

PEOPLE WITH DISABILITIES AS A SPECIAL DEMOGRAPHIC GROUP, HUMAN RESOURCE AND POTENTIAL OF THE RUSSIAN LABOR MARKET

Marina Ludanik – Ekaterina Zakharova

Abstract

The vulnerable groups of population (people with disabilities, young people, women, etc.) are subjects of study of demographic and economic sciences. A special part is assigned to disabled persons as human resources, which require additional funds and social assistance for their social integration and occupational fulfillment. Thereby current Russian government's social and economic policy priorities are employment assistance and socialization of people with disabilities. Looking at a group of people with disabilities in general, we identify disabled of hostilities and military service, as a specific work force with a certain strength. The article presents the main problems of professional and social rehabilitation of Russian disabled through military service, included the objective problems of the disabled people's labor market, and subjective features of medical, social and professional rehabilitation of the given category of citizens. Analysis is based on the collection of statistical data on the population of a given social group, which resulted in a number of measures aimed at effective integration into the society of this socio-demographic group.

Key words: human resources, people with disabilities, disabled war and military service persons, social and vocational rehabilitation, job placement and socialization

JEL Code: E 240, J 210, J 400

Introduction

The problem of disability of the population is a global problem. It is associated with the growth of scientific and technological capacity, increasing intellectualization of all forms of employment, changes of consumption structure, as well as global environmental and information problems. These alterations do not improve the life quality of modern people. It is reflected in the growth of, for example, morbidity, mortality and disability in society.

According to data published in the newsletter of WHO¹ in November 2012 there are more than 1 billion people (about 15% of the population) with some form of disability in the world. WHO also notes that "... the disability rates are increasing both because of the aging of population and the growth of chronic breaches of health" ("Disability and health," 2012).

1 People with disabilities as special socio-demographic group of Russian population

In the production of tangible and intangible benefits the most important resource at the current level of development of economy and society is the human resource. We consider the individual socio-demographic groups that are currently the object of attention in terms of their protection, ability to adapt to modern society, realization of their needs, including in the labor market. Such weakly-protected group includes disabled persons. This is the group that requires individual preferences for protection, as well as the study and research implementable measures for efficiency of state support for them.

According to Article 27 of the UN Convention "On the Rights of Persons with Disabilities"², ratified by Russia, disabled people are guaranteed the right to work on an equal basis of others; "... the opportunity to gain a living by work freely chosen or accepted in a labor market and work environment that is open, inclusive and accessible to persons with disabilities" ("The convention on," 2006).

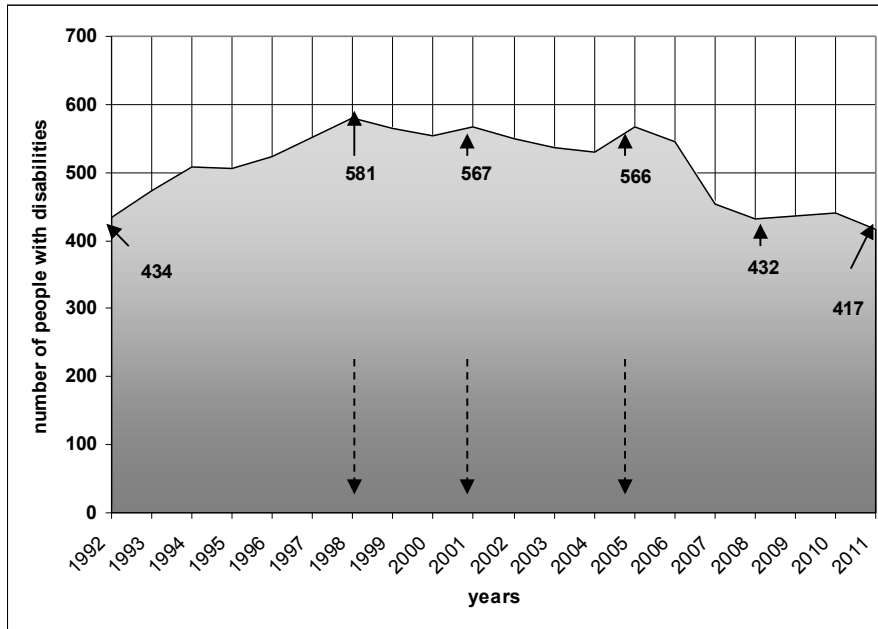
1.1 The scale of the number of the main characteristics of disabilities Russian

Urgency of the problem is determined by the presence of the large number of persons with disabilities in the social and labor structure of the society. In Russia over a twenty year period of market relations the number of working age people with disabilities is about half a million. You can also note the point of growth and decline in the size of this group of disabled people. Thus, according to the available data of Federal State Statistics Service, the number of disabled working age people, for the first time recognized as disabled persons (FTRD), in the total number of persons aged 18 years and older at the initial point of indication of the period (1992) was the lowest (434 thousand), and to this point convergence began in Russia, starting only in 2008. In addition, it can be noted the three peaks of the maximum number of disabled people - more than half a million people (581 thousand) in 1998, 567 thousand, corresponding to 2001, and 566 thousand - to 2005. This is illustrated in Figure 1.

¹ WHO – World Health Organization

² Adopted by resolution 61/106 of 13.12.2006 (New York, USA), ratified by the Russian Federation of 03.05.2012.

Fig. 1: Trends in the disabled (FTRD) of working age in Russia 1992-2011.



Source: compiled from the data of Federal statistics ("Of the total," 2013)

The scale of disability may be influenced by many factors, such as the health of the nation, the health system development, the socio-economic development, the state of the ecological environment, historical and political reasons, in particular, participation in wars and military conflicts, etc.

Three waves of armed conflicts influenced on the increasing of the number of disabled people, which passed during the market economy establishment in Russia. Two periods of the open warfare - 1994-1996 and in 1999-2000, and the terrorist phase as the closed form of military conflict - 2003-2005, contributed to the growth of disabilities in general, and the growing number of disabled veterans in particular.

1.2 People with disabilities - the work force of the Russian labor market

The term "human resources" is defined as "... the part of the population which, because of psycho-physical and intellectual qualities capable of producing material goods or services" (Kolossova, 2004). The emphasis in this definition is put on the psycho-physical and intellectual qualities of human resources capable of producing goods and services, as we talk about people with disabilities and their opportunities in the labor market. In terms of the classification of disabled it should be noted that there is a distinction of them: the group of disability; by establishing term of disability; the cause of the disability.

As for disability extent, the II and III extents provide for participation the disabled in employment, taking into account the causes and duration of disability.

We have carried out study which characterizes the situation of the disabled in the labor market of Moscow region in 2010. This study was the questionnaire survey of people with disabilities. The data on the disabled were obtained from RSDP "Perspectiva" and the Federal Center for the design and production of technical rehabilitation aids and prosthetic and orthopedic products. A total of 120 people were surveyed. The questionnaire included personal data: sex, age, disability group, etc., and general socio-economic position of the disabled: employment status, income, life satisfaction, etc.

As a consequence of the survey the following results were obtained. Most of the respondents were men - it's 71% of all respondents. The age structure has revealed a majority in age from 30 to 40 years - 57%, 20 to 30 years old - 24% and from 40 to 60 years - 19% of respondents. The disabled with I-th extent was 24%, with the II-nd extent - 14%, III-rd extent - 62%. The most common answers regarding education among men in this category were: "secondary" - 33.3%, "specialized secondary" - 28.6%, "incomplete secondary" - 23.8% "incomplete higher" and "higher" in total amounted to - 14.3%. All respondents are unemployed due to various reasons: either the respondents themselves refused from the proposed work - 24%, or, more often, they were denied work - 76%. It should be noted that among the reasons for the refusal of employers the following answer prevailed: "You, as the applicant does not possess the necessary skills and competencies" (mentioned by 40% of respondents). The respondents' answers on the question about the most important criteria of job search were: "the possibility to work - it's the most important thing" - 31.7%, "closer to home" - 19%. The majority of respondents (62%) are unemployed for over a year, 29% are unemployed during the period from six months to a year. The main source of income for 91% of the respondents is a disability pension. Very interesting is the fact that many of the respondents - 77.8% spoke of the need for additional equipment to live and work, but often could not pinpoint exactly what they need, including the most common responses were: computer mouse for the feet, "device to control home appliances, "etc.

Summarizing the results of our survey in terms of the opportunities offered by the Russian labor market, we came to the following conclusions: a person with disabilities, regardless of the cause of disability, its group and period, in most cases, is unemployed. He has a high school education and lives mainly due to his disability pension. But, according to our study, the most important was the fact that people with disabilities want to work and they have a great desire to get an education. All this suggests that with the right government

support people with disabilities in Russia will be able to realize their employment potential (Novikov, 2008).

2 Analysis of labor market of the disabled of hostilities and military service

People with disabilities of hostilities and military service (HMS) are the subject of our further analysis.

2.1 Selection of the group among disabled, which represents a reserve labor force in Russia

Restriction of work ability may be a congenital or acquired. The subject of our analysis is the second type. One of the reasons of that were political and historical developments in the country. Thus, the use of military force in the armed struggle is accompanied by a loss of life among military and intelligence services, which generate a whole segment of the workability population with limitations in employment in the labor market. According to official data (HMS) more than 171 thousand disabled ? people lived in Russia in 2009, almost 177 thousand people 2010 - 144,5 thousand people in 2011 - ("The implementation of," 2011)). Among them there are people who become disabled due to injury, concussion or disease received in accordance with the developments in article 4 of the Federal Law "On Veterans" ("On veterans," 1995).

In our research we are interested ins the group HMS of working age, which can and should be involved in the social and labor sphere and considered as a potential resource to be used in the labor market. Let us consider what proportion of this group in the total number of military FTRD is of working age in Russia (Fig. 2).

Fig. 2. Change in the share of working age disabled (HMS) in the total number of FTRD from the servicemen in Russia for 1998-2007 years



Source: compiled from the data in Table 4, "The total number of FTRD of the number of troops in the Russian Federation for 1998-2000 based on the age (Dimochka, 2010)

The graph above shows that over the ten year period 1998-2007, on average per year over 63% of disabled HMS are of working age (in absolute terms - 14,750 people.). This is the amount of labor force in Russia, which can be involved in the labor market.

In connection with the military campaigns, we can talk about the features of the formation of a reserve labor force among people with disabilities, participants in the military and fighting in the regional aspect in the analysis of the primary disability among persons with disabilities HMS.

Thus, according to data for 1995-2000 of the Ministry of Labor and Social Development of Russia, the dynamics of the primary disability among former military personnel showed a decrease in number of people with disabilities by 2000. But in 1995 there was an increase in the number of disabled HMS 50 administrative areas, as well as in 1998-1999 - an increase in the 23 administrative areas (Kudryavtsev, 2001), due to armed conflicts in this period.

It is worth noting that the following personal characteristics belongs to the people with disabilities (apart from the resulting disability): relatively good physical condition and a strong incentive to achieve objectives, the high degree of organization, working age, higher education or willingness to receive it, teamwork skills, as well as the possession of specific skills that are not available in the civil service. All of these features indicate that members of the selected group is a work force with great potential, and that the employment of persons with disabilities of this population should be one of the priorities of government social and economic policies in the near future.

For the study of this group the following indicators are important: age of persons recognized as disabled, extent of disability, cause of disability, education, employment, etc. All this information can be obtained only in the analysis of the inspection certificate of invalid if you have access to the document. We were able to use another tool for the analysis - conducting the survey point disabled HMS.

2.2 Opportunities and constraints in the employment of disabled persons in the Russian HMS

There are not many works devoted to the problem of employment of the selected group, its adaptation to the workplace in Russia. This group has not been studied from the point of view of economic approaches in which you can treat it as extra work force. In this context, we conducted the survey of the focus group for a given set of questions targeted on employment opportunities of HMS disabled, selecting a source of job search, the reasons for refusal of employment, matching a post to their specialties, etc.

For survey we've selected the Republic of Bashkortostan (Ural region) which is one of the most prosperous regions in Russia. The federal state program "Accessible Environment for 2011 - 2015 years" has been successfully launched in the region. The study was conducted in collaboration with the Regional Office VOOV "Combat Brotherhood". It is this public organization conducts the mailing of the questionnaires among the members of their organization throughout the Republic. Our focus group consisted of 12 people and they are all men of working age with a predominance of the majority of them are 30-60 years age range.

Among the respondents 50% were employed and only 16.7% of the unemployed were willing to have a job. Those who were employed, have a disability basically - 3rd and 2nd extents. In process of employment disabled persons HMS used mainly the following job search sources: media, public employment services, through a friend. The last option has been given the highest priority (40%).

The reasons of unemployment in the labor market among those, who were not employed, were the fact that 75% of them - have refused to do the job. In this case, the cause of refusal in 66.6% of cases - is not relevance of the proposed working conditions of health situation of disabled HMS. In 33.4% of cases the reason for this discrepancy between the level of education and qualifications of the applicant for a position with disabilities HMS. Among the unemployed, disabled HMS there are those who are in long-term unemployment more than 1 year, 66.7% of them.

The sources of income that can keep half of the respondents outside the scope of employment in the labor market were the following: salary and pension (33%), only the pension (33%) and one-third of the respondents did not answer this question.

Technical tools that are needed for disabled HMS for social and vocational rehabilitation and adaptation were identified as being necessary in 33.3% of the respondents to this question.

Conclusion

The study showed that people with disabilities have on the one hand a certain capacity, on the other limitations of the subjective and the objective nature of self-realization in the labor market. For the study, we took some regions of Russia, as the most prosperous in terms of job creation and infrastructure with the amount of disabled persons in community. The results showed that, in spite of the fact that in these regions is pursuing an active government policy to build an accessible environment for rehabilitation and adaptation of the disabled, yet still need to strengthen measures to identify and eliminate obstacles and barriers to accessibility. In particular, the arrangements for providing the disabled equal basis with other citizens access to labor and employment. This is evidenced by the high rate of unemployment among them, the refusal of people with disabilities of the offered vacancy, etc. The reasons for this are not sufficient infrastructure of a company that allows you to create specialized workplace, it does not match the level of education available to the disabled, the lack of certain technical means of primary rehabilitation, mental attitude on comprehension disabled usefulness to society, etc.

Also, statistics on the studied group is extremely difficult, as it is closed and confidential. From different existing fragment data sources we can conclude that their size is sufficiently large, although it has a tendency to decrease. The statistical account of disabled HMS keeps records by such agencies as medical and social expertise and the Pension Fund of the Russian Federation, but a unified framework in the public domain with a detailed division into separate groups of disabled HMS does not exist.

Eliminating the aforesaid problems will allow more profound and accurate analysis of the test resource, and development of effective measures of support for the integration of this labor resource into society.

References

The convention on the rights of persons with disabilities. (2006, December 13). Retrieved from http://www.un.org/ru/documents/decl_conv/conventions/disability.shtml

On the approval of the state program of the russian federation "accessible environment" for 2011 - 2015. (2012, November 26). Retrieved from <http://base.consultant.ru/cons/cgi/online.cgi?req=doc;base=LAW;n=138297>

Disability and health. (2012, November). Retrieved from <http://www.who.int/mediacentre/factsheets/fs352/ru/index.html>

The implementation of social support of certain categories of citizens. (2011). Retrieved from http://www.gks.ru/wps/wcm/connect/rosstat_main/rosstat/ru/statistics/publications/catalog/doc_1241607568844

Dimochka, M. (2010). The state and dynamics of the primary disability of former military personnel in Russia. In M. Dimochka (Ed.), *Collection of materials of the seminar on labor adaptation of the disabled as a result of fighting and war injuries in the Ural federal district* Ekaterinburg.

Kudryavtsev, V. (2001). *Dynamics and evaluation of primary disability of former military personnel in the russian federation and its subjects for the years 1993-2000. review.* Moscow: FCMER of the Ministry of Labour and Social Development.

On veterans. (1995, January 12). Retrieved from <http://www.consultant.ru/popular/veteran/>

Kolosova, R. (2004). *Employment, labor market and social and labor relations, a teaching manual (practicum).* Moscow: Teis.

Of the total number of persons aged 18 years and older, for the first time as disabled - disabled people of working age. (2013, May 16). Retrieved from <http://cbsd.gks.ru/>

Novikov, M. (2008). *Public policy on the employment of people with disabilities: International experience and russian practice.* (pp. 58-62). Moscow: RSDP "Perspektiva" Retrieved from <http://perspektiva-inva.ru/userfiles/jobs/publication/gosudarstvennaia-politika-v-otnoshenii-trudovoi-zaniatosti-liudei-s-invalidnostiu.pdf>

Contact

Marina Ludanik

Lomonosov Moscow State University, Faculty of Economics

MSU, Leninskie Gory, GSP-1, 3rd new educational case, Economic faculty, Moscow,
119991, Russia

mv.ludanik@gmail.com

Ekaterina Zakharova

Lomonosov Moscow State University, Faculty of Economics

MSU, Leninskie Gory, GSP-1, 3rd new educational case, Economic faculty, Moscow,
119991, Russia

ekaterina.yun@gmail.com