

УДК 331.522

ДЕРЖАВНЕ РЕГУЛЮВАННЯ СОЦІАЛЬНОЇ АДАПТАЦІЇ ЛЮДЕЙ З ОБМЕЖЕНИМИ МОЖЛИВОСТЯМИ У ВІДПОВІДНОСТІ З МІЖНАРОДНИМИ СТАНДАРТАМИ

O. Prodius, PhD in Economics, Associate Professor

Odessa National Polytechnic University, Odessa, Ukraine

Продіус О.І. Державне регулювання соціальної адаптації людей з обмеженими можливостями у відповідності до міжнародних стандартів.

Стаття присвячена дослідженню державного регулювання соціальної адаптації людей з обмеженими можливостями в різних країнах. Визначаються головні напрямки побудови державою дієвої системи трудової реабілітації людей з обмеженими можливостями, реалізації заходів, спрямованих на їх працевлаштування. Запропоновано комплекс заходів державного стимулювання підвищення ефективності соціальної адаптації людей з обмеженими фізичними можливостями, спрямованих на активізацію їх трудової діяльності і повноправного виходу з системи соціального змісту на відкритий ринок праці.

Ключові слова: державне регулювання, соціальна адаптація, люди з обмеженими можливостями, соціальний захист, працевлаштування, квота, ринок праці, міжнародні стандарти

Продіус О.И. Государственное регулирование социальной адаптации людей с ограниченными возможностями в соответствии с международными стандартами.

Статья посвящена исследованию государственного регулирования социальной адаптации людей с ограниченными возможностями в различных странах. Определяются главные направления построения государством действенной системы трудовой реабилитации людей с ограниченными возможностями, реализации мероприятий, направленных на их трудоустройство. Предложен комплекс мероприятий государственного стимулирования повышения эффективности социальной адаптации людей с ограниченными физическими возможностями, направленных на активизацию их трудовой деятельности и полноценного выхода из системы социального содержания на открытый рынок труда.

Ключевые слова: государственное регулирование, социальная адаптация, люди с ограниченными возможностями, социальная защита, трудоустройство, квота, рынок труда, международные стандарты

Prodius O.I. State regulation of social adaptation of people with disabilities in accordance with international standards.

The article is devoted to the study of state regulation of social adaptation of people with disabilities in different countries. Defines the main directions of the government build an effective system of employment rehabilitation of people with disabilities, implementation of measures aimed at their employment. Offers a complex of measures of state stimulation of increase of efficiency of social adaptation of people with disabilities aimed at enhancing their employment and a full logout social content on the open labour market.

Keywords: state regulation, social adaptation, unsuitable persons, social protection, employment, quota, labour market, international standards

Ukraine is actively involved in global socio-economic processes, government policy contributes to the European integration on the basis of international agreements and their promotion by the society, public organizations promoting the adoption of European values in Ukraine. Social transformation in accordance with international standards provides for the establishment of strong foundations for the formation of social security of people with disabilities, a fundamental change of social development and above all socio-economic relations in the state. A wide range of disability issues in Ukraine demonstrates the need for enhanced and comprehensive attention from the state and society. Practice shows that a significant part of the provisions of socio-economic policies for persons with disabilities is outdated and does not meet the needs of modern realities. Therefore, current the domestic system of social adaptation of people with disabilities requires significant additions and modernization through the introduction and adaptation of advanced experience of developed countries [2; 11].

Analysis of recent researches and publications

Significant contribution in development of theoretical and practical foundations for the development of social adaptation of people with disabilities anyone such well-known Western and domestic scientists as N. Avramenko, S. Bogdanov, N. Boretska, I. Bessonova, Gauzner N., N. Dementeva, K. Miched, S. Leonov, A. Ipatov, T. Voytchak A. Nagorny, M. Pozdnyakov, Nikolai Tarasov, A. Shevtsov, L. Shoumna etc. At the same time remain largely unexplored possibilities for improving the effectiveness of public policy regarding the employment of people with disabilities as a form of social adaptation as well as the formation of directions of further development of this problem.

The aim of the article is to analyze actual problems of state regulation of people social adaptation with disabilities, to identify their causes and propose ways of overcoming them in accordance with international standards.

The main part

According to UN statistics, every tenth inhabitant of the planet has the physical and mental development, and WHO counts the number of people

with disabilities about 15% of the population and focuses on the dynamics of their growth [6].

So, according to the Declaration on the rights of persons with disabilities (UN, 1975) "disabled person" is a person who is not able to provide fully or partly the needs of normal personal or social life due to deficiencies in the innate or acquired, his or her physical or mental abilities.

Citizens with disabilities are among all segments of the population of any society. For Ukraine the problem of protecting the disabled is especially significant in connection with persistent upward trend in the proportion disabled in the total population. The increase in the number of people with disabilities due to conflicting socio-economic development of Ukrainian society, which has reduced the standard of living of most people, poor health system, lack of security and safety, low environmental culture, availability of various disasters – natural, environmental, Chernobyl disaster, war, in particular the impact of the war in Afghanistan and the ATO [2].

In Ukraine as of 01.04.2014, there were 2,65 million persons with disabilities that is 5,9 % the entire population, including the number of disabled people who work, is 528,6 thousand people, or 20% of the total number of persons with disabilities. Compounding the problem is the fact that every year in Ukraine a significant number of the population are joining the ranks of the disabled. In 2013 this figure was 165,1 thousand people, or about 1% of the employed population. Unfortunately, a military conflict the number of invalids grows [6].

This involves the development of economic activity of the disabled on the open labour market; the gradual increase in the employment on a regular and less by specialized companies; improving the competitiveness of disabled persons through increasing access to vocational education, further training and retraining. Thus, changes in employment policy will create a real chance to overcome the actual isolation of people with disabilities in employment, more fully to integrate them into the social life that meets advanced international approaches and market principles of managing [3].

Joining the European social Charter, Ukraine assumed obligations to actively promote the employment of people with disabilities, their professional orientation and training, to create conditions for the use of their labour in a normal production environment, and where this is not possible, create special jobs and businesses [7]. By ratifying 06.03.2003 Convention concerning vocational rehabilitation and employment of disabled persons № 159, Ukraine has committed itself to disseminate vocational rehabilitation to all categories of people with disabilities. Implementation of norms and provisions of the Convention № 159 became possible after the adoption of the Law of Ukraine from 06.10.2005 № 2961 "On rehabilitation of invalids in Ukraine". The law has defined, in particular state guarantees for obtaining services of professional and labour rehabilitation (professional

selection, career guidance, education, training, retraining, re-qualification and sustainable employment) to ensure the competitiveness of the disabled in the labour market and its employment of both normal and specially created production environment. In December 2009 Ukraine ratified the UN Convention "On the rights of persons with disabilities" and the ILO Convention № 142 "Of vocational guidance and vocational training in the field of human resources development" [6], thus recognizing the right of persons with disabilities to independence and full participation in society, has pledged to take steps to provide them with education and training, to facilitate their access to the open labour market.

Despite positive changes in legislation, the state has still not ensured the proper soil to provide professional training and employment of people with disabilities in the open labour market or sheltered workshops. Public policy was the lack of a comprehensive approach to addressing the issue of social inclusion at all stages, from the establishment of disability and employment with the creation of adequate working conditions. The expected results from the implementation of state programs on provision of employment persons with disabilities have not been reached. For example, in Ukraine today more than half of the people with disabilities working age, of whom only works every third. Limiting factors for the realization of the right to work are psychological barriers; transportation and architectural barriers; insufficient knowledge of employers about different aspects of employment of people with disabilities; the limited number of open vacancies for job seekers with disabilities; insufficient number of specialized services and jobs for people with disabilities; lack of motivation of employers for employment of people with disabilities; low activity of people with disabilities to find work in connection with the objective difficulties associated with low wages; have faith in the effectiveness of the employment service; the weaknesses of the vocational training of people with disabilities.

I would like to note that the level of state protection for persons with disabilities is a reflection of the level of development of society in General. In the last decades the world has witnessed significant changes in attitudes towards disabled persons. The responsibility of the state and society is to ensure adequate social protection and support, social inclusion, create equal opportunities for self-realization, healthy life, education and employment, attraction of persons with disabilities in spiritual, cultural, sports life. The state's activities is the development of activities, creation of relevant institutions, enforcement mechanisms, designed to provide life and social needs of persons with disabilities, to implement civil rights and freedoms, to create equal opportunities for their integration in society, favorable conditions for social, medical and labour rehabilitation of persons with disabilities. Therefore, employment is one of the most effective forms to boost the creation of equal opportunities for

persons with disabilities. Employing such workers, the employer not only performs the provision of the law on employment of persons with disabilities, provides effective workers, but also helps these people to adapt socially and to become an equal member of society [2].

Unfortunately, in Ukraine is dominated by consumer trends, and the quota system in its present form only supports the view that people with disabilities are not favorable labor force, because for them it is necessary to create special conditions, to seek out new options, specifically to allocate the percentage of the quota and pay the penalty. Employers offer persons with disabilities low-wage jobs that do not match the qualification level of the person or the conditions of work. Often the disability pension and unemployment benefits are higher than wages, so they refuse employment. Maintained educational qualification imbalances to ensure access of persons with disabilities on the open labour market. There is no connection between the needs of employers, training programs and programs of vocational rehabilitation of the disabled, which are offered for professional training or retraining [3-5].

In many countries created such conditions that people with disabilities are working, on average, to one-half of the total number of people with disabilities. So, in the United States there are 30% of people who have health problems in the UK – 40% Italy – 55%, Sweden – 60%, China – 80%. In Ukraine of disabled workers are about 20% [2].

Thus, improvement of state regulation of social adaptation of people with disabilities in accordance with international standards requires consideration of the experiences of advanced countries. At the present stage of development one of such countries is Germany, which occupies a prominent place among developed countries with socially oriented labour market. To help people with disabilities to adapt to the society full of its members, to create conditions for them to realize their potential can the system of complex actions on development which has a number of German scientists. So, in Germany a significant role in the protection of persons with disabilities play six non-governmental charitable organizations

working in a coordinated manner, and launch joint projects. The company, which employs people with disabilities, not only have tax benefits. The government has the ability to compensate for such enterprises part of the salary for persons with disabilities and to create jobs for people with disabilities. Disabled persons receive free medical care, long-term treatment, rehabilitation, assistance, nurse, pay less for utilities. People with disabilities can move around the city, to feel comfortable in public places, especially in urban environments. They have a special social card which gives you free travel on public transport, less pay for the entrance to the great number of institutions – theaters, museums, concert halls. Example of an active life position of people with disabilities is German politicians and other public figures. So, paralyzed the German Finance Minister, by his own example shows a proactive stance and affirms that everyone has the right to work and social integration into society. Social policy of Germany in respect of persons with disabilities aims to ensure maximum participation of people with disabilities in social and economic life of society; to promote employment; to guarantee the earnings of such level that people with disabilities had the opportunity to provide a decent standard of living. Thus, the main idea, which is the basis of social policy in Germany for the adaptation of people with disabilities, is the employment that is economically much more profitable to the state than their content.

Practice shows that the involvement of citizens with disabilities in the workplace is important both for themselves and for the state due to the increasing living standards of disabled people, increasing their solvency and the possibility of self-realization, the state policy is to maximize strength potential of persons with disabilities in the context of professional, vocational rehabilitation and employment [2].

It should be noted that in most developed countries of the world community modern policy of attracting disabled people to the labour market is based on the principle of providing them work ordinary jobs on the open labour market, which is on a par with other workers (table 1).

Table 1. State regulation of employment people with disabilities in different countries

Country	Basic methods of state regulation employment
1	2
USA	In the USA, has about 300 centers for independent living of persons with disabilities are fully funded by the state. In these centers, persons with disabilities receive adaptive training, which facilitates their employment and strengthens their desire to adapt to work and achieve success in it. Developed network of information and consultancy services - Job Accommodation Network provides employers with all the necessary information on the legislative framework that regulating the employment of persons with disabilities, the employability of disabled people, creation of necessary conditions in the workplace for different categories of people with disabilities. State agencies are promoting the employment of people with disabilities and has introduced various tax deductions and incentives the purpose of incentives and compensation costs associated with the creation of special conditions in the workplace for employed persons with disabilities.

Continuation of table 1

1	2
UK	Special service for employed persons with disabilities provide assistance in job placement, pay for transport, provide the workplace all necessary equipment. Institutions that employ persons with disabilities, receive a monthly allowance for the purchase of wheelchairs, lifts for disabled people. Persons with disabilities are employed with a probation period, the grant shall be payable in the amount of 45 pounds a week. From the total allocated funds, the social protection committees in the counties UK about 30% is allocated for social support of the disabled. British computer Association of the blind free teaches people how to work on a computer, practice using computers in everyday life, professional activity.
France	The law provides the obligation of each enterprise to allocate 6% of jobs for disabled people. Implementation of the state policy regarding persons with disabilities is carried out by monitoring the implementation of legislation on protection of the rights persons with disabilities. For disabled people who can work, appropriate conditions for the realization right to work. The company may waive these requirements and pay a monthly compensation by the social insurance. However, since the size of the compensation is large enough, in recent years significantly reduced the number of enterprises, which are denied to disabled people in employment.

The study of international practice shows that there are two main concepts of state policy of involving the disabled in the sphere of social and labor relations open labour market. The first concept, which is characteristic of most EU countries and Ukraine, is the concept of quotas, that is, the reservation for disabled people of a certain minimum percentage of jobs in enterprises, institutions and organizations of all forms of ownership and management. The second concept is prevalent in the Scandinavian countries, UK, USA, Canada, Australia, New Zealand, South Africa, etc. Central to this concept is anti-discrimination legislation, that is legislative consolidation of the principle of equality of all citizens when involving them in the sphere of social and labor relations and judicial responsibility for violation of this principle [13]. Therefore, a minimum quota of jobs for disabled people on this concept is not set.

However, despite fundamentally different approaches, which are the basis of the two concepts, they both have a common goal – to improve the level of participation of disabled people in the sphere of social and labor relations.

In the countries of the European community, as well as in other countries of the world where quataroot jobs, there are certain differences in percentage quota size. This size most are not a static value, it depends mainly on the number of employees of enterprises, situation in the labour market and forms of enterprise ownership. So, in Germany, France, Hungary jobs for disabled people, quataroot in enterprises with more than 20 employees in Austria and Poland – with 25 employees. In Spain the minimum number of employees that fall under the quotas – 50, Pakistan – 100 people [13] (table 2).

Table 2. Assignment of workplace quotas for disabled people in different countries [8]

Country	Number of employees	Percentage, %	Country	Number of employees	Percentage, %
Czech Republic	25+	4	Malta	20+	2
Bulgaria	50+	4-10	Austria	25+	4
Germany	20+	5-10	Poland	25+	6
Spain	50+	2	Romania	50+	4
France	20+	6	Slovakia	20+	3,2
Lithuania	50+	2-5	Hungary	20+	5
Ukraine	8+	4	Russia	100+	2-4

As noted above, in many countries, the quota size can change dynamically depending on the situation on the labour market. So, in Germany, the Federal government, with the approval of the Bundestag can change the ratio of job creation from 5,0 to 10,0%, depending on the needs of the labor market. Small enterprises of Germany in General can be exempted from the obligation to quoted jobs, if the number of jobs in the district exceeds the number of employable persons with disabilities. The quota size can also vary depending on the form of ownership. Countries such as Luxembourg, Germany, Japan, legislatively fixed possibility of varying the size of the quota, depending

on the form of ownership from 2,0 to 5,0; 5,0 to 10,0 and from 1,6 to 2.0%, respectively, and state enterprises usually establish a higher standard than private. While in Ukraine the percentage of the quota of jobs to 4,0 % is the value unchanged and is the same for all enterprises employing more than 8 people, regardless of their forms of ownership and management, as well as market requirements [8; 9].

After examination of the peculiarities of state regulation of the employment of people with disabilities in different countries it can be concluded that the rehabilitation of disabled persons affected by specific development conditions of each country.

There are different models of public policy for adaptation of people with disabilities, but they all contribute to the creation of real conditions for self-realization of persons with disabilities to ensure their employment with a view to the full involvement of social life. In socially developed countries, people with disabilities can compete in the labour market on the basis of their business qualities and abilities, and in the absence of discrimination can fully realize their potential. In the current economic conditions should be a gradual transition from a purely medical perception of persons with disabilities to social, based on the creation of conditions for integration of persons with disabilities in active social life, increase of state guarantees in achieving social standards of material support of disabled people, forming an unobstructed environment for people with disabilities, to ensure the active engagement of state bodies and public organizations in solving problems of persons with disabilities [3].

Given the above, for the purpose of increase of efficiency of social adaptation of people with disabilities Ukraine should ensure and promote the realization of the right to work by implementing adequate measures aimed at increasing opportunities for intensification of labor activity. Thus, with the aim of increasing the competitiveness of people with disabilities in the open labour market authorities, it is advisable to perform a number of priority actions [9; 10; 12]:

- create home-based jobs, and stimulate the formation of transit jobs;
- expand cooperation with vocational and higher education in the context of the implementation of inclusive education based on the needs of the regional labour market;
- implement the retraining program for people with disabilities by occupation in accordance with the needs of the labour market;
- expand the training of people with disabilities in the specialties of information technology to ensure opportunities for them to work at home;
- increase the efficiency of training specialists of basic employment centers concerning the provision to persons with disabilities of employment services;
- promote the development of inclusive education by strengthening requirements to enhance accessibility for people with disabilities;
- pursue incentives for employers at the local level of employment of people with disabilities;
- intensify activities to attract public attention to the problem of employment of persons with disabilities;

References:

1. Shurma I.M. Regulatory mechanism of state management of social protection of persons with disabilities / I.M. Shurma // Theory and practice of public administration. – 2013. – №2 (41). – P. 1-8.
2. Kravchenko M. V. Topical problems of social protection of invalids in Ukraine [*Electronic resource*] – Access mode: <http://www.academy.gov.ua/ej/ej12/txts/10kmvziu.pdf>.

- attract local media for continuous coverage of the issues and best practices for the employment of persons with disabilities;
- conduct trainings on psychological support of people with disabilities, to develop their motivation;
- make changes to the legislation under which the company, where most of the employees are persons with disabilities, should be exempt from all taxes for a period of five to ten years.

Conclusions

Proceeding from the study of this problem, we can conclude that the humanization of social consciousness, and advances in various fields of science and technology raised the question of the need for integration of people with mental and physical disabilities, as a social group, with the rest of society, i.e. their social rehabilitation. International experience shows that the leading component of social work with this category of people is employment according to individual capacities and needs. The formation of relationships available to persons with disabilities with micro- and macro-environment, the development of their mental and physical capabilities must be achieved by the extension of their professional training and qualification. Therefore, one of the main tasks of the state is the creation of favorable conditions for physical, psychological, social and spiritual development of persons with disabilities, ensuring their legal and social protection. The state should implement programs that are based on respect for the principles of self-sufficiency of economically active population, i.e. the creation of conditions for working people had the opportunity to earn as much as allow of his ability and initiative; to provide for himself and his family; to pay taxes, including social protection; ensuring a guaranteed level and quality of life of those members of society who are not able to achieve it yourself, through measures of social support to the most vulnerable populations, in particular completely unable to work. The key objective of strengthening the social adaptation of persons with disabilities is allowed under the condition of ensuring the creation and adaptation of existing housing and public facilities, road network, transportation, information and communication infrastructure. Thus, integrated system of measures in cooperation with state, public and private organizations will contribute to more effective social adaptation of persons with disabilities in accordance with international standards.

3. Sabatin N.Y. The positioning of the state in relation to the employment of persons with disabilities / N. Y. Szabatin // Bulletin of KNUTD. – 2012. – №3. – P. 191-198.
4. Fedorova A.M. Integration of persons with disabilities into society through the mechanisms of University education / O.M. Fedorova: [Electronic resource] – Access Mode: <http://www.nbu.gov.ua>.
5. Perfilieva N. In. Social education of children and youth with disabilities in Poland: the monograph / M.V. Perfiliev. – Uman.: PP Zhovtyy O.O. – 2013. – 200 p.
6. Zayukov I.V. Problems and prospects of employment of invalids in Ukraine / I.V. Zaykov, Stakhov A.I. // Bulletin of Berdyansk University of management and business. – 2015. – №1 (29). – P. 127-132.
7. Kravtsova G.A. employment Problems of persons with disabilities in the context of socio-economic development of Ukraine / G.A. Kravtsova: [Electronic resource] – Access Mode: http://www.nbu.gov.ua/portal/Soc_Gum/Npchdu/Economy/2010_120/120-7.pdf.
8. Bondar N.A. Features and main directions of social protection of disabled persons in the EU / N.A. Cooper // Business-Inform. – 2012. - №6. – P. 120-124.
9. Shevtsov A.G. Practical issues of employability and employment of persons with disabilities / A.G. Shevtsov, A.A. Volinsky, N.M. Hops, A.P. Risen, for the scientific editorship of A.G. Shevtsova. – Lviv: 2009. – 140 p.
10. Boiko A.K. the employment of the disabled in Ukraine / K.A. Boyko // proceedings of Kharkiv national pedagogical University named after G.S. Skovoroda. "Right." – 2013. – Edition. 20. – P. 48-51.
11. Invak.info – news agency – portal disabled [Electronic resource] – Access Mode: <http://invak.info/stati/1920-zhizn-invalidov-v-ukraine.html>.
12. Directions and priorities of state policy in the sphere of the withdrawal of wealthy individuals from the social deduction on the labour market. Analytical note. [Electronic resource] – Access Mode: <http://www.niss.gov.ua/articles/814/>.
13. Kurowski G. Main concept of state policy of attracting persons with disabilities to the labour market: the international dimension. [Electronic resource] – Access Mode: http://www.dcz.gov.ua/control/uk/publish/article?art_id=39004&cat_id=4713800.

Надано до редакції 28.09.2015

Продіус Оксана Іванівна / Oksana I. Prodius
sergob1970@yandex.ru

Посилання на статтю / Reference a Journal Article:

State regulation of social adaptation of people with disabilities in accordance with international standards [Електронний ресурс] / О. І. Продіус. // Економіка: реалії часу. Науковий журнал. – 2015. – № 5 (21). – С. 149-154. – Режим доступу до журн.: <http://economics.opu.ua/files/archive/2015/n5.html>