Creating an Employment Green Channel for Cancer Patients in Mainland China: Exploring Policy Support and Practical Approaches

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Research Background

- Advances in cancer detection and treatment have increased survival rates (Zhang Yuanyuan et al., 2023).
- Many survivors wish to return to work and reintegrate into society (Ullrich et al., 2017).
- However, most cancer patients face huge challenges in returning to work, which has varying degrees of impact on their quality of work-life after returning to work (Petersen et al., 2018).
- Social unfair treatment of cancer patients leads to their social exclusion and isolation (Huang Jialiang, 2005).
- For young cancer patients, temporary or permanent unemployment caused by cancer can impose severe economic burdens on them (Moffatt & Noble, 2015).

Research Significance

- Employment is crucial for survivors' economic stability, psychological well-being, and social integration.
- There is a significant research and policy gap regarding cancer survivors' employment in China (Tang et al., 2022).

Literature Review

- Workplace stigma and discrimination against cancer survivors are widespread (Shantz&Booth, 2014)
- Cancer survivors face two-way stigmatization in the workplace: from employers and colleagues (Cho et al., 2013).
- Cancer survivors face enormous psychological problems (Zhang et al., 2021)
- Social support aids return-to-work, but targeted policies are lacking in China.

In the relevant standards for physical examinations in the recruitment of Chinese civil servants, Article 8 clearly stipulates that: malignant tumors are unqualified.

《标准》第八条修订为：恶性肿瘤，不合格。

“没想到面试通过了，体检没通过，不确定以后是否还有机会进入医院、高校工作。”今年7月底，毕业于北京某知名医学院的博士生张柯（化名），在计划入职江西南昌一家知名医院的医教研岗位时，被告知体检未通过，原因是他患有甲状腺乳头状癌，不符合该省教师资格体检标准。

2019年，张柯查出患有甲状腺乳头状癌，并进行了手术，今年3月再次做了手术。虽然手术预后较好，该疾病也不具备传染性，但医院还是以患病为由拒绝了他。“难道生了病就该失去好的就业机会吗？”张柯失望地说。

记者采访了解到，不仅是恶性肿瘤患者，一些患有糖尿病、桥本氏甲状腺炎、红斑狼疮、乙肝等慢病疾病的求职者，也有过被拒绝录用的经历，还有的劳动者因患病被恶意辞退。法律从业人员表示，我国劳动法、就业促进法等法律中均有就业平等和就业歧视的相关规定，用人单位应结合患者具体情况进行分析，在患者指标和情况不会影响正常工作以及术后预后较好的情况下，应当保障其享有平等就业的权利。

cite from：
https://wap.51ldb.com/shsldb/wq/content/0192bc6291f5c0010000d7c90f012edc.html

Methodology

- Semi-structured interviews with 20 cancer survivors of various types.

- Focused on employment barriers and policy needs.

Sample Characteristics

- Diverse sample: gender, cancer types, employment status.

- Ranged from civil servants to freelancers and unemployed individuals.

样本情况

编号	性别	类型	工作困境
1	男	肾癌	找不到工作，考公考编因为政策原因被拒绝。“政策的一刀切非常恶性，真的需要有人推动政策的发展来避免一刀切，帮助我们这个群体”
2	男	白血病	六年无工作，只能依靠其他收入维持生活“不再找工作了，靠其他收入也能生活”
3	男	甲状腺癌	尚未工作，即将毕业，但是对工作十分担忧，特别是考公考编。“担心无法正常的人才引进找到工作”
4	男	骨癌	患病后一直找不到工作，只能靠补贴生活。“没有工作单位要我，只能靠补贴生活”
5	女	肺癌	体制内的工作，晋升有困难。“领导在我生病后不再重视我，我的晋升应该是很困难了”
6	女	乳腺癌	正在找工作，降低要求寻找工作“找工作有很多的限制，但是要想开一点不断找工作，肯定能找到工作”
7	女	胃癌	病后一年半找到工作，“工作保证自己财务自由，能保证自己的生活质量”

10	女	甲状腺癌	已有工作
11	男	甲状腺癌	对工作要求低，能找到很多普通的工作，如送外卖“工作要求不高，工地也干过，外卖也干过”
12	男	肠癌	回到原单位“工作量会比原来小了一些，已经不再考虑涨薪水和晋升了”
13	女	甲状腺癌	工作中受到压榨，被迫辞职“现在不知道能找什么工作”
14	女	乳腺癌	不敢更换工作“本来打算考公，现在只能不换工作继续在原单位上班，想离职离不了的困境”
15	男	胃癌	有工作，“工作的效率患病后下降，晋升和薪水都受到影响”
16	女	乳腺癌	找不到工作，“无法进入面试，体检也过不了”
17	男	舌癌	有工作，“为了防止工作受到影响，没有告知同事”
18	女	甲状腺癌	原本有工作，工作未收到影响“不影响我的工作，只要不仅如体制内就好”
19	女	甲状腺癌	原本有工作，工作未收到影响“我感觉工作没受到影响，我的单位比较好”
20	男	甲状腺癌	原本有工作，工作未收到影响“除了疤痕和身体不舒服，工作没受到太大影响”

Key Finding

- Key Finding 1 – Institutional Discrimination

  Rigid health standards (e.g., civil service exams) exclude survivors.

  Example cases: denied public sector jobs or promotions due to cancer history (case 1).

- Key Finding 2 – Social Bias

  Employers question survivors' abilities and health (case 5, case 12, case 13).

  Career advancement hindered; some survivors conceal their medical history (case 17).

- Key Finding 3 – Diverse Employment Outcomes

  Outcomes range from unemployment to smooth reintegration (case 18-20).

  Influencing factors: employer attitudes, sector-specific policies, social support.

Policy Recommendation

- 1. Legislative and Standard Reform===Revise laws to prohibit discrimination based on cancer history.==Implement differentiated health assessments, tailored to recovery and job requirements.

- 2.Multi-Stakeholder Collaboration===Economic incentives for employers; vocational training and entrepreneurship support.===Build inclusive workplace cultures and robust public awareness campaigns.

Research Conclusions

- Green employment channels ensure social justice and public health.

- Policy innovation and social collaboration are key to inclusive, sustainable employment for survivors.

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THANK YOU