

Disability and Representation: A Case Study of China

Cunqiang Shi (Felix)
Cardiff University, Wales, UK
ShiC3@Cardiff.ac.uk

案例分析： 残联在残障就 业中的角色

施存强
卡迪夫大学商学院，威尔士（英国）
ShiC3@Cardiff.ac.uk

研究背景(Background)

- 2006 第二次全国残疾人抽样调查， 8500万残障群体， 约7%全国人口。
- 残障人士在社会和经济上处于劣势 – 相比于非残障人， 残障人更少机会得到工作机会 (Enns 2018)。
- 残疾人就业率： 45%， 就业率差： 26.4% (非残障 – 残障)
- 十八大以来的各项政治变革及维权环境变化 (Fuchs et al. 2018)

- A marginalised minority group – 85 million population, 7% of the national population (CDPF 2010)
- Less likely to be employed - socially and economically disadvantaged group (Enns 2018)
- Only 45% of working age disabled people are employed, 26.4% employment gap
- Recent increasing political and social restriction among social advocacy (Fuchs et al. 2018)

什么是残疾（残障）？ The definition of disability

- 残疾人是指在心理、生理、人体结构上、某种组织、**功能丧失或者不正常**，全部或部分丧失以**正常方式**从事某种活动能力的人。残疾人包括视力、听力、言语、肢体、精神、多重和其他残疾人。 - 中华人民共和国残疾人保障法（2007）

- The Chinese definition of disability:

“Someone who suffers from abnormalities or loss of a certain organ or function, psychologically or physiologically, or in anatomical structure and has lost wholly or in part the ability to perform an activity in the way considered normal” (The Law on the Protection of Disabled People 2007)

联合国的定义 – definition from the UN

- 残疾人包括肢体、精神、智力或感官有长期损伤的人，这些损伤与各种障碍相互作用，可能阻碍残疾人在与他人平等的基础上充分和切实地参与社会。
- UNCRPD 2008

- *“Persons with **disabilities** include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others”.*

- UNCRPD 2008

残障 – 一个社会学概念 Disability – a social concept

- 唯物主义对于残障的解释 (Thomas 2007, p53) :
 - 农业社会 (前工业时代) : 家庭及社区的支持
 - 工业时代社会化大生产: 对于“能力”和劳动力的重新定义; 隔离和歧视
 - 1980以来, 科技的进步, 互联网的兴起 – 独立生活的概念
- Materialist disability explanation (Thomas 2007, p53)
 - Pre-industrialisation – under family and community protection
 - Large scale social production – able-bodied norm, labour value, segregation
 - 1980 onwards, technologies empower disabled people to independent living

中国残障研究 Chinese context

- 中国残障的情况由历史和地理共同影响：
 - 古代中国- 1990s: 社会边缘, 家庭及社区支持 (Yan 2012)
 - 改革开放以来: 制度化, 家长制, 社会化污名 (Stone 1998; Kohrman 2005)
- Chinese disability context is historically and spatially determined:
 - Ancient China (see Yan 2012): family and community support, marginalised
 - Contemporary China (e.g. Stone 1998; Kohrman 2005): institutionalisation, stigmatisation, paternalism

医学和社会模型 the two models

- 医学模型
 - 长期主导
 - 受医疗工作者青睐
 - 认为残疾人是弱势群体，需要治疗和康复
- Medical model of disability:
 - Historically dominant
 - Preferred by doctors and medical practitioners
 - Assumption: disabled people awaiting and seeking help

- 社会模型
 - 将身体的不同和残疾区分开来
 - 消除障碍
 - 批判：不切实际（Abberley 1996） - 寻求一个融合性社会，把残障作为一个特质融入到社会当中去
- Social model of disability (Oliver 1983; Foster 2018):
 - Distinction between impairment(medical) and disability(social)
 - Eliminating barriers
 - Critiques: unrealistic (Abberley 1996) – an inclusive universal solution integrate disabled people into society

残障维权组织 Disability Organisations

- *For* 组织，如残联，好人组织（某地方性组织）
 - 社会福利机制的一部分(Zhou 2015)
 - 更多关注残疾康复，少量生活补贴
- For....e.g. China Disabled People's Federation, Good People's Organisation
 - Part of welfare institutions (Zhou 2015)
 - Focus on rehabilitation

- Of 组织, 如月亮孩子之家
 - 超过半数成员是残障人士 (51% 以上)
 - 维权导向, 自我维权 (Enns 2018)

- Of... e.g. Home of Moon Child
 - Led and controlled by disabled people (51%)
 - Rights oriented and self-advocacy (Enns 2018)

本次研究的目的 Research Aim

- 哪些组织在代表残障人士的就业权？
 - 这些组织用了哪些方法方式帮助残障人士实现平等就业？
 - 在维护残障就业平权中，这些组织遇到了哪些机遇和挑战？
 - 在不同地理区域中，残障维权组织是否有差异？
-
- What organizations are there representing disabled people's employment rights
 - What mechanisms have been applied by various types of disability organizations to promote equal employment rights?
 - What facilitators and obstacles disability organisations encountered when promoting disabled people's employment rights?
 - Any differences between organizations in terms of different geographic areas?

研究者自身情况 Researcher's personal stance

- 中国籍视力障碍者
- 在英国学习研究残障 (PhD)
- 接触到了不同于中国的残障政策及维权环境
- 作为连接中国与英国残障研究及实践的桥梁
- **Insider and Outsider Status**
Chinese national
Experienced UK research training and disability representation system
- A bridge links Chinese disability context with British disability movements

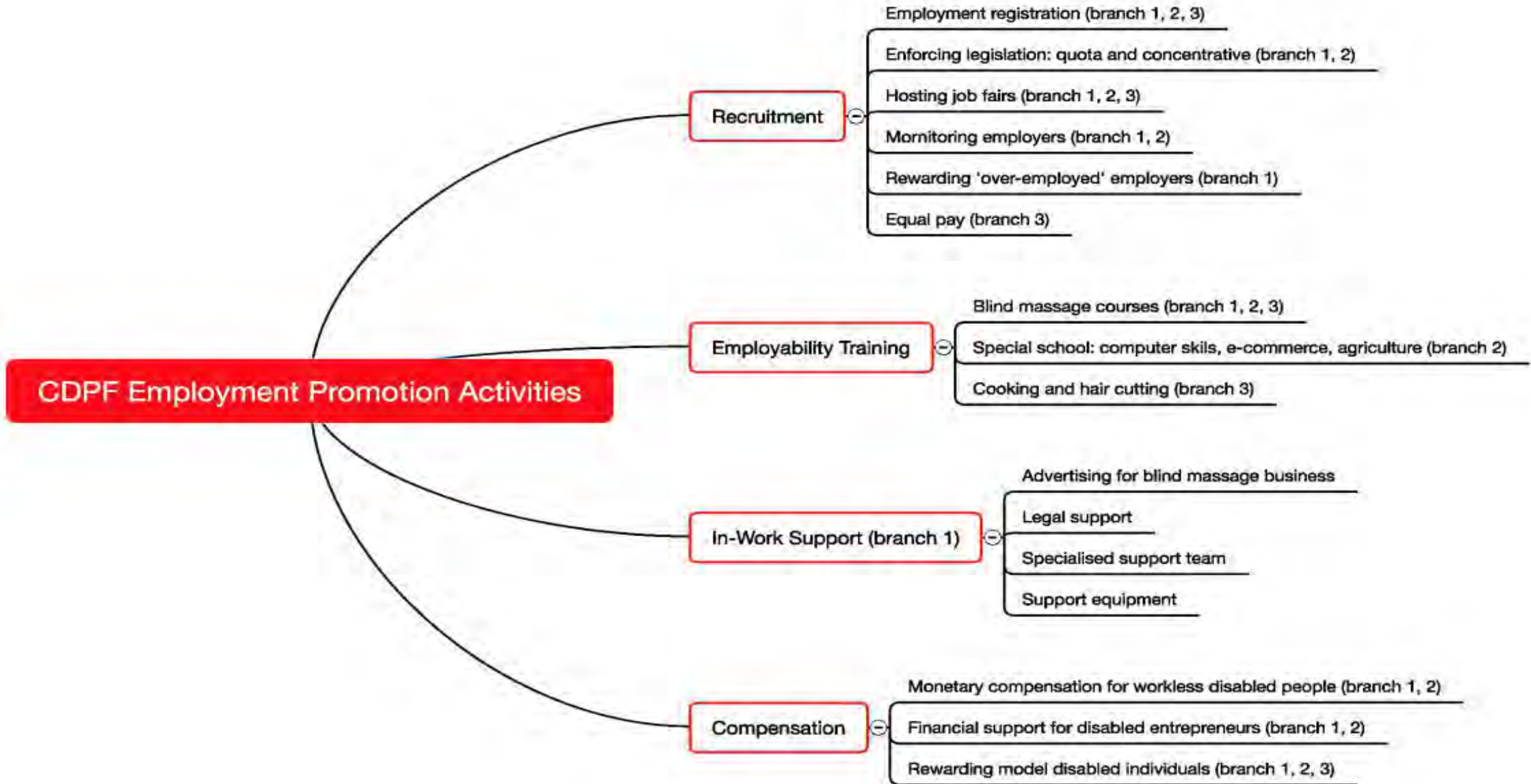
样本

- 两个省份，三个城市 – 地级市，县级市，乡镇
 - 8位残联工作者
 - 2位非政府组织工作者
 - 半结构式访谈
-
- Two provinces, three areas – rural county, urban county, and urban city, 8 participants, plus two non-governmental organisations
 - Semi-structured interview method

发现

残联分会	地区类型	受访者	职位	工龄	性别	当地人均GDP
1	地级市	A	办事员	2	男	>USD20,000
		B	副会长	16	男	
		C	主任	5	男	
		D	前会长	N/A	男	
2	县级市	E	副会长	8	男	USD5,000-10,000
		F	副会长	N/A	男	
		G	主任	2	男	
3	乡镇	H	N/A	N/A	Male	<USD5000

人民币兑美元以USD1 = CNY6.86 为参考 2018年12月



非政府性组织 – 好人组织

- 好人组织
 - 由当地“好人”自发组成 – 主要是医生和教师
 - 劝当地用人单位雇佣残障人士（低于非残障员工的工资）
 - 组织残疾人倒卖一些日用品（当地乡镇）
 - 组织残障者开合作便利店
- Good People's organisation
 - A group of citizens who have been awarded as “good people” – doctors and teachers
 - Lobby to employers to hire disabled people,
 - Supply products for disabled people to sell and charge basic costs
 - Convenience shops employ disabled people and give them business shares

非政府组织 – 月亮之家

- 月亮之家

- 成员：白化人和其家属
- 提高公众对于白化病的认识 – 普及医疗概念
- 为白化成员提供辅助器材（视力相关）
- 缺乏来自政府以及社会的资金支持

- Home of the Moon Child

- Members: albinos and their families
- Organise campaigns educating the public about albinism as a rare disease
- Supply equipment to albinos (e.g. optometry services)
- Lack of support from the authority and financial obstacles

讨论 - Discussion

- 残障法实施力度和效率有待提高，部分法律条文模糊不清（如对于歧视的定义以及在现实中的意义）
 - 对于残障人士就业去向的刻板影响，如盲人按摩适合视障人
 - 科技升级带来史无前例的就业机会，如电商
 - 地方经济跟社会发展程度的差异直接影响残障人在社会跟就业中的经历
-
- The law and legislations are not effectively enforced, some concepts are blur, e.g. definition of discrimination (CRPD 2012)
 - Stereotypical jobs for disabled people and stigmatisation, e.g. blind massage
 - The emergence of information technology, e.g. e-commerce
 - Geographic difference affecting local policies - social and economic factors – a mixture of feudalism and capitalism

结束语 Conclusion

- 不同形式的组织在“帮助”残障人士
 - 这些残障组织的员工对于残障人的看法及态度
 - 地理，经济以及社会因素
 - 研究者自身的角色以及一些反思
-
- Different organisations and strategies used to promote disability employment
 - Attitudes and perception towards disability in China
 - Geographic, economic and social factors
 - Insider and Outsider status - dilemma in accessing to organisations

References

- Abberley, P. 1996. Work, utopia and impairment. In: Barton, L. ed. Disability and society: emerging issues and insights. London: Longman.
- CDPF 2010. China disabled people's federation. Available at: <http://www.cdpf.org.cn/english/> [Accessed: 20th Aug 2018].
- CEIC. 2016. China gross domestic product: per capita: prefecture level city. CEIC data[online]. Available at: <https://www.ceicdata.com/en/china/gross-domestic-productper-capita-prefecture-level-city> [Accessed: 20th Aug 2018].
- Enns, H. 2018. The Role of organisations of disabled people: a disabled peoples' international discussion paper. Independent living institute[online]. Available at: <https://www.independentliving.org/docs5/RoleofOrgDisPeople.html> [Accessed: 26th April 2018].
- Foster, D. 2018. The health and well-being at work agenda: good news for (disabled) workers or just a capital idea? *Work, Employment and Society*, 32(1) pp.186-97.
- Fuchs, D. et al. 2018. Labour research under coercive authoritarianism: Comparative reflections on fieldwork challenges in China. *Economic and Industrial Democracy*, pp.1–24.
- Kohrman, M. 2005. Bodies of difference: experiences of disability and institutional advocacy in the making of modern china. University of California Press.
- Oliver, M. 1983. Social work with disabled people. In: Oliver, M. ed. Understanding disability from theory to practice. Basingstoke: Palgrave Macmillan, pp. 41-57.
- Stone, E.V. 1998. Reforming disability in China: a study in disability and development. PhD thesis, University of Leeds.
- Thomas, C. 2007. Sociology of disability and illness: contested ideas in disability studies and medical sociology. Hampshire: Palgrave Macmillan.
- Yan, G. 2012. Analysis of thoughts on security for the disabled in ancient China. *Theoretical discussion* 2012(1), pp.44-7.
- Zhou, H. 2015. Inclusion of people with disabilities in China. International Labour Organisation.