

Employment of persons with disabilities in the new industrialization (by the example Omsk region)

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Abstract — The employment conditions of persons with disabilities are influenced by modern trends in the transformation of social and labor relations associated with the new industrialization and digitalization, social policy aimed at improving the quality of life of this category of persons and legislative changes. So, in the Omsk region it is planned to change the quota of jobs for people with disabilities. The purpose of the study, thus, was to study the process of employment of persons with disabilities in terms of industrialization, to identify the motives of employers involved in the implementation of the state policy to promote employment of disabled people in working age in the Omsk region. This study analyzes statistical information on trends in employment of persons with disabilities. Based on the survey of employers there was revealed their attitude to increasing the quota for employment of persons with disabilities, were studied the problems faced by employers and were identified support measures in this area, relevant to organizations. As a result of research of problems in the field of employment of disabled people, there were given recommendations on change of conditions of quotas and improvement of the mechanism of assistance of employment of disabled people in the Omsk region with activation of activity of such subjects as employers, public organizations, and educational institutions.

Keywords — *persons with disabilities, employment promotion, job quotas, labor market, employment, social policy*

I. INTRODUCTION

Conditions of employment of persons with disabilities are influenced by current trends of transformation of the social and labor relations (development of digital economy, change of the market of professions, etc.), tendencies of social policy directed to improvement of quality of life of this category of persons and legislative changes. Thus, in the Omsk region, it is planned to increase the minimum limit for the establishment of quotas, which also implies certain changes in the organization of jobs for people with disabilities.

The modern labor market requires new approaches to the organization of processes to promote employment and

entry into the employment of specialists. Young people face serious problems in the labor market: lack of work experience, low wages, unemployment and many others. Persons with disabilities find themselves in even more difficult conditions in the labor market, faced with a much larger list of problems: the lack of specially equipped jobs for such workers, discrimination, poor infrastructure in terms of an accessible environment and many others.

Despite the actualization of this issue at the state level and the development of programs within the framework of individual organizations dealing with this issue, at the moment at the regional level there are certain problems in the employment of persons with disabilities.

The relevance of the study is manifested in the fundamental and practical aspects. The fundamental aspect is due to the fact that the tools and factors of employment of persons with disabilities require assessment and determination of the relationship with the socio-economic and legislative policies of Russia and the region, aimed at improving the quality of life of persons with disabilities. Modern trends are associated with the transformation of social and labor relations under the influence of the development of the digital economy, changes in the market of professions, state policy in the field of improving the quality of life of persons with disabilities, job quotas for such categories of citizens. All this is a theoretical prerequisite for improving the social policy in the field of employment of persons with disabilities and increasing the efficiency of their employment. Thus, it is necessary to consider the process of assistance in employment of persons with disabilities as a mechanism formed on the basis of the interaction of various entities with a view for more effective inclusion in the employment of this category of persons. The relevance from the point of view of the practical aspect is that the results of the study are focused on the formation of a mechanism of interaction between different entities (employment services, employers, educational institutions, medical and social expertise) in order to promote more effective employment of persons with disabilities. The mechanism should take into account the interests of interacting

entities: employment services, employers, etc. It is important to take into account the interests associated with changes in the conditions of economic reality, industrialization and digitalization in the framework of the activities of state entities. In addition, programs of vocational guidance, post-graduate support, psychological assistance and support, promotion of employment of such category of citizens for more effective employment and improvement of social policy of the region should be offered. It should be noted that these measures will also help to solve a serious problem for the region related to the outflow of young people to other regions [1].

The issues of employment of persons with disabilities are interdisciplinary and are studied within the framework of legal, social, political and economic sciences.

Now it is possible to allocate the following directions of a research of the problems connected with employment of persons with disabilities:

1. The aspect of the special social status where disability is considered as sociological category and also questions of public policy of assistance of employment of persons with limited working capacity is investigated in works Barnes, C., & Mercer, G. [2], Hall, E., & Wilton [3], R. Lindsay, C., & Houston, D. [4].
2. Questions of employment and employment conditions are considered in works Barron, S. [5], Brown, S. [6], Grover, C., & Piggott, L. [7], Jasiak, A., & Królak, P. [7], Rogotneva, H. E. [8], Roulstone, A. [9], Sainsbury, R. [10], Welti, F., & Nachtschatt, E. [11], 12-13].
3. Features and problems of employment and employment of disabled people in the conditions of industrialization and digitalization are investigated Kent, M. [14], Konnerup, U. [15], [16].

Despite the increasing public attention and scientific interest to the issue of employment of disabled people, traditionally there are considered some aspects of work with disabled people – social barriers, the promotion of authorities, technology, social work, etc., while the actual approach is to take into account the totality of factors affecting the effective employment and practices of interaction of institutional actors in this process, taking into account new environmental factors, namely industrialization and digitalization.

II. SAMPLE MODEL AND METHOD

The purpose of this study is to analyze employment of people with disabilities in the context of the new industrialization in the Omsk region and to identify directions for the future studies in this field. In order to achieve the aim of this study, the following tasks were formulated:

- 1) It is necessary to discover various employment barriers facing people with disabilities;
- 2) Developing of appropriate government's policy and related activities directed to creation of workplaces for people with disabilities in the context of industrialization.

Thus, we have developed the following hypotheses:

1. Employers are not interested in hiring disabled people with disabilities because of insignificant expected compensation of costs related to creation of such workplaces.

2. High costs of creating workplaces for people with disabilities are one of the main barriers of employment people with disabilities. Also, the smaller the organization is, the higher this barrier.

The research was conducted in collaboration with the Federal Service of Labor and Employment. Two groups of organizations were examined in this study. The first group consists of companies with the average number of workers of 50 and more; the second group is small organizations that have in average 35 - 50 employees. The sample consisted of organization, officially registered in the state databases, including reported recipients of governmental grants related to employees with disabilities.

The method of continuous sampling was exploited for both groups of employers (695 subjects); we used a quota sample for the second subgroup taking into account type of company. This group included 503 subjects. Descriptive statistics was exploited in order to analyze collected data and to determine variables, describing the relationship between the size of an organization and barriers in the employment of persons with disabilities. This association was examined with Cramer's V test; probability of error was also controlled.

III. RESULTS

The analysis of statistical data allowed confirming the severity of the identified problem. Thus, according to the Federal state statistics of the Russian Federation, the number of applicants for employment assistance to the employment service far exceeds the number of those who found work. There was revealed a trend that the proportion of people who found work is increasing: in 2008 there was 34% of those who applied found a job, in 2014 there was 42%, and in 2017 there was 46%. It should be noted that under the quota there was employed a much smaller number of people with disabilities: in 2008 there was 8806 people, in 2012 there was 3700 and in 2017 there was 7700 people. Employment statistics in the context of economic activities is of interest. Most people are employed in the field of health and social services (8068 people), in the field of education (6870 people) in the manufacturing industry (3327 people) and the production and distribution of electricity, gas and water. There are fewer persons with disabilities in such areas as agriculture, mining and fishing. There is a trend of a slight increase in the share of employees in the total number of persons of working age with disabilities from 16.2 in 2014 to 17.0 in 2017. At the same time, in Europe the share of employed persons with disabilities is about 50%, while in the Russian Federation – 28.2 % (1.1 million people) of the total number of disabled people of working age (tabl.1).

In the Omsk region, according to the regional branch of the Pension Fund of Russia and the Ministry of labor of the Omsk region, in 2016 there were about 136.5 thousand citizens with disabilities, including 7521 disabled children. About 3.7 thousand people were registered as wheelchair

users, less than 15% of them were children (report of the ombudsman). According to the state employment service of the Omsk region, the number of employed persons with disabilities is 4711 people, including 495 people working in special places.

TABLE I. INDICATORS OF EMPLOYMENT AND UNEMPLOYMENT OF PERSONS OF WORKING AGE WITH DISABILITIES,%

	2014	2015	2016	2017
<i>Share of employed in the total number of the persons at working-age having disability - all</i>	16,2	15,9	17,2	17,0
<i>male</i>	16,2	15,9	17,5	16,9
<i>female</i>	16,1	15,9	16,7	17,0
<i>Level of unemployment of the persons at working-age having disability - all</i>	22,0	22,3	21,6	23,7
<i>male</i>	22,8	23,4	21,9	24,7
<i>female</i>	20,5	20,1	21,0	21,7
<i>Entire population at working-age:</i>				
<i>Share of employed in the total number of the population at working-age - all</i>	76,0	75,9	76,6	77,5
<i>male</i>	78,8	78,9	79,6	80,3
<i>female</i>	72,9	72,6	73,4	74,4
<i>Population level of unemployment at working-age - all</i>	5,4	5,8	5,8	5,4
<i>male</i>	5,6	6,0	5,9	5,5
<i>female</i>	5,1	5,7	5,7	5,3

Source: <http://www.gks.ru/>

Thus, the analysis of statistical data confirms our arguments about the relevance of further work in the field of employment assistance to persons with disabilities.

Let us turn to the results of the survey of employers. Analyzing the barriers to employment of disabled people in organizations of various sizes, it was found that the most employers forced to employ disabled people (according to 181 Federal law) are concerned about the lack of suitable vacancies in the organization, the lack of financial opportunities to create additional jobs for this category of persons and the lack of "accessible environment" and conditions for the industrial adaptation of disabled people in the organization (tab. 2). There was a basic lack of infrastructure for persons with disabilities: ramps, lifts, specialized transport. At the same time, there was no discrimination on the part of the employer and negative attitude on the part of other employees of the organization (these options were not chosen).

TABLE II. BARRIERS AT EMPLOYMENT OF DISABLED PEOPLE IN THE ORGANIZATION, %, N=1198

<i>Barriers to employment of persons with disabilities</i>	<i>Organization members, people</i>			
	35-50	50-100	100-500	over 500
<i>Lack of "accessible environment" and conditions for industrial adaptation of a disabled person in the organization</i>	18,0	24,5	13,5	23,5
<i>Absence in the staff of the organization of the expert knowing features of the organization of work of disabled people</i>	13,7	15,2	19,8	18,1
<i>Lack of suitable vacancies in the organization</i>	27,2	25,3	24,6	24,3
<i>Lack of financial capacity to create additional modern workplace</i>	37,5	29,8	28,8	27,5
<i>Long-term search for candidates for vacancies</i>	3,6	5,2	13,3	16,6

Source: authors

Analyzing the barriers depending on the size of the organization, the following trend was revealed: the smaller the number of organizations, the greater the barrier as the financial cost of creating a workplace is expressed. It is based on the calculated V Kramer which is equal to 0.61. The probability of error p is less than 0.05.

The next stage of the study was to identify the motivation of employers in the employment of persons with disabilities. Thus, we have identified support options that organizations would like to receive. The leading options are related to compensation for the equipment of workplaces for the disabled and financing of labor costs during the adaptation of an employee with a disability. Tax benefits are important for 16.7% of employers, vocational training of disabled people to work - for 15.6%, subsidizing the salaries of workers with disabilities for up to 4 months is important for 13.3% of employees, payments for mentoring - for 11.8% employees (fig.1). 11.5% of surveyed employers stated that it is necessary to organize the creation of specialized institutions engaged in the "promotion" of persons with disabilities in the labor market.

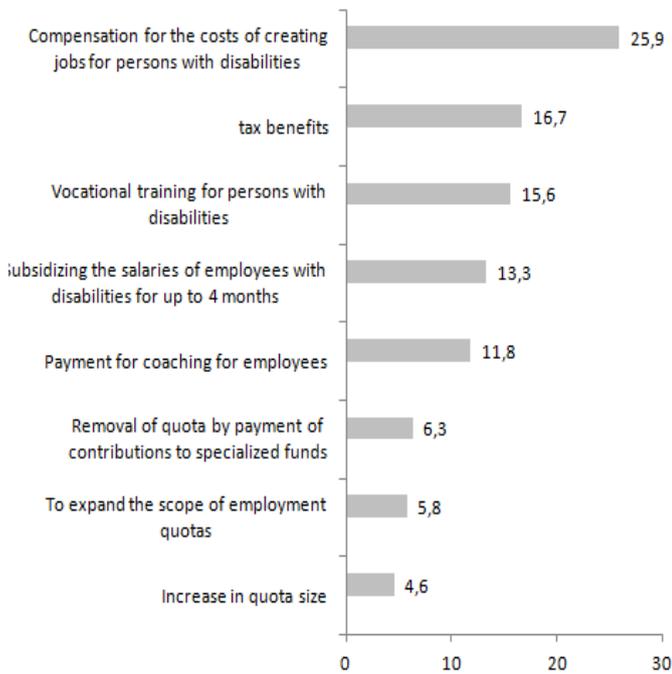


Fig. 1. The factors motivating the employer to acceptance of disabled people, %, N=1198

Source: authors

Answering the question "what measures, in your opinion, should be taken to ensure the employment of disabled people", the majority of employers noted that it is necessary to form a system of institutions that provide assistance in the employment of disabled people, which confirms our hypothesis about the need for this kind of interaction. In addition, employers argue that it is also necessary to expand the area of job quotas among employers (to introduce a quota in small business), to simplify the process of quota implementation, providing alternative management techniques for the provision of personnel (for example, outsourcing), to strengthen the control and supervision of the employment of persons with disabilities.

It should be noted that the results of this study were announced in the regional government. In April 2018, certain changes concerning the employment of disabled people were made public. Thus, it is proposed to continue to implement a program to assist in the employment of persons with disabilities. The amount of compensation of monetary expenses to the employer for creation and equipment of the workplace will be increased by at least 20 thousand rubles. Today, the amount of compensation is only 30 thousand rubles. In addition, the region plans to revise the rules of job quotas. Currently, only organizations with more than 50 people can receive reimbursement for the cost of equipping the workplace. It is assumed that if the conditions change, employers with the number of employees from 35 people can count on the quota. This will take into account the quality of the workplace, its equipment and level of automation. Consequently, the trends of new industrialization and

digitalization of the economy will be taken into account when reimbursing the cost of such a job and will contribute to the improvement of the quality of such places. Thus, it is planned to create 900 quota-based jobs.

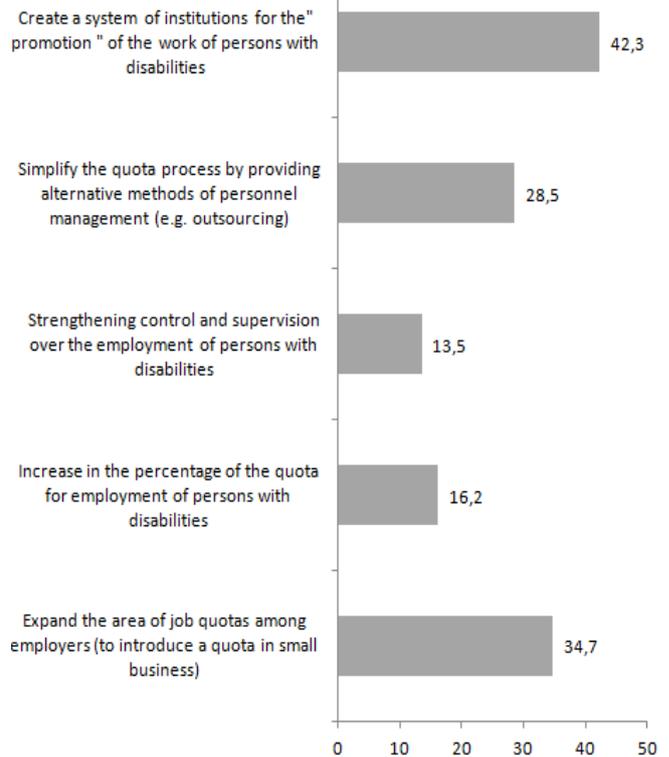


Fig. 2. Measures to ensure the employment of persons with disabilities, %, N=1198

Source: authors

IV. CONCLUSION

The conducted research allows drawing the following main conclusions.

1. At the moment, the number of persons with disabilities wishing to be employed is greater than the number of relevant jobs. Employers are not interested in creating places for persons with disabilities in their organizations because of the high financial costs of their creation and the small amount of compensation. In addition, the quality of such a workplace, the level of its automation and digitalization were not taken into account. In accordance with our proposals, the regional government plans to take into account the qualitative characteristics of this place in accordance with the new conditions of industrialization and increase the amount of reimbursement for its creation.

2. The process of employment of disabled persons should be considered as a mechanism of interaction of the following subjects:

- educational institutions that have to develop individual programs for training of this category of persons, programs of post-graduate support, taking into account the directions of social policy of the country and the region,

legislative changes in job quotas, etc.;

- bodies of medical and social examination which have to study level and the reasons of disability, control and, if necessary, check working conditions of this category of persons;

- employers who are often not ready to employ persons with disabilities because of the high costs of preparing a workplace for such an employee and expect certain social support measures from the state;

- public organizations for the protection of the rights of persons with disabilities, which provide assistance in overcoming life difficulties, provide psychological assistance, promote integration in society.

In this connection, it is proposed to develop this mechanism for the Omsk region in order to improve the efficiency of employment of this category of workers. These measures will contribute to the development of social policy in the region in the new economic conditions.

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