

The Feasibility Analysis of the Employment Security Fund for the Disabled Used in the Pension Insurance for the Disabled

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Abstract: Aging is an irresistible law of nature. How to solve the problem of elderly care for 85.02 million disabled people in our country is a social issue worthy of attention. The income of the disabled in our country is not high and cannot afford the cost of the old-age insurance, resulting in a low participation rate of the disabled. This article analyzes from the four dimensions of politics, economy, law and society that the unit pays for the endowment insurance for the disabled, uses the Employment Security Fund for the Disabled fund for the endowment insurance for the disabled, expands the source of the pension insurance for the disabled, and realizes the needs of the elderly for the disabled.

Keywords: The Employment Security Fund for the Disabled Fund; Disabled person; Pension Insurance

In 1999, our country began to enter an aging society. It is now the country with the largest elderly population in the world, and the demand for elderly care is increasingly diversified. The biggest contradiction in the elderly care for the disabled in my country is the contradiction between the demand for the elderly and the lack of actual supply, that is, the contradiction that the pension insurance for disabled-person lags behind the subjective needs of the disabled. [1]

1. The Question Is Raised

There are 85.02 million the disabled in our country. As of 2018, only 25.612 million disabled residents have participated in the urban and rural social pension insurance. [1] This shows that the coverage rate of the disabled pension insurance in our country is low. There is a huge gap between the supply and demand of elderly care for the disabled, and the elderly needs of the disabled group present a universal and diversified trend. No matter what kind of situation needs it, there must be sufficient funds to pay. The legal working age in our country refers to the age of 16 to the retirement age. The retirement age is generally 60 years for men and 55 years for women. Most employers would rather pay Employment Security Fund for the Disabled money than arrange employment for the disabled. Most people with disabilities are not incapable of working, but lack of working opportunities. Article 12 of Chapter II of the "Social Insurance Law of the People's Republic of China" stipulates that employers must pay endowment insurance for their employees. Unemployed persons with disabilities who want to pay endowment insurance need to bear all the expenses by themselves. This is a huge pressure for the disabled with low family income. Disabled people's family expenditures are relatively large, and most of their expenditures are focused on rehabilitation and medical care. The remaining family funds can only guarantee the normal operation of their daily lives and their basic lives. They do not have enough pension funds and there is no guarantee for the elderly. The payment of the endowment insurance for the disabled requires continuous and stable financial support. The total amount of Employment Security Fund for the Disabled is abundant, and Employment Security Fund for the Disabled can be used for the payment of the endowment insurance for the disabled.

2. Political Conditions :Provides a Soft Environment for the Employment Security Fund for the Disabled to be Used in the Pension Insurance for the Disabled

The Chinese government has always put the people at the center. The major issues that the disabled

are concerned about are also the issues that the party and the government are most concerned about. The assistance for the disabled has been transformed from preferential to inclusive, and the maintenance of the dignity, rights and happiness of the disabled has always been the first priority.

2.1. The Development Direction of the Cause for the Disabled Is Clear

The party and the government always care about the people, take the people's interests as the starting point of all work, and point out the direction of development for the broad masses of people. General Secretary Xi Jinping proposed that there should be no less than one disabled person in a well-off society. By 2035, socialist modernization will be basically achieved, and disabled people must join the people of the whole country to enter a socialist modernized society. In the "Recommendations of the Central Committee of the Communist Party of China on Formulating the Fourteenth Five-Year Plan for National Economic and Social Development and Long-Term Goals for 2035", five articles are related to the disabled, emphasizing the need to improve multi-level social security under the new historical conditions. System, to achieve high-quality development of work for the disabled, has pointed out the direction for the development of the cause of the disabled under the new historical conditions.

In the past very extraordinary year, my country has done a solid job of "six stability and six guarantees" from the central to the local level. Premier Li Keqiang fully affirmed the work of "six stability and six guarantees" at the two sessions in 2021. Employment ranks first in the six-stable and six-guarantee work. During the epidemic, we will insist on securing the position of the disabled, and will resolutely not reduce the layoffs of disabled employees during the resumption of work and production; In 2020, our country's annual economic growth rate will be 2.3%, and the economic foundation will be solid, which has laid an economic foundation for promoting the all-round development and common prosperity of the disabled; The social security undertakings were further improved, the coverage of various insurances was expanded, the endowment insurance paid by enterprises was reduced or exempted, the unemployment insurance was paid in full and in time, and the protection of the older unemployed was emphasized. It is necessary to use practical actions as a procedural means to match the social security services of the disabled with the needs of the disabled. According to the current major social contradictions in our country, the needs of the disabled are oriented, so that the pension insurance system for the disabled is synchronized with the subjective needs of the disabled.

2.2. The Disability Policy System is Gradually Improving

The government attaches great importance to social security for disabled persons as the basis for disabled persons to participate in social insurance. Under the leadership of the party, the government actively explores and promotes preferential policies for disabled persons, covering various aspects such as basic life of disabled persons, rehabilitation and medical care, and enrollment and employment, and provides assistance and care to disabled persons in various fields; the policy for safeguarding the social security rights of persons with disabilities is basically complete. The "Regulations on Education for the Disabled" guarantees the equal rights of persons with disabilities to education, and were revised twice in 2011 and 2017, and have been further improved, including compulsory education, vocational education, pre-school education, general senior secondary education and above. Provisions on continuing education, teachers, etc.; The "Regulations on Employment of Disabled Persons", which promotes the employment of persons with disabilities, stipulate specific preferential policies and specific support and protection measures for disabled persons, creating policy conditions for the employment of persons with disabilities. Employers with 30 employees who fail to arrange the employment of disabled persons in accordance with the prescribed ratio must pay Employment Security Fund for the Disabled funds, which further promotes the employment and integration of disabled persons into society; The "Administrative Measures for Disabled Service Organizations" explain the management of disabled service organizations, provide policy norms, and encourage and call on all social entities to provide assistance to disabled service organizations in Article 7 of Chapter 1. Various policies take care of the disabled from different aspects, and provide a good policy environment for the Employment Security Fund for the Disabled fund to be used in the endowment insurance for the disabled.

The use of the Employment Security Fund for the Disabled fund in the endowment insurance for the disabled is in line with the concept of "getting rich first, then getting rich", that is, "our policy is to let some people and some regions get rich first, so as to promote and help the backward areas. An

obligation." [2] By redistributing the Employment Security Fund for the Disabled fund for the disabled's endowment insurance, it can improve the social security system and guarantee the retirement of the disabled; it can maintain social equity and enable the disabled to equally enjoy the fruits of reform and development; It can achieve the goal of getting rich first and then getting rich, so that social wealth is tilted towards the disabled, and ultimately achieving the goal of common prosperity.

2.3. Disabled People's "One Internet Service" Accelerates

Since the concept of "delegating control, delegating management and services" was proposed in 2015, this reform measure has been continuously developing in depth; "Internet + government services" has been generally implemented. The websites of the China Disabled Persons' Federation and the websites of various local Disabled Persons' Federations have set up barrier-free modes, so that groups of people with disabilities can use the barrier-free channels provided for consultation and affairs. The website portals of the Disabled Persons' Federations at all levels basically have service halls, and persons with disabilities can enjoy the service of doing business online without leaving their homes; in September 2020, the State Council included the "two subsidies" for persons with disabilities into the "trans-provincial administration" item The list, starting from April 15, 2021, the two subsidy qualification application for persons with disabilities, the "Inter-provincial Office" has been trial run nationwide, and the "Inter-provincial Office" has been formally implemented on April 22. In addition, taking into account the inconvenience of people with disabilities, online learning, examinations, interviews, online certification information, and scanning identification methods are commonly used.

In today's world, science and technology are developed, and the network facilitates the communication and data sharing between various departments. On the basis of data sharing between departments, the use of Employment Security Fund for the Disabled funds for endowment insurance for the disabled has already had the required technical support. Through big data, the enterprise and human resources will be connected with the Ministry of Social Security and the Disabled Persons' Federation with the enterprise (Figure 2.1), the employer pays the endowment insurance for the disabled. The endowment insurance needs to pay more than 15 years to receive the endowment insurance. Therefore, it cannot be interrupted. When the company faces unexpected circumstances, such as bankruptcy, it cannot continue to pay for the endowment insurance for the disabled. The Disabled Persons' Federation will seek for the next employer that can pay the endowment insurance for the disabled until the end of the 15-year payment period. Disabled persons can use the "12333" APP, "My Social Security Card" official account, mini programs and other channels to inquire about social security information, transfer social security relations, and calculate pensions, etc., so that people with disabilities can handle affairs without going out of their homes and on their hands. The legal rights of the disabled are guaranteed; the degree of satisfaction of the disabled can be grasped; the disabled can conduct inquiries and supervision without leaving their homes, and protect their legal rights and interests.

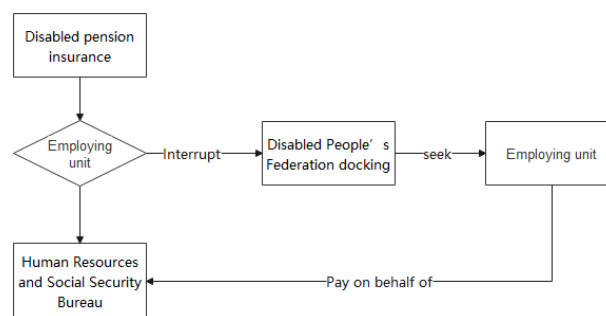


Figure 2.1: The payment process of the pension insurance for the disabled

3. Economic Conditions: Provide a Pool of Funds for the Employment Guarantee Fund for the Disabled to be Used for the Endowment Insurance for the Disabled Person

The use of the employment guarantee fund for the disabled in the endowment insurance for the disabled can ensure the smooth flow of funds for the endowment insurance for the disabled, so that more achievements in reform and development will benefit the disabled. Through redistribution, the employment security fund for the disabled will be used for the old-age insurance for the disabled, and the social security system will be improved, so that the old-age insurance for the disabled can be

guaranteed.

3.1 The Income of the Disabled Family is not enough to pay the Endowment Insurance

Due to the physical condition and education level of the disabled, their income is small, while the family expenditure of the disabled is large. Their medical treatment, rehabilitation, living environment and barrier free transformation are expensive, accounting for a large proportion of the total family expenditure of the disabled. Although there are many subsidies for the disabled in China, involving a number of subsidies such as the living, education and medical rehabilitation of the disabled. These subsidies are the main source of livelihood of the vast majority of disabled families and play a role in informing the people's livelihood to a certain extent; they are not enough to pay the pension insurance for the disabled. According to the data released by the China Disabled Persons' Federation (Figure 3.1), the per capita annual income of urban disabled families is 2,2413.3 yuan, of which transfer payment income is 1,2306.6 yuan, accounting for 54.9% of the total income; the per capita annual income of rural disabled families is 1,3364.9 Yuan, of which transfer payment income was 5812.6 Yuan, accounting for 43.5% of the total income. In other words, policy subsidies in urban households with disabilities account for more than half of the total household income; the proportion of policy subsidies in the total income of rural households with disabilities is close to half. From the perspective of the proportion of family expenditures of the disabled, the expenditures (food, tobacco, alcohol, medical care and housing expenses) to meet the basic living needs of disabled families accounted for 76% of the total expenditures of disabled families, [3] indicating that families with disabilities in my country They are not rich, and their lives are still in the stage of merely realizing material satisfaction, and there is a certain risk of returning to poverty.

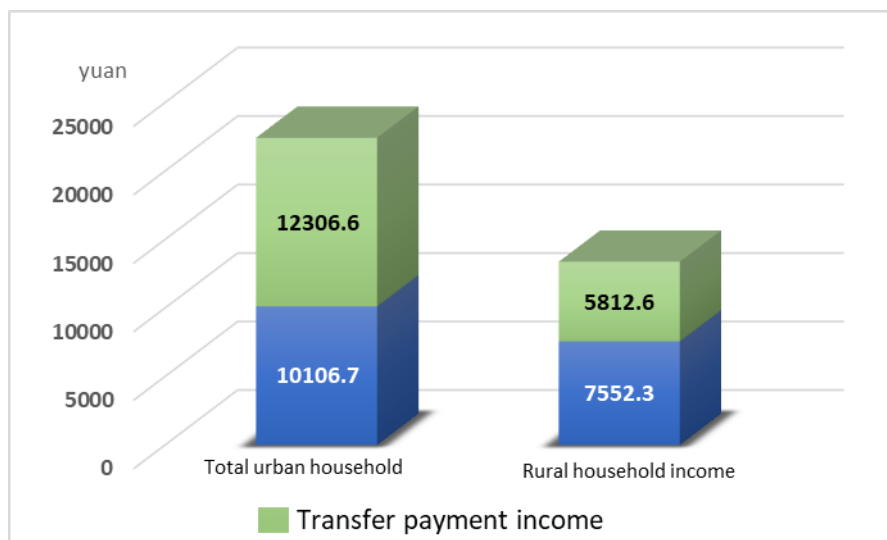


Figure 3.1: Income composition chart of urban and rural persons with disabilities

3.2. The Wages Paid to Employed Disabled Persons are Lower than the Amount of Employment Security Fund for the Disabled Payments

At present, the employment of disabled persons has indeed achieved certain results, but the status quo of society is still not optimistic. According to data released by the China Disabled Persons' Federation, as of the end of 2017, 9.421 million disabled persons had been employed, accounting for about 11% of the total number of disabled persons. For every ten disabled people, only about one person has a job. 80% of enterprises in our country pay the wages of disabled persons according to the local minimum wage standard. In fact, the annual employment security payments for disabled persons paid by enterprises are much higher than the wages that should be paid for arranging the employment of disabled persons in proportion. For example, in Harbin in 2019, the average annual salary (including railways) of employees in urban non-private units in the city was 79,485 yuan, and the monthly minimum wage in the urban area was 1,860 yuan. Assuming that local employers pay disabled persons in accordance with the minimum wage standard, then the annual salary of the disabled in Heilongjiang is 22,320 yuan. According to the regulations of Heilongjiang Province, the employer shall arrange employment for the disabled at a rate of 1.5% of the total number of employees in the enterprise.

Assuming that an enterprise has 200 active employees, if the enterprise does not arrange the employment of the disabled in proportion, according to the payment formula of the employment security fund for the disabled (annual payment of the employment security fund for the disabled = (number of employees in the employer in the previous year \times 1.5%) - The actual number of persons with disabilities employed by the employer in the previous year) \times the average annual salary of the employees in the previous year) should be paid 3.6 times the salary of the disabled.

There are a large number of disabled person in our country, and the demand for endowment insurance is large. It is an objective reality that the employment of persons with disabilities is difficult to obtain, and the employment of persons with disabilities is greatly affected by uncertain factors, such as economic crises, epidemics, etc., will affect the employment of persons with disabilities. They are on the verge of a comprehensive well-off, and once they become unemployed, they will be in danger of returning to poverty. . In old age, chronic diseases are more likely to be sudden. If the pension insurance problem of the disabled cannot be solved, the disabled may return to poverty due to illness, and the foundation of a comprehensive well-off will be unstable; the people's sense of well-being and gains Sense will be lost, and modernization will encounter obstacles. Under the current situation that companies are unwilling to arrange employment for the disabled and the aging of the disabled, they will realize the full payment of pension insurance for the disabled, use the disabled employment security fund for the disabled pension insurance, and expand the source of the payment of funds. It is a manifestation of the social responsibility of all employers participating in the elderly care services for the disabled, and at the same time eases the financial burden of the disabled and solves the problem of elderly care for the disabled, thereby promoting the stable development of society.

3.3. The Total Amount of Employment Security Funds for the Disabled Is Abundant

The total amount of the employment security fund for the disabled in our country is rich, which stems from the fact that employers prefer to pay the employment security fund for the disabled rather than arrange employment for the disabled on a pro rata basis; the employment security fund for the disabled is mainly focused on the employment training of the disabled. Prior to 2015, the Employment Security Fund for Disabled Persons was a part of the local government funds. Since 2015, the Ministry of Finance, the State Administration of Taxation, and the China Disabled Persons' Federation have issued the Notice on the Collection and Use of the Employment Security Fund for Disabled Persons (Financial and Taxation [2015] No. 72) Chapter 3, Article 21, stipulates that the guarantee fund is included in the local general public budget overall arrangement and is mainly used to support the employment of the disabled and guarantee the life of the disabled. According to the "2010-2014 Annual Income and Expenditure Data of Employment Security Fund for Disabled Persons" released by the Ministry of Finance (Figure 3.2), it can be found that the income of employment security funds for persons with disabilities is tens of billions, while the expenditure on employment security funds for persons with disabilities is far lower than its income. Income, there is a lot of surplus. Since 2015, in accordance with the relevant requirements of the Party Central Committee and the State Council, the Ministry of Finance has successively transferred 19 government funds including employment guarantee funds for persons with disabilities, local education surcharges, and government housing funds to the general public budget. The main purpose is Clean up and standardize government fund budgets, and transfer funds that are not included in the government fund catalog to general public budgets for overall planning and use in principle, so as to avoid the accumulation of idle funds and ineffective waste. This also means that all subjects included in the general public budget can use the general public budget together. For example, the disability employment security fund for the employment of the disabled can use the total funds of the general public budget. The employment and poverty alleviation expenditures for the disabled are part of the expenditures for the disabled. Based on the income of 24.827 billion yuan in 2014, there is a large surplus of the employment security fund for the disabled, and the employment security fund for the disabled is included in the general public budget. The employment security fund for the disabled has been added, indicating that the use of the employment security fund for the disabled is not based on revenue and expenditure. The amount of the employment security fund for the disabled is sufficient, and there is still a surplus on the basis of satisfying the employment of the disabled. Therefore, the employment security fund for the disabled can be used for the old-age insurance for the disabled, as a stable source of payment for the old-age insurance for the disabled, and increase Livelihood and well-being of the disabled.

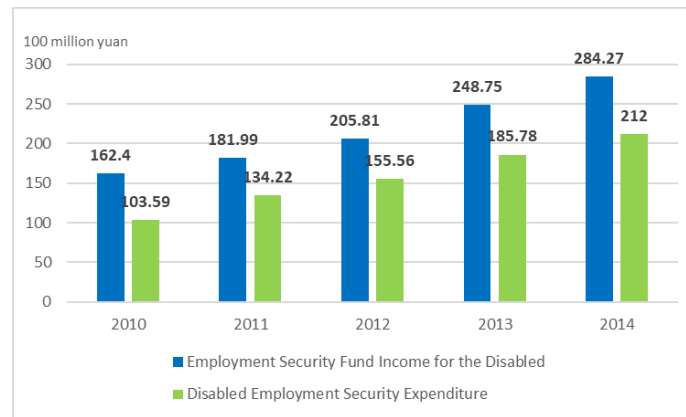


Figure 3.2: Income and expenditure of employment security funds for persons with disabilities from 2010 to 2014

4. Legal Conditions: Provide Institutional Guarantees for the use of Employment Security Fund for the Disabled Funds for Endowment Insurance for Persons with Disabilities

Our country's laws on disabled persons are relatively complete, involving politics, economy, employment, medical rehabilitation and other aspects. The law protects the legal rights of persons with disabilities, their rights to social insurance subsidies, and their rights to participate in society on an equal footing.

4.1. The law stipulates the Legal Rights of Persons with Disabilities

Legally, my country has formed a social security legal system for persons with disabilities centered on the "Constitution of the People's Republic of China" (hereinafter referred to as the "Constitution"). Article 45 of the Constitution stipulates that citizens of the People's Republic of China shall be In the case of working capacity, they have the right to obtain material help from the state and society. The Law of the People's Republic of China on the Protection of Persons with Disabilities, enacted in 1990 and revised in 2008, covers seven aspects including rehabilitation, education, labor and employment, cultural life, social security, barrier-free environment, and legal responsibilities. The law to protect persons with disabilities has been further improved ; Article 3 of the "Employment Promotion Law of the People's Republic of China" implemented in 2008 and revised in 2015 stipulates that workers have the right to equal employment and independent employment. Disabled persons who are able to work have the right to work and are protected by law, which is inviolable; online case registration and online court proceedings for persons with disabilities can be achieved. In particular, during the COVID-19 pandemic in 2020, online court hearings on cases of persons with disabilities are at a technical level Get further development. The law safeguards the various rights of the disabled and provides a strong guarantee for the use of the disabled insurance fund for the disabled endowment insurance.

4.2. The Law Clarifies the Right of Persons with Disabilities to Enjoy Social Insurance Subsidies

Social insurance is an important guarantee to provide income or compensation for the population, who loses the ability to work, temporarily loses their jobs, or loses due to health reasons. It mainly includes endowment insurance, medical insurance, unemployment insurance, work-related injury insurance and maternity insurance. At present, my country's social security for persons with disabilities is fully entering a stage of development that focuses on social services. [4] According to Article 12 of Chapter II of the "Social Insurance Law", employers should pay basic pension insurance premiums in proportion to the total wages of their employees as stipulated by the state, and record them into the basic pension insurance pooling fund, which guarantees the realization of pension insurance for the disabled. Pay. Article 47 of Chapter VI of the "Law on the Protection of Persons with Disabilities" revised in 2008 stipulates that social insurance subsidies shall be provided to persons with disabilities who have difficulties in their lives. Therefore, the use of the Employment Security Fund for the Disabled fund in the endowment insurance for the disabled will help protect the rights of the disabled to enjoy social insurance subsidies.

4.3. The Law Guarantees the Right of Persons with Disabilities to Integrate Into Society on an Equal Basis

At present, the protection measures and welfare concepts for the disabled are undergoing a shift from humanitarianism to civil rights. [5] The participation of persons with disabilities in social insurance is an aspect of participating in and integrating into society; The Law of the People's Republic of China on the Protection of Persons with Disabilities stipulates that persons with disabilities have the right to participate fully and equally in social life and share the material and cultural achievements of society. Therefore, the use of the Employment Security Fund for the Disabled fund for the endowment insurance for the disabled is an important measure to enable the disabled to share the material and cultural achievements and integrate into the society. The law guarantees the rights of persons with disabilities to share the fruits of reform and development with dignity, so that they have a sense of belonging, consciously and actively participate in society, realize their self-worth, and contribute to the development of society.

5. Social Conditions: Provide a Support System for the Employment Security Fund for the Disabled to be Used for the Pension Insurance for the Disabled

The current major contradiction changes in our country require policies and measures to be guided by the needs of the people, as well as development and quality as well as survival. Solving the problem of elderly care for the disabled is an important measure to consolidate the sustainability of the social security system. This requires gathering social forces and working together to increase the satisfaction of the disabled.

5.1. Social Entities Actively Support the Employment of the Disabled Person

The attitude of the society in supporting the employment of persons with disabilities is conducive to maintaining social equity and thus promoting the social integration of persons with disabilities. In 2020, our country has completed the historical task of building a well-off society in an all-round way. Under the new historical conditions, we have embarked on the path of realizing socialist modernization. The concept of social fairness is deeply rooted in the hearts of the people. Fairness is the goal pursued by socialist countries and also the realization of communism. The basics. The more the concept of fairness is deeply rooted in the hearts of the people, the stronger the society's sense of identification with the disabled, the more able to make the disabled realize that they are a member of the social family and consciously create greater value for the society.

Ensuring the employment of persons with disabilities is a manifestation of the equal participation of persons with disabilities in society, and it is also the most important and direct measure to solve the pension insurance for persons with disabilities. In recent years, the disabled group has aroused widespread concern in society. During the two sessions in 2021, 16 representatives made proposals related to persons with disabilities, indicating that the party and the government's attention to the cause of persons with disabilities has aroused social resonance. The number of colleges and universities recruiting students with disabilities has increased, more and more companies have established positions for recruiting people with disabilities, and more and more charitable donations from social organizations to the disabled have made a leap from scratch. With the deepening of society's recognition of the disabled, more and more units are willing to accept employment for the disabled. After the disabled are employed, the employer can pay the pension insurance fees for the disabled. Since the 18th National Congress of the Communist Party of our country, the employment situation of rural disabled persons in China has improved significantly. As of 2020, the number of newly-increased employment of disabled persons with certificates in rural areas has reached 249,000. In recent years, the training of practical skills for rural persons with disabilities has been strengthened in the vast rural areas, with the aim of enabling rural persons with disabilities who have the ability to work to master a skill and increase their employment possibilities. Compared with the urban population, the rural disabled population is 62.25 million, accounting for 75.04%. Compared with the urban disabled, the rural disabled have a lower economic level. It is necessary to fully realize the important labor force group of rural disabled persons, actively develop more positions, truly realize their integration into society, promote more employment of disabled persons, and solve more pension insurance for disabled persons.

5.2. *The Employer Does Not Support the Employment of the Disabled*

The people are the creators of social wealth, and the fruits of development should also be shared by the people. Although the policy requires employers to guarantee the employment ratio of the disabled, some employers formally hire the disabled, but only want to reduce or exempt the employment security for the disabled, but the disabled have not really gone to work and have not truly integrated into the society. At present, the payment of the employment security fund for the disabled has not really solved the employment of the disabled and increased their income, and even the employment security fund for the disabled has been idle. In order to fundamentally solve the endowment insurance for the disabled, the employment security fund for the disabled is directly used for the disabled, and the amount of the employment security for the disabled is converted to pay the endowment insurance according to the number of people, which is a manifestation of the employer's social responsibility. The employer shall pay the endowment insurance for the disabled in accordance with the employee endowment insurance standard. The scope of payment is the city's disabled persons. The total amount of employment security payments for the disabled that the enterprise does not arrange employment for the disabled shall be the total payment amount. The number of people paying pension insurance. Take Changchun City, Jilin Province as an example. In 2018, the basic living assistance and support standard for the extremely poor in urban areas was determined to be 830 yuan/person/month, and the basic living assistance and support standard for the extremely poor in urban rural areas was 550 yuan/person/month. In 2019, the average annual salary of non-private employers in Changchun City is 85,690 yuan. Assuming that the total number of employees in an employer in Changchun City is 200, the "Administrative Measures for the Collection and Use of Employment Security Funds for the Disabled in Jilin Province" stipulate that all units should The employment of disabled persons is lower than 1.6% of the total number of employees in the unit in the previous year. If the unit has not completed the employment of the disabled in proportion, the employer needs to pay the disabled endowment insurance for the disabled as follows.

6. Conclusion

It is feasible to use the Employment Security Fund for the Disabled fund for the endowment insurance of the disabled with political, economic, legal, and social conditions. Increase the participation rate of disabled persons in pension insurance through multiple channels, encourage the society to actively promote the employment of disabled persons, create more positions for them, and use Employment Security Fund for the Disabled funds for disabled persons who have the ability to work but have not achieved employment. To realize its demand for pension insurance, establish a pension insurance payment system led by the state finance, widely participated in the society, and urban and rural as a whole, so as to promote the vigorous development of social security for the disabled.

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