

ABSTRACT

Subject matter of graduate qualification work: Improvement of the mechanisms of integration of young people with reduced health capabilities into professional activity.

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Customer organization: State public institution “Public Employment Office of the Resort City of Pyatigorsk”.

Topicality of the research: At the current stage of the establishment of Russian society, one of priority tasks of social policy of the state is integration of young people with reduced health capabilities into professional activity. The relevance of this problem determines the growth in the social structure of the number of young people having the signs of physical dysfunctions. According to Federal State Statistics Service, the total number of disabled people in the Russian Federation as of January 2018 is 12.1 million people, where 552 thousand people are young people at the age of 18-30.

Despite the state’s proclamation of equality in rights and forming of inclusive environment for individuals with reduced health capabilities, the statements declared are not always supported with real practice. Labor segregation and isolation are of the most spread barriers in socialization of this category of young people. Young people with reduced health capability are a part of secondary job market, which is characterized by unstable employment, low chances of qualification and career progression.

The solution of the employment issue will help to broadly improve the position of this category of population in the society, and, accordingly, life quality of this population category, which proves the need of research of this problem, considering the whole diversity of its aspects, peculiarities of professional rehabilitation of young people with reduced health capabilities, established stereotypes of their perception, social behavior.

Objective of the research: study of theoretical aspects of the employment of young people with reduced health capabilities to develop practical solutions and methodical recommendations on the improvement of mechanisms of their integration into professional activity.

Tasks of the research:

- analyze young people with reduced health capabilities as a subject of professional activity;
- study the legal framework regulating employment of young people with reduced health capabilities;
- determine the main directions of assistance for employment of young people with reduced health capabilities in Russian Federation and abroad;
- characterize the State Public Institution “Public Employment Office of the Resort City of Pyatigorsk” as a subject of assistance for employment of young people with reduced health capabilities;
- analyze the main problems of professional rehabilitation of young people with reduced health capabilities;
- suggest ways of improvement of professional integration of young people with reduced health capabilities;
- develop methodical recommendations on creation of a functional model for a business incubator as a mechanism of integration of people with reduced health capabilities into professional activity.

Theoretical and practical significance of the research: Theoretical relevance of the research lies in the analysis, expansion and generalization of theoretical basis of the employment of people with reduced health capabilities, their state in the job market, rationalization of positive impact of professional integration on the quality of life of this population category. Practical relevance of the research results lies in the development of methodical recommendations on the improvement of mechanisms of integration of people with reduced health capabilities into the labor sphere.

Results of the research. In the course of the research, we established that young people with reduced health capabilities in scientific literature are individuals at the age of 18-30 that have limitations of life activity due to physical, psychological or sensory defects. According to their capabilities, young people with functional defects can participate in different manifestations of public life: politics, economy, production, science, art, culture and sports.

The analysis of the national law showed that this category of people is in a special state in the sphere of employment and labor relations. From the one hand, they have allowances and sparing labor conditions. From the other hand, even at the legal level, young people with reduced health capabilities face barriers for their professional self-fulfillment: recognition of a person as disabled or marginally capable automatically excludes them from the category of labor power.

Based on the analysis of the activity of State Public Institution “Public Employment Office of Pyatigorsk”, we detected several problems of professional

rehabilitation of young people with health defects. These problems are characterized by the following: inaccessibility to higher education; lack of development of informational support; low labor compensation; inadaptability of transport and city infrastructure; lack of interest of the employers to employ people with limited labor capability.

Recommendations. Productive solution of the problem of the employment of young people with reduced health capabilities may lie in transition from mass approach in employment to their involvement in entrepreneurship. This solution has a number of advantages: freedom from parasitical position consisting in expectation of amenities from the state, as well as in dependence on the decision of the employer; increase of income; receipt of additional education; active participation in public life.

We see creation of business incubator as a high-potential direction in the solution of the problem with employment of young people with reduced health capabilities by their involvement in entrepreneurship. Business incubator may serve as the model for solution of practical tasks in the process of training young people in knowledge and skills necessary for entrepreneurship, as well as solution of problems occurring in organization and promotion of own business. Therefore, in the process of research, we developed methodical recommendations on creation of a business incubator for people with reduced health capabilities. These recommendations can be used in the development of innovative infrastructure for professional rehabilitation of young people with reduced health capabilities, in the sphere of extension of their employment due to increase of entrepreneurship.