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Deconstructing the employment problem of adult autism spectrum disorders from the Strength Perspective

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ABSTRACT

The data show that the prevalence of autism in China is on the rise. As autistic patients grow up, their employment problems are highlighted. The current employment situation of older autistic groups is not ideal. This paper breaks away from the original “problem perspective” and “defect perspective” and introduces the “strength perspective” into the employment problem of adult autism spectrum disorders. After analyzing the contradiction between action and self-awareness in the plan, personal superiority and social discrimination, and the contradiction between membership and social security, from the perspective of superiority, the expectations and suggestions that are conducive to the employment of adult autism spectrum disorders are proposed.

Key word: Strength perspective; Adult autism spectrum disorders; Employment.

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1. Introduction

Due to the inconsistency between the scope of the survey and the standards, the number of autistic patients in different surveys is also inconsistent. In 2013, the World Health Organization counted 600,000 to 1.8 million autistic children in mainland China. ^[1] Scholars believe that autism patients reach 1.5-7.8 million. The total number of patients with autism spectrum disorders is questionable, but there is no question of the estimated prevalence of the disease is on the rise. The 2014 US Department of Health report showed that the prevalence of autism spectrum disorders was 2.24%, a significant increase from the estimated annualized prevalence of 1.25% based on 2011–2013 data. ^[2]

China's research and treatment of autism is characterized by late start and slow development and is in the exploration stage in both theory and practice. As early as 1943, Leo Kanner, the father of American children's psychiatry, had proposed the name "early childhood autism". ^[3] He published 11 cases in his paper, and most of the common symptoms of these children can be summarized in the current diagnosis of autism spectrum disorders. Until 1982, China's first person to study autism, Professor Guotai Tao, published a paper titled "Diagnosis and Assignment of Infant Autism". In 1993, Beijing autistic children rehabilitation association, the first social group focusing on autism in China, was established. ^[4] In 2006, in the second national sample survey of disabled persons in China, children with autism were formally included in the category of mental illness; in 2008, the State Council issued the "Views on Promoting the Development of undertakings for the disabled". It is clearly proposed to gradually solve the education problem of children with autism. In the same year, CCTV broadcasted a series of

programs on autism in several columns. In 2010, the movie "Ocean Paradise" was released, which was based on the true story of an adult autism spectrum disorder. It was truly touching and aroused wide social attention. In 2011, the Ministry of Health of China issued the first official guide, "Guidelines for the Diagnosis and Treatment of Autism in Children". In March of the same year, the Taiwanese public welfare documentary "Children of the Far Planet" was released in mainland. The documentary took the family as the unit, starting with autism spectrum disorder of different ages and characteristics to tell stories. The documentary introduces various issues such as the generation and development of autism. The problem of autism gradually entered the field of academic research, media reports, and public attention in China.

So far, China's research on autism spectrum disorders has been going on for nearly 40 years, and the first batch of patients diagnosed with autism spectrum disorders are now in the middle age stage. Patients who have been diagnosed with autism spectrum disorders in the late stage have also stepped into adulthood. Nevertheless, the employment situation of autism spectrum disorders in China is not very satisfactory. Luling Song believes that adult autism spectrum disorders have social barriers to work, impaired executive function, and abnormal perception. Jingyi Zhu, Ruhui Li, Peixuan Tan, Rongmian Huo hold that the employment platform for adults with adult autism spectrum disorders is narrow, and the employment value of adult people with autism is not met. ^[5] Min Su conducted a sample survey of 113 parents of adult autism spectrum disorders. Starting from the ecosystem theory, she believes that the supportive employment problem does not only exist

in the adult autism spectrum disorder themselves, but has multiple influencing factors.^[6] These scholars view the employment problems of autism spectrum disorders mostly from the perspective of problems and defects, and have a skeptical and pessimistic attitude towards the employment of autism spectrum disorders. This paper breaks through the original viewpoint and re-deconstructs the employment problem of autism spectrum disorder from the perspective of strength.

2. The contradiction between theory and reality

The strength perspective was proposed and developed by scholars such as Dennis Saleebey, Charles Rapp and Ann Weick. The strength perspective can be deemed as an organized construction of a great deal of assumptions and attributions about health and potential starting from human survival issues. The strength perspective fully believes in human potential, discards discriminatory labels, and taps into people's inner strength and their own advantages. It is a theory based on optimism with heroic temperament. The theoretical elements are composed of PRC, which constitute the strength triangle. C stands for competency, capacities, and courage; P stands for promise, possibility, positive expectation, and potential; R stands for resilience, reserves and resourcefulness. The introduction of the strength perspective into the employment of adult autism spectrum disorders mainly has the following contradictions:

2.1. Contradictions between actions in the plan and lack of self-awareness

From the perspective of strength, the client must be able to identify his or her own strengths. On the one hand, they must learn to use the dominant language, on the other hand, they should consider themselves full of strengths and

abilities. This requires the client not only to regain confidence, believe in himself, but also to ask the client to learn to use his own advantages in action, to achieve self-awareness from the inside out. For adult autism spectrum disorders, this is an almost impossible task. Related studies have shown that even adult autism spectrum disorders with normal intelligence still have considerable psychosocial disorders. The ability to social interaction is weak, and the use of dominant language is like Arabian Nights. The lack of self-awareness to identify one's own strengths is also out of reach.

2.2. The contradiction between personal strength and social discrimination

Autism spectrum disorders often refuse to change and are stubborn and rigid, but this kind of trait is a valuable quality for professional jobs with strong work repetitiveness. Monotonous and repetitive work can easily lead to physical and psychological fatigue of employees, resulting in the decline in work efficiency. But for adult autism spectrum disorders, this is their preponderance. They don't feel tired of monotonous and repetitive work. The stubbornness of the usual pattern also creates low absenteeism and high reliability for adult autism spectrum disorders. Moreover, such stubbornness will also make them pay more attention to the details and reduce the possibility of making mistakes at work. Related studies have shown that even individuals who are severely affected by autism can overcome behavioral problems in the workplace if given adequate reinforcement and behavior management.

Corresponding to the personal superiority of adult autism spectrum disorders is social discrimination. The first is the discrimination of enterprises. Although the Law of the People's Republic of China on the Protection of Disabled

Persons and the Law of the People's Republic of China on Employment Policy have support policies for the employment of disabled persons, the implementation of the regulations is not enough. It clearly stipulates that the employer shall arrange for the employment of disabled persons to be no less than 1.5% of the total number of employees in the unit. Under the stipulation of proportional employment, many units still have the refusal of disabled persons or vacant names. Secondly, the discrimination from the public, the public opinion often gives the disabled a variety of disrespectful labels, crowned with the name of "morbid" and "incompetence", and is no exception to autistic patients. The low public awareness of the disease of autism is one of the factors leading to discrimination, which is directly related to the low autism penetration rate in China.

2.3. The contradiction between membership and social security

From the perspective of strength, we believe that the people we serve enjoy the same self-esteem, respect and responsibility as our own. As citizens of society, we have the right to participate, responsibility, safety and security. China's Law on the Protection of Fundamental Rights of Citizens also confirms the above remarks. the construction of the law should not be a pie in the sky, but should protect the rights of citizens. China's existing social security rarely involve a special group of adult autism spectrum disorders. or the policy orientation is not obvious. The social security policy for autistic groups is mainly for children aged 0-6, and the policy support for adult autism spectrum disorders is "cliff-type" faults. The "Colorful Dream Action Plan" for rehabilitation and assistance projects for people with poor autism, such as the Disabled Persons' Federation, is aimed at children aged

3-6. The "State Council's Opinions on Accelerating the Process of the Well-off Society for the Disabled" stipulates autistic patients. Services such as assistive device configuration and rehabilitation training are available free of charge, but only for children aged 0-6. For the adult with autism, there is only one "Sunshine Home Program" jointly launched by the Disabled Persons' Federation in 2012-2015 and the Ministry of Finance – intellectual, spiritual and severely disabled care services, but the project directly supports the provision of institutions that care for the service, and the funding standards are low. According to whether provide boarding, the annual funding standard for each person is higher than 600 yuan and 1,500 yuan, which is not enough for a large autistic patient for one month of care. The double deficiency of social security policies and implementation will invisibly marginalize the group of adult autism spectrum disorders. The employment problem of adult people with autism is in urgent need of the introduction of social security policies, and then by the hands of the state to solve the group difficulties.

3. Policies and recommendations

3.1. Individual-oriented strength estimation

The strength prediction is the foundation and basis of the strength perspective theory. The advantage estimation based on the individual is conducive to accurately identifying the advantages of the adult autism spectrum disorders. There are 12 behavioral traits in autism spectrum disorders, including non-spoken language, lack of conversational ability, special language, intrinsic language, non-verbal expression disorder, difficulty in peer interaction, sharing emotional difficulties, lack of reciprocal behavior, narrow interest, solid execution, repetition body movements, focusing only on the details of things. However, each autistic patient will have

different qualities due to their different strengths. That is, there are no two autistic patients in the world. Transforming the conventional thinking perspective on the basis of the characteristics of different individuals, and turned some traditional defects into strengths. It is necessary and reasonable to estimate the strength of individuals. The strength of differentiation and individualization is conducive to accurately finding the diverse strengths of different adult autism spectrum disorders.

3.2. Enhance the resilience of adult autism spectrum disorders and families

Because adult autism spectrum disorders have certain obstacles to communication with ordinary people, adult autism spectrum disorders are very easy to close themselves in the mode of poor communication for many years, which is very unfavorable for their "embedded" society. Parents of adult autism spectrum disorders have experienced considerable material stress and mental stress during the treatment and training of adult autism spectrum disorders, and the effect of training for adult autism spectrum disorders takes years to test, endless effort and meager the opposition of returns directly hits the confidence of the parents and the courage to persist. Institutional teachers and professional social workers should work together to improve rehabilitation and training for adult autism spectrum disorders, and to uncover and magnify the unique strengths of adult autism spectrum disorders. At the same time, parents of adult autism spectrum disorders also need psychological counseling and training to relieve their long-term depression and enhance their persistence of courage and perseverance while helping them to rehabilitate and train parents of adult autism spectrum disorders to enhance the resilience of parents of adult autism spectrum

disorders and their parents.

3.3. Institutional training is becoming more formalized and specialized

In the existing institutions, the qualifications of teachers are not high, and the number of teachers with bachelor's degrees is 28%. The teachers with international autism certification are rare. Due to a series of factors such as low wages and high work pressure, the working years of institutional teachers are concentrated in 1-3 years. The mobility of teachers is also a major challenge to the rehabilitation training services of institutions. The pressure on institutions is high, rents, utilities and teachers' salaries are all expensive. The funding gap directly leads to fewer opportunities for teacher training and go out to learn. The level of specialization of institutions depends to a large extent on the professionalism of teachers. Professional rehabilitation and training services are more effective for older people with autism. The low level of education of existing institutions, low wages, high turnover rate, low learning opportunities, low training and high turnover rate are undoubtedly the four "obstacles" on the path of institutional specialization. ". It is worth noting that these four factors are not independent individuals, but have a certain degree of relevance. The low level of education has resulted in low wage levels, low wage levels and low training and out-of-school learning opportunities. From a global perspective, institutions should expand their influence, actively raise funds, strengthen teacher training, appropriately raise teachers' entry thresholds, and focus on solving four major problems.

3.4. Try to change and improve the social situation

Employment is a higher level of social inclusion. Only when the social situation begins to improve,

the media is beginning to pay more attention to adult autism spectrum disorders, the society is beginning to understand and accept adult autism spectrum disorders. Enterprises are willing to provide employment opportunities, and they have the possibility of employment. Therefore, it is necessary to improve the social situation and increase the possibility of employment of adult autism spectrum disorders.

3.4.1. Media situation

Studies have shown that more than 60% of people understand that the channels of autism are mainly television and movies, followed by online articles and videos. [7] The 2010 film "Ocean Paradise", based on the true story of an adult autism spectrum disorder, tells the story of hard life of the adult autism spectrum disorder, and the star effect has aroused widespread social attention. In June of the same year, with the strong support of Jet Li, the founder of the One Foundation, the "Dafu Autism Care Fund" was established. This is the first special fund initiated by the star for autism in China. The work includes the domestic popularization of autism knowledge and the hardware improvement and software support of domestic professional autism rescue organizations. The author suggests that the radio and television department should adopt policy support to encourage the production of film and television programs on adult autism spectrum disorders, and hope that more directors and screenwriters will extend their creative reach to adult autism spectrum disorders and produce more excellent film and television works. Let film and television become an important channel for popularizing autism to the public.

3.4.2. Community situation

In a survey, only 60% of community respondents under the age of 40 were willing to be

friends with autistic people, while those over 40 were even less, only 56.92%. [8] The community is a small society with people of different ages, genders, and different classes. The range of activities of autistic patients is limited to a certain extent within the community. [9] Therefore, the first step in integrating autism spectrum disorders into society is to integrate into the community. In the process of integrating autism spectrum disorders into the community, community residents are critical to their attitudes, and a good community situation can be of great benefit to the rehabilitation of autism spectrum disorders.

3.4.3. The public situation

Community integration is the first stage in the integration of autism spectrum disorders into society, followed by social integration. [10] In the process of social integration, what adult autism spectrum disorders need most is not compassion, but empathy. It is true that the families of adult autism spectrum disorders have suffered a lot of material and mental stress and are in urgent need of social assistance, but what they need in their hearts is understanding, acceptance and respect. Compassion is to think of yourself as an adult autism spectrum disorders, consider their needs from your own perspective, and empathy is to think about what they really need from the perspective of adult autism spectrum disorders. It is our goal to make the Great harmony of "Widows and widowers, orphans, the old and childless as well as the sick and disabled are all well taken care of.", but this is not our ultimate goal. The highest pursuit and ideal is to create a more inclusive, open, harmonious and friendly social situation.

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