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**PROBLEMS AND PROSPECTS
OF SOCIO-PSYCHOLOGICAL AND
ECONOMIC INTEGRATION OF
PERSONS WITH DISABILITIES IN
UKRAINE**

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The scientific and theoretical foundations of social protection and the methodology of socio-psychological and economic integration into the society of the disabled are considered. Research of realities and prospects of support of education, employment, social and psychological support at the workplace of people with disabilities in Ukraine. Assessment of the state and processes of the system of rehabilitation and employment of disabled people, functions of individual institutions, problems that prevent timely socio-psychological and professional rehabilitation and habilitation of disabled people. For scientists, specialists in the field of inclusion, social psychology, labor economics, social economics and politics, graduate students and masters of knowledge 05 "Social and behavioral sciences" of higher educational institutions.

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INTRODUCTION

The interests of any modern society are not limited to achieving high economic performance, but also cover the level of development of its social component. Social policy, in turn, regardless of the type of financial system, necessarily covers the issues of employment and protection of vulnerable groups. Persons with disabilities need support from the state to overcome the difficulties that have arisen after the onset of the disability and which do not allow them to lead a full life, including employment. Because of this, the issue of promoting labour and vocational rehabilitation and employment of persons with disabilities, as well as their socio-psychological support is one that does not lose relevance and should take into account the specifics of a country, it's the economy and labour market.

The Constitution defines Ukraine as a democratic, social and legal state and defines and guarantees the fundamental rights and freedoms of man and citizen living in its territory. Everyone has the right to life, to the free development of his personality, to respect for his dignity, to liberty and security of person, the right to work, to rest, the right to social protection and a sufficient standard of living, the freedom to health and medical care and health insurance. However, the declaration of these rights in the Constitution is not always reflected in practice, especially when it comes to persons with disabilities.

More than 2.5 million people with disabilities live in Ukraine. Some of them have a disability since childhood, others - due to injury or severe illness. Due to the hostilities in the east of the country, the COVID-19 pandemic is only growing, and the country's system of rehabilitation and employment of persons with disabilities and their psychological support has not yet reached a level of development that would allow rapid solve all urgent problems in this area.

The urgency of solving these problems is growing under pressure from international institutions. Thus, Ukraine has committed itself to implement the provisions of the UN Convention on the Rights of Persons with Disabilities. At the same time, the recent audit showed a lag behind the planned targets, despite all the

efforts made in recent years. All these factors determine the relevance of the issues discussed in this monograph.

The issue of social and psychological support for people with disabilities is multifaceted. In addition to immediate medical problems, the dominant culture in society, the history of development from both a political and economic point of view, and the political course chosen by the country today it is intertwined here.

This work contains a critical analysis of scientific and theoretical foundations of social policy in the field of rehabilitation and employment, socio-psychological support of persons with disabilities, considers the principles of social protection of persons with disabilities, problems, prospects for their integration into social life, studies the experience of other countries in this area and is compared with current practice in Ukraine.

This approach, in our opinion, allows us to see a holistic picture and offer, based on the analysis, several recommendations on how to improve the situation of people with disabilities in Ukraine by promoting their employment as an integral part of rehabilitation. In particular, the processes, system of repair and work of persons with disabilities, functions of individual institutions, psychological problems that prevent timely social and professional rehabilitation and habilitation of persons with disabilities are studied. Special attention pays to the self-employment of people with disabilities and the role of social enterprises in this, which is a common and current trend in the world.

The vast majority of people with disabilities have sufficient rehabilitation potential to realize their labour potential with the help of the state, society, various institutions and organizations, for their development and the Ukrainian government as a whole.

SECTION 1. SCIENTIFIC AND THEORETICAL PRINCIPLES OF SOCIAL PROTECTION OF PERSONS WITH DISABILITIES IN UKRAINE

1.1 Formation of the model of social policy of Ukraine in the conditions of globalization

Social policy is one of the essential areas of interest in modern society and the most crucial part of the current state. It closely connects with the type of community. Its development level, with the prevailing mentality of the population, with the goals and objectives that society sets for itself. Today in Ukrainian society, as never before, there is a problem of the functioning of the social sphere and provision of urgent human needs. The lack of clear strategic priorities for social policy leads to a scattering of funds and insufficient effectiveness of social programs. Stabilization and improvement of living standards, in our opinion, are one of the priorities of public policy and require the formulation of a clear and balanced social strategy. Current trends in the development of the social system are mainly due to the general features and patterns of world political transformation. Globalization processes, increasing economic competition, intensification of international organizations, transnational corporations, increasing interdependence of national economies - these and other factors affect the formation of new approaches and changes in the functioning of social policy.

The implementation of state social policy in Ukraine requires the study of world experience and its adaptation to Ukrainian realities. Today, scientists are faced with the task of analyzing global models of social policy and determine which of the current global models of a social system can be adapted to modern requirements of Ukrainian society.

Issues of building an effective social policy are considered in the works of many domestic and foreign scientists: V. Antoniuk, S. Bandura, D. Goddess, V. Nyzhnyk, V. Brych, N. Boretskaya, V. Heitz, A. Kolen, E. Libanova, L. Lysogora, N. Lukyanchenko,

O. Martynakova, A. Marshall, P. Samuelson, J. Stiglitz, M. Chumachenko, L. Shaulska and others.

Problems of formation and development of the national model of social policy are covered in the works of domestic scientists: V. Andrushchenko, V. Antropov, D. Bohina, V. Geyts, E. Libanova, S. Osadets, Y. Pasichnyk, V. Plysa, M. Shavaryna, S. Yuri.

Domestic scientists in their research note that a well-formed model of social policy with a combination of liberal and conservative features can ensure the effective functioning of the social protection system; which will help solve problems of social injustice, poverty, unemployment, disability, etc.

At the same time, the current state of research on theoretical issues of social activity does not always allow to develop significant recommendations for the effective formation of social policy in the context of continuous development of the economic system. Creating an optimal social policy is especially crucial for countries in transition, which to some extent, includes Ukraine. The lack of a clear concept of the social system in Ukraine for a long time has led to growing social tensions and deepening social contradictions. Despite a large number of scientific studies, the problems of the effectiveness of the social policy model in Ukraine remain relevant. It is a model that would meet the economic capabilities of the country and provide a powerful financial mechanism of the social insurance system while delineating the functions of all actors in the social sphere.

Ukraine needs to adjust the social protection system and form its model of social policy, taking into account both foreign experience and national characteristics.

Analyzing the stages of formation of the welfare state in Ukraine, we concluded that civil society institutions contributed to the expansion of those who were entitled to social assistance, and partially contributed to the transformation of the state into a socially responsible institution.

However, the formation of a speculative-capitalist economy and oligarchic democracy in Ukraine levelled the social component of the Ukrainian state,

marginalized social-democratic and socialist parties, and transformed trade unions into closed bureaucratic corporations that use oligarchic-bureaucracies (Miakushko N.).

The formation of a democratic political regime in Ukraine has partially ensured the implementation of specific reforms in the political and social spheres. All of it led to the creation of minimum conditions for the emergence of a welfare state in Ukraine and the formation of new approaches to understanding fundamental human and civil rights and freedoms.

- weakening of centralized public administration and the destruction of the authoritarian-bureaucratic system (with the evolution towards the authoritarian-oligarchic system);

- rejection of the dominance of the command-and-control method (with the weakening of the state role in all spheres of life);

- growth of social activity of citizens (“Orange Revolution” and “Revolution of Dignity”) and focus on self-development of individuals (Miakushko N.).

In the formation and implementation of social policy involved many entities whose activities are determined by specific social interests and carried out based on a regulatory framework. These are state authorities, local self-government bodies, non-governmental organizations, and public associations. That is, depending on who initiates and establishes these relationships and conducts appropriate activities. There are different types of social policy: state, regional, corporate. The main subject of social policy in the modern world is the state, which determines its general principles, purpose, objectives, priorities, regulatory framework and conducts direct practical work on its implementation (Ilchuk L.).

The goals of social policy are determined mainly by the conceptual basis used to analyze the situation and select priority areas of social development. There are stable approaches to the formulation of social policy goals, which are implemented in terms of the theory of national security, sociology, political science, as well as economics and finance.

The chosen conceptual approaches determine not only the formulation of the goals of the state social policy but also the methods of their implementation, as well as the criteria for evaluating the effectiveness of social development plans and programs.

The objectives of social policy, within the approach of state regulation, are: distribution of income, goods, services, material and social conditions of population reproduction; limiting the scale of absolute poverty and inequality; providing material sources of subsistence for those who, for reasons beyond their control, do not have them; provision of medical and educational services; expanding the network and improving the quality of transport services; environmental improvement (Morozova, T. G., Durdyev, Yu. M., & Tikhonov, V. F., 2001).

In the theory of public administration, the social policy ensures the interaction of all spheres of society in solving social problems, expressing its properties: universality (comprehensive nature of the social system in all areas of social reproduction); comprehensive nature (the ability to penetrate all spheres of life) and attributiveness (the ability to combine with any social relations, social phenomena and areas).

Modern models of social policy differ as the state intervenes in the socio-economic sphere of society, as the social protection of citizens, the level of freedom of social choice in different segments of the population, the impact of social processes on economic development (Morozova, T. G., Durdyev, Yu. M., & Tikhonov, V. F., 2001, c. 48).

According to these criteria, the following models of social policy are distinguished: paternalistic-socialist model, Swedish model of social system, model of “welfare state”, the model of the socially-oriented market economy, market social model. These models are more characteristic of industrial societies, in which the social component is seen as a “centre of costs”, utterly dependent on the effectiveness of the “centre of profit” - the economy of this society. In this approach, the ideal model is the model of the welfare state, where the needs of reproduction of economic and social processes are met and balanced. Within the market economy, researchers identify three

basic models of social policy, reproduced in the classification of H. Esping-Andersen (Semyhina, T. V., 2005) (Table 1.1).

Table 1.1

Comparative characteristics of social policy models
according to H. Esping-Andersen (Semyhina, T. V., 2005)

Liberal (Anglo-Saxon) model of social policy (the USA, Canada, Australia, New Zealand)	Conservative (corporate) model of the social system (Continental Europe, Japan)	Social-democratic model of social policy (Nordic countries, Netherlands, Switzerland)
The minimum role of the state. Characteristic of the passive nature of public employment policy.	Coordinative role of the state.	The most active role of the state. It is characterized by active social policy, which has a preventive nature. The ambitions of the state in the field of social policy are maximalist.
The level of public spending on the social sphere is low.	The level of public spending on the social sphere is high.	The level of public spending on the social sphere is high.
The political basis is the free market	The political basis is a coalition between employers and employees	The political basis is a broad compromise
High employment, low wages	Low engagement, high wages	High employment, high wages
The principle of providing social security services it operates on a residual basis (selective)	The focus of providing social security services - at the place of work	The principle of providing social security services is universal.
Contributions of employers, sponsors, partly the state budget. The level of redistribution is not more than 40%.	Employers' contributions predominate, the state budget, sponsorship contributions. The level of redistribution is not more than 50%.	The state budget predominates, the contributions of employers. The amount of redistribution is up to 60% of GDP.

Liberal (Anglo-Saxon) model of social policy (the USA, Canada, Australia, New Zealand)	Conservative (corporate) model of the social system (Continental Europe, Japan)	Social-democratic model of social policy (Nordic countries, Netherlands, Switzerland)
Social insurance covers some groups of the population; it is not obligatory.	Social insurance covers everyone who works and their families.	Social insurance covers the entire population.
Widespread church and other types of charity.	Widespread private and church charity.	Charity is almost uncommon.
The functioning of social service is mostly private. State programs cover some segments of the population.	The functioning of social service is mostly within the framework of social insurance.	The functioning of social service is mostly by state organizations.
The level of social assistance is a minimum standard, short time.	The level of social assistance is a “security” standard.	The level of social assistance is the standard of living.
Checking the need for support is mandatory.	Preventing the need for support is mandatory.	Checking the need for support is secondary.

The presented table can be the basis for the formation of an adaptive model of social policy of Ukraine at different stages of society. R. Mishra also attempted to classify models of the social system based on the allocation of leading economic indicators. It uses the following criteria: the measure of state intervention needs as a basis for social programs, coverage of the population with social programs, size of social benefits, percentage of national income spent on the social sphere, application of verification of relevant grounds for social assistance, the status of clients, the role of non-state organizations, etc.

Depending on these criteria, R. Mishra singled out the residual, institutional and socialist models. The researcher paid particular attention to the proof that the models themselves have a historical basis (Sokolova, M. S., 2008).

Thus, when highlighting the economic factor as a basic one in the process of social policy formation, the main emphasis is placed on the number of funds spent on

supporting mostly underprivileged sections of the population, as well as on financing the social spheres of society. At the same time, the social policy goals are formulated in terms of the minimum necessary and sufficient costs, for which the limit values are determined in the form of indicators of the subsistence minimum, minimum wage, consumer basket, and so on.

The relationship and interdependence of economics and social policy is evident. Still, the emphasis is usually on the dependence of the latter on the former. It does not take into account that with the right approach, social policy can and should actively influence economic growth, financial flows and fiscal policy (Mishra, R., 1981). The reverse effect of social system on the economy, finance, budget grows with increasing efficiency in the social and labour sphere, justifying the money invested in it.

In comparing the categories of “social policy”, “market economy” and “social market economy”, there are objective contradictions. The discrepancy in goals and benchmarks leads to the fact that the ideas of profit and competition are, to some extent, supplanted by the criteria of social justice, social protection through state intervention in the economy. Thus, social policy for the sake of social consent ensures the priority of social characteristics over economic efficiency (Volgin, O. N., 2002). However, this is true only to some extent; moreover, the experience of Western entrepreneurship includes a social factor in the range of tools to improve the efficiency of human capital and, as a consequence - increase economic efficiency.

In all concepts and theories, economic efficiency is the basis and condition of social policy, the key to the possibility of public management of the social system as a form of the redistribution for the realization of social justice. Only overall and holistic efficiency - social and economic - can be a criterion for development.

Underestimation of such an approach can lead to severe consequences and losses, both economic and socio-political.

It is the category of “social policy” carries meaningful (conceptual strategies) and political-organizing (practical social policy) workload in full. These are currently the core and criterion of the quality of democracy and the success of change, assessing the potential of the political elite, government and opposition (Teosa, V., 2007).

In terms of sociology, social policy goals are determined by the values of the ruling political elite and are studied in terms of social differentiation and social inequality. The primary purpose of social policy, in this case, is to ensure the stability of society, reduce social tensions.

Social policy, which aims to provide equal rights and opportunities, is also the object of study in political science. Thus, each of the types of political system implies an adequate variety of social policy. In particular, G. K. Gubernaya and A.P. Tkachenko note that “in countries where the majority of the population lives outside the standards of minimum subsistence, democracy is impossible” (Gubernaya, G.K., 2000).

When choosing political science as a conceptual basis for formulating the goals of social policy, there is a clear relationship between social initiatives of the state and the main phases of the political cycle, which runs from one election to the next.

Within the conceptual approach framework, which takes into account political science as a basis, the classifications of social policy of W. George and R. Wilding, as well as F. Williams are formed.

W. George and R. Wilding built their classification based on how ideology and normative political principles affect social policy. They distinguish between such models as anti-collectivist (based on the liberal ideology of the right-wing), forced socialist (based on the belief that effective state regulation of the market economy and pragmatism in the provision of social services), Fabian socialism (commitment to economic equality, democratic processes and a healthy system of social protection), Marxist (distribution of public goods according to people’s needs).

A similar approach is observed in F. Williams, who notes the relationship between values, political ideologies and the relevant organization of the state system of social protection. It distinguishes the following models of social policy: anti-collectivist, non-socialist collectivism of general welfare, the model of radical social governance, the model of the political economy of “common welfare” (Plotinskiy, Yu.M, 2001). The essence of the selected qualitative states is identical to the above classification of W. George and R. Wilding.

In terms of security theory, the formulation of social policy goals is realized based on threat analysis. The formulated explicit and potential threats determine the current plans and objectives of the social policy of the state as a component of national security policy.

Thus, the priority for Ukrainian society is to improve the domestic model of social policy by improving regulations in the field of social policy, avoiding state monopoly in the provision of social services, ensuring social partnership between all actors in the social system.

Analyzing the model of social policy with the use of a sociological basis, we can understand its preconditions; the use of economic approaches makes it possible to assess its outcome. The application of methods to political science, the theory of public administration and national security provides an analysis of the process of formation of principles and choice of instruments of social policy of the state. The sociological approach is primary in determining the model of the social system, as it is based on the history of social development, cultural characteristics of a society, worldview and values of citizens in this period.

1.2 Stigmatization of people with disability as a psychological barrier towards integration to social life

The problem of the people's integration with disability into public life has been existing throughout human existence. At the same time, despite the significance of this problem, it is no secret that the level of this problem's solution remains low, even in developed countries. WHO estimates that over one billion people, about 15% of the world's population, have one form of disability and only about 5% of them have a congenital disability. A quarter of them is young people, 80% of whom live in developing countries. People with disability form the largest minority in the world. Still, unlike many other minorities, it always has an open membership: each of us can become its member at any time due to an accident, illness or ageing.

Thus, disability is a part of human existence. It is considered that the disability, in the vast majority of cases, is a consequence of social, economic or political factors, an accident or armed conflict. Currently, there can be more factors, which contribute to the incident increasing of disability cases, including pollution, HIV/AIDS and drug addiction.

Disability has been stopped to examine as an only medical problem, and it is increasingly understood as limiting the social and psychological functioning of the individual on the background of several important institutions such as education, culture, politics, family, etc. The attitude to the disabled people have always been ambiguous and has changed throughout the history of the world. It was not until the twentieth century that ideas of tolerance and equal opportunity began to emerge in the world. However, in today's social reality, there are different stereotypes about people with disability.

Now it is difficult to say when the term "disabled" was widely used. It means from Latin "invalid", "non-existent". For many years, this term has been operating in the international linguistic space, including regulatory sources, but its usage is often considered unethical and even discriminatory. At the same time, it should be noted that

the term “disabled” has replaced many other, truly rough formulation. For example, people with physical defects were called “poor” or “crippled” in Rus. For describing such people in Spain it was used the term “minusválidos” (translated from Spanish as “inferior”). In Germany, people with disability were marked as the word “Krüppel” (translated from German as “cripple”). Later it was replaced by the polite term “Vehinderte” (translated from German “disabled person”). The harsh word “Cripple” in the English language space was also replaced by the name “Disabled person”.

There is no current definition of disability, although there have been made many different attempts to derive the single meaning of this word. The World Health Organization (WHO) takes into account the social aspects of disability. It does not consider disability just how a phenomenon of “medical” or “biological” disfunction in its International Classification of Functioning, Disability and Health (ICF). Disability is any limitation or absence (due to the defect) ability to perform the activities in the order or within limits considered normal for a person (World Health Organization, n.d.).

New research suggests that even with improvements, most people with disability remain socially impressionable. They have no full social life and have difficulty finding employment, or cannot go beyond specialized enterprises and be stigmatized by society (Ameri, M. L. Schur., Adya, M., Bentley, S., McKay, P. & Kruse, D., 2015); (Bielonosova, N. A., 2011). At the same time, this problem and its causes are much more complicated in practice and not limited to physical obstacles. Other factors further complicate it.

Today, for Ukraine, the problem of stigmatizing people with certain physical health disorders is actual. Firstly, the implementation of social programs, actions and initiatives directly to the comprehensive rehabilitation of people with certain physical health disorders and realize their potential, despite all other factors. It is significantly slowed down by the fact that there is a set of persistent negative stereotypes in Ukrainian society regarding such people.

The stigma concept was originated in Ancient Greece and was applied to the people who have any physical weakness because of punishment or branding. Thus, the

stigma testified to the owner's belonging to absolute, as a rule, marginal groups (slaves, criminals, traitors, etc.) (Goffman, E., 1986). The modern interpretation of stigma does not differ from the initial its original meaning. It is defined as a "label" attached to the primary social status of the individual.

The theory of social Darwinism and the associated Eugenics movement proclaimed the idea that the human gene pool could be improved by human intervention, and they played a significant role in labelling people with disability as "worse". Physical disorders lead to limitation of health, form the conception of the "peculiarity" of the person who has them. In this case, disability acts as a kind of "body stigma".

Many scientific papers have discussed the problem of stigmatization and limitation of human rights related to the national questions, religion, sexual orientation and disability. The analysis of recent research of the stereotyping of social thinking and the study of different types of social stereotypes were engaged in such Ukrainian and Russian scientists as I. Pavlov, M. Holovaty, A. Liebiediev-Liubimov, L. Lieontieva, T. Madrzytskyi, S. Matvieiev, A. Derkach, V. Ahieiev, V. Yadov, A. Pevzner, Yu. Kryzhanska and others. Among foreign authors, the following representatives of social psychology and sociology investigated this question: U. Lipman, D. Katts, P. Breili, R. Nisbet, M. Ros, D. Hamilton, N. Kentor, K. Makoli and others.

Such foreign researchers were engaged in the study of stigma phenomenon and the course of its various types, as I. Hofman, K. Plamer, V. Lipp and others. Among native, Russian and Belarusian researchers, this topic was researched by the following authors: T. Semyhina, T. Vorotyntseva, Ye. Novikov, A. Aleksandrov, S. Kostiuchenko and others.

Unfortunately, in Ukraine, the studying of the problems of people's stigmatization with a disability as factors that prevent their integration/reintegration and the implementation of effective measures to overcome these obstacles and improve the lives of disabled people leaves much to be desired. At the same time, modern European integration processes are forcing Ukraine to revise the existing approaches and opportunities to improve this situation.

Stigmatization of people with disability as a social group is becoming an increasingly significant socio-cultural phenomenon. At the same time, the mechanisms of stigmatization are also manifested at the level of self-identification. In such cases, it is customary to talk about self-stigma. Therefore, E. Lemert notes that the personality, in the process of stigma influence, is gradually used in the proposed image (Lemert, Edwin M., 1951). Moreover, the behaviour and purposefulness of the stigmatized individual are carried out by the assigned social role. Thus, a person who has partially lost the ability to work, in the process of exposure to the label “helpless patient”, can altogether refuse from the energetic activity over time, even if the necessary capacity is retained or restored because of successful rehabilitation. Besides, the stigma of disability can develop in a person such personal qualities as infantile, weak will, abstinence. It is not necessary anymore, as others perceive this individual as a typical representative of society or not in self-stigmatization. If an individual identifies himself/herself as a member of a particular community, his/her attitudes and behaviour will be marked accordingly.

Depending on whether the stigma is visualized (for example, when the disease is expressed outside and it cannot be hidden) or latent, which is known only to its owner, for instance, in the case of inner diseases, the individual may respond to it differently. In the first case, the individual is the carrier of discredited stigma, in the second case – the discreditable. It creates an internal personal dramatic problem of control over tension due to the feeling of uncharacteristic.

People with disability may have at least three stigma strategies: the acceptance which may be expressed in the passive maintenance to the attributed image; in some cases, speculation of illness with the treatment of privilege of attention and sympathy; resistance, which is realized through compensatory behaviour and oppose to the typical image, it is transmitted outside through positive or negative forms of deviation.

Also, it should take into consideration that if the attitude to the people with disability has been changing during history, the content of disability stigmas has changed accordingly (Voevodina, E. V., 2014).

The theoretical methods of research were used to solve the tasks and to achieve the goal of the work: the theoretical analysis of theoretical and methodological, scientific and methodological literature to compare different views of the problem; induction, deduction; generalization and systematization to separate the main approaches for studying of the stigmatization's issue of people with disability as obstacles to their integration into a full value social life, including professional realization.

The stigmatization problem of people with disability remains acute both in Ukraine and in other countries of the world. Incredibly painful, this question is for those with a disability who strive for full value working life and professional realization.

Discrimination can be manifested in various forms when hiring – the refusal of work, offer of work of lower qualification level, the offer of worse conditions of payment. Also, in the process of work, the discrimination against a person with a disability can manifest on a daily attitude towards that person, blocking career opportunities without objective reasons, ignoring that person's success and her contribution to the joint activity. Stigmatization is quite close to discrimination. Also, the causes of the problem are not only physical defects of people with disability. First, there is a high level of corruption in Ukraine, and there are people who have made a disability for money. Indeed, after that, the society will be sceptical and suspicious for all people with disability, who do not have the physical manifestations of the disability. For example, if a person does not have an arm or a leg, this defect is apparent, whereas those who, for example, have severe cardiovascular disease, such people may be accused of “faked” disability.

On the other hand, as some studies (Voevodina, E. V., 2014) show, the imperfection of the system leads to the fact that people with disability stop to seek life changes, lose the interest to the regular employment, become accustomed to being concerned about the state and gradually begin to occupy the passive position in their life. This situation leads to the fact that people with disability are poorly integrated into society and become subject to stigma. They are despised, considered a burden to

society, lazy and so on (Voevodina, E. V., 2014); (Alpatova, P. S. & Zub, T. S., 2006). This situation significantly complicates the lives of those people who, the physical obstacles, want to find a full-time job and have a full social and working life.

For some people with disability, entry into the open labour market is complicated due to physical reasons. In contrast, other people with disability have fewer restrictions and can compete with ordinary candidates for employment in non-specialized enterprises with dignity. However, they are prevented by psychological barriers or lack of education or information.

The experience of psychologists shows that people with special needs often touch with the specific problems in different spheres of life, such as education, employment, community service, family relations, experience and leisure, communication, etc.

People with disability belong to different groups according to the level of complexity of their physical or psychophysical state, place of residence, social status. The severe chronic somatic disease significantly changes the completely socio-psychological situation of human development. It significantly affects the level of her mental capacity in the implementation of the activity. It leads to a limitation of the contacts circle with people, who surround them, often for objective or subjective reasons, leads to a restriction of her activity as a whole. It changes the proper place that occupies a person in life and, as a consequence, his or her inner position in all life circumstances (Bohdanov, S. & Moisa, B., 2017).

The defects of people with disability significantly complicate their contacts with the environment, limit their participation in public life, and adversely affect their personal development: cause feelings of anxiety, self-doubt, and lead to the formation of inferiority complex, self-centred and asocial moods.

Two major groups of barriers are physical and psychological that prevent people with disability from having a fulfilling social life, including professional realization. Typically, the most attention is focused on the first group, which is directly related to the physical limitations that a disabled person has. At the same time, the psychological

barriers are equally important. The sources of these barriers can be people with disability and all other people.

Firstly, a person with a disability can seek a more isolated life from society. These people often close up in their world and have a very narrow circle of communication, which includes family members, doctors, possibly a few friends and the same disability people. The first reason for this lifestyle may be the limitation of physical activity and the lack of adequate infrastructure, which makes a person as a prisoner of his apartment. Also, a person may lose faith in himself and others and refuse the opportunity to realize himself in society.

Secondly, the stigmatization remains widespread and, as a consequence, other people's unwillingness to accept people with disability into their environment.

The main psychological barriers for people with disability due to stigma are:

1. The communication barrier is a disorder of communication, one of the most complex social problems for children and young people with disability, which is the result of emotional protective self-isolation. The communicative barrier creates the motivational, ethical and inspirational difficulties (Dikova-Favorskaya, O. M., 2009). There are motivational difficulties: excessive motivation (for example, "I was worried and didn't say anything, I mentioned it"); lack of reason (I do not want to understand, it is not interesting), etc. There are ethical (moral) difficulties: lack of tact, tolerance; discretion, boldness; gossip, rumours, deceit, meanness, dishonesty; envy, hate, etc. There are emotional difficulties: untidy, outrageous appearance; bold postures, gestures, manners, habits, etc.; brutal tone, tone of voice, etc.;

2. The barrier of business communication raises problems, which are related to the characteristics of healthy people and people with functional health limitations. They arise when they pay attention to those aspects of the person that he does not realize or wants to hide; in our case, these are physical defects. Some authors, when they consider the problem of social integration of people with poor physical health, even suggest the introducing of the concept of "ideological equality" to denote the perception of a person with health disorders as equal and such who has a different worldview, a different lifestyle and unique needs;

3. The emotional barrier consists of people's emotional reactions, and it is two-way. That is, on the one hand, healthy people can show curiosity, mockery, inconvenience, guilt, hyper custody, fear. On the other hand, people with special needs can wait for self-pity, hyper custody; they may blame someone for their defect, seek isolation, etc. (Dikova-Favorskaya, O. M., 2009). A person with a disability may have a negative experience in dealing with so-called "normal" people through stigma, neglect, misunderstanding, insults (Alpatova, P. S. & Zub, T. S., 2006).

The discrimination and stigmatization problem of people with the disability remains acute both in Ukraine and in other countries of the world (Ameri, M., Schur, L., Adya, M., Bentley, S., McKay, P. & Kruse, D., 2015). However, the formal prohibition of discrimination at the state level does not eliminate this problem. Incredibly painful is the question for those people with disability who see a fulfilling working life and professional realization.

To removal the problem of discrimination and stigmatization, the scientists suggest work in two ways: to take action with those who are stigmatized and discriminated and with those who stigmatizes and discriminates, which requires different methods of solving the problem (Ameri, M., Schur, L., Adya, M., Bentley, S., McKay, P. & Kruse, D., 2015). Working with people with disability should help them to take an active life position, and this should be supported by appropriate rehabilitation, training, counselling and infrastructure arrangements. In turn, working with others should be directed to developing a conscious vision of the problems of people with disability, understanding and tolerance.

Finding the ways to solve the problem of social and psychological integration of people with disability it should begin with depth analysis of the barriers that stand in the form of such people and overcoming the resistance and stigmatization of society. In many cases, the main obstacle, such as the physical limitation of the person, cannot be eliminated. However, the existing approaches allow to overcome or reduce both physical and psychological, communication, information and educational barriers. It is also important is a comprehensive approach and the use of different methods at the same time to achieve a faster and more efficient result.

Thus, the prospect of further research one of the crucial actions in the medium and long perspectives is to carry out the scientific research on various topics, aimed at studying the problems of people with disability, the effectiveness and efficiency of individual measures of their (re-) integration, the behaviour of society and particular groups of the population towards people with disability, the opportunities for participation of specific groups of people with disability in such types of work which were previously unavailable to them. Indeed, such research is being conducted, but unfortunately, Ukraine lacks the financial and material resources to carry out complex, sometimes long-lasting, high-quality research.

1.3 Analysis of foreign theory and practice of policy for the protection of persons with disabilities

In the world community, different countries have different approaches to understanding the level of state intervention in society and the individual, as well as who should be responsible for the social protection of certain groups - the state, insurance companies, employers, the church and charitable foundations, family. At the same time, the social models of individual states should not be perceived as something fixed and stable over time. Changes in public life necessitate a revision of specific provisions of social policy. Therefore, it is possible to continually monitor the changes taking place in a country in the field of social protection.

Similar trends are observed in Ukraine, with the difference that during the years of independence, Ukrainian scientists and analysts have been continuously interested in the experience of foreign countries and tried to make suggestions based on such knowledge. Attention is focused on the social policy of developed countries, especially the EU, because on the way to European integration Ukraine needs to reach the level of European standards and create a system of social protection that will not yield to the methods of other European countries.

Ukraine has developed relatively progressive legislation to protect and support the rights of persons with disabilities. At the same time, it is evident that Ukraine has not yet reached the level of developed countries in many respects. Therefore, in the framework of this study, it is interesting to study the experience of other countries in solving problems of social and labour integration of persons with disabilities (Zayarnyuk, O. V., 2011) (Svynchuk, A. A., Kornetskyi, A. O., Honcharova, M. A., Nazaruk, V. Ya., Husak, N. Ye. & Tumanova, A. A., 2017) (Renko, M., Harris, S. P. & Caldwell, K., 2015).

The success of the implementation of social policy significantly depends on the amount of its funding. In European countries, the share of GDP spent on social protection varies greatly (Table 1.2).

Table 1.2

Social protection expenditures in European countries,% of GDP

Country	Status in the EU	Year				
		2015	2016	2017	2018	2019**
Austria	EU member state	29,8	29,8	29,9	29,4	26,6
Albania	Candidate for EU membership	21,0	24,1	23,1	22,3	23,5
Belgium	EU member state	30,2	30,2	29,6	29,2	28,9
Bulgaria	EU member state	18,5	17,9	17,5	17,0	17,2
Bosnia and Herzegovina	Not a member of the EU	18,9	19,7	19,4	18,8	19,2
United Kingdom	Candidate for leaving the EU	27,5	27,6	26,2	26,5	20,6
Greece	EU member state	26,0	26,1	26,2	:	23,5
Denmark	EU member state	32,8	32,1	31,1	32,00	28,0
Estonia	EU member state	14,9	16,1	16,6	18,4	18,4
Ireland	EU member state	20,6	15,7	15,8	15,1	14,4
Iceland	Candidate for EU membership	23,1	22,2	:	16,00	16,0
Spain	EU member state	25,4	24,6	23,7	23,3	23,7
Italy	EU member state	29,9	29,9	29,5	29,2	27,9
Cyprus	EU member state	20,0	19,9	19,1	19,2	19,2

Country	Status in the EU	Year				
		2015	2016	2017	2018	2019**
Latvia	EU member state	14,5	14,9	15,1	14,7	16,2
Lithuania	EU member state	15,3	15,6	15,4	15,1	16,2
Liechtenstein	EU member state	:	:	:	:	:
Luxembourg	EU member state	22,5	22,3	21,9	22,5	22,4
Malta	EU member state	18,2	16,8	16,6	16,1	16,3
Netherlands	EU member state	30,6	29,9	29,5	29,3	16,7
Germany	EU member state	29,0	29,2	29,4	28,5	25,1
Norway	Not a member of the EU	26,0	27,9	29,0	28,4	25,0
Northern Macedonia	Candidate for EU membership	14,1	14,3	14,2	15,0	14,5
Poland	EU member state	19,3	19,4	21,0	20,3	21,1
Portugal	EU member state	26,9	25,7	25,1	24,8	22,6
Romania	EU member state	14,7	14,6	14,6	15,0	14,9
Serbia	Candidate for EU membership	22,0	20,7	20,3	19,5	20,1
Slovakia	EU member state	18,5	18,2	18,3	18,1	17,0
Slovenia	EU member state	23,9	23,7	23,3	22,6	21,2
Turkey	Candidate for EU membership	12,1	12,0	12,9	12,3	12,5
Hungary	EU member state	19,8	19,3	19,1	18,6	19,4
Finland	EU member state	31,9	32,0	31,9	30,9	28,7
France	EU member state	34,5	34,3	34,4	34,1	31,2
Croatia	EU member state	21,8	21,8	21,3	20,9	20,8
Czech Republic	EU member state	19,7	19,0	18,9	18,6	18,7
Montenegro	Candidate for EU membership	17,9	18,2	18,7	17,4	17,8
Switzerland	Not a member of the EU	27,2	27,8	28,1	28,3	16,0
Sweden	EU member state	29,8	29,4	29,6	29,1	26,0

Thus, in 2017, France (34.1%), Finland (30.9%), Austria (29.4%), the Netherlands (29.3%) and Belgium were in the lead in terms of the share of social protection expenditures in GDP. 29.2%). The lowest levels were occupied by Turkey

(12.30%), Latvia (14.7%), Lithuania (15.1%), Ireland (15.1%) and Malta (16.1%). At the same time, countries differ significantly in both the absolute size of GDP and the GDP per capita. Taking into account these data, it becomes clear that the same name of social policy measures in different countries has different material embodiment.

Countries also differ in the amount of expenditure associated with disability by individuals (see Table 1.3).

Table 1.3

Expenditure due to disability in some European countries,% of GDP

Country	Year	
	2018	2019
Austria	2,223	2,135
Belgium	2,866	2,930
United Kingdom	1,835	1,852
Denmark	4,523	4,408
Estonia	2,172	2,282
Ireland	1,908	1,440
Iceland	2,920	2,766
Spain	2,421	2,395
Italy	1,851	1,825
Latvia	1,876	2,086
Lithuania	1,806	1,974
Luxembourg	2,526	2,419
Netherlands	2,985	3,416
Germany	2,061	2,100
Norway	3,834	4,309
Poland	2,356	
Portugal	1,805	1,776
Slovakia	1,867	1,857
Slovenia	1,993	1,953
Turkey	0,452	0,433
Hungary	1,92	1,854
Finland	3,810	3,620
France	1,667	1,660
Croatia	-	-
Czech Republic	1,761	1,744

Country	Year	
	2018	2019
Montenegro	-	-
Switzerland	-	-
Sweden	4,198	4,130

According to the Organization for Economic Co-operation and Development, in 2015 the highest expenditures as a percentage of GDP were in Denmark (4.408%), Norway (4.309%), Sweden (4.130%), Finland (3.620%) and the Netherlands (3.416%). It is mainly a country belonging to the group of countries with a Scandinavian model of the welfare state. It is on the list of top countries in terms of GDP per capita (see Figure 1.1).

At the same time, the problem of protection and realization of the rights of persons with disabilities needs to be considered more comprehensively. Thus, it is evident that in the process of implementing social policy, the relationship between the various spheres of state activity is essential: medicine, education, transport, construction, culture. The level of access of persons with disabilities to various urban facilities, transportation, services and products, as well as their inclusion in different social groups, is essential. The European Disability Strategy 2010-2020 has identified access to goods and services, including state and local government services, as one of the objectives at the pan-European level. Achieving this goal is a prerequisite for the participation of countries in European social and economic life.

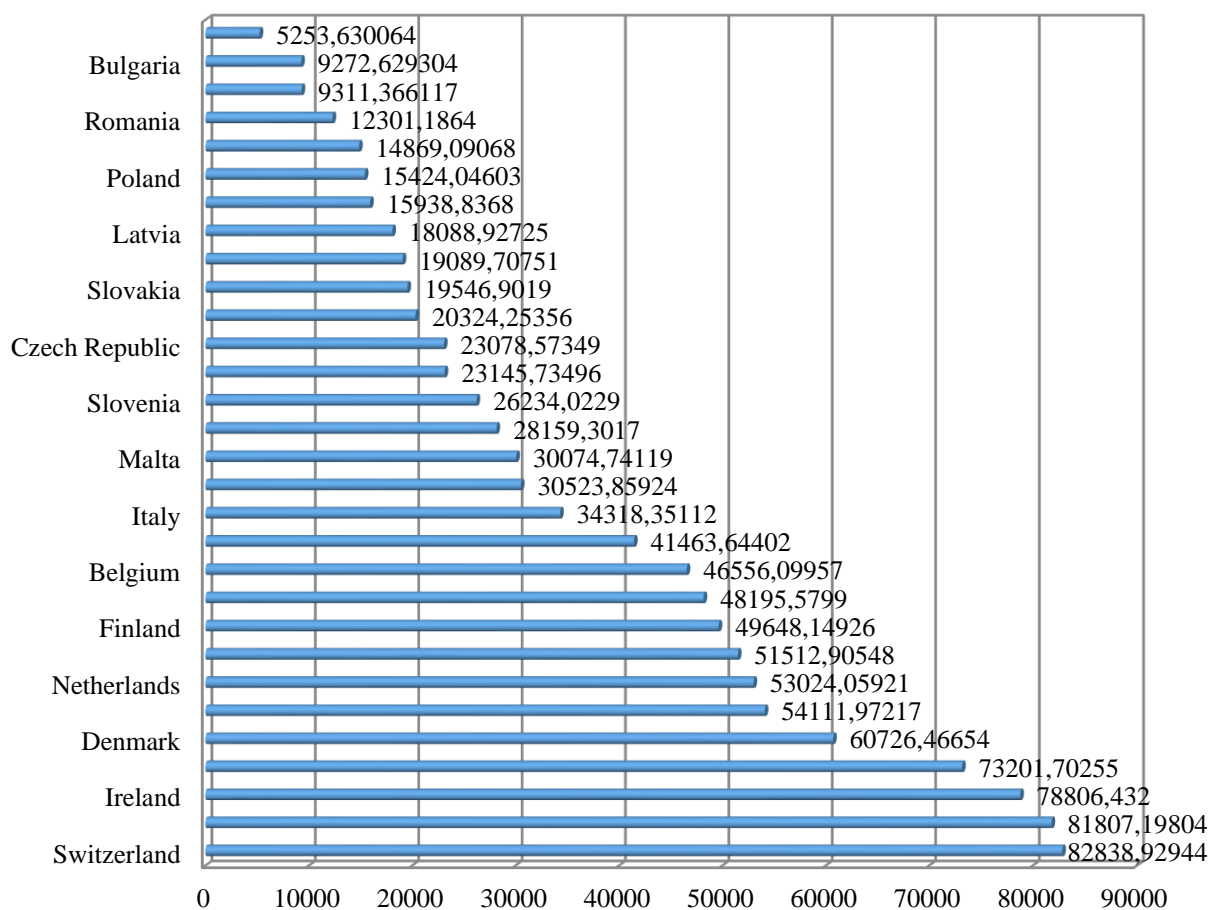


Fig. 1.1 - Ranking of European countries in terms of GDP per capita, USD USA

We propose to consider the social policy of some European countries in the field of protection and realization of the rights of persons with disabilities. Thus, Belgium is one of the most social countries in Europe. The Belgian authorities and social security institutions try to help people with disabilities as much as possible. To this end, a system of tax and social measures was developed and implemented. Disability is recognized in Belgium on the condition that the person cannot work for more than a year due to a specific illness or injury. In this case, the social service assists with the purchase of prostheses, implants and wheelchairs, as well as some financial support. In Belgium, the authorities are trying to minimize the impact of disability on human life through specific measures. Examples include the reduction of personal income tax and property tax and the right to a social rate for communication services. Also, a person who has a lower chance in the labour market or who is heavily dependent on the help of third parties is entitled to additional financial assistance.

There are various measures for social housing for people with disabilities. The conditions of these programs vary depending on the region where the person with a disability lives. Typically, these measures include rent reductions for renters or efforts to adapt the home to the needs of people with disabilities. The target group of this event is tenants of social housing, where a family member has a severe disability. If a person incurs additional costs due to reduced autonomy due to disability, for example, is unable to perform housework as before, he may request further assistance (cash, or to pay for the services of a hired housewife). To receive this care, a person must obtain confirmation from a doctor. When assigning benefits, the total amount of income of the whole family is taken into account.

Additionally, tax benefits can be provided when buying a car:

- reduced VAT rate of 6% on the purchase of a vehicle, and then - a refund of VAT paid;
- reduced VAT rate of 6% for the purchase of spare parts, equipment and accessories, as well as for maintenance and repair work;
- exemption from tax for registration and use of the car.

These benefits can be given to people with severe physical disabilities or those who are military invalids (military or civilian).

Another type of tax benefits is real estate tax benefits. The measure is to reduce the property tax and increase the amount that does not accrue personal income tax for people with disabilities. Real estate tax deductions are available to tenants or homeowners who have a disability or who have a family member with a disability. In this case, this tax benefit may be granted to persons whose disability was acquired before the age of 65 and who meet certain conditions.

Finally, assistance to change the source of income is provided to persons with disabilities who, due to a physical or mental situation, can earn no more than 1/3 of what they can make in the labour market without a disability.

Belgian social services are actively raising the awareness of people with disabilities, their families, employers, social workers and society at large about the possibilities for assistance and the existence of various services for people with

disabilities. A lot of information on the procedure for obtaining the status of a person with a disability, social benefits, employment opportunities, useful contacts can be found on specially created sites of social services. There is also a centralized electronic service through which a person with a disability or an employer or a specific government agency can submit a request and receive confirmation of the disability status of a particular person.

One of the online platforms that promote information awareness is Wheel (Wheelit), a group that includes specialized associations, government agencies and founding members (such as AXA, Ethias, Levi's and L'Oreal) to provide jobs for people with disabilities. This platform is not only a worksite for people with disabilities, but also a meeting place where companies want to fulfil their social role, and any other interested person can quickly contact this company. The site also contains a lot of useful information for candidates, tips on writing a resume and explaining the benefits and advantages that employers can have when hiring people with disabilities.

In addition to being a meeting place for employers and job seekers, the organization provides a range of services to both parties. For example, for helping the companies to prepare the workplace, conducts training for heads of organizations on the specifics of hiring people with disabilities, promotes social responsibility of the company that cooperates with the organization. The companies can also issue a season ticket for a small fee and have access to a complete resume database, which allows the company to save money on hiring staff.

There is a separate online platform for social workers, where they can regularly receive all the necessary information, communicate with each other on practical issues and legislation. This platform allows social workers always to have up-to-date knowledge and quickly adapt to change and new challenges. Employment programs operate separately at the regional level. For example, consider the measures in force in the Brussels-Capital Region (Fig. 1.2).

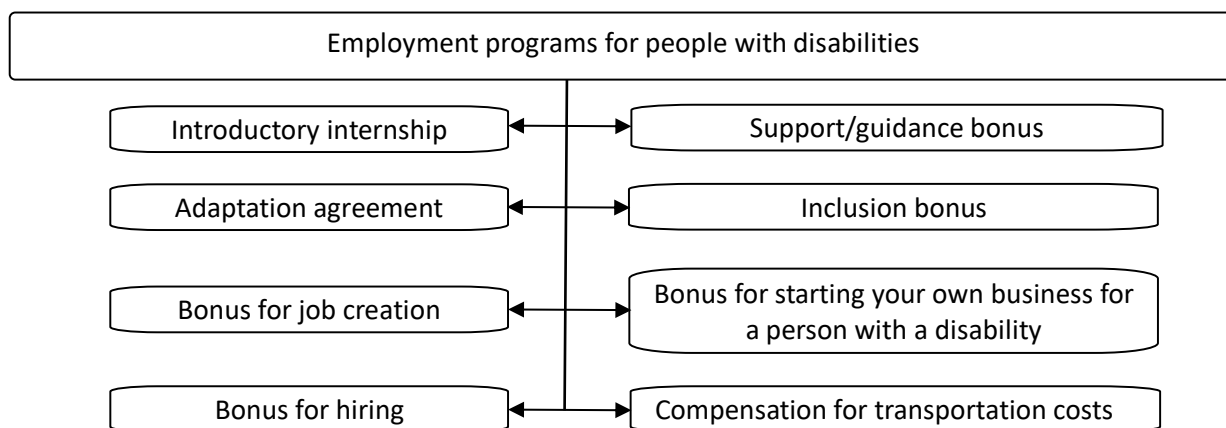


Fig. 1.2 - Employment programs in the Brussels-Capital Region

1. Familiarization internship allows a person with a disability to get acquainted with the profession and real-life situations in the workplace. Such training is unpaid and lasts no more than 20 days. Still, the social service reimburses the necessary expenses for insurance of a person with a disability for the period of the internship.

2. The adaptation agreement aims to promote the employment of persons with disabilities by establishing a period of mutual adaptation of the employer and the employee with a disability to facilitate the conclusion of a standard employment contract. The adaptation agreement is concluded for a period of three months to one year and can be renewed for the second and third year. According to this agreement, the employer pays:

- the first year of work-study - 1 euro per hour worked, and from the second year - 1.50 euros per hour;
- additional financing: maximum € 7.12 per hour (calculated individually taking into account other income and insurance coverage). This additional funding is reimbursed to the employer by PHARE (Organization for the Promotion of the Autonomy of Persons with Disabilities).

3. Bonus for hiring. The purpose of this bonus is to facilitate the employment or retention of persons with disabilities by compensating for the low productivity presented by some employees due to their disability. It is an intervention provided to

the employer for remuneration and social benefits to pay for the disability of an employee with a disability. For a contract for an indefinite period or a fixed contract for more than three months, the bonus may not exceed 50% of wages and contributions paid by the employer). After the assessment, PHARE determines the percentage of interventions based on the nature of the disability and the work profile. The award is set for a maximum of one year and can be extended depending on the situation. For fixed-term contracts not exceeding three months, the bonus provided by PHARE (PHARE) corresponds to 30% of the employee's remuneration for the disabled and the contributions paid by the employer. It is fixed during the term of the contract and can be renewed under certain conditions. Integration assistance can be provided after the end of a professional adaptation contract.

4. Support/guidance bonus. This bonus was introduced to facilitate the integration of a person with a disability into the workplace, enabling them to have all the necessary information and support. An employer receives a maximum of € 250 a month in financial assistance from PHARE so that one of its employees can support and accompany a person with a disability at the start of their work.

5. Inclusion bonus. The use of this bonus should promote the integration of people with disabilities in the company by raising awareness and preparing other employees of the company to work in the same team with a person with disabilities. This bonus is paid once by PHARE and covers the cost of courses and training for the company's staff. The amount does not exceed 1000 euros.

6. A self-employment bonus is an allowance for a person with a disability who wishes to become independent in the Brussels region or to resume his/her independent activity after a break caused by an injury or illness. It is also for those who are in a situation where a disability may lead to termination of employment, activity or lose productivity. This financial assistance is provided to persons with disabilities for a certain period. The amount of the aid is determined as a percentage of the average monthly minimum income, which is guaranteed by a collective agreement but may not exceed 50%. This percentage is equivalent to the applicant's loss of employment.

Intervention is provided no later than the date of receipt of the application. It is fixed for one year and can be extended under certain conditions.

7. Bonus for job creation and its adaptation for people with disabilities. This bonus helps to hire or support a person with a disability or to give employees access to work that best suits their abilities. The benefit is provided to the employer and covers the cost of adapting the workplace to disability nature. If the adaptation involves the purchase of specialized equipment, the payment covers only the difference between the value of such equipment and standard equipment. Assistance may be provided to public or private employers with whom a person with a disability works under a professional adaptation agreement, as well as to self-employed persons with disabilities and organizations that provide vocational training for a person with a disability.

8. Compensation for transportation costs. These costs are reimbursed when a person due to his / her incapacity for work is unable to use public transport or use it independently. These costs must be additional costs associated with disability. When a person can use public transport only accompanied by other persons, only the transport costs of the accompanying person are taken into account. Reimbursement is made no later than the day the PHARE request is received. The amount of previously provided assistance reduces the amount.

The UK has also developed and is actively implementing a policy to support people with disabilities. In addition to medical care and home help, such individuals have the opportunity to receive support in finding a job and in the process of adapting to a new job. The rights of persons with disabilities are actively protected in the labour market. At each stage of the job search, a person with a disability can receive support. Thus, there is a recognition system that allows you to identify employers who are open to hiring people with disabilities. A person with a disability can be sure that such a company will not violate his / her rights through discriminatory practices, and will be confident to be interviewed if the candidate's resume meets the essential selection criteria for the vacancy.

A person with a disability can apply for financial assistance to arrange their accommodation according to particular needs, financial aid for disability, to receive

several other economic benefits and assistance in connection with disability, disability, reduced income. You can also get financial help to pay for care services. The amount depends on what and to what extent the person with a disability needs assistance.

In the UK, as in other European countries, people with disabilities receive unemployment benefits and are entitled to job search assistance. The UK government has also launched several websites where people with disabilities can find information about their labour market rights and the assistance provided by the government or authorized organizations. Thus, the government implements the Access to Work program (Disability Rights UK), which aims to help a person with a disability keep a job or find a job. Under this program, people with disabilities receive personal assistance in various forms.

Examples of such service are:

1. Accompanying an interpreter, lawyer or other people if the person with a disability is deaf, dumb, or has other communication problems.
2. Providing support for people with visual impairments, people who need additional specialized help.
3. Provision of specialized equipment.
4. Compensation for transportation costs.
5. Access to mental health support services (the individual program for nine months, focusing on adaptation problems).
6. Coaching and mentoring.

The program is widely popularized among employers, as it allows companies to receive financial support in adapting the workplace to the needs of people with disabilities, to provide interviews with people with disabilities, to provide support to both people with disabilities and employers from mentors, coaches, specialists, mental health during a person with a disability, on-the-job training, internship and when such a person starts work.

France is also one of the countries that pay a lot of attention to the problems of people with disabilities. Thus, a recent progressive change in legislation has required developers to have all new buildings above three floors have an elevator and to be

constructed in such a way that a person with reduced mobility can move freely in a wheelchair between different parts of the room. It is done so that people with disabilities not only have their accommodation adapted to their own needs but can also visit relatives or friends and not experience restrictions on movement. In France, companies with 20 or more employees are required to provide 6% of all jobs to people with disabilities. If the company does not reach this figure, it is obliged to pay monetary compensation to the state (Ministère du Travail. Emploi et handicap, 2020). All businesses, without exception, are required to report on what they do to employ people with disabilities. Also, state institutions that do not comply with this norm pay contributions to the Fund for the Attraction of Persons with Disabilities to work in state institutions and local governments. For people with disabilities who have decided to become entrepreneurs, there is also financial assistance if a person with a disability has a break from work or works with reduced productivity due to disability.

In France, one of the essential institutional elements of providing people with disabilities with work is insurance companies (Ministère du Travail. Emploi et handicap.). Thus, if a person has been injured, he is entitled to a so-called retraining contract. This contract is concluded between this person, the insurance company and the employer. A person with a disability can re-learn a new profession or learn how to do their previous job with a disability. In this case, this person receives financial compensation jointly from the insurance company and the employer. Such a contract may be concluded for a period of three months to one year with the right to extend for another period. Thus, the participation of an insurance company in the retraining of a person with a disability partially removes the financial burden from state funds and the employer. Moreover, the existence of such a system reduces the risk of job loss for people who have just received a disability group and have yet to learn to live with it. The chances of employing people with disabilities who did not have a job are also increased, as the employer is not forced to bear all the risks and costs associated with the employment of people with disabilities. In addition to living conditions, medical and social rehabilitation and employment, France is concerned about the leisure of people with disabilities. In addition, the portal <https://tourisme.handicap.fr/> operates,

where people with disabilities can find information about tourist routes and places that are adapted to their needs. Moreover, people with disabilities have the opportunity to add tourist places to a shared database to disseminate useful information to others.

In 2018, the Strategy for Persons with Disabilities for 2018-2030 was presented in Poland. The main goal of strategy is to achieve full social and professional integration of persons with disabilities, as well as to ensure the realization of their rights; which are defined in the UN Convention on the Rights of Persons with Disabilities. Poland also combats the common employment problem among people with disabilities and, like many countries around the world, supports the self-employment of such people. In addition, the government has a loans system at 5% per annum; these loans are issued to start their own business for up to 48 months.

No less impressive is the experience of supporting people with disabilities in the United States. Especially in terms of stimulating entrepreneurship among people with disabilities as one of the ways to support their professional activities. Familiarization, with some examples of motivation for people with disabilities, indicates that an effective form of organizing such assistance is the creation of consortia. It combines the efforts and expertise of several different organizations and possibly individuals. Such consortia may include university, employment centres, rehabilitation centres for the disabled and hospitals, community organizations, state and local authorities and businesses. One example of a similar consortium operating in Chicago is analyzed in the work of F. Balcazar, J. Kuczak and others (Balcazar, F., Kuchak, J., Dimpfl, S., Sariepella, V. & Alvarado, F., 2014).

Consortia are formed as a result of the combined efforts of several stakeholder groups. An essential condition for participation in the consortium is that each of its members could achieve their own goals through such activities. Encouraging people with disabilities to start their own business in such consortia includes several stages and expert support from the moment a person with a disability finds a desire to participate in the program and try to start their own business. The first stage is a conversation with people with disabilities to identify the main motivational incentives

and a better understanding of the individual situation. It is especially important to focus on the potential of such individuals, not on their limitations.

The activities of the consortium should include additional education for people with disabilities in the form of lectures, seminars, pieces of training on topics related to starting your own business. Also, mentoring programs are effective. They allow you to choose an individual approach and provide support in various aspects: psychological, technical, legal, etc.; taking into personal account characteristics and specific problems that arise in the process of developing a business idea, preparing a business plan, registration and business development.

Once a business idea is found, it is necessary to develop and submit a business plan for consideration by a commission of experts, which must include representatives of business structures. This stage is one of the turning points because the positive perception of a business idea by experienced experts is already perceived as a small victory and motivates to continue to put the theory into practice. Perhaps the most difficult, at this stage, is the critique of the proposed ideas. Therefore, it is essential to work with mentors and a serious approach to finding and developing the initial idea in detail. Also, individuals whose business plans have not withstood criticism should be able to re-enter the business idea search and business plan phase.

The implementation of the business plan should be accompanied by financial, legal, accounting and other advisory support. The need for financial assistance raises the most questions. Given the realities of life in Ukraine, it is not worth hoping that the state will be able to financially support every person with a disability with the implementation of their business plan. Alternative sources of funding should be considered. Such sources can be, first of all, the own funds of a person with a disability or his family. Also, online platforms for startups are gaining popularity, where professional investors and ordinary citizens can support the business idea. Besides, there are grant programs of international organizations and financial institutions that provide microfinance for small businesses. Such programs have already been successfully implemented in Ukraine and many other countries.

One of the options for developing and implementing a business idea is to create a joint business, where the founders are several people with disabilities. This option has certain advantages: people understand each other, people can be united by a common idea around specific needs that can be profitable (for example, special services for people with reduced mobility).

Of course, the organization of such consortia, as well as any other ways to stimulate entrepreneurship among people with disabilities, requires a lot of effort and a significant share of volunteering. At the same time, this approach allows creating special conditions and an atmosphere of support in which a person with a disability can switch attention from their limitations to their talents and abilities.

Of course, it is difficult to reflect in one article all the successful practices that exist in the field of social protection of persons with disabilities in developed countries. At the same time, the examples considered in the article in Belgium and the USA allow to analyze the possibility of their application in Ukraine and taking into account the peculiarities of the socio-economic system, to develop and implement similar measures in our country.

1.4 Prospects for the development of social security policy for the protection of persons with disabilities

Prerequisite for improving the state social policy, including in the field of rehabilitation and employment of persons with disabilities is the periodic evaluation of its results. Such an assessment should be made in the context of determining whether the objectives have been achieved and whether the budget money has been spent efficiently. The ratio between costs and the result obtained is optimal. This task is not easy because the effect achieved as a result of the implementation of social policy often

does not have an economic dimension. In this case, other methods can be used, specifically designed to evaluate social programs.

In Ukraine, with the introduction of program-targeted budgeting, the evaluation of social policy in the rehabilitation field and employment of persons with disabilities should be conducted in the context of social programs. The state target program is a set of interrelated tasks and measures aimed at solving the most critical problems of state development, individual sectors of the economy or administrative-territorial units, carried out using the State Budget of Ukraine and agreed on deadlines, the composition of performers, resource providing (State target program: term). As mentioned earlier, to realize the rights and meet the needs of persons with disabilities on an equal footing with other citizens, to improve their living conditions by the Convention on the Rights of Persons with Disabilities of Ukraine, the State Target Program “National Action Plan for Implementation of the Convention on the Rights of Persons with Disabilities” (State target program "National Action Plan for the Implementation of the Convention on the Rights of Persons with Disabilities until 2020"). State target programs are detailed in budget programs that have a clear focus and are focused on achieving specific results. According to some authors, they are the main means of implementing public policy in the social sphere (Libanova, E. M., 2012). The legislation of Ukraine provides for the analysis of the results of the implementation of all state target programs of the Ministry of Economy based on reports submitted by state customers. Also, the State Customer analyzes the implementation of the program, reports on the results, including by posting information on official websites, as required by law (paragraph 40 of the procedure for development and implementation of state target programs (Cabinet of Ministers of Ukraine, 2007). However, the State Customer - Ministry of Social Policy on the official website provides only the results of this program for 2017. The consolidated report of the Ministry of Economy “Monitoring the implementation of state target programs in 2018” contains only generalized information and the implementation of this program indicates only the amount of its funding from the state budget at UAH 1.26 billion or 11.93%. It should be noted that this program is

comprehensive and covers various aspects of the protection of the rights of persons with disabilities, including those related to work and employment.

On the other hand, social policy on rehabilitation and employment of persons with disabilities is not limited to the measures and objectives of this state target program, and it is presented to varying degrees in the list of budget programs. Thus, the state budget of Ukraine in 2018 contained programs related to the rehabilitation and employment of persons with disabilities, which are summarized in Table 1.4. The administrator of these budget programs is the Ministry of Social Policy of Ukraine.

The budget programs listed in Table 1.4 are not equally focused on the rehabilitation and employment of people with disabilities. Thus, the program 2507030 “Measures for social, labour and vocational rehabilitation of the disabled” belongs entirely to the area under consideration. In the program 2502010 “Guidance and management in the field of industrial safety, health and safety, supervision of labour legislation” is concerning the financing of control measures on the observance of the labour legislation. The last of the listed programs, according to the 2018 report was not practically implemented due to improper preparation of documents required by enterprises to receive compensation.

Table 1.4

2018 Budget programs, which contain elements of social policy for rehabilitation and employment of persons with disabilities

Code	Name of the budget program	Responsible executor	Tasks for caring for people with disabilities
2507030	Measures for social, labour and professional rehabilitation of the disabled	Fund for Social Protection of the Disabled	Tasks of rehabilitation of persons with disabilities, training and retraining of persons with disabilities, re-equipment of job creation, creation of working conditions for persons with disabilities
2505150	Measures for psychological rehabilitation, social	State Service of Ukraine for War Veterans	Rehabilitation, including professional rehabilitation of persons with disabilities from

Code	Name of the budget program	Responsible executor	Tasks for caring for people with disabilities
	and professional adaptation, provision of sanatorium treatment with the modern technologies using of the injured participants of the Revolution of Dignity and participants of the anti-terrorist operation	and Participants in the Anti-Terrorist Operation	among the participants of the anti-terrorist operation
2507020	Financial support of public associations of the disabled	Fund for Social Protection of the Disabled	Funding for the activities of public associations of persons with disabilities, in particular for their employment and training
2501070	Specialized prosthetic and orthopaedic and medical rehabilitation care for the disabled in the clinic of the Research Institute of Prosthetics, Prosthetic Construction and Rehabilitation	Office of the Ministry of Social Policy of Ukraine	Rehabilitation and restoration of the working capacity of persons with disabilities
2507040	Ensuring the activities of the Fund for Social Protection of the Disabled	Fund for Social Protection of the Disabled	Implementation of the functions and tasks of the FSPD, including the reporting of employers on the employment of persons with disabilities
2502010	Leadership and management in the field of industrial safety, labour protection and hygiene, supervision of	State Labor Service	Measures to comply with labour legislation, including for persons with disabilities

Code	Name of the budget program	Responsible executor	Tasks for caring for people with disabilities
	compliance with labour legislation		
2501590	Compensation to the employer of part of the actual costs associated with the payment of a single contribution to the obligatory state social insurance	Office of the Ministry of Social Policy of Ukraine	Funding for job creation, including for people with disabilities

Although it does not target a particular category of the population, namely people with disabilities, it is a reserve of incentives for employers to create new jobs with fair wages, including for people with disabilities.

To evaluate the implementation of budget programs, the Methodological Recommendations for assessing the effectiveness of budget programs, approved by order of the Ministry of Finance of Ukraine dated 17.05.2011 № 608 (Ministry of Finance of Ukraine, 2011), are used. Tasks for assessing the effectiveness of budget programs in the implementation of state and local budgets, as declared in the Guidelines are shown in Fig.1.3.

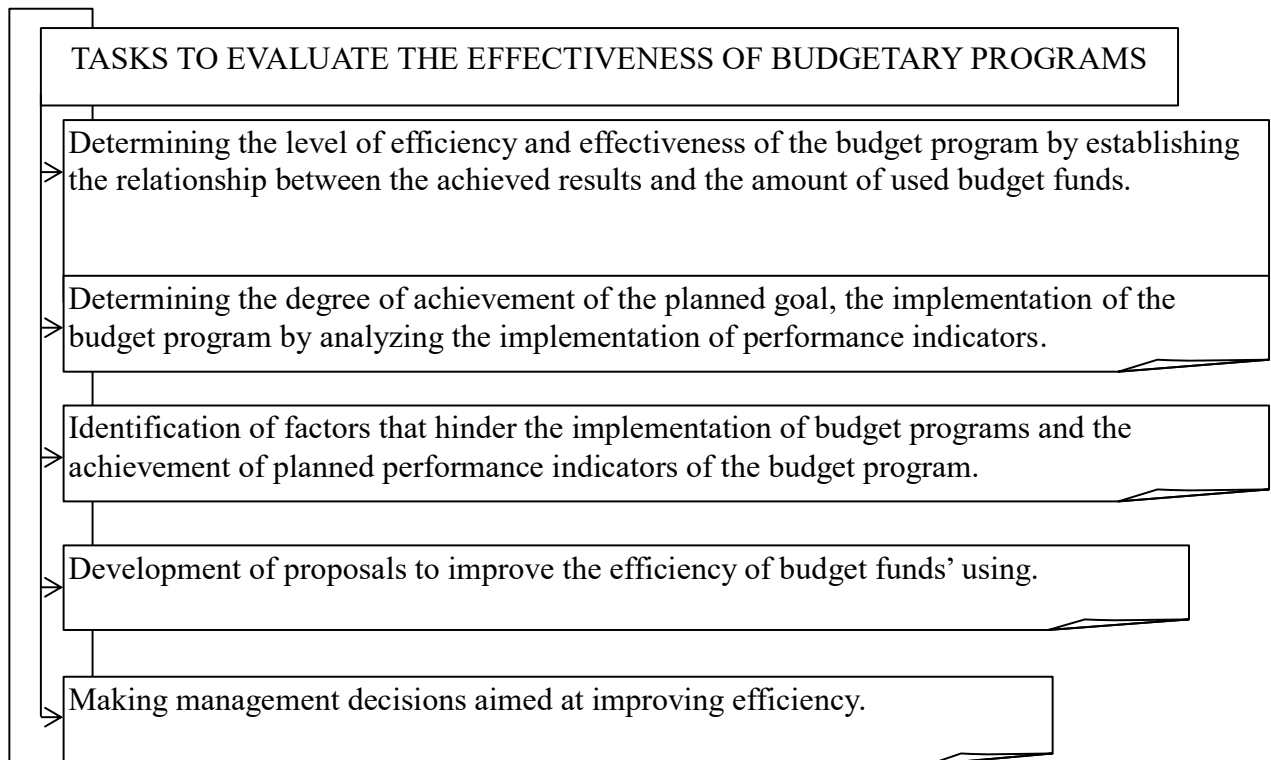


Fig.1.3 - The task of evaluating the effectiveness of budget programs

These Guidelines provide for evaluation of the areas of use of budget funds, sources of revenue of the special fund, the performance of indicators compared to the hands of the previous period. At the same time, in the analysis of the approved and actual directions of use of budgetary funds, indicators of expenses, product, efficiency, quality are calculated.

The materials presented in the reports on the implementation of the social program are proposed to be grouped into the following groups by indicators:

1) Financial indicators. These indicators allow to establish the level of fulfilment by the state of its obligations to finance social policy in the field of rehabilitation and employment of persons with disabilities:

- compliance of planned and actual indicators of program financing;
- planned and precise distribution of funding sources for the program;
- planned and even distribution of funding by program areas;

According to the Ministry of Social Policy, programs that relate to varying degrees to the rehabilitation and employment of persons with disabilities were funded by the state from 98.3% to 99.9%. At the same time, the over fulfilment was only due to the sources of the special fund under the program 501070 “Specialized prosthetic and orthopaedic and medical rehabilitation care for the disabled in the clinic of the Research Institute of Prosthetics, Prosthetic Construction and Rehabilitation”.

The primary source of funding for social programs is the general fund, as evidenced by the reports of the chief administrator. The exception is the funding of the vital research program 2507030 “Measures for social, labour and vocational rehabilitation of people with disabilities” 15% of expenditures were planned and financed from the special fund.

As some of these programs are comprehensive and focus not only on people with disabilities, we can identify only some economic indicators of the programs that allow more detailed characterization of the effectiveness of social policy in Ukraine in the field of rehabilitation and employment of people with disabilities. It does not apply to the program 2507030 “Measures for social, labour and vocational rehabilitation of people with disabilities”, which is the main and needs a separate analysis.

2) Economic indicators. This group should include indicators that are characterized in the Guidelines as indicators of effectiveness and efficiency:

- the level of performance indicators;
- the ratio of planned and actual cost indicators;
- cost-effectiveness (economic);
- the effectiveness of the program.

3) Quality indicators. The Methodological Indicators provide for the definition of quality indicators of social programs, which are set for each of them separately.

Economic indicators are individual and have a different purpose for each of the programs because they are associated with the definition of mixed results so that we will consider them separately. Vocational rehabilitation as a process includes the examination of potential abilities, vocational guidance, vocational training, job training, vocational adaptation, rational employment, dynamic control over the

rationality of employment, the success of vocational transformation (Practices of work of the Ministry of Social Policy of Ukraine and the State Employment Service of Ukraine in ensuring equal access of people with disabilities in the field of employment, 2017).

The number of persons with disabilities who were trained in rehabilitation centres in 2017 exceeded the indicators of previous years. It was almost equal to the number of persons with disabilities who were introduced based on the PES. Along with this, it is worth noting a significant excess of actual indicators over planned. This situation indicates the overcrowding of existing rehabilitation centres, as it is easy to set targets for training. It is worth noting the low percentage of employment of people with disabilities after training in the relevant centres, and this requires corrective action by the state. It is important to note that there is a change in priorities for the development of comprehensive rehabilitation centres, institutions in this area. Instead, an order was issued by the Ministry of Social Policy, dated 18.12.2018 № 1905 “Issues of providing services to persons with disabilities”, which discloses only the activities of comprehensive rehabilitation centres and omits aspects of institutional cooperation (Cabinet of Ministers of Ukraine, 2009).

The above aspects are aimed at preparing people with disabilities for the conditions of the open labour market, increasing their competitive advantages. At the same time, the possibility of involving people with disabilities in employment can also be adjusted. To this end, the state creates new jobs or modifies existing ones to take into account the individual needs of workers with disabilities.

The State Labour Service of Ukraine exercises control over the observance of labour legislation, in particular of persons with disabilities. Fulfilling these tasks, the state budget allocates the budget program 2502010 “Leadership and management in the field of industrial safety, health and safety, supervision of compliance with labour legislation”. Reporting materials of the Ministry of Social Policy of Ukraine for 2018 contain the results of the implementation of this budget program. However, for none of the groups, namely cost, product, efficiency and quality, the results of activities to ensure the rights of persons with disabilities are separated. The general information

provided on the official website of the State Labor Service includes limited information on the results of work in this area. Thus, according to the institution, in 2018, 548 inspections were conducted, and 4634 preventive measures were carried out, during which 413 violations were identified. Violations of labour legislation were found in 282 employers, and they concerned:

- registration in FSPD branches (79 cases);
- reporting on employment and employment of persons with disabilities (219 cases);
- non-compliance with the standard of jobs intended for the work of persons with disabilities (119 cases).

Given the existence of a separate area of work of the State Labour Service, related to monitoring compliance with the legislation on the work of persons with disabilities, it is necessary to supplement the performance indicators. It will allow systematizing, monitoring and evaluating the overall activities of the state in the field of rehabilitation and employment of persons with disabilities.

Determining the level of disability, choosing opportunities, means and measures of rehabilitation is the responsibility of medical and social expert commissions (MSEC). In Ukraine, the MSEC network unites regional, central and inter-district MSEC networks. The total number of MSEC in 2018 was 363 units (in 2017, 360 units). Of these, 139 commissions are specialized. One thousand three hundred ninety-eight doctors provided the activity of these commissions. Providing MSEC with the appropriate number of highly qualified doctors is essential from ensuring the accessibility, timeliness and professionalism of medical and social expertise to maximize the restoration of lost opportunities for people with disabilities.

The results of medical and social expert commissions in Ukraine are determined in the following areas:

- the number of examined persons, including re-in Ukraine and by regions;
- the number of appealed decisions, the number of inspections, the proportion of unreasonably sent to MSEC;

- the number of persons with disabilities recognized for the first time, including among employees;
- causes of disability, including due to occupational injuries.

In 2018, the primary disability among employees increased.

Table 1.5

Indicators of primary disability in 2018

Indicator	2017	2018	Absolute deviation, persons	Rate of change, %
Persons with disabilities (adults) recognized for the first time	135674	138756	3082	102,3
For the first time, they were recognized as persons with disabilities (adults of working age).	110820	112903	2083	101,9

The number of cases of occupational injuries in Ukraine in 2017-2018 is shown in Table 1.6

Table 1.6

Occupational injuries in 2018 by industry

Area of supervision	2017		2018		Deviation	
	Total	incl. deaths	Total	incl. deaths	Total	incl. deaths
Socio-cultural sphere and trade	951	46	958	58	7	12
Coal	780	23	725	21	-55	-2
Agro-industrial complex	537	75	503	67	-34	-8
Transport	393	65	338	88	-55	23
Mechanical Engineering	336	19	364	19	28	0
Metallurgical	260	13	244	21	-16	8
Construction	224	54	205	54	-19	0
Mining and non-mining	201	9	173	22	-28	13
Housing, utilities	155	17	140	17	-15	0
Chemically	128	5	105	13	-23	8
Energy	121	16	118	11	-3	-5

Area of supervision	2017		2018		Deviation	
	Total	incl. deaths	Total	incl. deaths	Total	incl. deaths
Woodworking industry	76	7	67	5	-9	-2
Communication	57	2	76	3	19	1
Gas industry	35	2	32	0	-3	-2
Light and textile industry	23	1	38	1	15	0
Oil and gas production and exploration	20	3	25	1	5	-2
Boiler inspection, lifting structures	16	9	15	8	-1	-1

As already mentioned, the majority of persons with disabilities in the adult population, including those of working age, are persons with group III disabilities. It indicates a significant rehabilitation potential for this group of people. However, when analyzing the results of MSEC (Ipatov, A. V., Khanyukova, I. Ya. & Hodulenko, N. O., 2019) draws attention to the lack of information on the products of rehabilitation measures, the percentage of successful rehabilitation of people of working age. Instead, the extension of sick leaves is indicated as an element of disability prevention. It suggests a desire to reduce disability statistics, rather than change the situation to eliminate its causes.

Another critical point is the possibility of reviewing MSEC decisions, including higher-level commissions. The percentage of inspections and the share of revoked previous decisions of the primary MSEC in 2018 increased to 1.9%. The ability of persons with disabilities to appeal decisions at higher levels and in court should be useful in ensuring the right of persons with disabilities to receive state support and to overcome the corruption risks that occur in the system of medical and social expertise.

In general, it is worth noting the lack of a mechanism for monitoring the results of MSEC in the context of the correctness of the formation of individual rehabilitation programs, selection of means and measures of rehabilitation, the mechanism of accumulation, processing and analysis of relevant information.

Another unfavourable employment option for people with disabilities is their temporary employment for a short time. As a result, a person with a disability becomes unemployed again, and funds are spent irrationally from the budget. It is especially true when allocating money for a particular workplace for a person with a disability. If a person with a disability does not have the education and experience necessary to fill the available vacancies, a set of vocational rehabilitation measures is carried out with the assistance of the state employment service. These include vocational guidance, vocational training and retraining.

Thus, the social policy of the state in the field of promoting the protection of persons with disabilities has some significant shortcomings and omissions, and, therefore, requires the application of corrective actions:

- creation of an analytical basis for the development and adoption of appropriate measures by developing new and improving existing statistical forms;
- revision of the state budget policy in this area with detailing of directions and development of key indicators of efficiency for the increase of efficiency of use of the allocated means;
- establishing a public dialogue with stakeholders to set priorities and address issues in the field of employment and employment of persons with disabilities;
- formation of an effective data exchange system based on the use of modern information technologies and programs.

SECTION 2. THE METHODOLOGY OF THE SOCIO- PSYCHOLOGICAL AND ECONOMIC INTEGRATION OF PERSONS WITH DISABILITIES INTO SOCIALLY ACTIVE LIFE

2.1. Review of methods of socio-economic integration of persons with disabilities

An active social life, which includes work, leisure, communication with family and friends, is so ordinary for many people that not everyone even realizes the value of what they have. At the same time, there are people among us for whom each of these elements of everyday life is extremely important because they are entirely or partially deprived of such seemingly ordinary activities. We are talking about people with disabilities who cannot always find their place in our society because they often have limited access to education, the labour market, communication with other people and a decent holiday.

Despite the high level of development of modern society in developed countries, the problem of the social and economic integration of people with disabilities is relevant today. New research indicates that even with the improvements achieved, most of these people remain a socially vulnerable group, do not have a full social life and are subject to discrimination and stigmatization by society (Ameri, M. L. Schur., Adya, M., Bentley, S., McKay, P. & Kruse, D., 2015) (Bielonosova, N. A., 2011) (Bohdanov, S. & Moisa, B., 2017). However, this problem and its causes in practice are much more complex and are not limited to physical obstacles, such as the lack of ramps.

Persons with disabilities belong to different groups according to the level of complexity of their physical or psychophysical condition, live in varying levels of development of settlements, have another social status. Also, the level of development of public awareness of the place, role and rights of persons with disabilities is of great importance. All these factors affect the level of socio-economic activity of these people. The level of complexity of the methods to be used for the integration or reintegration of persons with disabilities into public life.

Unfortunately, in Ukraine, the study of the problems of people with disabilities, the factors that prevent their (re-)integration and the implementation of effective measures to improve the lives of these people, leaves much to be desired. At the same time, modern European integration processes are forcing Ukraine to reconsider existing approaches and existing opportunities to improve the situation regarding the socio-economic integration of people with disabilities. Given this, it is essential to review and analyze existing practices in Ukraine and abroad in terms of their compliance with current requirements and their advantages and disadvantages compared to other methods.

The problem of integration of persons with disabilities into public life has existed throughout human existence. At the same time, despite the urgency of the issue, it will be no secret that the level of solving this problem remains low even in the developed world, regardless of the method used to calculate this level. It is therefore not surprising that many writers, politicians and scholars continue to pay attention to this in their works and speeches.

Careful acquaintance with several studies demonstrates the versatility of the problem of socio-economic integration of persons with disabilities. Alpatova P. and Zub T. (Alpatova, P. S. & Zub, T. S., 2006) studied the difficulties faced by a person with a disability in an urban environment, from sociology. Interestingly, even after ten years, most of the problems analyzed by researchers remained relevant, and not only for the urban environment (Bohdanov, S. & Moisa, B., 2017). Thus, an acute problem that is receiving more and more attention from society is the problem of discrimination and stigmatization (Ameri, M. L. Schur., Adya, M., Bentley, S., McKay, P. & Kruse, D., 2015) (Bielonosova, N. A., 2011) (Bohdanov, S. & Moisa, B., 2017), difficulties in obtaining an education, gaining access to the free labour market and so on. At the same time, as domestic and foreign research shows, all these problems need additional analysis in terms of existing ways to solve it, their systematization and search for new solutions.

Before considering the methods of socio-economic integration of people with disabilities, it is necessary to in-depth analysis of the root causes of the problem. In the

scientific literature, some authors identify two main groups of barriers that prevent people with disabilities from having a full social life, including professional realization: physical and psychological barriers. The first focus is usually on the first group of obstacles that are directly related to the physical limitations of a person with a disability. Thus, if a person uses a wheelchair, he needs the infrastructure adapted for such people, or certain vehicles and special equipment to get to work and do their job in the workplace. The same applies to people with visual, hearing, speech impairments, etc.

At the same time, psychological barriers are equally important. People with disabilities and everyone else can be the source of these barriers. Firstly, the person with a disability may seek a life more isolated from society, may despair of himself and refuse the opportunity to realize himself in community. Secondly, other people's reluctance to accept people with disabilities into their environment remains common. And here the reasons can be various: fears that the person with a disability will work less or less qualitatively, than others; fears that the physical disability of a person with a disability may repel other people working with the company; unwillingness to have in their environment anyone who has specific physical differences; as well as reluctance to spend resources on material support for proper working conditions for a person with disabilities (Alpatova, P. S. & Zub, T. S., 2006).

We agree that the division into only two groups does not allow us to fully understand the existing barriers to the socio-economic integration of persons with disabilities. Therefore, some scientists distinguish communication in a separate group of obstacles (Alpatova, P. S. & Zub, T. S., 2006), which, incidentally, are near related to both physical and psychological barriers. There are three types of communication barriers. Firstly, this barrier can exist as a physical manifestation of the disease, for example, when a person has limited physical activity. Secondly, quite often, there are situations when a person with a disability is confined to a narrow circle of people, including most family members and some other persons with disabilities (Alpatova, P. S. & Zub, T. S., 2006). This lifestyle can be caused by limited physical activity and the lack of adequate infrastructure, which makes a person a kind of prisoner of his own

home. Thirdly, a person with a disability may have a negative experience of communicating with so-called “normal” people due to discrimination, contempt, misunderstanding, insults (Alpatova, P. S. & Zub, T. S., 2006) (Bielonosova, N. A., 2011).

Indeed, the problem of discrimination and stigmatization of persons with disabilities remains acute both in Ukraine (Bohdanov, S. & Moisa, B., 2017) and in other countries (Ameri, M. L. Schur., Adya, M., Bentley, S., McKay, P. & Kruse, D., 2015). At the same time, it is evident that the formal prohibition of discrimination at the state level does not eliminate this problem. This issue is incredibly painful for those people with disabilities who seek a full working life and professional realization. Discrimination can take various forms when hiring or refusing a job, offering an appointment with a lower qualification level, offering worse pay conditions. Also, in the course of work, discrimination against a person with a disability can be manifested in the daily treatment of this person, blocking career opportunities without objective reasons, ignoring the success of this person and his contribution to joint activities.

Another group of barriers is educational information. Thus, not in every area, people with disabilities have the opportunity to receive full counselling on services and organizations that can help them, as well as on opportunities in the labour market (Bohdanov, S. & Moisa, B., 2017). As for education, many educational institutions in Ukraine are still not adapted to the fact that their students may include people with disabilities.

The combination of barriers discussed above can lead to another problem. Some groups of people with disabilities work in specialized enterprises, for example, in UTOS enterprises. But they do not have access to the open labour market (Alpatova, P. S. & Zub, T. S., 2006) (Bohdanov, S. & Moisa, B., 2017) (Shabatyn, N. Yu., 2012). For some people with disabilities, entering the free labour market is very difficult due to physical reasons. In contrast, other people with disabilities have fewer restrictions and can compete with regular candidates for jobs in non-specialized enterprises. However, they are hindered by psychological barriers or lack of education or information.

One of the first approaches to the full integration of people with disabilities is their physical rehabilitation and adaptation. Thus, it is essential to adapt to the needs of people with disabilities in their homes, places of rehabilitation and ways of moving (International Labour Organization). Appropriate adaptation of workplaces, labour operations, tools, equipment and labour organization is also needed to facilitate the vocational training and employment of these people (International Labour Organization).

Of great importance in choosing an approach to the integration of persons with disabilities in the labour market is the type of disease or physical disability that a person has. A person with visual impairments and a person who has good eyesight but moves in a wheelchair will have slightly different choices of occupations in the labour market. At the same time, the arrangement of the workplace will require different approaches. Therefore, the improvement of the infrastructure of the territory of residence and frequent stay of persons with disabilities should be by the needs of persons with disabilities with different types of diseases: for people with visual impairments tactile markers, sound signals; for people with hearing impairments - unique visible signs; for people with reduced mobility - ramps, handrails, wide doors and passages, low location of buttons in elevators, traffic lights and other important places, the availability of specially equipped public toilets, cleaning the way for people in wheelchairs from debris and possible other barriers.

Particular attention should be paid to compliance with modern norms and standards in the development of new infrastructure, in particular, in the construction of new buildings, especially buildings of educational institutions, government agencies, social services. Similarly, the development of new vehicle models and the purchase of these vehicles for public transport networks must also be tailored to the needs of people with disabilities.

Finally, the availability of special equipment and facilities for people with disabilities, their families, businesses and organizations where people with disabilities work or plan to use is equally important. Firstly, all stakeholders should have access to information on where to obtain or purchase the necessary equipment or facilities.

Secondly, it is essential to use fiscal instruments, in particular, exemption from internal taxes or any other internal charges levied on imports or subsequently of certain goods, educational materials and equipment necessary for persons with disabilities.

Overcoming the information barriers is essential to organize the work of social services, employment services, medical institutions and other services and organizations. So, each person with a disability and their family members receive full information about their rights, opportunities for education, rehabilitation and employment. Active cooperation with traditional and online media is necessary for the systematic dissemination of information essential for people with disabilities.

Another group of methods for overcoming communication and information barriers is the use of new technologies. Today, modern information technologies allow expanding the range of communication via the Internet, in particular, through social networks, forums and means of remote communication. Therefore, one of the methods of accelerating the socio-economic integration of people with disabilities is to provide certain groups of such people with access to the Internet. Communication via the Internet can have several advantages for specific categories of people with disabilities: there is no need to go or travel somewhere, overcoming infrastructure imperfections. Other people with whom a person with a disability communicates may, if they wish, not see that person at all and, consequently, not know that they are communicating with a person who has specific physical characteristics.

At the same time, this way of communication is not without its drawbacks. Thus, for some people with reduced mobility, it may be necessary to equip them with additional technical means so that a person with a disability can use new technologies on their own (particular mouse, keyboard, sound recording and reproducing equipment, etc.). Some people, especially the elderly, may find it challenging to learn new technologies and may need additional training. It is especially true for older people with disabilities and those who cannot use a regular computer on their own due to certain limitations in physical activity. Moreover, communication via the Internet cannot replace the standard transmission; much less be the only solution to the problem of socio-economic integration of people with disabilities. Therefore, it remains

necessary to eliminate other physical and psychological barriers to the mobility of such people and better communication with other members of society.

In addition to the Internet, other technologies can be used to overcome communication barriers. Thus, Politis Y., Robb N., Yakkundi A. and others describe in their work several examples when the development of computer games for people with autism spectrum disorders and certain mental disorders (intellectual disorders) involved people with such diseases (Politis, Y., Yakkundi, A., Dillenburger, K., Herbertson, N., Charlesworth, B. & Goodman, L., 2017, pp. 87-97). Each of the projects described by the authors of the development and use of specialized computer games aimed to improve reading, communication and social skills in people with disabilities.

This way of solving the problem of developing communication skills for Ukraine with its potential in the IT-sphere is quite real. It can complement other methods used today by specialists in social and medical institutions. At the same time, according to the authors of the study, it is necessary to continue studying the effectiveness of such computer games for different groups of people with disabilities and to improve these games based on the results of research.

To eliminate the problem of discrimination and stigmatization, scientists propose to work in two directions: to conduct activities with those who are stigmatized and discriminated against and with those who stigmatize and discriminate, which requires different methods of solving the problem (Ameri, M. L. Schur., Adya, M., Bentley, S., McKay, P. & Kruse, D., 2015, pp. 1-70). Working with people with disabilities should help these people to take an active position in life, and all this should be supported by appropriate rehabilitation, training, counselling and infrastructure. In turn, work with other people should be aimed at developing a conscious vision of the problems of people with disabilities, understanding and tolerance.

To overcome the problem of discrimination, it is worth paying attention to the recommendations that the International Labour Organization provided more than 30 years ago (International Labour Organization):

1. Providing persons with disabilities with the opportunity to receive and retain suitable work for them, which, if possible, corresponds to their personal choice, and to advance in the service. The implementation of this recommendation, on the one hand, can contribute to faster full-fledged socio-economic integration of persons with disabilities. On the other hand, this requires collaborative work of social services, employment services, appropriate control, as well as work with the public and enterprises.

2. To use and adapt for disabled people the existing services of vocational guidance, vocational training, employment, employment and related services for employees in general. To implement this recommendation, it is essential to continuously train and improve the staff of social services and government agencies that work with people with disabilities.

3. Carry out measures to promote the employment of persons with disabilities that meet the employment and wage standards applicable to employees in general. Monitoring of wages in the region, industry and individual enterprises is essential for the implementation of this recommendation, including separate monitoring for persons with disabilities and other persons. It will identify existing and prevent new cases of discrimination.

4. Take measures to prevent the potential for exploitation in vocational training and specialized enterprises and to facilitate the transition to a free labour market for persons with disabilities.

5. Promoting the creation and development of cooperatives of persons with disabilities, in which, if appropriate, other persons may participate. It will enable people with disabilities to independently manage the newly created organization, determine the order of its work, working conditions by the needs and capabilities of people with disabilities.

6. Carry out measures aimed at overcoming prejudice, misinformation and unfavourable attitude to the employment of people with disabilities and their social integration or reintegration. To this end, it is necessary to conduct regular information campaigns among the population, organize training for social workers, hold

information meetings with representatives of enterprises, cover issues of people with disabilities, including discrimination and stigma, at conferences, seminars and round tables.

Employers often perceive a person with a disability as less productive and even unprofitable (Alpatova, P. S. & Zub, T. S., 2006) (Bohdanov, S. & Moisa, B., 2017). However, it is rightly noted by Kruse and Rat (Kruse, D. & Schur, L., 2003, pp. 31-64), changes can occur not only in the physical condition of a person, such as deterioration or improvement of health in various diseases but also in society as a whole. Working conditions are changing. New technologies make it possible to eliminate the difference between a person with a disability and an ordinary worker. A clear example here is the field of computer technology, where a person in a wheelchair, in general, in terms of productivity can be no different from those who will sit next to a chair. Therefore, it is essential to study the labour market, new trends, changes, and conduct appropriate educational and outreach work.

Further, to reduce the level of prejudice against people with disabilities and at the same time, reduce the financial burden on employers, the following measures can be implemented (International Labour Organization):

1. Financial incentives for employers to encourage their activities for the organization of vocational training and subsequent employment of persons with disabilities. Such incentives allow not only to reduce the number of unemployed but also to expand the labour market for people with disabilities from specialized enterprises to any other, where all other people can work.

2. Encouraging the dissemination of information on examples of existing and successful labour integration of persons with disabilities. It will allow other people with disabilities to be optimistic about job search and professional growth, the public to see the real contribution of such people to the region's economy, and businesses to reduce prejudice and perceive people with disabilities not as a social burden but as social and labour capital.

One of the areas of work on the socio-economic integration of people with disabilities is to provide these people with support and assistance for self-employment.

Although self-employment has many advantages, in the scientific literature the problem of, traditional employment in an enterprise or organization has received more attention than the question of how to motivate a person with a disability to start their own business. At the same time, the results of a study conducted ten years ago (Pagán, R., 2009, pp. 217-229) showed that people with disabilities were more involved in starting their own business than other people without such status. Own business allows a person with a disability to do what suits his interests and abilities. Self-employment as a way of integration into public life is one of those methods that allow not only to ignore the problem of discrimination in employment but in general to forget about dependence on the decision of another person and have a full professional and personal realization. Therefore, it is advisable to develop and implement unique programs that will assist in the creation and development of persons with disabilities in small businesses and cooperatives.

Particular attention should be paid to the problem of socio-economic integration of persons with disabilities in rural areas. On the one hand, these people's problems are similar to the issues of people with disabilities living in cities. On the other hand, rural areas in Ukraine still lag significantly behind cities. There is no necessary infrastructure, sometimes even for healthy people, let alone people with disabilities. Off-road, lack of gas heating, water supply, stable transport connections are often the reasons why people with disabilities can not go outside their yard, and sometimes at home.

In such areas, it is advisable to create mobile services that take care of the problems of people with disabilities. In addition, as recommended by the ILO, the government can provide financial and material assistance for the establishment of cooperatives and other associations for people with disabilities in rural areas, where these people could manage this organization and engage in specific professional activities (International Labour Organization).

As discussed above, many people with disabilities have limited access to the general labour market and do not know how to expand their capabilities and go beyond specialized enterprises. Social services can advise such people on employment

opportunities in non-specialized enterprises. In turn, the government may provide special subsidies for those enterprises. So, that will create or adapt jobs for people with disabilities and will hire people from specialized enterprises.

One of the problems faced by government agencies and organizations in the implementation of measures for socio-economic integration of persons with disabilities is the lack of financial and material resources, and sometimes the mismatch of knowledge of employees to today's needs. Therefore, it is essential to develop and support the sector of non-profit and non-governmental organizations that aim to help people with disabilities. Such organizations can be faster and more flexible in finding the necessary resources and in involving the public in the implementation of individual activities.

In general, comprehensive programs of socio-economic (re-)integration of persons with disabilities must be implemented at the state, regional and local levels. This approach involves a systematic professional view of solving the problem, involving various institutions and organizations, establishing their coordinated actions, monitoring the implementation of the program and the final analysis and evaluation of measures in terms of their effectiveness and efficiency. Moreover, such programs should be coordinated with the strategies of socio-economic development of territories, which will allow proper planning of the budget and other material assistance for the implementation of specific measures and thus reduce the economic and financial risks of the program.

One of the essential measures in the medium and long term is to conduct research on various topics aimed at studying the problems of persons with disabilities, the effectiveness and efficiency of specific measures of their (re-) integration, the behaviour of society and certain groups concerning persons with disabilities, opportunities participation of certain groups of persons with disabilities in such types of work activities that were previously inaccessible to them. Of course, such studies are conducted, but, unfortunately, Ukraine lacks the financial and material resources to conduct comprehensive, sometimes long-term, high-quality research.

Review and analysis of existing methods of socio-economic integration of persons with disabilities allow us to propose a classification of these methods according to several classification criteria:

1. By scale or level of implementation (at the level of the state, region, individual settlement or territory, or group of enterprises, personal organization or enterprise).
2. By the level of coverage of persons with disabilities (mass coverage, selective (depending on the type of particular need, area of residence, etc.)).
3. By specialization - psychological, medical, socio-political, engineering-infrastructure, information-technological, scientific, etc.
4. By direction / social object of influence - impact on people with disabilities, impact on society as a whole, impact on employers.
5. By the subject of power (state, enterprise, organization, individual).
6. By material nature (tangible/intangible).
7. By duration of action - permanent, short-term, one-time.

The classification of methods allows generalizing the existing knowledge and current practices to effectively and effectively use them in further work, the correct combination of several ways, taking into account the advantages and limitations of each of them.

The search for problem's solutions of socio-economic integration of people with disabilities should begin with an in-depth analysis of the barriers that stand in the way of such people. In many cases, it is impossible to remove the main obstacle - the physical limitation of the person himself. However, existing approaches can overcome or reduce both physical and psychological, communication, information and educational barriers. It is essential to have an integrated approach and use different methods at the same time to achieve a faster and more effective result.

The analysis of different methods carried out in this article is based on the secondary data received from the researches of other scientists. At the same time, it would be worthwhile to study the effectiveness of specific methods in today's conditions in Ukraine and the effectiveness and efficiency of government programs

designed to promote the full integration of people with special needs into whole public life.

2.2 Education as a way of integration of persons with disabilities into society

According to the UN, about one-tenth of the world's population are people with disabilities. In Ukraine, this figure is about 6% of the total population. Moreover, according to the State Statistics Committee of Ukraine, the number of people with disabilities in our country is increasing every year. Most of them (approximately 80%) are young people of student and working age.

The modern development of the state recognizes the need to integrate people with disabilities into society by overcoming not only physical but also conditional obstacles in their lives. The integration of a person into society implies his full inclusion in all spheres of society, destigmatization of a person on any grounds (age, sex, race, health, religion, behaviour, etc.). The integration of people with disabilities into society is of particular importance, as they are still a social group "excluded" from the community (Dikova-Favorska, O. M., 2009).

The processes of socio-psychological adaptation, integration into society, employment and training are studied by scientists in many areas: psychology, economics, sociology, medicine and more. The problem of socio-psychological adaptation, integration of persons with disabilities through education and their access to education, including higher education, was studied in the works of S. Lebedieva, O. Hluzman, V. Shchekolodkina, O. Fudorova, V. Tserklevych, M. Tomchuk, V. Skrypnyk, T. Komar and others. They considered the peculiarities of social and psychological adaptation of young disabled people, studied the socio-pedagogical conditions of integration of students with disabilities into a group of classmates of higher education.

General issues of social and psychological protection, labour relations, professional training of the population attract the attention of such scientists and practitioners as M. Avramenko, S. Bandur, D. Bohynia, O. Buhutskyi, I. Hnybidenko, M. Dolishnii, T. Zaiats, K. Korsak, M. Kostakov, E. Libanova, I. Maslova, V. Onikienko, V. Pokryshchuk, V. Savchenko, A. Shevtsov, L. Shepotko, L. Cherniuk and others.

Analysis of scientific publications shows that, despite the growing share of fascinating and essential works, the degree of study of the realization of their rights by people with disabilities in all spheres of life, the processes of their professional rehabilitation, socio-psychological adaptation can not be considered sufficient and needs further research, which determined the direction of our study.

Assistance and support for people with disabilities should become one of the critical tasks for our country today. Because such people can work, achieve significant results in sports and other areas, thereby helping the country's economy and improving Ukraine's image in the international arena. The priority of the state socio-economic policy today should be comprehensive assistance to citizens with disabilities in the realization of their inalienable right to education and productive work in conditions of freedom, equality, security and self-esteem. Promoting the employment of people with special needs has a specific effect on the national economy by reducing the cost of disability benefits and, consequently, reducing poverty among this category of citizens. Productive work for a person with a disability, which, according to MSEC, can work and wants to, determines for him the shortest way of integration into society, increasing the level of material security.

In this systemic context, vocational training of persons with disabilities is the acquisition of full education and profession by each of them, acquisition of professional skills that determine their socio-psychological adaptation, the realization of their abilities, further integration into socially useful life through employment and employment.

There comes a time when a person appears in education as a whole. Therefore education integrates different approaches to learning and teaching, so that a person,

assessing his place in the world and the level of realization of meaning in life, at every stage was satisfied with his life in all its manifestations.

Today, within this paradigm, there is a person-centred education, which is guided by the following provisions:

- 1) consideration of the individual (student, teacher, leader) as a subject of educational activity and a matter of relations;
- 2) recognition of man as a complex self-developing system;
- 3) perception of personality as a goal, not a means of activity: personality-oriented education is aimed at the future of the individual and is entirely due to its action, mind and feelings (Anosov, I. P., 2003, p. 357).

The elevation of the role of man, its transformation into a measure and criterion of socio-economic progress, extensive development and implementation of the most advanced information and intelligent technologies have their inexhaustible source of development of science and education. Science generates new ideas, new knowledge, and education provides mastery of large masses of people and each person individually, develops thinking, develops the ability to apply and use knowledge in social and practical activities (Boretska, N. P., 2006, p. 56). The socio-economic policy of the state must ensure personal development, create conditions for the formation and implementation of the right of every citizen to education and a sufficient standard of living, including people with disabilities.

Modernization of the educational process of modern society has brought to the fore the problem of building adequate models of education and training, the main link of which is a person as a creative subject. Based on this, we can define education as a specific form of socialization, in which the transfer of skills, abilities, ideas, norms, patterns, knowledge to those who have mastered them, those who have not yet mastered them (Liubar, O. O., Stelmakhovych, M. P. & Fedorenko, D. P., 1988, p. 6). Therefore, the development of creative abilities through the system of modern education should be considered a priority for people with disabilities in public life.

Modern education of people with disabilities, both higher and impressive, is inextricably linked with general and special psychology. Psychological research has

shown that for students with disabilities, choosing a profession, acquiring knowledge and professional skills, future work in the job and overcoming social isolation are especially significant problems. That is why the question of providing such students with psychological and pedagogical support, which is carried out by creating a psychological service, the involvement of practising psychologists in the educational process. Research related to the adaptation of a person with a disability to the academic environment in both secondary and higher schools, especially the integrated type, is becoming essential. Most manifestations of such behaviour form a person with a disability, such as aggression, conflict, isolation, are associated with the problems of the initial stage of their entry into the team. That is why the issues of socio-psychological adaptation of people with disabilities to the integrated team, and yet - to society, increasing their motivation to learn to require further research, analysis and generalization. The development of the educational system in Ukraine should lead to:

- emergence of new opportunities for updating the content of education and methods of teaching disciplines and dissemination of knowledge;
- expanding access to all levels of education, realizing the possibility of obtaining it for a large number of young people, including those who can not study at universities in traditional forms due to lack of financial or physical opportunities, professional employment, distance from big cities, prestigious schools, etc.;
- implementation of the system of “continuing education” “throughout life”;
- individualization of education in mass education.

Students with special needs have specific problems that have formed in previous periods of life and learning of young people and significantly affect their cognitive activity and integration into the educational environment. Among them (Tomchuk, M. I., Komar, T. O. & Skrypnyk, V. A., 2005):

- gaps in knowledge, insufficient preparation for the requirements of higher education;
- difficulties in overcoming the barriers of the environment, in particular, education;

- problems in the perception of educational material in the conventional form;
- reduced efficiency, increased fatigue and exhaustion, impaired concentration;
- increased vulnerability to infectious diseases and therefore problems with attending classes;
- low level of physical training;
- lack of communication;
- insufficient orientation in society, low social activity;
- habit of undemanding, indulgent attitude, inflated ideas about their capabilities;
- low level of motivation to achieve the goal, a sense of loss of the future;
- low level of self-actualization, indecision, introverted behaviour, low self-esteem, underdeveloped self-control;
- increased anxiety, vulnerability, emotional instability, depression and many others.

The process of overcoming by students with special needs problematic situations in the educational process in higher education can be considered a method of socio-psychological adaptation of the individual, during which he uses the skills and mechanisms of behaviour acquired in previous stages of his development and socialization new programs and plans of intrapsychic processes.

Therefore, the specific task facing the training of people with disabilities is to ensure real equality in everyday life, their successful integration into society through education, employment and employment.

Studies show that in a tough competition, only a prepared, competent, confident subject of new economic relations survives. Thus, quality education can be the main channel of successful socio-psychological integration and a factor of self-realization. Numerous scientific studies show that higher education is among the top ten values most important for young people. For people with disabilities, higher education, a prestigious speciality, decent work (which is facilitated by higher education) is almost the only way to overcome the state of alienation, social inclusion, in which they found themselves under objective conditions related to health (Dikova-Favorskaya, O. M., 2009). Moreover, as scientists note, “increasing the value of university education and

knowledge, transforming them from an optional element of socio-economic life of society to its basic component - an important trend of today” (Khyzhniak, L. M., 2009) for all members of society, including people with special needs.

2.3 Features of psychological assistance to first-year students with disabilities in the process of socio-psychological adaptation to higher education

Today, the characteristic is the increase in the pace of life, the deterioration of interpersonal relationships of people due to the complexity of socio-economic conditions of their lives and as a consequence of this increase in the number of patients, the emergence of many people nervous breakdowns. People who can better adapt, adapt to change, and first of all, social conditions feel best. Socio-psychological adaptation changes the inner world of man: new intentions appear, knowledge of the activities in which he is engaged, there is a self-correction and self-determination of the individual, changes in self-esteem, goals and objectives of the individual and others. Based on these grounds, there is a change in attitude to self-affirmation, the individual acquires the necessary knowledge, skills and abilities. All this determines the essence of its socio-psychological adaptation to society, the success of its course.

In the context of drastic economic and political changes in our country, when the tendencies of social and material instability are intensifying, young people entering active adult life and gaining a profession need close attention from scientists to provide them with educational and psychological support. Such orientations are especially relevant for young people who want to learn but have specific psychophysiological or physical problems. A significant number of disabled people are students. Defects of people with disabilities significantly complicate their contacts with the environment, limit participation in public life, affect personal development: cause feelings of anxiety,

insecurity, form a complex of inferiority, selfish and antisocial attitudes (Tomchuk, M. I., Komar, T. O. & Skrypnyk, V. A., 2005) (Furman, A. V., 2010). As practice shows, for students with disabilities (“Students with disabilities”, “students with disabilities” as synonyms for this concept) are characterized by some significant personal problems caused by the deforming effects of chronic disease (cognitive mental impairment, low self-esteem and level of demands, the manifestation of accentuations of character traits, the inadequacy of relationships with healthy students and teachers, etc.). It determines the formation of them during their studies at a higher education institution (HEI), especially in the first year, both intrapersonal and interpersonal conflict. However, students with disabilities have fully preserved intelligence, the ability to successfully master most professional activities, receive higher education, work productively, benefit the state and self-improvement. It was found that when they receive professional education, due to specific isolation from public life, lack of stable trust in the social environment and perception of it as hostile. They do not form an active life position, blocked personal, including professional development. They need socio-psychological assistance, psycho-correction, psychological support in the process of studying at the university (Furman, A. V., 2010).

Our analysis of the psychological and pedagogical literature on this problem shows that most of the works of scientists reveal general socio-psychological adaptation issues as a specific form of personal activity (B. H. Ananiev, H. O. Ball, Yu. V. Hana, L. S. Vyhotskyi, O. M. Leontiev, etc.), the relationship between the problems of social adaptation and social attitudes (A. A. Nalchadzhian, Sh. A. Nadirashvili, K. Rodzhers, L. Festinher, etc.), socio-psychological problems adaptation of youth to new conditions of existence and social environment (O. I. Honcharov, A. D. Erdniiev, D. V. Ishchenko, V. L. Kikot, O. V. Symonenko, T. V. Sereda, etc.), the adaptation of people to mental and physical loads (A. M. Antropova, A. H. Khrypko, etc.). In the majority of psychological and pedagogical researches on a problem of adaptation of youth to training in HIE features of the transformation of students from its dynamics, the maintenance, criteria, kinds and results are presented (D. A. Andrieieva, M. D. Dvoriashyna, A. M. Kolesova, A. L. Malevych and many others), factors, including

personal, that cause the process of maladaptation, disrupt the adaptation of newcomers (O. I. Borysenko, T. O. Komar, M. V. Levchenko, B. A. Rudov, V. S. Shtyfurak and others).

However, despite some thorough research on the processes of socio-psychological adaptation of first-year students with special needs and their psychological support, given the challenges of today, require additional research. Also, these studies are relevant in the field of pedagogical and age psychology, as their results can help improve the process of adaptation of students with disabilities studying in integrated groups at the initial stage of education in HIE, which is the most difficult for them. Teachers, psychologists, social workers of higher education today have an urgent need for scientific and practical recommendations for the optimal organization of the process of preparing young people with special needs in educational institutions for independent adult life, professional activity, self-realization in life. Moreover, the need to study this issue is related to the humanistic tasks dictated by the open European system of education and training of HEI students. It is an indicator of humanity and spirituality to those who need exceptional help and support (OON, 2007).

Newcomers with disabilities have problems, difficulties with their socio-psychological adaptation to study in an integrated group, which are due to the new social situation of development, changing living conditions, their bad attitude to their disability and abnormal interpersonal relationships in higher education. Complicating the process of socio-psychological adaptation of the freshman's personality is manifested in adverse psychogenic reactions, emotional instability, anxiety, low motivation and achievement of aggravation of certain character traits, reduced academic performance and well-being of students with disabilities. We believe that the development and implementation of an adequate program of psychological support for students with special needs in an integrated group will contribute to the success of their learning and mental development.

Isolation of students with disabilities from peers, friends, causes, according to L. S. Vyhotskyi, "secondary disability", a secondary defect. In students with disabilities, socio-psychological adaptation should be studied in the real conditions of their

educational activities in an integrated group, which excludes the influence of the phenomenon of isolation. A special place in the structure of secondary defects in students with disabilities, as we found, is occupied by their attitude to their weakness, which is an internalized attitude to them of the immediate environment (family, peers, etc.). External attitude to disability is transformed into internal: into self-perception, self-attitude and self-esteem. Students with disabilities on the background of ordinary intelligence are frequently aware of their problems in learning, which is the subject of constant condemnation at home and university, and this leads to emotional breakdowns, depression, aggression, and so on. Depending on the age and individual characteristics of all students with disabilities, it is appropriate to conditionally differentiate into two groups: students of the first - physiological disorders predominate, the second (the vast majority of such students) - secondary symptoms of illness, disability and, above all, feelings of inferiority, self-doubt, insignificance.

We identified determinants that negatively affect the socio-psychological adaptation of newcomers with disabilities, such as disability, which is superimposed on social factors: the unsociable attitude of peers, excessive attention to their problems, the element of a single-parent family, learning difficulties, the inadequacy of upbringing in the family, low psychological culture of HEI teachers, etc. Significant differences in the indicators of social and psychological adaptation of students with disabilities and students with normative development have been established. The former often feel lonely, unprotected, afraid of the world around them, and therefore seek the help of reliable friends to reduce it. If the norm includes active life in the core of values, then in students with disabilities this value is found on the periphery, which indicates their reduced motivation for self-realization, their certain social immaturity and reconciliation with their low status in the student group. Due to maladaptation and high dependence on others, newcomers with disabilities often tend to look for ways to resolve conflict at the behavioural level by adapting to the opponent, rigid forms of behaviour that block the possibility of realizing their potential. During the first year of study, students with special needs and students of the norm show a complex dynamics of changes in mental states, ability to work, socio-psychological adaptation.

Significantly worse rates were found in students with disabilities compared to ordinary students. High anxiety in students with disabilities is manifested in helplessness, insecurity, helplessness in front of educational and upbringing tasks, reduced motivation and success in learning, negative mental states. They are often dominated by a passive-suffering position, self-doubt and stability of the situation, and aggression appears as a form of resentment and self-aggression.

Indicators of maladaptation are negative mental states, inappropriate behaviour, low results in educational and social activities of the student. Psychological correction, assistance to such students provided an impact on their cognitive, emotional and behavioural spheres. To this end, we have developed a program of group and individual psycho-correctional work, which complemented each other.

The main methods of group work with students with special needs in the integrated experimental group were psychodrama, art therapy, the technique of playing psychodramatic situations, and others. At the same time, the performance of a particular program of group exercises was supplemented by individual psycho-correctional work with those students with disabilities who needed it.

It was found that students with disabilities who were included in the program of the psycho-correctional experiment, compared with the control group, increased self-esteem, increased expressiveness, self-control, emotional stability, self-confidence. At the same time, they have significantly increased the level of self-awareness, the ability to take responsibility for the consequences of their actions, increased interest in professional activities, improved the level of communicative culture. All this was a consequence of the removal of their psycho-traumatic experience of communication with adults and peers, which developed before entering the university. The behaviour of students with disabilities has become more flexible; the tendency to learn new, unknown aspects of life has increased, the development of creative thinking in solving non-standard life situations has improved in some way.

Also, it turned out that group psycho-correctional work is an extremely effective means of integrating people with disabilities into the student body and contributes to their successful personal development.

2.4 Psychological problems of integration to the active social life of a person with special needs

The question of integration of persons with disabilities into public life has existed throughout human existence. At the same time, despite the urgency of the issue, it will not be a secret that the level of solving this problem remains low even in developed countries. An active social life, which includes work, leisure, communication with family and friends, is so ordinary for many people that not everyone even realizes the value of what they have. At the same time, there are people among us for whom each of these elements of everyday life is extremely important because they are entirely or partially deprived of such seemingly ordinary activities. We are talking about people with disabilities who cannot always find their place in our society because they often have limited access to education, the labour market, communication with other people and a decent holiday.

At the moment, almost 3 million people with disabilities live in Ukraine, or 6.3% of the total population, of which more than 80% are of working age. Today, in these difficult conditions, that research of psychological support of personality and socio-psychological adaptation of the character, which reflects the level of its interaction and integration with the community and self-determination in it. The level of realization of inner capabilities and personal potential in socially significant activity, in the ability, while maintaining himself as a person, to interact with the surrounding society under specific conditions of existence.

Today, society is overly concerned about the problem of disability, which has a tendency to increase and is the result of injury, contusion or mutilation due to hostilities in the east, deteriorating environmental conditions in Ukraine, malnutrition of a large part of the population, increased injuries and more.

At the moment, in these difficult conditions, that research of psychological support of personality and socio-psychological adaptation of nature, which reflects the level of its interaction and integration with the community and self-determination in it,

the level of realization of inner capabilities and personal potential in socially significant activity, in the ability, while maintaining himself as a person, to interact with the surrounding society under specific conditions of existence. This problem is considered by the majority of authors (B. N. Almazov, S. A. Belicheva, T. M. Dychev, M. Ratter, etc.), as the process of disturbance of the homeostatic balance of the person and the environment, as disturbance of adaptation of the individual owing to the action of these or those reasons; as a violation caused by the inconsistency of the innate needs of the individual to the requirements of the social environment; as the inability of the individual to adapt to their own needs and demands.

Socio-psychological adaptation changes the inner world of man: there are new intentions, knowledge of the activities in which he is engaged, there are a self-correction and self-determination of the individual, changes in self-esteem, goals and objectives of the individual, and others. Based on these grounds, there is a change in attitude to self-affirmation, the individual acquires the necessary knowledge, skills and abilities. All this determines the essence of its socio-psychological adaptation to society, the success of its course.

It is worth noting that the socio-psychological adaptation of people with disabilities is associated with the optimization of the socio-psychological existence of the individual, adjusted to its capabilities, needs and values. But for a long time, society was dominated by the idea that the limitation of a person's functional capabilities should automatically lead to a reduction in his needs. And most importantly, concerning people with disabilities, it was usually about basic needs, not about the values that determine the meaning of their lives and, above all, spiritual matters. People with disabilities were identified with basic needs, not with costs, the difference between which is that the former push a person behind, and the latter - attracts to the front.

The development of a person with a disability, his self-awareness under the influence of various social factors leads to the fact that there may or may not be the resolution of contradictions, which ultimately leads to the adaptation or maladaptation of the individual. If new for the individual social values, types of behaviour contradict previously learned, which are part of his inner world, the balance between external and

internal is disturbed, there is a psychological dissonance. It leads, in our opinion, to the formation of negative mental qualities and characteristics of a person with a disability. In the process of internalization of social influence, a person with a disability changes his old concepts, social norms, transforms them, i.e. there is an internal reorganization of the psychological structure, the inner world of the individual, which is usually accompanied by profound emotional experiences.

An analysis of the psychological characteristics of people with disabilities revealed another fact, namely, due to their unnecessary need in the labour market and their social isolation is the process of their removal from society. This world inhibits the formation of their active life position. Most of these people do not form a strong sense of trust in the world, in other people. As a result, people with disabilities often perceive everyone as a hostile environment. Most of them do not live a full life, they do not have sufficient motivation to communicate, and therefore the result is their isolation, alienation from people. Under these conditions, the formation of “diffuse” identity and their long delay in the egocentric position is possible.

New research indicates that even with the improvements made, most people with disabilities remain a socially vulnerable group, do not have a full social life, have difficulty finding employment or cannot go beyond specialized enterprises, and are subject to discrimination and stigmatization by society (Ameri, M., Schur, L., Adya, M., Bentley, S., McKay, P. & Kruse, D., 2015). However, this problem and its causes in practice are much more complex and are not limited to physical obstacles. Several other factors complicate it even more.

For Ukraine, the issue of social protection and psychological support for people with disabilities is significant. It is due to several reasons, the main of which are psychological, demographic, socio-economic and political (Verkhovna Rada of Ukraine, 2005).

Firstly, there are negative trends in the reproduction of human capital, the expansion of its degradation zone, which threatens the socio-economic security of the state primarily due to an increase in the number of people with disabilities, especially working age, with acute depopulation.

The main reasons for the increase in the number of people with disabilities, especially children, are the impoverishment of a large part of the population, which has significantly affected its health, as well as the unsatisfactory state of the environment, primarily caused by the devastating consequences of the Chernobyl disaster, at work and home, the growth of crime.

Secondly, the growth of poverty, especially among the socially vulnerable, including people with disabilities, has prompted them to change their psychological behaviour, often from observational, expectant and passive, to forced hard work to earn a living, family. That is, the distribution of roles within the family has begun to change. People with special needs are moving from the category of dependents to breadwinners.

Thirdly, people with disabilities belong to socially vulnerable groups who cannot compete in the labour market on an equal footing with others due to their physical or mental disabilities, especially since the labour market situation is currently unfavourable.

Fourthly, in the current socio-economic conditions, restructuring of the employment system, vocational training, social protection, etc., there is an urgent need to assist in the socio-psychological adaptation of citizens to new economic and political conditions, as well as their rehabilitation. Of course, this primarily applies to people with disabilities.

The experience of psychologists shows that people with special needs often face specific problems in various spheres of life, including education, employment, social activities, family relations, life and leisure, communication and more.

Persons with disabilities belong to different groups according to the level of complexity of their physical or psychophysical condition, place of residence, social status. The severe chronic somatic disease significantly changes first of all the whole socio-psychological situation of human development. It significantly affects the level of her mental capabilities in the implementation of activities, leads to a limited range of contacts with others, often for objective or subjective reasons leads to a limitation of its activities as a whole, i.e. changes the accurate place man in life, and, as a

consequence, his inner position to all the circumstances of life (Dikova-Favorskaya, O. M., 2009).

Defects of people with disabilities significantly complicate their contacts with the environment, limit their participation in public life, negatively affect personal development: they cause feelings of anxiety, insecurity, lead to the formation of inferiority, selfish and antisocial attitudes.

The two main groups of barriers that prevent people with disabilities from having a full social life, including professional realization, are physical and psychological barriers. The focus is usually on the first group, which is directly related to the physical limitations of a person with a disability. At the same time, psychological barriers are equally important. People with disabilities and everyone else can be the source of these barriers.

Firstly, the person with a disability may seek a life more isolated from society. Such people are often closed off in their world. They have a very narrow circle of friends, which includes family members, doctors, possibly several friends and the same people with disabilities. The first reason for this way of life may be the restriction of physical activity and the simultaneous lack of appropriate infrastructure, which makes a person a kind of prisoner of his own home. Also, a person may despair of himself and others and refuse the opportunity to realize themselves in society.

Secondly, other people's reluctance to accept people with disabilities into their environment remains common. The main psychological barriers for people with disabilities are:

1) communication barrier is a communication disorder, one of the most challenging social problems of children and youth with disabilities, which is a consequence of emotional protective self-isolation. The communication barrier creates motivational, ethical, emotional difficulties (Zaviriukha, L. A., 2004).

Motivational difficulties: excessive motivation (for example, "worried and did not say everything, remembered"); lack of reason (I do not want to understand, not interesting), etc. Ethical (moral) difficulties: lack of tact, tolerance; audacity, audacity; gossip, rumours, deception, meanness, dishonesty; envy, bias, etc. Emotional

challenges: untidy, outrageous appearance; bold postures, gestures, manners, habits, etc.; brutal tone, tone of voice, etc .;

2) the barrier of business communication creates problems associated with the characteristics of healthy people and people with functional limitations of health, which arise when paying attention to those aspects of personality that he is not aware of or wants to hide, in our case - this physical defects. Some authors, when considering the problem of social integration of people with poor physical health, even suggest introducing the concept of “ideological equality” to denote the perception of a person with disabilities as equal and having a different worldview, different lifestyle and particular needs (Dikova-Favorskaya, O. M., 2009);

3) the emotional barrier consists of people’s emotional reactions and is two-way. That is, on the one hand, healthy people may show curiosity, ridicule, inconvenience, guilt, hyperopia, fear. On the other hand, people with special needs can wait for self-pity, hyperopia, can blame someone for their defect, seek isolation, etc. (Zaviriukha, L. A., 2004).

A person with a disability may have a negative experience of communicating with so-called “normal” people due to discrimination, contempt, misunderstanding, insults (Alpatova, P. S. & Zub, T. S., 2006, pp. 7-16). The problem of racism and stigmatization of people with disabilities remains acute both in Ukraine and in other countries (Ameri, M., Schur, L., Adya, M., Bentley, S., McKay, P. & Kruse, D., 2015). At the same time, it is evident that the formal prohibition of discrimination at the state level does not eliminate this problem. This issue is incredibly painful for those people with disabilities who seek a full working life and professional realization.

Ukraine is still at the initial stage of its development in the issues of social and psychological support and life support of people with special needs. It is taking the first steps toward approaching international standards (Verkhovna Rada of Ukraine, 2005). Therefore, there is still a wide range of urgent problems, and there is no appropriate mechanism to solve them.

At the same time, modern European integration processes are forcing Ukraine to reconsider existing approaches and existing opportunities to improve the situation of

integration/reintegration and the implementation of effective measures aimed at improving the lives of people with disabilities.

SECTION 3. PROBLEMS AND PROSPECTS OF EMPLOYMENT SUPPORT AND WORKPLACE SUPPORT FOR PEOPLE WITH DISABILITIES IN UKRAINE

3.1. Meanings of labour market socialization in social-economic conditions of unstable Ukraine

Economic transformation in Ukraine, accompanied by significant changes in the level and structure of employment, guarantee quality new trends in the labour market that is formed.

Social policy in current conditions is the universal, necessary and functionally significant sphere of vital activity of the society. Its objective character of the extent of implementation is defined by a high level of social differentiation and complexity of social relations in the community of the modern type, requiring a sustained effort in its regulation, as well as making social equity at the top place among the factors of social development. Transformational changes in our country, accompanied by negative impacts in all spheres of society are political, economic, social, etc. Special attention in these conditions requires the formation of an effective system of regulation of employment and the creation of a competitive labour market, adequate to the demands of the country's integration into the world economic space, that is the key to building a socially-oriented market economy and dynamic development of productive forces (UN General Assembly, 2002).

Transition to innovation model of development of economy and social-oriented labour market associated with fundamental changes in the labour market and employment in the direction of the expansion of the segment of the intellectual, innovative highly motivated labour as required the conditions to increase the level and quality of life of the population. The market effect and the social structure of the society, differentiation of people not only in economic, but also social, political and ideological statuses.

An important and fundamental point, in our opinion, for the socially-oriented labour market is that the working person is considered not only the feature or subject the development of the economic system but also as the aim of this development result effectiveness of management improves the quality of life of the population to the level of social standards in developing countries.

Socialization of the labour market lies in guiding the efforts of the actors of this market to achieve high efficiency of the economy and raising the living standards of all categories of the population. This process is considered as a component of building a socially oriented economy based on investment and innovation development and the accumulation of human capital (Onikiienko, V.V., 2013). Transition to innovation model of growth of the economy and social-oriented labour market associated with fundamental changes in the labour market and employment in the direction of the expansion of the segment of the intellectual, innovative used work as necessary the conditions to increase the level and quality of life of the population.

Socialization of the labour market in Ukraine envisages the provision of full productive employment, improving the efficiency of the labour potential, prosperity and quality of life of the population. The result of this process is human development, not only as of the achieved level of well-being, and human growth and as an opportunity for life expectancy, health, education, the use of political and economic freedoms.

In almost all programs developed to address priority production goals, social goals were available mostly in the form of political slogans is to improve the standard of living, the Elimination of unemployment, the increase of social norms, etc. But such social objectives like increasing the content of work, development of the sphere of social services, education, the growth of salaries and social payments financed by principle.

According to the realities of the present state of the labour market is characterized by the number of problems that hinder the country's development. These problems we can include (Nyzhnyk, V. M., 2016):

- Firstly, the Ukrainian labour market got significant losses as a result of the annexation of the Crimea, the fighting in Lugansk and Donetsk regions. Local and regional offices in these areas have suffered severe destruction or destruction, which led to cuts or even closures;
- Secondly, the increasing level of migration, today we are dealing not only with the labour migration, and the migration of refugees from unstable regions. Internal migration introduces additional load on the labour market of the Central and Western regions of Ukraine, which affects the unemployment rate;
- Thirdly, qualified specialists from Ukraine have great popularity, due to the low level of financial expectations, but having high qualification. You should also not forget about the closure or the isolation of some of the markets, as a result of political events, primarily Russian.

According to modern realities, specific measures for the development of the labour market must be flexible and have economic and social effects, so the prospects of further development and improvement of the labour market of Ukraine related to increasing the level of employment and the decrease in the unemployment rate.

Market relations presuppose the existence of population markets, covering different spheres of human activity: labour market, market resources, professional market education, market information, etc. Among the factors of social organization, economics is the man and his work. From engaging in active, productive activity depends on the effect of other factors, so that the work as a process of realization of physical and creative abilities of man is a factor of social progress and socio-economic development. It also works is the condition for the enjoyment of various human needs, which are growing every year. So without the formation and development of socially oriented labour market impossible building socio-economically developed state.

In the process of socialization of the labour market can be distinguished vector of social protection of the population, which is regulated by the social State policy – guarantees of employment, the confirmation of optimal salary level, ensuring the regulatory sanitary-and-hygienic conditions, payment of social assistance, etc.

Analysis of the situation of the labour market suggests the social vulnerability of specific categories of the population and of persons with reduced competitiveness (youth, women, persons with special needs) which is still characterized by significant amounts, the level and duration of unemployment. Currently remains the acute problem of the low competitiveness of persons with disabilities, because the requirements of the employers to the level of education, manufacturing experience, candidates for the job are continually growing. Because of this plan is to develop and improve the mechanisms of State regulation of the unemployed and increase the workforce level about its distribution and current market conditions.

Summarizing to understand processes of socialization of the labour market can conclude that the main subject and the object of these processes is the person such as the owner, a worker, a consumer, a person. The social mechanism of the labour market is that it is going on the realization of the human right to work, self-actualization, creative growth.

Further research needs a detailed study of the prospects for Ukraine's participation in the European labour market, the possibility of introduction of foreign experience in the field of the labour market in Ukraine, prospects for the transition of the Ukrainian labour market in Europe standards.

In our opinion, further development of the socially oriented labour market will ensure the formation, development, use, and retention of human resources, improvement of labour legislation, improving partnerships between workers and the state.

3.2 Professional rehabilitation and employment as meanings of integration in society of people with special needs

At the present stage of development of Ukraine sharply question the personal development of people with special needs, improve the process of their socialization and integration in an open democratic society. Disability as a social phenomenon characterized by individual citizens in any country in the world. Today, the number of persons with disabilities among the inhabitants of the planet reaches a score of over one billion persons or 15%. In Ukraine, the number of persons with disabilities is about 2.9 million. Almost 80% of this amount these are persons of working age but, unfortunately, talking about equal employment opportunities, adapted infrastructure and education for them is not necessary. People with special needs are not just dependent on assistance; they do not have the power to overcome informational, physical and psychological barriers. This state of affairs is shameful and not valid for the civilized European State. Because the disability is not a sentence, persons with special needs can be and become full members of society and high-performance, excellent specialists, socially active and cheerful people who can inspire many, including absolutely healthy members of our organisation.

The great importance in solving this problem is social policy and its impact on the implementation of social assistance to persons with various physical and mental disabilities. A social approach to address the issues of persons with disabilities in Ukraine is today on the stage of formation. It is developing social legislation, public opinion.

General questions social and psychological security, labour relations, vocational training of the population, including its socially vulnerable sectors attracted the attention of scholars and practitioners, as a significant contribution to their development made by such scholars as M. Avramenko, S. Bandur, D. Bohynya, O. Buguckij, I. Gnibidenko, M. Dolishniy, T. Zayats, K. Korsak, M. Kostakov, Y. Libanova, I. Maslova, V. Onikienko, V. Pokrišuk, V. Savchenko, A. Shevtsov, I.

Šepotko, I. Chernjuk and others. Analysis of the scientific publications shows that, despite the generally increasing share of fascinating and essential works, studying problems of realization of the disabilities of their rights in all spheres of life, their professional rehabilitation, social and psychological adaptation cannot be considered sufficient and it needs further research, that caused the direction our research.

Today, the status of persons with disabilities, the situation in which they are not changed. In modern conditions of economic instability, disabled turned out to be one of the most socially vulnerable layers of the population. The main problem that requires an immediate solution is to overcome social exclusion of persons with disabilities, the limited capabilities of their communication, organization of their leisure, study, acquire a profession, search of potential earnings. Jobs for people with special needs is more than the welfare of his family; first of all, the possibility of self-affirmation, self-fulfilment, feeling the need of society. About the socially secure, worthy life will be disabled only when they will be competitive in the labour market. Today, the unemployment rate among disabled people substantially increased, it is much higher than among healthy population, and varies depending on many indicators – type and group disability, state of health, age, sex. The work of people with special needs, as a rule, low paying, and in case lost no legislation providing the disabled status of unemployed. Fundamental political and social-economic transformations carried out in Ukraine, led to fundamental changes in social policy concerning disabled people, contributed to the formation of new approaches to solving the problems of disability and social the protection of persons with disabilities.

Today more than ever, society seeks to provide the number of problem people with special needs, including psychological, create for them the full conditions of life. However, social policy in Ukraine focused on the disability of children and adults, was constructed based on the medical model. This model is free or weakens the social position of persons with disabilities, reduces its social significance, separates involuntarily from the society increases its unequal social status, doomed her to a recognition of its inequality, non-competitiveness in compared with other people. This approach carries with it the discriminatory idea, reveals the attitude of society to

persons with disabilities as a socially unnecessary category. In current conditions, the development of the country, the medical model of disability is gradually replaced by a new model – social.

According to A. H. Shevtsov, a person with a disability to be considered regardless of its efficiency and usefulness to society as an object social policy. That is focused on creating a face for the maximum possible realization of all the potential abilities of integration into the community. At the same time, a person with special needs is considered not only as an object of special education, rehabilitation measures, social work but also as an active object of social life and the creator of their fate (Shevtsov, A. H., 2006).

Persons with special needs are very heterogeneous social group: they greatly vary between the types, causes of disease, the gravity (band), disability, place of residence (rural or urban area), etc. Among the people, for the first time recognized disabilities, most are persons of working age. Thus, a significant proportion of persons with disabilities requires involvement in rehabilitation activities, including and vocational rehabilitation. Still, they must be differentiated depending on the individual needs of each particular individuals with disabilities be provided timely and in full. Such an approach is not only the basis of the full integration of disabled persons into social life but also the most effectively contributes to the conservation and restoration of their human capital.

Since the middle of the XX century in most countries, social policy concerning persons with disabilities based on the principle of “equal opportunities”. Among the main realization of the direction of “equal opportunities” for young persons with disabilities is accessibility to education and employment. The receiving a full education, the professional definition is a significant factor in the life of every person, and for disabled people is of great importance. The learning disabilities, special skills allow them to realize their abilities, or partially adapt in society. Create the maximum favourable conditions for training and employment of disabled persons is the responsibility of any community that seeks to be democratic and ensure the conditions

for active participation in the development of this society for all, without exception, citizens (Council of Europe).

The primary source of rehabilitation is the belief that large groups of people, who tend to have the least opportunities to use modern social and cultural values, while aware members of society. Thus begins the process of integration, which requires tremendous changes in the schemes of thought and regulatory guidelines. In many countries, it is considered that under the conditions of introduction of highly qualified treatment and comprehensive rehabilitation of the disabled can return to society and be fully integrated into all spheres of social life. Rehabilitation of persons with disabilities is a complex multiple-aspect of the problem, in which a special place takes a professional rehabilitation of persons with special needs.

Law of Ukraine “On the rehabilitation of people with special needs in Ukraine” was determined that professional rehabilitation is a system of measures aimed at training persons to professional activities, restoring or obtaining professional capacity by adapting, learning, retraining or a new profession with possible further employment. Vocational rehabilitation to ensure the competitiveness of disabled people on the labour market, their work as in customary industrial conditions and in specially created conditions. In terms of creating optimal conditions for the rehabilitation and integration of disabled persons into society is enabling them to feel their independence, importance and usefulness for others and society.

Thus, the process of vocational rehabilitation is complex and challenging, the ultimate goal of which is the significant employment of the disabled. The main component of the vocational rehabilitation of disabled people serves apprenticeships; however, only two disabled people from a hundred to restore their ability to work. It causes social tension, poverty, insecurity, financial and moral degradation of the persons with disabilities and their families. Therefore, a necessary condition for achieving a favourable spiritual state of the development of the nation, a high level of social maturity and morality of a society is employment and vocational rehabilitation of people with special needs. It creates the need to study these processes and study areas for their improvement, which is a too complex problem.

3.3 Psychological support of professional orientation of high school students of with special needs in conditions of the inclusive environment

Providing quality and afforded education for children with special needs in Ukraine have been recently considerable importance. Recognition of inclusion as critical preconditions for the maintenance of the right to education has been intensified in recent years and enshrined in the Convention on the Rights of Persons with disabilities – the first mandatory for all States to perform a document containing the concept of inclusive education (OON, 2007). Inclusive education is a system process established interaction of all participants in the educational process, the effectiveness of which depends on the understanding of the benefits of inclusive education for all participants in the educational process (State Complex of Social Realization of Disabled Children, 2010).

Career guidance is one of the most important directions of socio-psychological accompaniment for children with disabilities. Effective implementation of professional orientation as a scientific and practical system of training the individual to free and conscious professional self-determination is impossible without the identification, analysis, evaluation and consideration of individual characteristics personality, what the deterministic choice a particular way of life (Maksymenko, S. & Hlavnyk, O., 2004). Social and psychological support of professional self-determination of children with unique educational problems of senior school age is a system of social, psychological, and psychological-pedagogical means and methods of helping the person, which is formed. It aims to identify and create optimal conditions for the development of natural abilities and increase the rehabilitation potential of the child.

In our opinion, in general, the main tasks of the social and psychological accompaniment of professional orientation and self-determination high school students with special educational needs such as:

- ensuring the unity of psychological-pedagogical and medical-social recommendations on professional direction and self-determination;
- studying of personal features and professional preferences of the individual and social influence on it;
- organization of educative educational interactions with a child of the senior school age and creation of favourable conditions for the complete development of inclinations, abilities, professionally essential qualities of a personality in the process of complex rehabilitation;
- correction of relations, social action methods, assistance in resolving conflicts, mediation in the creative development of character and group (State Complex of Social Realization of Disabled Children, 2010).
- early inclusion in labour activities;
- continuity process of vocational guidance during all years of education and training of a child with special needs;
- creating the ability to choose the sphere of professional activity ;
- changing the directions of professional rehabilitation of young people with disabilities following the formation of the rising generation of professional interests and inclinations, with personal abilities, suitability for a particular profession and demands of the labour market.

The social-psychological support of high school students with disabilities should be composed of a set of measures, such as (State Complex of Social Realization of Disabled Children, 2010):

- psychological diagnostics of children with special needs of older teenage and teenagers to identify their characteristics and define professional interests, inclinations and orientations;
- creating based on the data diagnostics in the process of individual attributes for improving the efficiency of specialists-rehabilitators;
- performing personal consultations to address the psychological problems of children identified during the diagnosis;

- performing group work (psychological training, etc.), which would promote the psychological issues of children of older teenage and teenagers and acquiring them the necessary socially essential skills and skills;
- providing recommendations to parents for further continuation of rehabilitation according to the results of the diagnostics, individual and group correctional classes.

When carrying out professional self-determination and orientation of children-invalids of senior school age, the psychologist receives essential information:

- on the state of mental and physical performance in connection with the possibility to pursue one or another type of work;
- on the form of emotional-willed, sensomotoric, intellectual sphere;
- on the development of language and communication skills that are important for professional activity;
- on the characteristic changes of psychological and socio-psychological status of senior-related to disease, trauma or developmental impairment.

Children with congenital or early acquired developmental disorders (childhood disabilities) are often psychologically traumatized. Awareness of the presence of the defect of development and related restrictions leads to inadequate self-esteem, the vulnerability of mentality, marginalization, limitation of communication with others. A significant role in strengthening and fixing the negative stereotypes of social interaction and communication plays a negative experience of the child's intercourse, a teenager with peers or adults who demonstrate a preference to healthy people, the stress of inferiority human (rejection or pity), exclude him from the life of society. As a result, there is the social isolation of a child with particular educational problems.

Psychological support of the professional orientation and self-determination of high school students with special educational needs to allow achieving positive dynamics of the level of motivation for the conscious professional choice and inclusion into future professional activities; creating an attractive image of the profession for persons with disabilities, determining the level of adaptation to professional and employment.

However, it should be mentioned that the effective conduct of professional forecasting and orientation of teenagers and young men with disabilities is impossible without the use of individual corrective exercises and consultations, preparation and provision of parents with detailed recommendations for continued rehabilitation at the place of permanent residence for children.

3.4. Institutional environment of social support for rehabilitation and employment of persons with disabilities

The problem of rehabilitation and employment of people with disabilities remains relevant today for many countries around the world. Despite some progressive steps that have been taken and are being taken to improve the situation, the percentage of people with disabilities who have limited access to education, limited opportunities for social activity, and difficulties in finding employment and professional realization, in general, remains relatively high. Quite often, the cause of such problems is called lack of financial resources. At the same time, funding is only one element of an integrated institutional environment in which other factors play an equally important and sometimes decisive role in the process of rehabilitation and integration of persons with disabilities.

The problem of the influence of the institutional environment on the development of individual spheres of social life and the country as a whole is regularly raised in scientific and political circles. During the period of restructuring of Ukraine, the formation of a market economy, and in the process of implementing reforms aimed at achieving European living standards, this problem becomes especially relevant. Thus, several works by H. H. Kazarian, I. M. Myshchak, I. Yu. Hryshova, T. L. Shestakovska (Hryshova, I. Yu., 2017, pp. 242-246) (Kazarian, H. H., 2018, pp. 22-25) (Kazarian, H. H., 2018, pp. 33-37) are devoted to the problem of institutional regulation

of social and economical provision of disabled people in Ukraine. H. H. Kazarian studied in detail the evolution of the institutional field and the system of concepts of institutional regulation of socio-economic support of people with disabilities in Ukraine (Kazarian, H. H., 2018). At the same time, informal institutions and the relationships between institutions, both formal and informal, need further study.

There are several interpretations of institutions, institutional environment and institutional analysis in the scientific literature. It is based on the definition of D. Nort, who understood the institutions as “rules of the game” in society, or, more formally, human-made restrictive frameworks that organize relationships between people (Nort, D., 1997). It is important in this case to understand that the organizations that implement these “rules of the game” are, in the language of institutionalism, not institutions, but actors or creators or performers of institutions - laws, rules, relationships with other actors.

Institutionalism as one of the areas of scientific thought allows us to understand the political landscape of individual spheres of social life, and institutional analysis is key to understanding the role of individual institutions in preventing, solving or creating social problems. It determines the importance of conducting institutional research and understanding the problem of rehabilitation and employment of persons with disabilities in Ukraine.

According to D. Nort, “the main role that institutions play in society is to reduce uncertainty by establishing a stable (though not necessarily effective) structure of interaction between people” (Nort, D., 1997, p. 21). This property of institutions indicates that sometimes it is more appropriate to maintain and gradually change the old institutions than to destroy the system as ineffective. In other words, to follow not a revolutionary but an evolutionary path.

Today, this is especially evident in Ukraine, where active reforms are taking place in almost all spheres of public life. In the process of euro transformation, society and political actors have exceptionally high expectations for reform. At the same time, as noted by D. Nort, and it is difficult to disagree with him, even discrete changes in formal institutions do not always lead to qualitative changes, especially when informal

rules of the game remain unchanged (Nort, D., 1997). And while many scholars focus on traditional institutions, informal ones sometimes play a more decisive role in the functioning of society. It is evidenced by the examples when the simple copying of formal institutions of developed societies does not take root in less developed countries due to the dominance of individual informal institutions.

Based on the theory and concepts of institutionalism, institutional analysis allows forming an indicative institutional map. This map can only include formal institutions and the actors associated with them. This approach is quite common among scientists and analysts, as it allows analysis based on officially available information. At the same time, the system is gaining more and more popularity when the institutional map shows both formal and informal institutions, which allows us to see the most realistic picture.

Formal institutions include laws, rights, responsibilities, regulations enshrined in regulations, and traditional relationships between institutions and organizations that implement and support these regulations. They are developed and implemented primarily through the state

Formal and informal institutions of social rehabilitation and employment can be represented in the form of a generalized institutional map (Fig. 3.1).

The environment of formal institutions of social rehabilitation and employment of persons with disabilities includes:

A. Institute of State. The state institution, in this case, is manifested in regulations that are developed and implemented through a set of government agencies and bodies, which include:

1. The Ministry of Social Policy is the central body of executive power that ensures the formation of state policy in the field of protection of the rights of persons with disabilities. The purpose of such a system, as stated on the website of the Ministry, is to ensure respect for the rights and freedoms guaranteed to persons with disabilities by the legislation of Ukraine and international legal acts. Issues dealt with by the Ministry of Social Policy include the implementation of the Convention on the Rights of Persons with Disabilities, state support for public associations of persons with

disabilities and their enterprises, provision of technical and other means of rehabilitation, rehabilitation of persons with disabilities, guardianship and care adults (incapable) persons, conducting information campaigns, and some other issues.

2. The State Employment Service implements the objectives of the Ministry of Social Policy in the field of labour rehabilitation and vocational adaptation and employment of persons with disabilities.

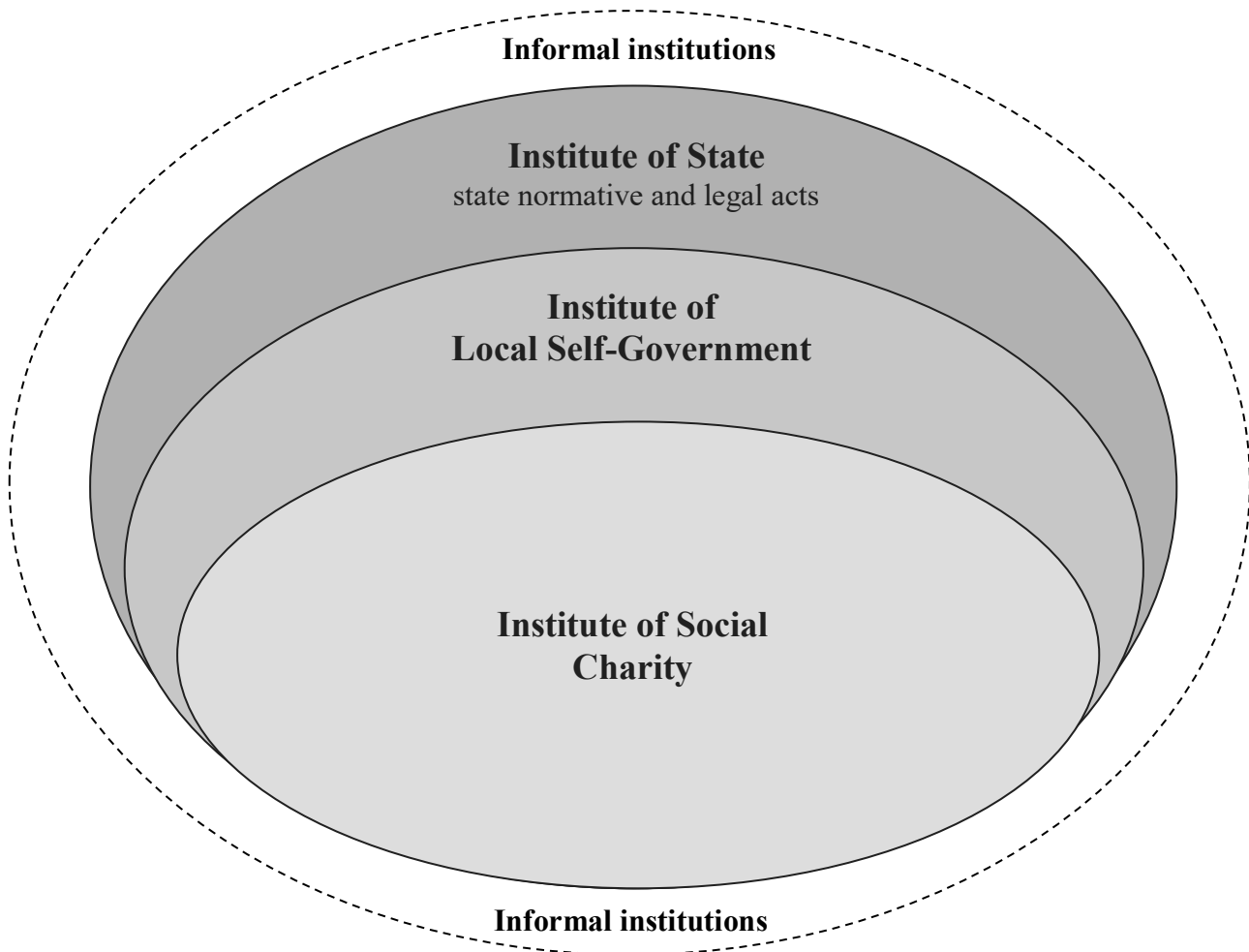


Fig. 3.1. Institutional map of social rehabilitation and employment of persons with disabilities

3. Compulsory state social insurance fund in case of unemployment - embodies the relationship between the state, insured persons and employers on social protection in case of unemployment.

4. Fund for Social Protection of Persons with Disabilities is responsible for financial support of measures for social protection of persons with disabilities in Ukraine and ensures, within its powers, the implementation of measures for employment and employment of persons with disabilities, including job creation.

5. Local state administrations implement the state policy in the field of social security and social protection of persons with disabilities. It employs persons with disabilities, promotes their education, acquisition of necessary qualifications, material and household services, sanatorium treatment of persons with disabilities, war and labour veterans, persons affected by the Chornobyl disaster. It also promotes the provision of prosthetic and orthopaedic care to the population and the condition of persons with disabilities with means of transportation and rehabilitation; establishes respect for non-disabled adults in need of health care. Besides, it decides on the formation, reorganization and liquidation of impressive boarding houses for persons with disabilities of the first and second groups, who were serving sentences of restriction of liberty or imprisonment for a certain period (Verhovna Rada of Ukraine, 1999).

6. Territorial centres of social services for pensioners and single incapacitated citizens provide social services to socially vulnerable citizens, including persons with disabilities.

B. Institute of Local Self-Government:

7. Executive bodies of local self-government (Verhovna Rada of Ukraine, 1999):

- formation of trust funds for social assistance to persons with disabilities, determination of the procedure and conditions for spending these funds;
- resolving issues of granting persons with disabilities the right to free and preferential use of cultural, physical culture and sports facilities, as well as determining the procedure for compensation to these institutions for the cost of services provided free of charge or on preferential terms;
- decision following the legislation on the provision of assistance to persons with disabilities;
- organization of nursing homes for people with disabilities;

- ensuring the implementation of measures provided by law to improve the living and material conditions of persons with disabilities.

8. Some enterprises and organizations of communal property, the functions of which may include rehabilitation and professional adaptation of persons with disabilities.

C. Institute of Social Charity:

9. Public organizations, charitable foundations, religious organizations, especially brightly represent the institution of social charity. The functioning of public organizations allows eliminating the shortcomings of government agencies and organizations.

10. Private enterprises. The charitable activity of private enterprises and the implementation of programs of professional adaptation of persons with disabilities is one of the forms of manifestation of the institute of social charity.

11. Individuals.

It is expedient to understand the existence of informal institutions separately. Examples are corruption, interpersonal relationships, traditions, unwritten rules and norms that people follow. The characteristics of informal institutions are unwritten rules, not fixed by formal agreements, have no time frame, may not be understood by people, but exist as a tradition or habit, may arise and disappear spontaneously under the influence of external factors.

In the case of social security for persons with disabilities in Ukraine, informal institutions that positively or negatively affect the formation of the functioning of persons with disabilities include:

- Corruption in the field of recognition and confirmation of disability, the appointment of certain benefits;
- Informal social protection in the form of mutual assistance between people;
- Discriminatory or, conversely, privileged treatment of persons with disabilities due to their illness.

Informal institutions are manifested through the activities of governmental and non-governmental institutions, organizations, enterprises, and individuals.

Institutional analysis is essential for assessing the real picture of the environment that people with disabilities deal within the process of rehabilitation and social adaptation. Constructive criticism of existing public policy is impossible without understanding the interaction of formal and informal institutions. Facilitating such an analysis, it is advisable to form an institutional map that reflects the actors of the institutional environment and their interaction in the process of implementing and maintaining formal institutions in the system of informal institutions.

The institutional map is, to some extent, an interactive tool and changes over time in the process of reform and the historical evolution of institutions. Therefore, it is essential to use the institutional map, taking into account the time when it was created, and with an awareness of the theory and methodological approach that underlies the creation of such a plan.

Therefore, this article proposes an institutional map as an example of a tool for analyzing the system of institutions of social support and rehabilitation of persons with disabilities. This tool facilitates effective decisions that correspond to the realities of the socio-political life of the country as a whole and individual groups.

3.5 Problems of stimulating self-employment of people with disabilities: socio-psychological aspect

The employment of people with disabilities remains an essential issue for most countries. To a large extent, the European orientation of modern Ukrainian politics draws additional attention to the needs of minorities and social groups that are in a non-competitive position. The government has taken some steps to improve legislation and state support. Still, the general political situation and the level of economic and social development of the country hinder the solution to this problem. The training programs for persons with disabilities and their further employment in specialized enterprises or

enterprises with specially equipped jobs have shown their effectiveness, but, unfortunately, the scope of coverage of persons with disabilities in such programs remains insufficient.

Several studies (Svynchuk, A. A., Kornetskyi, A. O., Honcharova, M. A., Nazaruk, V. Ya., Husak, N. Ye. & Tumanova, A. A., 2017) (Pavel, R., 2011, pp. 59-77) conducted in Ukraine and abroad show that despite the efforts of the state, there are still companies and organizations that are afraid to hire people with disabilities. They are fearful of reduced productivity, reduced quality of products or services, increased control by the state, additional costs, additional responsibilities. Also, many people are afraid to work with people who have psychological or mental problems, lag behind in development. This phenomenon is observed in different countries of the world (Pavel, R., 2011, pp. 59-77). Therefore, it is difficult to talk about the full competitiveness of people with disabilities when the labour market is not ready for it. In such conditions, one of the areas of work in the field of social rehabilitation of persons with disabilities and their employment is to stimulate self-employment of such persons.

According to Ukrainian law, a self-employed person is a taxpayer who is a natural person-entrepreneur or carries out the independent professional activity, provided that such person is not an employee within such entrepreneurial or independent professional activity (Tax Code of Ukraine, Article 14.1.226.) (Verhovna Rada of Ukraine, 2010).

Entrepreneurship is an opportunity that allows a person with a disability to develop professionally and provide for their material needs. It also allows you to take a better position in society while having a flexible working day that meets the capabilities and conditions of this particular person, will enable you to work from home or specially equipped for their own needs office or workshop, and have, no less important, professional independence.

An important area of work to increase the employment of people with disabilities is to encourage such people to start their own business. In Ukraine, the state supports such initiatives. Thus, in Ukraine, an unemployed person who wants to start his own business can be provided with one-time assistance for organizing business activities

(Ministry of social policy of Ukraine, 2015). The State Employment Service does not differentiate between people with disabilities but implements some measures aimed at supporting people who want to start their own business.

These measures include, but are not limited to:

- 1) informing the unemployed about the possibility of receiving financial assistance to start their own business;
- 2) provision of individual career guidance services;
- 3) involvement of the unemployed in counselling seminars;
- 4) help in developing a business plan;
- 5) assistance in the process of registration of documents and registration of own enterprise.

The number of people with disabilities who have received such assistance in the last three years is low.

At the same time, the problem of self-employment of people with disabilities needs in-depth analysis not only in terms of the number of people who received assistance in starting their own business but also in some other characteristics/indicators used in research by foreign scientists (Pilkova, A., Jančovičová, Z., Kovačičová, Z., 2016, pp. 312-320):

- 1) perception of the existence of opportunities for persons with disabilities;
- 2) perception of their abilities;
- 3) fear of failure;
- 4) intentions to start their own business;
- 5) attitude to entrepreneurship;
- 6) the number of newly established enterprises (or the number of recently registered entrepreneurs);
- 7) the number of mature enterprises (number of entrepreneurs);
- 8) number of enterprises at the stage of origin/business plan;
- 9) the number of enterprises/entrepreneurs that have ceased their activities.

Indeed, it is necessary to pay attention to the fact that not all entrepreneurs continue their activities for an extended period. In January-October 2019, the number

of entrepreneurs who ceased their activities was 3,160 and 1,131 more than the number of people who received unemployment benefits once (registered as entrepreneurs). Unfortunately, there is no data on persons with disabilities who have written the cessation of business activities.

There are several reasons why people with disabilities are in no hurry to start their own business. Some problems do not disappear when changing the form of employment of a person with a disability - whether this person works under a contract for another company, or independently develops their own business.

First of all, this applies to the stereotype of a passive person with a disability, which has long been established in society. For the most part, there is a plaintively passive attitude towards such a category of people as people who are physically and psychologically unprepared to work in the public sphere of production. It was facilitated, in particular, by the long-term silence from society about the accurate scale of disability issues and the implicit social isolation of most of these people. For the most part, these people were left alone with their problems and hardly crossed the threshold of their place of residence. All care was reduced to the provision of financial assistance and some of them - vocational education and jobs in state-owned enterprises and organizations.

Secondly, people with disabilities in terms of motivation to work are a very diverse group: some of them have this motivation is relatively high, some - no, some - no at all. There is no direct relationship between the level of motivation to work and the degree or nature of the disability. Some people with disabilities have a lack of motivation to work - and this is one of the main obstacles to their self-employment.

And in this case, it is correct to speak not about low, namely about insufficiently high motivation, after all these people, in comparison with others need to overcome more obstacles, to make more efforts to establish own business and to work. Consequently, the motivation to work in them should be higher than in others.

We provide an indicative list of interrelated motives (meanings) of self-employment that may be important for a person with a disability:

1. Improvement of material condition;

2. Opportunity to feel their significance, communication with colleagues at work, a sense of belonging to the workforce;
3. The possibility of self-realization, enjoyment of work;
4. A sense of usefulness to other people;
5. Changing the social status of a person with a disability - obtaining grounds for social recognition, self-esteem;
6. Opportunity for career and material growth;
7. The possibility of establishing close relationships, starting a family;
8. Opportunity to diversify life, make it meaningful, full, etc.

In our opinion, in work on motivating people with disabilities to work, it is necessary to start the process of activating the existing motivation of a person in an irrelevant, “passive” state. It is a necessity to direct the flow of his thoughts in the right direction; it is necessary to create such conditions independently, decided on their significance for themselves. One of the main techniques that complement the identification of motives for self-employment is to discuss with a person with a disability the relevance of his current professional choice to life perspective. Suppose a young person realizes that his decision to start his own business is one of the components of his “life project”. In that case, it is more likely to hope for activity in finding opportunities for self-employment and successful implementation of plans.

Also, in our opinion, it is necessary to dwell on the case when the motivation for self-employment is too high. When for a person starting a business becomes a “matter of life or death”, it leads to excessive tension and stress, because every failure or difficulty in implementing plans, she is very disappointed. As a result, such a person may despair altogether, give up his intentions to work. Therefore, this category of people needs to pay more attention to the psychological support of self-employment.

Thirdly, one area of motivational work may be to address the fears of people with disabilities. Such people may not be active in starting their own business because they are afraid of some aspects of future employment: the rejection of the social environment, inability to cope with work tasks, fear of deteriorating health, fear of losing a pension (assistance), and so on.

Fourthly, it is the attitude towards a person with a disability in society. Such a person can fall victim to stereotypes anywhere if negative stereotypes about people with disabilities are firmly established in the community.

Fifthly, the level of development of social contacts can be a problem (Renko, M., Harris, S. P. & Caldwell, K., 2015, pp. 555-578). Social connections are essential when looking for a job in the speciality, and the development of their own business. Quite often, contacts with a person with a disability are closed to family, medical staff, and possibly some other people with disabilities. The situation is deteriorating in places where the infrastructure does not take into account the needs of people with disabilities, and such people have a reduced level of mobility as a result.

Finally, as analyzed in the previous section, the underdevelopment of institutions that would support people with disabilities at the start-up stage also hurts the number of businesses started by people with disabilities.

Institutional support is a significant factor in the development of entrepreneurship among people with disabilities. Studies around the world show that people with disabilities tend to have lower incomes and may even live on the brink of poverty (Renko, M., Harris, S. P. & Caldwell, K., 2015, pp. 555-578). This situation can be caused by various factors, among which it is especially important that people with disabilities may not be able to master a high-paying profession due to lack of access to appropriate vocational education. Lack of sufficient financial and material resources, in turn, can affect the ability of a person with a disability to start their own business. As some scholars have rightly pointed out (Bohuslavska, S. I. & Potapenko, L. V., 2013, pp. 106-110), people with disabilities, although assisted in starting their own business, do not take into account the need to adapt the workplace to the needs of people with disabilities, which may require significantly more financial investment than the amount of assistance. Therefore, an important step should be the differentiation between people with disabilities and other people in providing state assistance to start their own business.

At the same time, the problem of psychological readiness of a person with a disability to start his own business remains no less important than financial. Several factors affect the existence of this problem:

1. Insufficient level of socialization of individuals with disabilities. Only now is the state's policy on inclusive education and barrier-free cities gaining momentum. At the same time, progress has not yet affected all educational institutions, as well as not all settlements in Ukraine, have been able to adapt infrastructure to the needs of people with disabilities. Therefore, many such people are forced to spend most of their time at home, study at home and sometimes even master the profession. Such people especially need support so that they have confidence in their abilities and can go from the idea of entrepreneurship to its implementation and further support of such activities.

2. Limited list of professions taught to persons with disabilities in the State Employment Service and rehabilitation centres. On the one hand, the occupations on the list that teach people with disabilities are in demand. However, on the other hand, as mentioned earlier, many other professions are in need that can be mastered by people with disabilities, and that can be more convenient for such people and can allow them to start their own business.

3. Fear of failure studied helplessness. Throughout life, a person with a disability may become accustomed to criticism, to doubts about their own ability to do and achieve something, and the source of such suspicions may be loved ones. It affects the decision as to whether to start one's own business: the fear of failure, the belief that it will not work out, and as a result, a person with a disability prefers a small amount of social assistance instead of trying to have a full professional life.

Without waiting for the government to solve its problems, Ukrainian society is moving forward and has been spreading the practice of social entrepreneurship throughout Ukraine for several years. "A social enterprise is a social economy operator whose primary goal is to have social influence, not to make a profit for its owners or shareholders. It uses its profits primarily to achieve social goals..." (European Commission, 2015). The European Commission identifies three main characteristics-vectors of social enterprise (European Commission):

- business vector - social enterprises have economic activity that brings profit and allows to distinguish these enterprises from non-profit organizations;
- social vector - the primary and clear social goal at the heart of all activities that distinguish social enterprises from other ordinary enterprises;
- management vector - which combines the two previous vectors so that business serves social purposes, and there are restrictions on the direction of profit distribution.

Social entrepreneurship is closely related to the concept of “inclusive entrepreneurship”. It is a concept that means the involvement of underrepresented groups in entrepreneurship to help them overcome their social and economic problems (Pilkova, A., Jančovičová, Z., Kovačičová, Z., 2016, p. 312). As the name implies, this concept is closely related to the idea of inclusion, which in this case has a particular specificity. As some scholars rightly point out, inclusive entrepreneurship involves more than just the inclusion of everyone in social life by accepting them into joint activities. This concept is broader because it concerns the change of worldview, skills and competencies on the way to self-realization. Social enterprises can be aimed at supporting people belonging to vulnerable social groups, including people with disabilities. This practice is not new to Western Europe, whereas in Ukraine it used to be much less effective and much less frequent in the private sector. The media claim that social entrepreneurship is gaining momentum and scale in Ukraine. Still, social activists, politicians and society continue to point to the acute problems that people with disabilities face daily. In this situation, the question arises whether social entrepreneurship is significant enough and how it can help solve the problem of unemployment in this group.

Unfortunately, in Ukraine, there are no detailed official statistics on the number and characteristics of social enterprises. This lack of statistics makes it difficult to assess the effectiveness of social enterprises in solving social problems. According to some data, at the end of 2018, there were about 150 social enterprises in Ukraine, but these are enterprises that reported their existence. The exact number of enterprises that would meet the criteria of social entrepreneurship is still unknown. According to

researchers and analysts, the institutional environment of social entrepreneurship in Ukraine is still weak and needs significant further development. Many, if not most, of the social enterprises that currently exist in Ukraine, have been established through international donor projects. It is unclear whether they will continue their activities after the completion of the projects, as Ukraine still does not have a developed state and private-public support system for social entrepreneurs. Despite the increase in the number of social entrepreneurs and the constant development of the institutional environment for social entrepreneurs, Ukraine lacks a developed legal framework that would define social entrepreneurship and establish a clear regular basis for their creation and operation.

Thus, we believe that one of the promising areas of social policy for the employment of people with disabilities is to promote self-employment. This practice is actively used in many countries around the world. In Ukraine, a person with a disability who has expressed a desire to start his or her own business can receive a one-time allowance from the employment service. At the same time, available statistics show a low percentage of people with disabilities who have benefited from such support. Problems remain lack of previous experience, insecurity, lack of motivation for self-employment for people with disabilities, the ultimate goal of which is significant employment and economic growth. Several socio-psychological causes cause social tension, poverty, insecurity, material and moral degradation of persons with disabilities and their families.

Besides, the legislation excludes from tax benefits the payment of a single social contribution for persons with disabilities engaged in independent professional activity. It creates the preconditions for professional and socio-economic discrimination.

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