

Exploring the Combination of the Gig Industry Economy and a New Model of Employment for the Disabled in the New Era

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ABSTRACT

This paper discusses the combination mode of gig industry economy and disability employment in the new era. The gig economy is a working model characterized by temporary, flexible and non-traditional employment methods, providing a variety of employment services to individuals through online platforms. The employment of the disabled is a social issue that has attracted much attention. The traditional employment model has various restrictions and discrimination on people with disabilities. The study aims to solve the problem of difficult employment for people with disabilities, focusing on the current situation and problems of gig economy and disability employment, and how the gig economy can provide more employment opportunities for people with disabilities. The purpose of this study is to provide new ideas and methods for solving the employment problem of people with disabilities, which has important practical and social significance.

KEYWORDS: *gig economy; disability employment; disability integration; inclusive employment ecosystem; social participation; artistic healing*

INTRODUCTION:

In the contemporary society, with the promotion of economic globalization and scientific and technological progress, the gig industry economy (gig economy) has become an important part of the global economy. Gig economy refers to a working mode characterized by temporary, flexible and non-traditional employment methods, which allows individuals to freely choose and provide various employment services through online platforms (such as Uber, Airbnb, etc.). This emerging work model provides more jobs for many people and plays a positive boost to economic growth and innovation. At the same time, the employment of the disabled is also a social issue of great concern. People with disabilities face higher employment difficulties due to their physical or mental disabilities. Traditional employment models often have various restrictions and discrimination on people with disabilities, making it difficult for them to find suitable job

opportunities. Therefore, how to combine the gig economy with employment for the disabled to provide more employment opportunities and social participation for the disabled has become an urgent problem to be solved.

1. Overview of the gig economy and employment with disabilities

1.1. Background

In the modern society, the gig industry economy and the employment of the disabled have become the focus of much attention. The gig economy refers to the temporary, non-full-time work forms, while the employment of the disabled focuses on the employment of the disabled. The emergence of the gig economy stems from economic development and scientific and technological progress, which provides individuals with more flexibility and freedom, but also brings a series of social, economic and legal problems.

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指标	2018 (%)	2019 (%)	2020 (%)
灵活用工人数 (万)	1.0	1.5	2.0
市场规模 (亿元)	7700.0	8800.0	11900.0
渗透率 (%)	6.0	6.5	7.5

Table 1-Summary of statistics data on employment of people with disabilities in gig industries

Employment of people with disabilities is an important issue for people with disabilities to integrate into the employment market under the background of social progress and legal security. The combination of the two is not only the expansion of the gig economy, but also the expansion of employment for the disabled. In recent years, the employment rate of people with disabilities has increased to some extent, but there is still a large gap compared with the able-bodied people. According to data from the seventh national census, the number of disabled people in China now exceeds 85 million. According to the 2021 Statistical Bulletin of the China Disabled Persons' Federation on the Development of the Disabled, the number of certified disabled persons in urban and rural areas is only 8.816 million. According to the data, the employment rate of people with disabilities was 60.8 percent in 2022, while that of the able-bodied people reached 80.4 percent. In terms of the proportion of employed people, people with disabilities are also far lower than that of able-bodied people. In 2022, the proportion of employed people with disabilities was 49.1%, compared with 65.8% of able-bodied people.

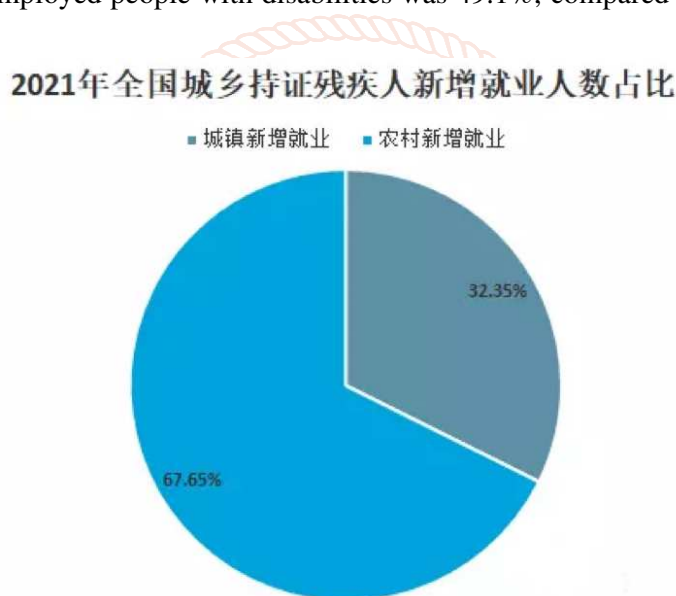


Figure 1-The portion of newly employed disabled persons in urban and rural areas in 2021

1.2. definition

Before further research, we define the gig economy and employment with disabilities. The gig economy is an economic activity based on short-term, non-full-time employment relationships, which is usually characterized by flexibility, freedom, and temporality. Employment for the disabled refers to the participation and integration of the disabled in the employment market, including the protection of the employment rights and interests of the disabled, the provision of employment opportunities, and the support of vocational training and career development.

1.3. feature

The gig economy and disability employment have their own characteristics. The characteristics of gig economy are mainly reflected in the flexibility and

freedom of work form, the optional of work time and place, and the diversity of work content. The characteristics of disability employment include the degree of integration into the job market, the special needs of the disabled, and the support for their career development and training.

1.4. The relationship between gig labor economy and disability employment

Zodd economy and disability employment, as two independent fields, also have a certain connection and relationship between them. First, the gig economy provides more employment opportunities and flexibility for people with disabilities. Due to the characteristics of gig economy, people with disabilities can choose appropriate working methods and work content according to their abilities and needs. Second, employment for the disabled can also

promote the development of the gig industry economy. The participation and integration of people with disabilities can bring more diversity and innovation to the gig economy. Third, both the gig economy and employment for the disabled need the support and security of the society and the government. Only with the support of laws, policies and the social environment can the gig economy and the employment of the people with disabilities be better developed and promoted.

2. New model construction: the integration of gig industry economy and employment for the disabled

This chapter will explore the integration of the gig economy with employment with disabilities, including cooperation mechanisms, skills training and career development support, as well as legal, regulatory and policy support.

2.1. Cooperation mechanism

The cooperation mechanism between gig platform and people with disabilities is the key to realize the integration of gig economy and employment for the disabled. In order to establish a good cooperation mechanism, the following aspects need to be considered:

1. Platform design: The gig platform should have a friendly user interface and easy to operate functions, so that people with disabilities can easily use the platform for job application, task acceptance and payment settlement.
2. Accessibility services: The gig platform should provide accessibility services, including ancillary functions and accessibility options, to ensure that people with disabilities can make full use of the platform's functions.
3. Communication and Collaboration: The gig platform should provide effective communication and collaboration tools that will enable people with disabilities to communicate and cooperate with their employers and other workers. This helps to address communication barriers and facilitate teamwork.

2.2. Skill training and career development support

To promote employment opportunities for people with disabilities in the gig economy, skills training and career development support are critical. Here are some support measures that can be provided:

1. Skills training: Provide skills training courses for people with disabilities to help them acquire skills to adapt to the gig economy. These courses can include basic vocational skills training and special skills training to meet different job needs.

2. Career guidance: Provide personalized career guidance to help people with disabilities understand their career interests and abilities, and make career development plans. This helps them to find the jobs suitable for themselves in the gig economy.
3. Career support services: Provide career support services for people with disabilities, including resume writing, job-hunting skills training, and interview counseling. Such support can help them become more competitive in employment and successfully integrate into the gig economy.

2.3. Laws, regulations and policy support

In order to protect the rights and interests of the disabled in the gig economy, relevant laws, regulations and policies are needed to be formulated. Here are some possible support measures:

1. Legal protection: Formulate laws against the protection of the employment rights and interests of people with disabilities in the gig economy, clarify their rights and responsibilities, and punish illegal acts.
2. Welfare security: A corresponding welfare system should be established to ensure that people with disabilities enjoy the same benefits as other workers in the gig economy, including social insurance, medical security and pension.
3. Policy support: Formulate relevant policies to encourage gig work platforms and enterprises to hire people with disabilities, and provide corresponding incentives, such as tax breaks and subsidies.

Through the establishment of cooperation mechanisms, skills training and career development support, and the formulation of laws, regulations and policy support, the integration of the gig economy and employment for the disabled can be effectively promoted, create more employment opportunities for the disabled, and realize their career development and self-realization.

4. Conclusion

This study aims to explore the combination of new models of gig economy and disability employment in the new era, and propose a fusion model. Through the review of relevant theories and the analysis of empirical studies, the following conclusions are drawn:

First, gig economy is an important employment mode in the new era, which is characterized by flexibility, high freedom and low cost. In the gig economy, individual workers can choose jobs according to their abilities and needs, thus achieving self-actualization

and economic independence. At the same time, the gig economy also provides enterprises with more labor options and reduces labor costs.

Second, the employment of people with disabilities is an issue of great social concern. Although the employment situation of people with disabilities has improved in recent years with the support of laws and policies, they still face many challenges and obstacles. The employment of people with disabilities involves not only the economic level, but also the issue of social identity and equal rights and interests.

Based on the above analysis, this study proposes the integration model of gig economy and disability employment. By combining the gig economy with the employment of the disabled, this model matches the flexibility of the gig economy with the employment needs of the disabled. Specifically, the model includes the following innovations:

1. Create diverse jobs: Through the gig economy, provide people with disabilities, including online and offline jobs, as well as jobs in different industries and sectors. In this way, people with disabilities can choose jobs suitable for them according to their own abilities and interests.
2. Provide personalized support and training: Provide personalized support and training for the special needs of different people with disabilities, including skills training, vocational guidance and psychological support. By providing these support and training, people with disabilities can help them to reach their full potential and improve their competitiveness in employment.
3. Establish a good cooperative relationship: In the gig industry economy and the employment integration model of people with disabilities, enterprises, governments and social organizations need to establish a good cooperative relationship. Businesses can provide employment opportunities and support, the government can provide policy support and supervision, and social organizations can provide advice and services. Through cooperation, a virtuous cycle of gig economy and employment of the disabled can be realized.

Looking into the future, the integration model of gig economy and employment with disabilities has broad application prospects. First of all, this model can be promoted in more industries and fields to provide more employment opportunities for people with disabilities. Second, the model can combine new technologies such as artificial intelligence and big data to provide more intelligent and personalized employment services. Finally, this model can also be combined with other social innovation models, such

as social enterprises and social entrepreneurship, to form a more comprehensive and sustainable development model.

In order to further promote the development of the gig industry economy and the employment integration model for the disabled, the future research can be carried out from the following aspects:

1. In-depth analysis of the actual effect and impact of the gig labor economy and the employment of people with disabilities, including the evaluation of employment rate, income level, work quality and other indicators.
2. Study the organization and management mechanism of the gig industry economy and the employment integration model for the disabled, and explore how to establish a more effective cooperative relationship and service system.
3. Explore the applicability and feasibility of the gig industry economy and the employment integration model for people with disabilities in different countries and regions, and understand the challenges and opportunities in different contexts.

The integration model of gig economy and disabled employment provides a new idea and method to solve the problem of gig economy and employment of disabled people. Through the implementation of this model, the benign interaction between the gig worker economy and the employment of the disabled can be realized, and the inclusive and sustainable development of the society can be promoted. Future studies could further refine the model and promote its application and promotion in practice.

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