





Petro Pererva, Doctor of Economics, Professor, Head of the Department of Business Economics and International Economic Relations, National Technical University "Kharkiv Polytechnic Institute" (Kharkiv, Ukraine)  

Hanna Paimash, Post-graduate student of the Department of Business Economics and International Economic Relations, National Technical University "Kharkiv Polytechnic Institute" (Kharkiv, Ukraine)  

SOCIO-ECONOMIC ASPECTS OF RESEARCHING THE LABOR MARKET OF PERSONS WITH DISABILITIES

Abstract. *The article substantiates that the formation and development of the modern labor market are significant for the further development of Ukraine as a legal, democratic, and socially oriented state. Particular attention is paid to studying a specific segment of this market - the market of persons with limited labor opportunities. As practice shows, due to limited health opportunities, workers with limited labor opportunities do not have the chance to compete on an equal footing with other citizens in the labor market. As a result, their rights to work are violated, they are being forced out of the labor market, unemployment is growing and depth of poverty. The article proposes forms, mechanisms and systems of access to this market. The conducted research allowed to identify the main reasons for the low level of employment of representatives of this segment of the labor market.*

Keywords: *labor market, disabled people, employment, legislation, need, demand*

Introduction. The ongoing transformations of many types of socio-economic spheres of life of Ukrainian society are quite strongly reflected in the change in labor relations and the labor market itself. In today's socio-economic conditions, the problem of assessing the scale and changes in behavior in the labor market of persons with disabilities is becoming very important and urgent. At present, Ukrainian society considers this particular market segment in labor and employment as the most vulnerable both socially and economically. To find ways to provide effective assistance to people with disabilities, it is necessary to analyze the main forms and methods of resolving this problem in order to find and approve the best ways to apply socio-economic mechanisms of adaptation in practice. Of great importance for Ukrainian society is the study of the role of persons with disabilities in the life of modern society, its

level of education and professional qualifications, moral and psychological makeup, as well as cultural needs [1-22].

The research results show that potential workers with disabilities still have limited access to the labor market. Thus, the employment rate among such workers aged 15 and over is almost half that among people without limited work opportunities. In turn, workers with disabilities, for example, receive lower wages than their non-disabled counterparts. So, a quota system has been adopted in 100 countries to improve the employment situation of people with disabilities. According to this system, the employer must recruit a certain number or percentage (from 1% to 15%) of people with disabilities. In 22 states, national constitutions explicitly guarantee the right to work of persons with disabilities. More than 60% of countries include in their national labor legislation certain provisions on the prohibition of discrimination in employment and guarantee equal wages for people with disabilities [20, p.33-34].

Thus, the situation on the labor market for workers with limited labor opportunities is characterized by a high level of instability and unemployment, an imbalance between the needs of the labor market (professions and specialties), the satisfaction of which is carried out through the training of specialists in various educational institutions of the country. Therefore, for the modern Ukrainian society, the problem of employment and unemployment of workers with limited labor opportunities is significant. It has become the subject of attention of specialists in various fields of science: labor economics and sociology, sociology of the disabled, the theory of social work, personnel and production management. Therefore, this problem is characterized by the features of an obvious interdisciplinary status [5, 8]. Its relevance is also due to the crisis socio-economic situation of workers with disabilities in modern society, as well as the level of development and the degree of implementation, on the one hand, of the state policy regarding workers with disabilities, on the other hand, of the employment policy of the population at the present stage of development of the Ukrainian society. Therefore, the problem posed is one of the most socially significant problems requiring the search for ways to solve it that are adequate to the modern realities of social interaction.

The problem of social integration of workers with disabilities into active industrial and social life is acute for many countries, including Ukraine. Today, research is being actively carried out on the situation on the labor market, problems and features of its functioning. These questions are devoted to the works of economists Besprozvannykh, O. [4], Garmash, S. [6], Gutsan, O. [7], Kobeleva, T. [8], Kocziszky, G. [9, 10], Veres Somosi, M. [9, 10],

Kostyuk V. [11], Kuchynskyi, V. [13], Maslak, M. [16, 17], Nagy, S. [18], Sokol, K. [14] and others. From our point of view, considering the value of the previous scientific achievements of research scientists, it is necessary to form a separate scientific direction for the study of the segment of the labor market of workers with disabilities. Note that this area is currently, to a certain extent, left out of the field of view of researchers, and its importance and relevance are beyond doubt.

The study aims to assess the implementation problems and priority areas for improving social policy in ensuring employment for persons with disabilities in Ukraine.

Research results. According to the World Report on Employment Conditions and Opportunities for Workers with Disabilities, published by the World Health Organization and the World Bank, people with disabilities make up 15 percent of the world's population. However, they are far from being adequately represented in labor markets around the world. People with disabilities are less likely to participate in the labor market and have higher unemployment and lower employment rates than people without disabilities. In addition, they face lower levels of paid employment that provide financial security or social benefits. It is clear that more disability-friendly policies are needed to support them and facilitate their participation in the labor market.

The Convention on the Rights of Persons with Disabilities, adopted by the United Nations General Assembly in December 2006, establishes in article 27 (on labor and employment) the right of workers with disabilities to work on an equal basis with others. It means that they must have the same access to employment opportunities, remuneration, and labor rights as people without disabilities. Likewise, the State of Sustainable Development 2030, which all United Nations Member States adopted in December 2015, defines people with disabilities as one of several vulnerable people whose rights must be protected and empowered [3, 20]. The Sustainable Development Goals contained in this Statement explicitly refer to disability in several labor market targets and related indicators.

The studies carried out indicate that the proportion of the employed among all persons with disabilities is less than among the population. In 2020, the employment rate for people with disabilities was 67 percent, compared with 77 percent for the general population. On behalf of the government, Statistics Sweden surveyed the labor market of persons with disabilities. In the course of the survey, 16% of the population aged 16 to 64 stated that they have certain limitations [19]. Among them, 42% believe that their ability to work is severely

or partially reduced. At the same time, the share of people with disabilities employed in labor processes is less than among the entire population as a whole.

In 2020, the employment rate for people with disabilities was 67 percent. Among people with disabilities associated with reduced working capacity, the unemployment rate was 52 percent. The corresponding percentage of the total population was 77 percent (Fig. 1).

The proportion of women working full time is lower than that of men. Note that this is typical both for people with disabilities and among the entire population.

The following research results are also of some interest: in 2020, the unemployment rate was 9 percent among people with disabilities and the entire population. However, according to the share of unemployed among persons with disabilities, implying a decrease in the ability to work, unemployment was higher and amounted to 17 percent [19].

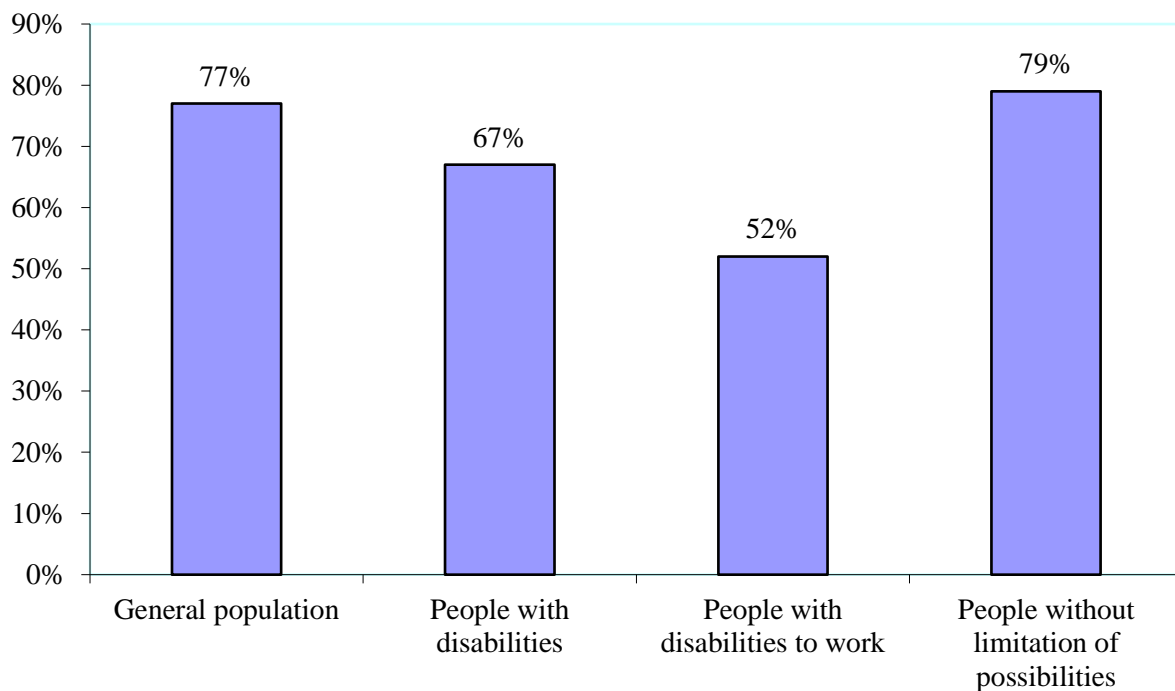


Figure 1. Structure of the population of Ukraine employed in labor processes
(built by the authors using [19])

The formation and development of the modern labor market, which is very important for the further development of Ukraine as a legal, democratic and socially oriented state, presupposes the creation of clear, understandable forms, mechanisms and systems of access to this market. Among them, a special place belongs to the system of formation and use of additional opportunities (guarantees) of employment for persons with disabilities. Note that these subjects of the labor market are not fully competitive. Such persons include, in particular, people with disabilities. As you know, a disabled person is a person with a

persistent disorder of the body's functions, which, when interacting with the external environment, can lead to a restriction of his life, as a result of which the state is obliged to create conditions for him to exercise his rights on an equal basis with other citizens and to ensure his social protection.

It should be noted that at present both in the state and in society and among potential employers there is no unequivocal opinion about the labor market of persons with disabilities. However, their employment problems in recent years have acquired particular significance and relevance (Fig. 2).



Figure 2. Prerequisites for activating the labor market of persons with disabilities
(developed by the authors)

As follows from the data in Fig. 2, the activation of the labor market for workers with limited labor opportunities depends to a large extent on the adequacy of national legislation in relation to, first of all, the disabled. In this regard, it should be noted that the main provisions of Art. 19, 20 of the Law of Ukraine No. 875-XII [21] initiated the adoption of the Resolution of the Cabinet of Ministers of Ukraine dated January 31, 2007 No. 70 "On the implementation of Articles 19 and 20 of the Law of Ukraine" On the Fundamentals of Social Protection of Disabled Persons in Ukraine ", which approved the most important provisions regulating the functioning of the labor market of persons with disabilities [21, 22]. The main provisions of these documents, which in order to provide workers with disabilities with equal employment opportunities with all other citizens of the country, were further developed and improved. Their provisions significantly influenced the formation and development of the labor market

for persons with disabilities. There are certain prerequisites for such a conclusion, the essence of which can be reduced to the following regulatory provisions, which in Ukraine have a legislative status [1, 2, 22]:

- the procedure for registering enterprises, institutions, organizations and individuals using hired labor;
- the procedure for the submission by enterprises, institutions, organizations and individuals using hired labor, reports on the employment and employment of persons with disabilities and information necessary for organizing their employment;
- the procedure for enrolling the number of jobs for the employment of persons with disabilities to the standard of such jobs in business associations, which include enterprises of public organizations of persons with disabilities;
- the procedure for payment by enterprises, institutions, organizations and individuals using hired labor, the amount of administrative and economic sanctions and penalties for non-compliance with the standard of jobs for the employment of disabled people;
- the procedure for using the amount of administrative and economic sanctions and penalties for non-fulfillment of the standard of work places for the employment of disabled people who entered the state budget;
- the procedure for conducting inspections of enterprises, institutions, organizations and individuals using hired labor.

It is legally determined that employers must also react in a certain way to the existing trends in the growth of the number of workers with limited labor opportunities in the country and their impact on the Ukrainian labor market [4, 9, 21, 22]. The published official data indicate that in Ukraine the total number of disabled people (excluding the temporarily occupied territories of Crimea and Donbass) is 2,615 people (or 5.99% of the total population of the country) [19].

However, the state policy raised to the rank of law is far from always being fully implemented, the mechanisms for the practical use of legislative provisions are insufficiently worked out. The recommendations of non-governmental organizations, foundations, and associations of persons with disabilities are used insufficiently and progressive foreign experience. In modern conditions of a developed market economy and a rather low level of social security for workers with limited labor opportunities, the problem of their employment is sharply exacerbated.

The studies carried out allowed us to identify the main reasons for the low level of employment of representatives of this segment of the labor market. The main ones include the following:

- lack of detailed information about the opportunities and places of employment, as well as about enterprises that create new jobs for the employment of workers with disabilities;
- low level of general and vocational education, as well as low vocational training or complete or partial loss of qualifying competencies due to a long period of illness or disability;
- the lack of flexible forms of labor organization and the mechanism of employers' interest in the employment of persons with disabilities;
- insufficient legal protection of this category of potential employees during employment and numerous examples of negative cases when employees with limited labor opportunities try to find a job;
- the reluctance of potential employers to hire workers with limited labor opportunities due to the need to incur high costs to create specialized jobs for them;
- the potential for accidents during working hours and subsequent insurance costs;
- due to possible difficulties with the dismissal of employees with disabilities;
- low wages for the jobs offered by the employer and inconsistency of restrictions in work with the requirements of the employer;
- incomplete (insufficient) awareness of potential employers about the needs and abilities of workers with disabilities.

The realities of the Ukrainian labor market indicate that, according to the content of the Constitution of Ukraine [21, 22], the Convention on the Rights of Persons with Disabilities, Law of Ukraine No. 875-XII "On the Basics of Social Protection of Persons with Disabilities in Ukraine" [2], Ukraine have the full range of socio-economic, political, personal rights and freedoms enshrined in the Constitution of Ukraine, the laws of Ukraine and international treaties, the consent of which has been provided by the Parliament of Ukraine. The Convention on the Rights of Persons with Disabilities (art. 27) provides that states parties recognize the right of persons with disabilities to work on an equal basis with others [1, 2, 21, 22]. This article reflects the right to be able to earn a living in work, which workers with disabilities freely choose or to which they freely agree, in an environment where the labor market and work environment are open, inclusive and accessible to these types of workers.

Taking into account the provisions of the Constitution of Ukraine, the Convention on the Rights of Persons with Disabilities [3], the legal aspects of the employment of persons with disabilities are determined on the basis of the provisions of Section IV "Employment, education and training of disabled persons" of Law No. 875-XII [1, 2] and adopted in its execution of other acts of legislation. These provisions include many important features, the essence of which is reflected in Fig. 3.

Analysis of the data in Fig. 3 allows us to draw a number of important conclusions.

Firstly, from the economic and legal point of view, workers with disabilities have the full right to work following the existing programs for their recovery and rehabilitation at workplaces specially adapted to their needs.

Secondly, the guarantee of compulsory employment of workers with disabilities lies in the fact that there can be no refusal of promotion or the conclusion of an employment contract, dismissal or transfer of such a person to another job without his consent for reasons, for example, disability. The exceptions are cases when:

- on the basis of the conclusion of the medical and social examination, the current state of health of the employee does not allow him to adequately fulfill his professional or official duties;
- the presence of such an employee in the work collective poses a threat to the health of other employees and the safety of their work;
- the continuation of the work of this employee (change in the volume or nature of job duties) may affect the deterioration of his health.

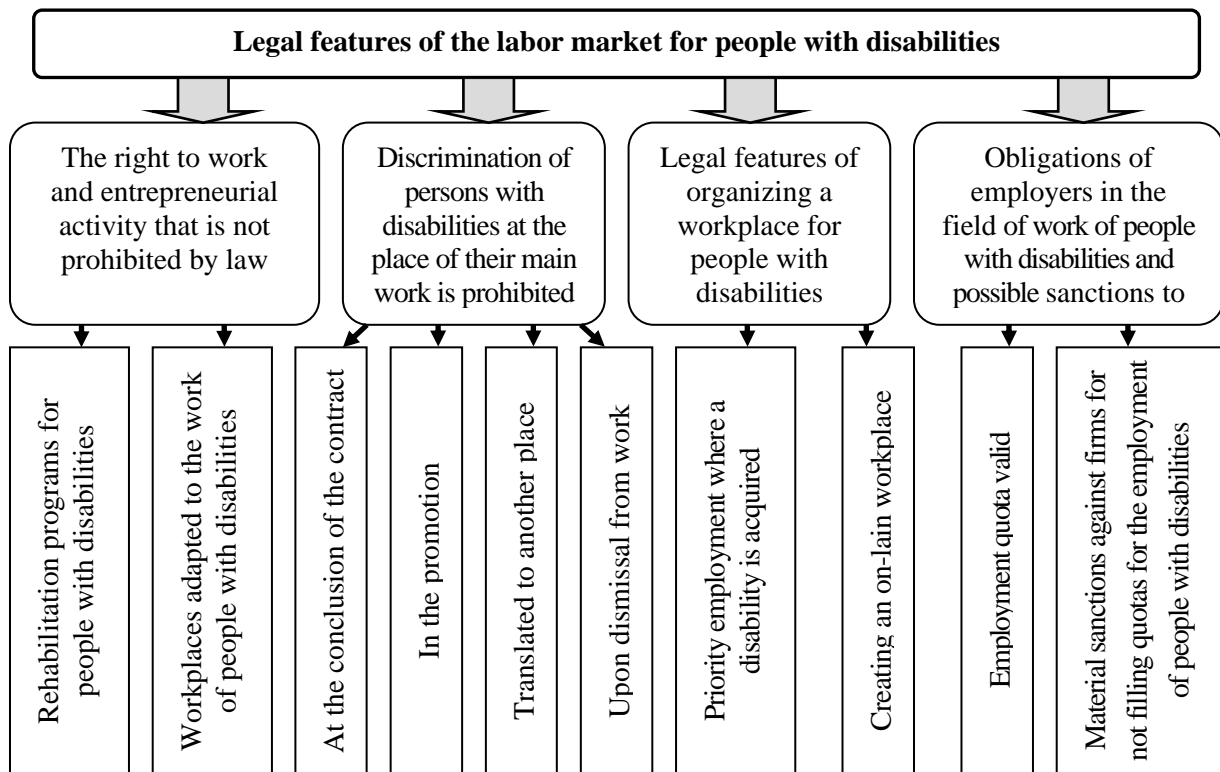


Figure 3. Legal aspects of employment of persons with disabilities

(developed by the authors)

These exceptions can be applied in practice only on the basis of the conclusions of the medical and social expertise.

Thirdly, when using workers with limited labor opportunities, certain requirements and conditions are established when organizing a workplace for them. The essence of these requirements can be summarized as follows:

- a) the selection and organization of jobs for this kind of workers is carried out mainly in those enterprises where their partial disability or disability has occurred. At the same time, the wishes of workers with disabilities, the professional knowledge and skills that he currently have, as well as the current recommendations of the medical and social expertise are taken into account;
- b) employers who use hired labor should create and organize special jobs for the employment of persons with disabilities. To create working conditions for such workers, taking into account individual rehabilitation programs and providing a number of other socio-economic guarantees provided by current legal norms. Provide, if necessary, the state employment service full information that is required for the employment of persons with disabilities, as well as provide reports to the Social Protection Fund of Persons with Disabilities on their employment and employment in the manner established by the Government of Ukraine [21, 22];

c) employees with disabilities who do not have the physical ability to work directly at the enterprise, the state employment service helps in employment with the condition of fulfilling work duties at home or using information technology (on-line).

Further development of the labor market in Ukraine presupposes the establishment of tendencies to increase the motivation of employers to employ persons with disabilities, to provide them with adequate, healthy and safe working conditions, in accordance with the interests and needs of such workers.

Fourth, for potential employers, a standard (quota) is established for the employment of workers with disabilities, the action of which allows them to fulfill the following requirements:

- a) for enterprises that use hired labor, the standard of jobs for the employment of persons with disabilities is 4% of the annual number of full-time employees. At the same time, employers calculate the number of such jobs independently. If the number of employees is in the range from 8 to 25 people, the quota is one job.
- b) the quota for jobs is considered fulfilled if the employment of workers with disabilities is carried out on the conditions of the main place of work; that is, the workbook of such an employee is at this enterprise. The main job is not a job that is performed on a part-time job (part-time job) or combination of positions (professions);
- c) when enterprises fulfill the quota of jobs, the provision of work for persons with disabilities may be taken into account by creating special economic associations by enterprises that use hired labor of workers with disabilities in order to coordinate production, commercial, scientific and other activities to solve economic and social problems;
- d) Employers with 8 or more employees in their enterprises are obliged to register with the relevant branches of the Social Protection Fund for Persons with Disabilities and submit to these branches annually a report on the employment and employment of workers with disabilities.

Fifth, for employers who violate the established quotas (standards) for the employment of persons with disabilities, certain sanctions are introduced in the field of administrative and economic activities:

- a) enterprises where the number of employees with disabilities is less than the established quota, each year transfer administrative and economic sanctions to the relevant departments of the Fund for Social Protection of Persons with

Disabilities, the amount of which is determined by the amount of the average annual salary for each job intended for the employment of such a person and not occupied by him;

b) enterprises employing from 8 to 15 employees, the amount of sanctions for a workplace intended for the employment of a worker with disabilities and not employed by him is determined at the rate of 50% of the annual salary at this enterprise;

c) employers carry out the calculation of administrative and economic sanctions at the expense of profit from production and commercial activities, which remains at the enterprise after the payment of mandatory payments (all taxes and fees).

Further development of the labor market in Ukraine, in our opinion, presupposes the emergence and development of trends that enhance the motivation of employers regarding the employment of persons with disabilities, ensuring proper, healthy and safe working conditions, in accordance with the needs and interests of such workers.

Conclusions. Despite the existence of state-guaranteed rights, legislative support for the employment of workers with limited labor opportunities, their involvement in productive work remains a weak point in our state. As practice shows, due to limited health opportunities, workers with limited labor opportunities do not have the opportunity to compete on an equal footing with other citizens in the labor market, as a result, their rights to work are violated, the process of displacement from the sphere of labor activity continues, the level of unemployment and the depth of poverty. In this regard, the analysis of foreign experience in promoting the employment of workers with disabilities and determining the possibilities of its application in Ukraine becomes relevant.

References

1. Besprozvannykh, O., Tiutlikova, V., Pererva, P., Kovalova, V., Kudina, O., Dorokhov, O. (2019). Improvement of the Method for Selecting Innovation Projects on the Platform of Innovative Supermarket. *TEM Journal*, 8 (2), 454–461. URL: <https://doi.org/10.18421/TEM82-19>
2. Compliance program (2019) / ed.: P.G. Pererva, G. Kocziszky, M. Veres Somosi. Kharkov; Miskolc : NTU "KhPI". 689 p. URL: <http://repository.kpi.kharkov.ua/handle/KhPI-Press/41505>
3. Convention on the Rights of Persons with Disabilities 13.12.2006 [Electronic resource]. URL: https://www.un.org/ru/documents/decl_conv/conventions/disability.shtml

4. Garmash, S., Pererva, P. (2020) New challenges of modernity for Ukrainian tourist industry (compliance program within the framework of logistics management in the conditions of crisis) // *Management and Entrepreneurship: Trends of Development* : electron. sci. j. Vol. 1, iss. 11. 41-52. <https://doi.org/10.26661/2522-1566/2020-1/11-03>
5. Gutsan, O., Diachenko, T., Pererva, P. (2017) Motivation of personnel on machine-building enterprise // *Balance and Challenges : 10 nemzetközi tudományos konferencia, október 17-18*, Miskolc-Lillafüred. Miskolci Egyetem Gazdaságtudományi Kar. 100-106. URL: http://repository.kpi.kharkov.ua/bitstream/KhPI-Press/32835/1/Pererva_Motivation_of_personnel_2017.pdf
6. Kobeleva, T.O., Pererva, P.G., Romanchik, T.V. (2018). Compliance as a factor of innovative development of the enterprise. *Bulletin of NTU "KhPI": Economic Sciences Series*, 1, 205-220. URL: http://repository.kpi.kharkov.ua/bitstream/KhPI-Press/39628/1/Pererva_Komplaiens_iak_faktor_2018.pdf
7. Kocziszky György, Szakaly D., Pererva P.G., Somosi Veres M. (2012) Technology transfer.- Kharkiv-Miskolc: NTU «KhPI», 2012. 668 p. URL: <http://repository.kpi.kharkov.ua/handle/KhPI-Press/39647>
8. Kocziszky, G., Veres Somosi, M., Pererva, P.G. (2018) Compliance of an enterprise // *Modern approaches to creative management of economic processes: materials of the 9th All-Ukrainian scientific-practical conference*. Kyiv: NAU, 19-20. URL: <http://repository.kpi.kharkov.ua/handle/KhPI-Press/36511>
9. Kostyuk V. (2017) Legal aspects of employment of persons with disabilities [Electronic resource]. URL: https://uz.ligazakon.ua/magazine_article/EA009805
10. Kuchynskiy, V., Pererva, P. (2021) Digitization of personnel management processes / P. Pererva, V. // *Actual problems of modern science: monograph* / ed.: S. Matiukh [et al.]. – Bydgoszcz: *Bydgoszcz University of Science and Technology*, 2021. 275-285. URL: http://repository.kpi.kharkov.ua/bitstream/KhPI-Press/55054/3/Pererva_Digitization_of_personnel_2021.pdf
11. Kuchynskiy, V., Pererva, P., Kobieliyeva, T., Kosenko, A., Maslak, O. (2021). Economic substantiation of outsourcing the information technologies and logistic services in the intellectual and innovative activities of an enterprise. *Eastern-European Journal of Enterprise Technologies*, 4 (13 (112)), 6-14. <https://doi.org/10.15587/1729-4061.2021.239164>
12. Law of Ukraine «On Rehabilitation of Persons with Disabilities in Ukraine» [Electronic resource]. URL: <http://zakon2.rada.gov.ua/laws/show/2961-15>

13. Law of Ukraine «On the basis of social protection of persons with disabilities in Ukraine» [Electronic resource]. URL: <http://zakon.rada.gov.ua/laws/show/875-12>
14. Maksymenko, Ya., Sokol, K., Pererva, P.G. (2020) Marketing prerequisites for entering the enterprise in the international market of information technologies // *Marketing and digital technologies*. Vol. 4, No. 3. 13-22. <https://doi.org/10.15276/mdt.4.3.2020.2>
15. Martynenko, A., Pererva, P. (2020). Formation of comparable prices for innovative products for the period of their life cycle. *Scientific Journal of Bielsko-Biala School of Finance and Law*, 24(3), 9-14. <https://doi.org/10.19192/wsfp.sj3.2020.2>
16. Maslak, M., Kobieliava, T., Pererva, P. (2021) Formation of the mechanism of commercialization of intellectual technologies on the basis of the functional approach // Actual problems of modern science: monograph / ed.: S. Matiukh [et al.]. Bydgoszcz: *Bydgoszcz University of Science and Technology*. 527-537. URL: http://repository.kpi.kharkov.ua/bitstream/KhPI-Press/55056/3/Pererva_Formation_of_the_mechanism_2021.pdf
17. Maslak, M., Poberezhnyi, R., Pererva P. (2017) Current state and prospects of development of the tractors market in Ukraine // *Balance and Challenges: 10 nemzetközi tudományos konferencia, október 17-18, Miskolc-Lillafüred*. Miskolci Egyetem Gazdaságtudományi Kar. 94-99. URL: http://repository.kpi.kharkov.ua/bitstream/KhPI-Press/32834/1/Pererva_Current_state_2017.pdf
18. Nagy, S., Pererva, P., Maslak, M. (2018) Organization of marketing activities on the intrapreneurship // *MIND JOURNAL* // Wyższa Szkoła Economic-Humanistyczna. No.5. URL: https://mindjournal.wseh.pl/sites/default/files/article/09-18/organization_of_marketing_activities_on_the_intrapreneurship.pdf
19. Proportion of employed persons smaller among persons with disabilities. [Electronic resource]. URL: <https://scb.se/en/finding-statistics/statistics-by-subject-area/labour-market/disabled-persons/the-labour-market-situation-for-people-with-disabilities/pong/statistical-news/the-labour-market-situation-for-persons-with-disabilities/>
20. Realization of the sustainable development goals by, for and with persons with disabilities [Electronic resource] // UN. URL: <https://www.un.org/development/desa/disabilities/wp-content/uploads/sites/15/2018/12/UN-Flagship-Report-Disability.pdf>.
21. Resolution of the Cabinet of Ministers of Ukraine of December 8, 2006 № 1686 «On approval of the State standard program for rehabilitation of the disabled» [Electronic resource]. URL: <http://zakon1.rada.gov.ua/laws/show/1686-2006-%D0%BF>
22. Resolution of the Cabinet of Ministers of Ukraine of January 31, 2007 No. 70 «On the implementation of Articles 19 and 20 of the Law of Ukraine «On the basis of social

protection of persons with disabilities in Ukraine» [Electronic resource]. URL:
http://search.ligazakon.ua/l_doc2.nsf/link1/KP070070.html.