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Innovative forms of social and psychological rehabilitation of persons with disabilities

Introduction. Nowadays the state and the community promote the social integration of people with disabilities into society as its full members, who can take an active part in all spheres of life. Social integration (involving people with disabilities in community service, developing and maintaining relationships with healthy people, state organizations of various profiles, public organizations and administrative structures, etc.) is the ultimate goal of social rehabilitation.

Consequently, the search for effective forms of social rehabilitation that would level the passive need for material costs, but would be aimed at supporting active life, encouraging to solve the problems individually is rather urgent. The most effective decision here is the maintenance of work for people with disabilities. The statistical surveys show that most of their rights to work, such as employment opportunities, equal pay,

professional growth etc., are systematically violated. Existing ways of employment for this category of citizens indicate that they are limited in the choice of professional self-determination.

Due to this, the issue of such persons' integration in the field of work requires the scientific study and development of practical recommendations. This involves a comprehensive approach: legislative measures of protection based on conditions common for all working people; implementation of the program of social inclusion for all vulnerable groups of the population and ensuring the entire set of rights of people with disabilities; substantiation and application of the legal acts for the creation of specially organized working conditions for people with disabilities.

In the practice of social and professional rehabilitation the disabled people's employment issues are significant and often developed by the Ukrainian scientists. I. Teriukhanova (2007) and T. Gorina (2013) propose how professional rehabilitation of the disabled citizens and their integration into the social environment as well as in labour market can be realized. The work by G. Gavrushenko (2008) suggests new ways to raise the employment level of the disabled persons, especially those who have serious injuries. Various types of enterprises based on homework are offered and viewed together with organizational and methodical approaches. We want also to mention the work *"Modern issues of education and professional rehabilitation of people with health problems"* (Shevtsov, 2003) as its author proves that the use of various forms, means and methods of adaptive physical culture for youth with disabilities is an extremely effective factor in achieving improvement of intellectual and physical capacity, forming stable motivation and the need for systematic, independent physical activity, but what is even more important, developing interest, motivation to get a profession and self-realization.

The foreign scientists explain the importance of educational and training processes for people in need of rehabilitation as there is a direct link between the fact of having achieved the training program and labour insertion process (Gomez Serra, Fabra Fres and Llena Berne, 2017). According to the latest researches the home-based cardiac rehabilitation is increasingly used and has been documented to be effective and convenient. Besides it offers more autonomy to the patient; although the patient has to face more complex responsibilities, he is made more accountable and able to maintain rehabilitation activities for a longer period of time (Dima-Cozma, Cojocar, Mitu, 2017).

The **purpose** of the article is to substantiate the effectiveness of home work as a type of social and psychological rehabilitation of people with disabilities. The main tasks can be stated as follows: to analyse the legal and regulatory framework for the employment of the disabled citizens; to find out the economic and social benefits of working from home; to determine homework activities as those that allow a person with disability to overcome several barriers and stereotypes connected with employment: psychological, physical, social, organizational, regulatory (related to the imperfection of the legal and regulatory framework).

Research methods. The authors of this paper used a number of research methods. First, we analysed the current international and Ukrainian legislation on the promotion of the employment for people with disabilities. Secondly, we conducted the questionnaire in which 70 disabled people having different nosologies (20 students and 50 adults) participated. To our mind it can help us to define the role of employment in the life of people with disabilities i.e. nosologies, to determine the effective ways of their social integration and to accentuate some problems in this area. Third, during the analysis of the employment status of people with disabilities in Ukraine, the identification of the organizational and legal basis for the home-at-work job, the substantiation of homework as a form of social and psychological rehabilitation, we proposed the recommendations to put homework in domestic practice to support people who are in difficult life circumstances.

Results. According to the normative and legal documents (Articles 4 and 43 of the Constitution of Ukraine, the Law of Ukraine "On Fundamentals of Social Protection of the Disabled Persons in Ukraine" of 21 March 1991, No. 875-XII, pp. 17, 18, 181), people with disabilities have the right to work like all other citizens. However, the issue of employment of such persons can be analyzed by paying attention to many factors. First, the problem of such people's employment in Ukraine becomes especially relevant due to the fact that they are an ever-growing group of society. Accordingly, the creation of conditions for the broad involvement of these persons in all spheres of production activity is rather urgent. Secondly, the world experience gives witness that ensuring equal access to work caused an increase in the country economy, which should serve as a positive example to follow especially when our state is functioning under the conditions of the economic crisis. Thirdly, the employment of people with disabilities will improve their living conditions as it can increase autonomy in solving various complex life problems, thereby

minimizing the requests for various types of social security. It is this aspect in world practice that is considered as an opportunity to reduce public expenditures for various forms of material assistance, thus acting as an alternative to eradicating stereotypical ideas about such a category of citizens held by the state and society. Fourth, the involvement of people with disabilities in the labour market is an important area of social rehabilitation as the main means of creating conditions for a decent life of the disabled and ensuring the equality of their rights.

Having analysed the existing classifications of places for disabled people's employment, we distinguished the following areas: ordinary production, specialized institutions, and home-based conditions. The principle of disabled persons' inclusion, in particular, in the field of employment is generally recognized in the world. It means attracting such people to the employment on the so-called "open" labour market, along with healthy citizens. However, it should be noted that there are always people with disabilities whose employment is impossible or extremely difficult because of severe health restrictions and consequently, the high cost of creating the necessary working conditions even at specialized workplaces for them. It is for those persons with severe disabilities (that is, people from I and II disability groups, who in 2005 were given 14.2% and 46.7 % in the total contingent of the disabled citizens) that working from home is the most optimal option for employment ([Gavrushenko, 2008](#)). The Article 18 in the Law of Ukraine "Based on Social Protection of Disabled Persons in Ukraine" (March 21, 1991, No. 875-XII) provides the possibility of homework for the disabled people, in particular, it states that the state employment services promote employment for disabled people who are unable to work at enterprises but can work from home.

International Labour Organization's Home Work Convention № 177 and Recommendations №184 on Home Work define the term "homework" as the work carried out by a person, to be referred to as a homemaker, in his or her home or other premises of his or her choice, other than the workplace of the employer; for remuneration; and which results in a product or service as specified by the employer, irrespective of who provides the equipment, materials or other inputs used, unless this person has the degree of autonomy and of economic independence necessary to be considered an independent worker under national laws, regulations or court decisions. The Recommendations №184 clarifies the term "employer" as a person, natural or legal, who, either directly or through an intermediary, whether or not intermediaries are provided

for in national legislation, gives out homework in pursuance of his or her business activity. That means that businessmen can also get some advantages of homework.

The world practice related to the disabled persons' work application, if these people can perform work that suits their qualifications, interests and abilities, has shown that individuals with disabilities can be valuable employees. It refutes the misconception about such persons' inability to work. Therefore, the countries around the world are increasingly aware of the fact that people with disabilities represent a large potential that is largely unused as they can make a significant contribution to the development of the national economy and their employment reduces the cost of paying for assistance from disability and reduce poverty.

Consequently, attracting people with disabilities to work is a process that has economic and social benefits for the state as well as for the disabled themselves. Work activities for a person with a disability, as well as for a person in general, are not only an opportunity to secure his economic existence, but also the fact that helps to realize his abilities and social values. Only work allows a citizen to respect himself, to realize his personality, to be a full-fledged member of society. Therefore, access of people with disabilities to employment is one of the key factors for their development as an individual and a positive factor in the development of society as a whole (Pratsya ta Zaynyatist Osib z Invalidnistyu v Ukrayini : Natsionalna Dopovid, 2009).

Disabled people's labour activity and employment is one of the most effective means of their social and psychological rehabilitation, aimed at restoring such persons' relationships, establishing emotional stability, active social life, integrating into an open society, expansion and deepening of social contacts, developing professional qualities and skills, creating favourable conditions for the development and assertiveness of the individual. Labour activities, in particular homework, allow a person having a disability to overcome some stereotypes and barriers that the problem of employment can build: psychological, physical, social, organizational, regulatory (related to the imperfection of the regulatory framework).

Psychologically, vocational rehabilitation helps to increase the self-esteem of a person with disabilities, to form a sense of confidence, to increase self-esteem, to deprive a sense of shame for disability, inadequate assessment of own capabilities, insult to physical condition, to level the fear of independent employment and so on. It is homework

that allows also overcoming *physical barriers*, since physical conditions are the main obstacle for many people with disabilities in Ukraine on the path to employment and vocational training. Most objects in social infrastructure, enterprises, institutions and organizations in the vast majority are not adapted for them; there is also a problem of the unsuitability of public transport of local and long-distance connections for their free movement. Another physical barrier to employment is the physical environment in which the disabled work, namely, the working conditions. Thus, the fifth part out of 3,036 employed persons with disabilities, who were surveyed by the Scientific Research Institute of Labour and Employment of Population of the Ministry of Social Policy of Ukraine and National Academy of Sciences of Ukraine, pointed to unsatisfactory working conditions as a problem for their employment and activities. In the rating assessment of problems this one takes second place due to its significance (Pratsya ta Zaynyatist Osib z Invalidnistyu v Ukrayini : Natsionalna Dopovid, 2009).

People with disabilities don't often have possibilities to work because of the lack of special conditions at the enterprises, the necessity to adapt the workplace to their needs. In addition, most employers have a stereotypical view of this category of citizens and as a rule there is no incentive to employ such people. The problem is that the attention is paid to their inability to perform functions that are not directly related to work.

As a rule, for various reasons the employers refuse to employ people with disabilities, motivating such decisions by additional costs, peculiarities of labour and the need for treatment, thus limiting the rights of such citizens. Also, the organization of work environment for people with disabilities requires additional measures from employers, including the adaptation of equipment, upgrading and provision of technical equipment for the workplace, taking into account individual capabilities, and other measures that require additional costs.

Solving this problem is possible through home-based work, which requires the employer's creative use of assistive technologies that can reduce the physical strength of the disabled in the workplace and use special equipment at home that helps in work and adapts the workplace to the needs of people with disabilities. At the same time, working from home does not allow spending money for re-equipping workplaces, architectural availability of enterprises and that is rather attractive for employers. Due to the rapid development of information and communication technologies, availability of office equipment, Internet

and mobile communications, it will be optimal to create an individual workplace at home. By the current legislation, the examination of housing and living conditions of citizens is carried out by the administration of the enterprise or an employer in presence of the representatives from the elective body of the primary trade union organization, and, where appropriate, the representatives of sanitary and fire supervision (Dzhulay, 2011).

The employment of people with disabilities at home can overcome *social barriers*. It can result in: increasing motivation for education or professional qualifications; the emergence of the need for self-education and self-improvement, the possibility of professional realization and material support; creation of optimal and favourable working conditions; ability to productive labour; the opportunity to work in the usual social environment, to choose the comfortable rhythm of work in accordance with the individual characteristics of health.

Organizational barriers to the work and employment of people with disabilities are obstacles linked to shortcomings in the organization, first and foremost, the implementation of the current legislation and regulations on the work and employment of disabled people, and, secondly, with deficiencies in the organization of different organizations' activities on these issues. In Ukraine any department does not have information on the number of able-bodied invalids of working age, the number of employed disabled persons and the number of those who wish to work. In the country there is no Register of able-bodied invalids and the types of work recommended for such citizens. It negatively affects the management of the processes in providing employment for the disabled, and is an obstacle for both planning the disabled persons' training and retraining, and defining the number of funds necessary for the creation of special workplaces for such persons or special conditions of homework in accordance with their functional limitations (Pratsya ta Zaynyatist Osib z Invalidnistyu v Ukrayini : Natsionalna Dopovid, 2009).

Thus, homework can compensate for problems related to the gaps in domestic legislation. This is directly related to the issue of support for people with disabilities in the workplace, which includes: training and counselling a disabled worker directly in the workplace; adaptation in the workplace; adjustment of functional duties; training to orient oneself in the city and to use public transport; social skills training, assistance in solving problems with employers, social services, etc. At the same time, even though the Law of Ukraine "On the Rehabilitation of Disabled

Persons in Ukraine” determines the norms for the social support of the disabled people, the legislation does not specify the sources of funding for these services, there are no mechanisms for implementing this provision; the majors and qualification level of support staff are not defined.

Homework can be considered as an innovative form of social and psychological rehabilitation and innovative social service for participants of combat operations and the ATO. In this regard, homework as a component of social and labour rehabilitation contributes to the restoration of personal and social status, social significance in the family and the work collective; provides a comprehensive impact on the person (medical, social, psychological, legal, etc.), which begins with the moment of disablement and continues till such a category of citizens can restore the physical and spiritual forces and be included in active social work.

To find out the role of employment in the life of disabled people having different nosologies, to discover the effective ways of their social integration and to explicate the problems in this area, a survey was conducted. It involved 70 disabled people having different nosologies (20 young people among students and 50 adults). The results of the survey showed that 89% of respondents consider employment as life's priority. Among the reasons that, according to the respondents' answers, hinder their employment there are such as: social isolation, inability to obtain appropriate education, and as a result to get the desired profession because of a state of health, lack of proficiency in modern information technologies. Among the answers to the question “who can help or helped you to find a job”, there were the following points: parents and relatives - 65%, social services - 30%. Concerning homework as a possible option for employment, 60% of the respondents gave a positive answer. Moreover, among students, this indicator is much lower - 40%, which can be explained by the young people's desire to continue social communication and social integration after completing their studies at a higher education institution.

Adults unlike students have certain preconceptions and a narrow view of their career opportunities. For example, most people find it impossible to master one or another professional skill, regardless of the existing technology. In particular, people with visual impairment are uncertain about their ability to have access to digital technologies. Thus, 8 people with visual impairment and 15 people with hearing impairment stated their possibility to work with the computer as something unreal. When asked if they know about special programs that provide an

opportunity for full-fledged work with software and the Internet, these respondents answered negatively. It is worth saying that among the student youth this situation is much better.

Discussion. After analysis of the employment status among people with disabilities in Ukraine, the identification of organizational and legal principles of homework application, the substantiation of homework as a form of social and psychological rehabilitation, we defined the following recommendations:

- it is urgent to substantiate theoretically and implement practically the program of professional identification for students with disabilities;
- it is necessary to implement access to social and industrial infrastructure, to realize appropriate mechanisms, incentive procedures and a system of benefits for employers who hire people with disabilities and let them work from home;
- it is relevant to create a list of home-based posts for disabled people;
- it is important to develop measures for the implementation of organized monitoring and justification of criteria for assessing the professional activity of people with disabilities;
- there is a need to create interaction with all the institutions responsible for the professional rehabilitation of people with disabilities on the legislative level;
- it is essential to scientifically substantiate the possibilities of home work as a form of social and psychological rehabilitation for people with disabilities;
- it is significant to develop a project of social advertising, aimed at increasing interest to the problems of disabled persons' employment.

Conclusions. Consequently, revealed during the survey significant problems of social connections in the life of people with disabilities mean that even if homework functions as a means of social and psychological rehabilitation, the people cannot obtain the necessary experience in developing their position relative to employment without prior inclusion in society. Preparations for such a process should be carried out at the stage of education.

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Abstracts

KRAVCHENKO OKSANA, DUBOVA NATALIIA, KHARYTONOVA VALENTYNA. **Innowacyjne formy rehabilitacji społecznej i psychologicznej osób niepełnosprawnych.** W artykule rozpatrzono problem społecznej integracji osób niepełnosprawnych, celem ostatecznym którego jest rozwiązanie pytań ich zatrudnienia, co jest aktualnym zapotrzebowaniem teraźniejszości w Ukrainie. Przeanalizowano normatywno-prawną bazę do spraw zatrudnienia tej kategorii obywateli, ujawniono organizacyjno-prawowe zasady stosowania pracy w domu, udowodniono jej możliwości jak rodzaju socjalno - psychologicznej rehabilitacji osób niepełnosprawnych, wyjaśniono ekonomiczne i socjalne przewagi zatrudnienia osób niepełnosprawnych w warunkach domowych. Cel artykułu - uzasadnić możliwości pracy w domu jak rodzaju rehabilitacji socjalno - psychologicznej osób niepełnosprawnych. W artykule wykorzystano szereg metodów badania : analiza międzynarodowego

i ukraińskiego ustawodawstwa do spraw pomocy zatrudnienia osób niepełnosprawnych.; ankietowanie, w którym wzięły udział 70 osób niepełnosprawnych z różnymi nozologiami; analiza stanu zatrudnienia osób niepełnosprawnych w Ukrainie z późniejszym opracowaniem rekomendacji dla wprowadzenia w ojczystą praktykę pracy w domu w celu socjalnego wsparcia ludzi, które znajdują się w trudnych sytuacjach życiowych. Dzięki czemu przeanalizowano normatywno-prawną bazę do spraw zatrudnienia tej kategorii obywateli; wyjaśniono ekonomiczne i socjalne przewagi pracy w domu.

Słowa kluczowe : osoba niepełnosprawna, zatrudnienie, praca w domu, socjalno - psychologiczna rehabilitacja, inkluzja społeczna.

КРАВЧЕНКО ОКСАНА, ДУБОВА НАТАЛІЯ, ХАРИТОНОВА ВАЛЕНТИНА. **Інноваційні форми соціально-психологічної реабілітації інвалідів.** В статті розглянуто проблему соціальної інтеграції людей з інвалідністю, кінцевою метою якої є вирішення питань їх працевлаштування та зайнятості, що є актуальною потребою сьогодення в Україні. Проаналізовано нормативно-правову базу з питань працевлаштування цієї категорії громадян, виявлено організаційно-правові засади застосування надомної праці, доведено її можливості як виду соціально-психологічної реабілітації людей з інвалідністю, з'ясовано економічні та соціальні переваги працевлаштування людей з інвалідністю в домашніх умовах. Мета статті – обґрунтувати можливості надомної праці як виду соціально-психологічної реабілітації людей з інвалідністю. У роботі використано низку методів дослідження: аналіз міжнародного та українського законодавства з питань сприяння працевлаштування людей з інвалідністю; анкетування, в якому взяло участь 70 людей з інвалідністю з різними нозологіями; аналіз стану працевлаштування людей з інвалідністю в Україні з подальшою розробкою рекомендацій для впровадження у вітчизняну практику надомної праці з метою соціальної підтримки людей, які опинилися у складних життєвих обставинах. Завдяки чому проаналізовано нормативно-правову базу з питань працевлаштування цієї категорії громадян; з'ясовано економічні та соціальні переваги надомної праці; визначено яким чином трудова діяльність, зокрема надомна праця, дозволяє подолати людині з інвалідністю ряд бар'єрів, які стереотипно «вибудовує» проблема працевлаштування: психологічні, фізичні, соціальні, організаційні, нормативно-правові (пов'язані з недосконалістю нормативно-правової бази).

Ключові слова: людина з інвалідністю, працевлаштування, надомна праця, соціально-психологічна реабілітація, інклюзія.

КРАВЧЕНКО ОКСАНА, ДУБОВА НАТАЛЬЯ, ХАРИТОНОВА ВАЛЕНТИНА. **Иновационные формы социально-психологической реабилитации инвалидов.** В статье рассмотрена проблема социальной интеграции людей с инвалидностью, конечной целью которой является решение вопросов их трудоустройства и занятости. Проведен анализ законодательной базы по вопросам трудоустройства этой категории граждан, выявлено организационно-правовые основы применения надомного труда, доказана его возможности как вида социально-психологической реабилитации людей с инвалидностью, выяснено экономические и социальные преимущества трудоустройства людей с инвалидностью в домашних условиях. Цель статьи - обосновать возможности надомного труда как вида социально-психологической реабилитации людей с инвалидностью. В работе использован ряд методов исследования: анализ международного и украинского законодательства по вопросам содействия трудоустройства людей с инвалидностью; анкетирование, в котором приняли участие 70 человек с инвалидностью с различными нозологиям; анализ трудоустройства людей с инвалидностью в Украине с последующей разработкой рекомендаций для внедрения в отечественную практику надомного труда с целью социальной поддержки людей, оказавшихся в сложных жизненных обстоятельствах.

Ключевые слова: человек с инвалидностью, трудоустройство, надомный труд, социально-психологическая реабилитация, инклюзия.

KRAVCHENKO OKSANA, DUBOVA NATALIJA, KHARYTONOVA VALENTYNA. **Innovative forms of social and psychological rehabilitation of persons with disabilities.** The article deals with the problem of social integration of people with disabilities, the ultimate goal of which is to solve the issues of their the employment as it is an urgent need for present Ukraine. The normative and legal framework on the issues connected with employment of this category of citizens was analysed, the organizational and legal principles of homework application were revealed, economic and social benefits of disabled persons' employment at home were determined. The purpose of this research was to substantiate the effectiveness of homework as a type of social and psychological rehabilitation of people with disabilities. To reach the article objective

we used the following research methods: analysis of international and Ukrainian legislation on the promotion of disabled people's employment; survey, which involved 70 disabled persons having different nosologies; analysis of the employment status of people with disabilities in Ukraine and further development of recommendations for homework introduction into domestic practice to support people who are in difficult living conditions. Due to this, the normative and legal framework on the employment of this category of citizens was analysed; the economic and social advantages of homework were determined. The results of our research highlight the fact that work activities, in particular homework, can help to overcome some barriers and stereotypes connected with employment: psychological, physical, social, organizational, regulatory (related to the imperfection of the regulatory framework).

Keywords: *disabled person, employment, homework, social and psychological rehabilitation, inclusion.*