization and policy guarantee

(1) Organizational construction

By the end of 2021, Guangdong Province has established 1789 provincial, municipal, county and township level five disabled persons' federations, including 21 disabled persons' federations in various cities, 133 in counties (cities, districts) and 1634 in towns (streets); There are 23085 community (village) disabled associations in Guangdong Province. There are 695 special associations for disabled persons in Guangdong Province, including 5 provincial special associations, 105 municipal special associations and 581 county-level special associations; There are 150 social organizations for helping the disabled, including 9 at the provincial level, 62 at the municipal level and 79 at the county and district level. There are 7534 staff members of the provincial, municipal, county and township disabled persons' federations, and a total of 19728 full-time members of the township (street) and village (community) committees responsible for disabled persons' work. Fifteen municipal level disabled persons' federations are equipped with disabled leaders, and 33 county-level disabled persons' federations are equipped with disabled leaders.(Anonymous. 2022)

(2) Policy guarantee

Guangdong Province further improved the regulations or standards for barrier free construction. According to statistics, Guangdong Province has issued laws and regulations, government orders and normative documents on the construction and management of barrier free environment in 34 provinces, prefectures and counties, and 145 prefectures and counties have systematically carried out barrier free environment construction; 567 inspections

of barrier free environment construction were carried out, and 2391 people received barrier free training. In 2021, Guangdong Province will formulate or revise 9 prefecture level normative documents and 5 county-level normative documents to protect the rights and interests of the disabled.(Anonymous. 2022)

These supporting services and assistance measures have improved the employment environment of the disabled in Guangdong Province, China, and greatly improved their employment quality and level. On March 25, 2022, the General Office of the Central Government of China issued the Three Year Action Plan for Promoting the Employment of Disabled Persons (2022-2024), which proposed the task goal of "achieving a total of 1 million new urban and rural disabled employment in China by 2022-2024". The Guangdong Disabled Persons' Federation took active actions to promote a number of advanced models of employment and entrepreneurship for the disabled, introduce a series of policies and regulations to promote the employment of the disabled, hold a series of activities to promote the employment and entrepreneurship of the disabled, vocational skills competitions, hold a series of special job fairs for the employment of the disabled, and hold a series of activities of "Supporting the Disabled in South Guangdong • Live Post" Ten actions were taken, including making a provincial propaganda film on the employment of the disabled and a special issue on the employment of the disabled, carrying out a law popularization education campaign on the employment policy of the disabled "who enforces the law, who

popularizes the law", holding an international seminar on "integration of the disabled in the workplace", cultivating a number of employment, entrepreneurship, training demonstration bases for the disabled, and evaluating a number of star level community recreation centers and auxiliary employment institutions.³The effective implementation of these action plans will further enhance the sense of access, happiness and security of employment assistance for the disabled in Guangdong Province, China.

4. The main experience of employment assistance for the disabled in Guangdong Province in the context of urban-rural integration

Under the background of urban-rural integration, Guangdong Province has made many new achievements in employment assistance for the disabled, and has also accumulated valuable experience. These experiences mainly include the following aspects.

4.1 Guangdong Provincial leaders at all levels attach great importance to the employment and assistance of the disabled

For a long time, the Party committees and governments at all levels in Guangdong Province have attached great importance to the work for the disabled, supported the development of the cause for the disabled, and made the work for the disabled lead the country in general.

Since 2001, the CPC Guangdong Provincial Committee The provincial government has successively formulated the Decision on Strengthening the Development of Mountainous Areas, the 11th Five Year Plan

for Poverty Alleviation and Development in Rural Areas of Guangdong Province, the 10th Five Year Plan for Poverty Alleviation and Development of Disabled Persons in Rural Areas of Guangdong Province, the 11th Five Year Plan for Poverty Alleviation and Development of Disabled Persons in Rural Areas of Guangdong Province, the Opinions of the General Office of the CPC Guangdong Provincial Committee and the General Office of the People's Government of Guangdong Province on the Implementation of the Poverty Alleviation and Development Work in Guangdong Province with Individual Responsibilities Important policy documents such as the Decision on Accelerating the Development of the Cause for the Disabled and the Measures of Guangdong Province for the Support of the Disabled clearly require that all localities should incorporate the poverty alleviation of the disabled into the poverty alleviation plan of the local government, make overall arrangements, implement simultaneously, and provide special assistance. In addition, efforts have been increased year by year to alleviate the poverty of the disabled, so as to improve the quality of the disabled and improve the life of the disabled as a way of building a well-off society in an all-round way in Guangdong Province An important part of taking the lead in basically realizing modernization.

In 2012, Guangdong Province has initially built a social security system and service system for the disabled covering urban and rural areas of the province, and the disabled enjoy basic public services. In 2017, the community health park center project was

listed in the ten practical matters of people's livelihood of Guangdong Provincial Government.

Since the 18th National Congress of the Communist Party of China, the Guangdong Provincial Party Committee, the provincial government and relevant departments have attached great importance to it, and have successively issued policies and measures such as the Measures for the Employment of the Disabled in Guangdong Province, the Fourteenth Five Year Plan for the Protection and Development of the Disabled in Guangdong Province, and the Measures for the Employment of the Disabled in Guangdong Province, which define the task requirements for promoting the employment and entrepreneurship of the disabled, with the main line of enhancing the self-development ability of the disabled and promoting the all-round development and common prosperity of the disabled, We will support Party and government organs, public institutions and state-owned enterprises to take the lead in arranging employment for the disabled, actively expand diversified employment channels for the disabled, encourage new forms of employment such as the Internet, cloud customer service and logistics express, and provide a more stable and high-level livelihood guarantee for the disabled.

4.2 The Disabled Persons' Federation cooperates with public welfare organizations to carry out training, recruitment and other support activities to help disabled people find jobs and start businesses

Guangdong Disabled Persons' Federation gives full play to its role of representing the common interests of the disabled, safeguarding the legitimate rights and interests of the disabled, uniting to educate and serve the disabled, performing part of the administrative functions entrusted by the government, managing and developing the cause for the disabled, and cultivating a batch of demonstration bases for employment and entrepreneurship training for the disabled through evaluating a batch of star level community recreation centers and auxiliary employment institutions Hold an international seminar on "workplace integration of disabled people", carry out a law popularization education campaign on the employment policy of disabled people "who enforces the law, who popularizes the law", produce a propaganda film on the employment of disabled people in the whole province, publish a Guangdong Disabled Persons (a special issue on employment of disabled people), and hold a series of "supporting disabled people in South Guangdong".The "10 action plans", such as "Live on duty" activities, a series of special job fairs for the disabled, a series of competitions to promote the employment and entrepreneurship of the disabled and vocational skills, a series of policies and regulations to promote the employment of the disabled, and a group of advanced models to promote the employment and entrepreneurship of the disabled.

On May 15, 2022, Guangdong Province will actively implement the "Ten Action Plans for the 2022 Employment Publicity Year". With the theme of "Supporting the Disabled in South Guangdong • Live Posting", it will

carry out various forms of recruitment activities such as "Air Cloud Employment Conference+Salon Forum+Live Posting+Live Posting+Activity Connection", innovate the recruitment mode, break the information barrier, build an online communication bridge between the disabled and enterprises, promote high-quality employment of the disabled, and comprehensively promote the equal participation of the disabled To jointly build a harmonious society, 325000 disabled people across the province have achieved various forms of employment. On the same day, the online and offline special job fairs of "Supporting the Disabled in South Guangdong, Live Post" were held simultaneously. There are 176 enterprises providing 258 jobs on the online recruitment platform, involving information technology, logistics and transportation, social services, manufacturing and retail and other fields. The job demand exceeds 4000 people, and the offline recruitment provides more than 150 jobs. In order to facilitate the disabled to obtain employment information, the Provincial Disabled Persons' Federation uses the platform of "Guangdong Quntong" to push recruitment information to the disabled of employment age in the province. According to statistics, more than 146000 people have provided information services.⁴

As of 3:00 p.m. on October 8, 2022, 236 companies have participated in the recruitment of 302 jobs in the province. Recruitment industries involve electronics/semiconductor/integrated circuit, shipping/aviation/aerospace/train manufacturing, express consumer goods, finance/audit/taxation,

radio/television/film/recording, health services, catering, e-commerce, electrical machinery/equipment manufacturing, freight/logistics and warehousing, environmental protection, training/extracurricular education/education assistance, associations/organizations/social security, hotels/home stays, the Internet, Internet finance/microfinance Electronic equipment manufacturing, durable consumer goods, culture and art/entertainment, civil aviation/railway/highway/waterway passenger transport, academic/scientific research, IT services, textile industry/clothing product processing and manufacturing, retail/wholesale, news/publishing, postal/express, petroleum/petrochemical, computer software, non-metallic mineral products industry, new energy, computer hardware, testing/certification, enterprise services, banking, chemical fiber manufacturing, securities/futures Chemical raw materials/chemicals, human resources services, communication/network equipment, metal products industry, network/information security, patents/trademarks/intellectual property rights, professional technical services, games, consulting services, operators/value-added services, general equipment manufacturing, rubber and plastic products, property services, building and installation equipment, engineering construction, elderly care/orphans/nursing and other social services, trusts, trade/import agents, agriculture/forestry/animal husbandry/fishing 67 industries including instrument manufacturing, special equipment manufacturing, real estate

development and operation, architectural design, investment/financing, industrial automation, auto parts, auto manufacturing, pharmaceutical manufacturing, medical equipment/machinery, printing/packaging/papermaking, furniture manufacturing, etc. And so on.

Shenzhen Disabled Persons' Federation linked with the public welfare organization to carry out training to enhance the professional ability of the disabled. The trained disabled persons held more than 10 positions, including makeup artist, lecturer, software development programmer, 3D printing modeler, etc., to explore a diversified employment and entrepreneurship model for the disabled and promote higher quality employment. In 2018, Shenzhen Yuyan Care and Development Center for the Disabled and the Disabled Federation of Longhua District planned to establish Longhua District IC Innovation Space, a project of employment and entrepreneurship incubation base for the disabled, to provide resources integration, psychological support, entrepreneurship incubation, skills training, legal services, policy advice and other services for the disabled who have entrepreneurial intentions and at the initial stage of entrepreneurship. At present, there are 27 enterprises and more than 100 disabled people working in IC Aichuang Space in Longhua District. At the same time, IC Aichuang Space in Longhua District has carried out more than 150 trainings on employment and entrepreneurship skills for the disabled, helping more than 2700 disabled people to work.⁵

On March 30, 2022, Guangdong Disabled Persons' Federation and Guangxi Zhuang Autonomous Region Disabled Persons' Federation jointly launched the 2022 Guangdong Guangxi Cooperative Online Live Job Fair for Disabled Persons with the theme of "Guangdong Guangxi Cooperative and Sincere Help" for the first time, innovated the means of assistance and cooperation for disabled people in the east and west, and promoted the employment assistance for disabled people and the assistance and cooperation between the east and west of Guangdong and Guangxi. This online job fair for the disabled carried out online live broadcasting and on-the-job training through well-known social platforms such as Tiktok live broadcast room and Wechat live broadcast room. The live broadcast is equipped with a sign language translator to synchronously translate the voice into sign language, so that deaf friends can easily participate in the live broadcast. The live broadcast also introduced, interpreted and publicized the employment policies of the disabled to employers and friends of the disabled through the broadcast of situational dramas and short videos, and introduced the information about the enterprises participating in the recruitment and their posts. According to incomplete statistics, 15 caring enterprises from Guangzhou, Shenzhen, Dongguan and other cities have provided 914 jobs suitable for the employment of all kinds of disabled people, involving office clerks, administrative management, health massage, customer service specialists, production technicians and other service and manufacturing related

jobs. During the live broadcast, many friends with disabilities in Guangxi actively logged in and participated, left messages in the comment area, asked about the employment policies and jobs of the disabled, and learned about recruitment registration methods and other employment issues. Through this online recruitment activity, the Guangdong Disabled Persons' Federation and Guangdong Love Enterprises helped the disabled in Guangxi to achieve employment and enhance their sense of gain, happiness and security.

4.3 Caring enterprises actively help Guangdong disabled people realize their dreams of employment

On May 15, 2022, Guangdong Disabled Persons' Federation, Guangzhou Disabled Persons' Federation and Yuexiu District Disabled Persons' Federation jointly held the launching ceremony of the 32nd National Handicap Day and Employment Publicity Year. Guangdong Disabled Persons' Federation signed an agreement with Guangdong Yuantong Express Co., Ltd. on the spot, which will add 360 jobs and a service post of "Dream Accomplishing Home for the Disabled" in Guangdong Province in the future. Shenzhen Disabled Persons' Federation selected 80 households to participate in the conference, covering IT Internet, biomedical, hotel catering, real estate, processing and manufacturing, consulting management and other industries, providing 1340 jobs, attracting nearly 400 people to participate in on-site activities, and initially reaching 456 employment intentions.⁶ Disabled persons' federations and caring enterprises all over Guangdong have joined hands to promote a new business

model for the employment of the disabled, build a number of post stations for the employment of the disabled, comprehensively promote the employment and entrepreneurship of the disabled, and promote the common prosperity of the disabled. Since its establishment, Guangdong Corning Health Care Co., Ltd. has been committed to helping the disabled find jobs and start businesses. At present, more than 30% of its employees are visually impaired. Huolongguo (Shantou) Advertising Media Co., Ltd. cooperates with Shantou Municipal Employment Service Center for the Disabled to hold the "Dream Supporting E-Commerce Live Broadcast" employment training course for the disabled, carry out public welfare training for the disabled, and create an incubation platform for the disabled to "train+obtain employment".

4.4 Demonstration and encouragement for the disabled to realize the employment linkage of "helping people and helping themselves"

On May 15, 2022, the National Handicap Day, the first provincial employment and entrepreneurship incubation base for blind people in China was officially unveiled in Guangdong. The base has health massage room, famous teacher studio, project incubator, blind coffee shop and other facilities, focusing on health massage and medical massage for the blind, and will be built into an employment and entrepreneurship incubation base integrating training, practical training, employment, entrepreneurship and culture. In addition to traditional employment models such as express delivery and massage for the blind, the Education and Employment Department

of Guangdong Disabled Persons' Federation has also actively explored new forms of business such as blind cafes. Coffee Label Coffee, a special coffee shop located at the entrance of the first floor of Guangdong Disabled Employment Service Center, is an employment project incubated by Guangzhou Rong'ai Social Service Center. Chen Jiantao, the owner of the shop, has cultivated hundreds of disabled baristas. Trained visually impaired baristas can take charge of their own business. "There is no problem in opening, closing and producing their own shops".

Zhang Qianxin, secretary-general of Guangdong Blind People's Association, secretary of the Party branch of Guangzhou Rong'ai Social Service Center and chairman of the board of directors, believes that the success rate of the first batch of baristas training for visually impaired people has exceeded 70%. "This is a new path for sustainable development of public welfare created by the tripartite linkage of public welfare foundations, enterprises and social organizations." Zhan Wenzhi, a respiratory doctor with physical disabilities, said at the online recruitment activity that day, "I hope to help the society eliminate discrimination against the disabled, pay more attention to the employment needs of the disabled, especially the disabled college graduates"; "Some of their shortcomings do not affect their professional performance, and they can even work harder and better." These encouragement and demonstration will undoubtedly help more disabled people find jobs and start businesses.

5. The main problems and countermeasures of the employment

assistance mechanism for the disabled in Guangdong Province under the background of urban-rural integration

From March to August 2022, the author went to Xinmin Town, Lianzhou City, Xiniu Town, Lianjiangkou Town, Yingde City, Longtian Town, Chaonan District, Shantou City and other areas in western, northern and eastern Guangdong to carry out field surveys. The survey was conducted through interviews, observations and questionnaires.⁷ Based on the literature and the questions and surveys conducted during the lecture and discussion on the special report of the training class for township cadres in Guangdong Province held by Professor Liao Yang to the School of Continuing Education of South China Agricultural University on August 3, 2022, we learned and sorted out the difficulties and problems in the employment of rural disabled people in different regions of Guangdong Province.

5.1 The employment assistance for the disabled mainly focuses on urban areas. The employment assistance for the disabled in towns, especially in rural areas, is single and lacks a long-term mechanism. It is suggested that more attention should be paid to the disabled in rural areas and the employment assistance for the disabled in urban and rural areas should be done accurately.

The survey found that the rural cadres in Guangdong Province did not know whether there were disabled persons in the administrative areas where they lived or worked. The answers reached 31.2% and 50%, indicating that they might not care

about disabled persons. During the field survey in Longtian Town, Chaonan District, Shantou City, Xinmin Town, Lianjiang City, and Yingde Xiniu Town and Lianjiangkou Town, Qingyuan City, we interviewed relevant leading cadres, most of whom said they were not very clear, which was basically consistent with the survey results.

From the perspective of the employment mode of the disabled, there is a slight difference in the employment mode of the disabled in the administrative regions where the respondents live and work, mainly in the difference between auxiliary employment and supportive employment. The survey data shows that the disabled in the administrative region where the respondents live are more likely to choose the auxiliary employment mode, and they hope to get more project support, financial support, tax preference or exemption and other support.

In the survey, we also found that some disabled people are employed through centralized employment and public welfare posts, while the severely disabled are directly included in the low-income families for poverty relief management. For example, 16 people from five households in Longtian Town, Chaonan District, Shantou City were directly included in the management of local low-income households. The "Poverty Alleviation Workshop" located in Lianzhang Central Village, Lianjiangkou Town, Yingde, Qingyuan City, provides three jobs for families with disabilities (one person from each household works in the workshop). For another example, a poor householder in Lianzhang Village, Qingyuan City, Guangdong Province, is now working as a security guard in the

village's "Poverty Alleviation Workshop" on behalf of his wife (the disabled).

Some scholars put forward that "through centralized employment, proportional employment can not meet the comprehensive employment needs of the disabled, and they can only meet the needs of some disabled people who have jobs, and their labor income and welfare benefits will not be very high." (Chen Weiwei, 2016) This is reasonable to a certain extent. However, how to ensure the success of individual employment, self employment and flexible employment, the respondents' perceptions are quite different.

We found in the survey that women are more inclined to individual employment than men, while men have no difference in individual employment, self employment, home employment, community employment, and even rural farming employment, reflecting that male respondents recognize the diversity of employment methods for the disabled.

In fact, it is difficult for the disabled to start their own businesses. According to the survey results of the employment units or departments of the disabled and the enterprises that accept the employment of the disabled, the respondents are more inclined to choose public welfare posts and private non enterprise units. If they want to choose employment in enterprises and institutions, the respondents are more inclined to choose those enterprises with high popularity and good economic benefits for employment.

Due to the low educational and cultural level of rural disabled people, and the past

training for rural disabled people and poor people mostly focused on rural practical technology, most of the trained rural disabled people can only grow, raise and work in rural areas. In today's integrated development of urban and rural areas, more attention needs to be paid to the employment of rural disabled people, and employment training with rich contents and diverse ways should be carried out by classification and classification according to their disability status and intellectual level; For the disabled living in cities and towns, the Disabled Persons' Federation and other departments should, on the basis of understanding their employment needs and their own conditions, provide them with precise customization, precise training and precise services to help them find jobs, and strive to avoid the gap between supply and demand and dislocation between vocational skills training, targeted delivery, centralized employment and income support, and employment integration.

5.2 Science and technology empowerment affects the employment of disabled people with different disability levels in urban and rural areas. Demographic factors, social environment factors and family factors under the regional stratification effect have

a greater impact on the employment of disabled people. It is suggested to actively promote the employment of rural disabled people "in local areas rather than in agriculture" and "into towns and cities" from the height of the strategy of combining urban and rural integration of Guangzhou and rural revitalization of Qingyuan.

Lianzhang District is a village level area of China's National Urban Rural Integration Pilot Zone (the area at the junction of Guangzhou and Qingyuan). The employment of the disabled in Lianzhang Village has a national demonstration significance. As of October 8, 2022, there are 48 disabled persons with certificates in 17 natural villages and groups in Lianzhang Village (excluding one person who died in December 2021), including 6 in Dongkeng Group, 5 in Qiuchong Group, 5 in Tiantang Group, 5 in Tangwang Group, 5 in Yangmeikeng Group, 4 in Xikeng Group, 4 in Genzhuping Group, 3 in Shatan Group, 2 in Lianzhang Village Committee, 2 in Maxia Group, 2 in Xialou Group, 1 in Shanglou Group, 1 in Shangpai Group, 1 in Tianxin Group, 1 in Zhoudong Group, and 1 in Aobei Group.⁸The types and levels of their disabilities are shown in Table 3.

Table 3 Types and grades of disabled people in Lianzhang Village, Yingde Lianjiangkou Town, Qingyuan City, Guangdong Province

limbs	intelligence	hearing	vision	speech	spirit	multiple	Grade I	Grade II	Grade III	Grade IV
25	6	2	3	1	9	2	6	25	13	4

Source: Data collected by Yang Liao and Li Meng in Yingde Lianzhang Village Committee, Qingyuan City, Guangdong Province on August 15, 2022.

Table 4: Disability types and grades of the disabled in Chang'eng Village, Longtian Town, Chaonan District, Shantou City, Guangdong Province, China

limbs	intelligence	hearing	vision	speech	spirit	multiple	Grade I	Grade II	Grade III	Grade IV
8	11	0	2	0	16	4	14	17	5	5

Source: On May 20, 2022, Yang Liao and others collected data in Longtian Town, Chaonan District, Shantou City, Guangdong Province.

Table 3 shows that the disabled in Lianzhang Village mainly have physical, mental and intellectual disabilities, but there are a few multiple disability types; Their disability levels are mainly Level II and Level III, but the number of Level I disabled people also accounts for 12.5% of the number of disabled people with certificates in the village. These types and grades of disabilities not only have an impact on their employment, but also have a greater impact on their scientific and technological empowerment and training. Table 4 shows that the types of disabled people in Chang'eng Village, Chaonan District, Shantou City, Guangdong Province are mainly mental and intellectual, and there are many people in the first level of disability.

From the results of the questionnaire survey, the vast majority of respondents believe that the jobs and skills suitable for the employment of the disabled, especially the physically disabled, in the "Internet plus" information age include network operation and agency operation, development of micro e-commerce malls, maintenance of electronic products and appliances such as mobile phones, and copywriting planning. However, these job skills require a high level of science, technology and culture. Rural physically disabled but mentally healthy people are often not

competent, unless they have received technical secondary schools or higher education. Of course, the survey data also shows that respondents of all ages believe that there are differences in enabling rural disabled people with science and technology.

The respondents generally reported that the employment of the disabled mainly has problems such as inadequate social security, low wages and benefits, and unfair employment. Half of them are at a lower level of employment. This shows that the four common problems mentioned above are widespread in both urban and rural areas.

According to the cognition of the respondents on the main income sources of the disabled in the administrative region where they work or live, they generally believe that the main income sources of the disabled are wage income, while business income, transfer income and property income account for a relatively small proportion.

The survey data also shows that respondents' answers to the employment assistance methods for rural disabled people tend to implement policies to consolidate the achievements of poverty alleviation for disabled people, and support qualified employment assistance workshops and rural employment bases for disabled people

through existing funding channels as required; Support rural disabled persons or their family members to engage in planting, breeding, processing, rural tourism, rural e-commerce, rural delivery logistics and other industries; And continue to do a good job of employment assistance and other options for the disabled who relocate from other places.

Xi Jinping, the President of China, stressed that "rural social assistance should be included in the overall planning of the rural revitalization strategy, the rural social assistance system should be improved, and the daily assistance measures should be improved. The system of social insurance certificates for migrant workers, flexible employees, and new types of employment should be improved, the security system for ex servicemen should be improved, the care service system for the elderly should be improved, and the social welfare system for helping the disabled and orphans should be improved."(Xi Jinping, 2022:345) Although this is from the perspective of deepening the reform of China's social security system to talk about helping the disabled, it also has guiding significance for helping the disabled to obtain employment. Only by doing a good job of full employment and high-quality employment of the employed, including the disabled, can we safeguard social fairness and justice, promote the all-round development of people, the all-round progress of society and common prosperity.

Therefore, from the strategic height of urban and rural integration and rural revitalization in Guangzhou and Qingyuan, we should actively promote the employment of rural disabled people in "local non-agricultural" and "town to city". The focus is to give play

to the Disabled Persons' Federation, women's federations, relevant public welfare organizations and enterprises that help disabled people in rural tourism, rural e-commerce, rural delivery logistics Employment in non-agricultural service industries, such as copywriting planning and rural cultural creativity, even "wash their feet and go to the fields", with the help of urban and rural integration and Internet plus information, "enter towns and cities" employment.

5.3 The publicity on the employment of the disabled in rural areas is not enough, and the coordination of the employment subjects of the disabled is not enough. It is necessary to increase the publicity on the employment assistance for the disabled, strengthen the coordination of the employment subjects of the disabled, and implement accurate policies and help.

The survey results show that the respondents are "unclear" about whether the employment counselor system for the disabled has been established in their places of residence or work, and whether the employment counselor team for the disabled has been established, indicating that the employment counselor system for the disabled and its team propaganda are not in place, at least in Lianzhang District of China's National Urban Rural Integration Pilot Zone.

The results of the questionnaire also showed that 68.75% of the respondents believed that the most helpful measures to promote the employment of the disabled were to establish the publicity system of the disabled employment units and give play to the role of streets, communities, disabled relatives

and friends organizations, charitable organizations, caring enterprises and other aspects to promote the accelerated development of auxiliary employment; 68.75% of the respondents believe that the assistance measures to promote the employment of the disabled are that private enterprises help the employment activities of the disabled, organize a group of enterprises with new employment forms such as head platforms, e-commerce, express delivery to meet the employment needs of the disabled, and develop a group of posts to recruit the disabled every year. This also reflects the result of traditional employment path dependence caused by the fact that the employment counselors for the disabled have not yet played an active role.

Due to the complexity of the disabled group, there will be differences in employment demand, employment goals, employment methods, employment paths and employment quality among different types and levels of disabilities. We suggest establishing and improving the urban and rural employment counselor system for the disabled, giving full play to the role of the disabled employment counselors in the whole process of employment for the disabled, and accurately identifying the employment needs, goals. Differences in methods, paths and employment quality will promote high-quality employment for the disabled.

For disabled college students, the key is to strengthen the guidance of their schools, do a good job in the publicity of employment related policies, skills training and job promotion for disabled college students, implement various employment support and

reward and subsidy policies, and include the employment of disabled college graduates into relevant special recruitment activities. For the employment of the blind, we should support the medical treatment, rehabilitation and training work of the provincial blind massage hospital, establish the corresponding medical management team, formulate the technical standards for blind massage, standardize the blind massage service, radiate and drive the standardization construction of the blind massage institutions at the municipal, county and town levels, and develop new forms of blind massage employment through multiple channels. For the disabled with difficulties in employment, in addition to giving play to the role of streets, communities, disabled people's relatives and friends' organizations, charitable organizations, caring enterprises and other aspects and promoting the accelerated development of auxiliary employment, we should also establish and improve "Sunlight Home", "Home for the Disabled" and other disabled care institutions and vocational rehabilitation institutions for the disabled throughout the province, and generally carry out auxiliary employment.

In a word, we should strengthen the publicity of employment assistance for the disabled, establish and improve the system of employment counselors for the disabled, strengthen the coordination of employment subjects for the disabled, implement precise policies and provide precise assistance, and finally realize the transformation from "helping people to help themselves" to "helping people to help each other".

6. Conclusion

To sum up, this paper draws the following preliminary conclusions:

Firstly, the pilot of urban-rural integration policy is a breakthrough to solve the complex urban-rural relationship. The pilot of employment assistance policy for the disabled based on urban-rural integration and rural revitalization and mechanism optimization are important ways to promote the reform of urban-rural relationship, reduce trial and error costs and maintain social stability. The employment assistance for the disabled in Lianzhang Village is a "mirror" or reagent of China's national urban-rural integration policy pilot.

Secondly, employment assistance for the disabled is one of the important aspects of China's efforts to consolidate poverty alleviation and comprehensively implement the orderly connection of rural revitalization to achieve common prosperity in both urban and rural areas. We should recognize the employment of the disabled from the perspective of the great rejuvenation of the Chinese nation, and pay special attention to the employment of the disabled in rural China in the process of urban-rural integration in "non-agricultural" employment and "urban to urban" employment.

Thirdly, the employment assistance mechanism for the disabled in Guangdong, China, in the new era and new stage should be innovated from the aspects of system and policy supply, science and technology empowerment and employment training, and auxiliary employment service chain. In particular, the employment counselor system for the disabled in rural areas should be

established and improved, and the coordination of employment subjects for the disabled in rural areas should be strengthened to implement precise policies and help, so as to realize the transformation of the employment assistance mechanism for the disabled from "helping people to help themselves" to "helping people to help each other".

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Notes

Note 1. The data is from the network of Guangdong Disabled Persons' Federation, http://www.gddpf.org.cn/ztjj/qgzcr32nd/yw/content/post_897832.html.

Note 2. The data is from the network of Guangdong Disabled Persons' Federation, http://www.gddpf.org.cn/xwzx/gzdt/content/post_897211.html

Note 3. The data is from the network of Guangdong Disabled Persons' Federation,http://www.gddpf.org.cn/ztjj/qgzcr32nd/yw/content/post_934185.html.

Note 4. The data is from the network of Guangdong Disabled Persons' Federation,http://www.gddpf.org.cn/ztjj/qgzcr32nd/jyzx/content/post_941917.html.

Note 5. The data is from the network of Guangdong Disabled Persons' Federation,http://www.gddpf.org.cn/xwzx/dfdt/content/post_623120.html.

Note 6. The data is from the network of Guangdong Disabled Persons' Federation,http://www.gddpf.org.cn/ztjj/qgzcr32nd/jyzx/content/post_976426.html.

Note 7. This questionnaire survey is a small-scale simple random sampling survey, mainly conducted online in Lianzhang Village, Lianjiangkou Town, Yingde City. Lu Feihong, the director of Lianzhang Village Committee, forwarded the questionnaire to 17 village cadres to fill in, and 16 points of valid questionnaires were recovered. The sample characteristics are as follows: 75% of the respondents are

male, 25% are female; 18-35 years old accounted for 62.5%, 36-45 years old accounted for 18.75%, 46-55 years old accounted for 6.25%, 56-65 years old accounted for 12.5%.

Note 8. The data comes from the data collected by Yang Liao, Li Meng and others in Lianzhang Village Committee, Lianjiangkou Town, Yingde, Qingyuan City, Guangdong Province on August 15, 2022.