

Social identity and expectations for employment of students with disabilities

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Abstract. Various technologies of influencing social processes and attitudes of people in order to provide assistance to the population and certain categories of citizens in difficult life situations make researchers turn to basic social categories and demonstrate their role in applied spheres of human life organization. The article shows the sociological category of social identification as a technology for implementing social expectations of students with disabilities. Based on the results of sociological research (questionnaire survey) practical recommendations are developed to inform students with disabilities about the social and educational space of the university for employment. **Key words:** social identification, social expectations, students with disabilities, status-rank differentiation.

1 Introduction

The complex contemporary situation forces social analysts to turn to a comparative analysis of the social state of society in order to establish social threats, their assessment, including social risks, which include categories of people in need of social assistance and support. Reserve of "strength" accumulated by citizens in previous years is an important circumstance of stability and relatively calm reaction of population and their orientation towards participation in public life of the country, manifestation of civic activity, and positive attitude towards solving personal current problems.

The presented is a reflection of current trends in the organisation of social work and identifies the main governmental directions of support for these categories of citizens. At the same time, the social reality is very often perceived by the disabled as an ongoing struggle for comfortable living conditions and their own employment. In the light presented, the problems of daily life of the disabled in the youth environment have a high degree of synthesis and are confirmed by a number of assessments by the young people themselves, listing the problems they face in their daily lives.

The state cannot render full material assistance to people in difficult life situations, therefore the solution of social problems of needy people is subject to comprehensive study and determination of ways of solution of everyday problems of people with disabilities.

In the presented article, a sociological survey is conducted on the basis of tools developed to study the problem of social identification of students with disabilities in the field of employment. In addition to the sociological survey, secondary analysis of empirical

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data, monitoring of internet sources on the problems of social identification of young people with disabilities who find themselves in difficult life situations, was involved to study the problem.

The study takes place in the context of socioeconomic relations that take place between the subjects on the basis of individual professional interests and modelling transactions with bodies and structures of employment, as well as with public organisations, designed to help the employment of persons with disabilities.

As a result of the study of medical and social expertise of the physical health of students with disabilities and the analysis of the conditions that make it difficult for students to find employment, methodological recommendations for solving employment problems have been developed and are presented on the university's information resources.

The advisory "job guide" for students with disabilities includes channels for finding employment opportunities, technology for job matching and job selection parameters in accordance with the indicators for people with disabilities.

2 Main part

The study of the patterns of social life is conditioned by the integrity of objects and processes and the desire to know them in dynamics and diversity. The result of this worldview is a rejection of "parochialism and naturalness" and a transition to interdisciplinary research, based on universal scientific categories.

In sociological discourse, the category "social identification" most often appears as a mechanism of social and status-rank differentiation, with subcultures and lifestyles characteristic of different social groups. It is generally accepted that a person's identification with a certain social group comes from a statement of ethnic, gender, status positioning, including self-identification and a number of other indicators.

The approach to the definition of the presented tendencies is dual in nature and, on the one hand, describes the explanatory power of mastering cultural patterns of behaviour of both individuals and society on adaptation of people with disabilities, and, on the other hand, forms the culture of relations and interaction with the youth audience. Socio-constructivist and playational concepts of social relations (P. Berger, T. Lukman, S.A. Kravchenko) determine the need for self-socialisation of the learner's personality in the social and educational process of higher education. In the presented context, the two main approaches to the adaptation of people with physical disabilities and the solution of employment problems revealed the functional advantages of each of the approaches in social identification.

Most often, the narrative of social and status-ranking identification is represented by a characteristic of the subculture and lifestyle of a social group. It is generally accepted that a person's identification with a particular social group occurs through the identity of characteristics at a certain point, before which these characteristics were thought to belong to different individuals, and only after the coincidence of characteristics of the same class is established does the identification of the individual occur.

According to Fromm, social identification presupposes the presence of a 'social character', through which the energy of a large number of masses is channelled into a certain direction of social relations. Thus a 'market of personalities' emerges. The members of society enter this market: their legal status and economic position varies "...some are free and earn their living by rendering various kinds of services or performing certain kinds of work, others go into service and receive a salary. But all are equally dependent in their material well-being on those persons who need their services or from whom they work" [8].

The social mechanism of identification is especially acute in the labor market for people of working age, who have the opportunity and desire to work, but also are a particularly

vulnerable category of the population - people with disabilities. Often employers under various pretexts do not employ people with disabilities, limit their rights in the choice of profession and position in which a person would like to work, explaining it by the fact that they are not adapted to work in this position. All this deprives people with disabilities of acquiring useful social skills and connections, prospects to develop their professional capabilities, acquire new qualities and skills, and limits career opportunities.

In Russia, according to data from Rosstat and the Pension Fund, as of February 1, 2022 there were 10,556,63 people with disabilities registered. This is 9.03% of the total population of our country. In Russia, according to the same Rosstat, there are 146 million 171 thousand 15 people [7].

At the same time, according to A.K. Mamedov, researcher of performance communication, E.D. Korkia, a person's success in the market "depends not on professional success, but on how affable, elegantly dressed he is, whether he is "vigorous", "tough", "aggressive", "reliable", "ambitious". Further, it is important what kind of family he comes from, what subculture he belongs to, whether he knows the right people [2, 5].

In this regard, let us study the identification difficulties of people with disabilities that arise in the process of employment.

Statistics from the Bryansk Region as of April 1, 2022, 89,318 permanent residents of the Bryansk Region have disabilities, which constitutes 7.49% of the total population. There are 11,209 (0.94.%) group 1 disabled persons, 40,664 (3.41.%) group 2 disabled persons, 37,444 (3.14.%) group 3 disabled persons and 5,724 (0.48.%) disabled children [7].

Despite the support of the state, the problems of employment of the disabled continue.

These are social barriers, discriminatory problems on the part of employers, socio-environmental barriers, stereotypes of perception of disabled people and disability by society and business, problems of career development, received wages and others [3]. The list of problems could be continued, but, by and large, all the problems of persons with disabilities in the field of labor relations can be divided into three large groups:

- social barriers related to the infrastructure of the city;
- working conditions, equipment and accessibility of the workplace;
- objective and subjective factors of refusal to employ people with disabilities, media conditions of awareness within the university.

The analysis of the state of employment among the presented category of students with disabilities of Bryansk State University by methods of content analysis, questionnaire survey and statistical analysis has revealed insufficient effectiveness of identification mechanisms for this category of students. Establishment of professional identity, self-identification with the groups of working students is difficult due to the lack of everyday contacts on employment problems and a wide discourse on employment information channels [4].

In this regard, a solution to the information-media problem has been proposed based on a sociological study. The technology looks as follows on the official website of BSU named after Academician I.G. Petrovsky in the tab "Center for Employment Promotion of Students and Graduates of BSU" proposed to place a scheme of employment channels for students with disabilities on the electronic site.

The analysis of sociological data confirmed that having a disability does not mean that work is contraindicated for a person. It indicates that due to various circumstances, work is available only in specially created conditions. In such a case, the applicant is assigned a work recommendation. The most common recommendation among students with disabilities at BSU is: no increased physical activity (66%), followed by recommendations such as no neuropsychological strain (37%), shortened working hours (18%).

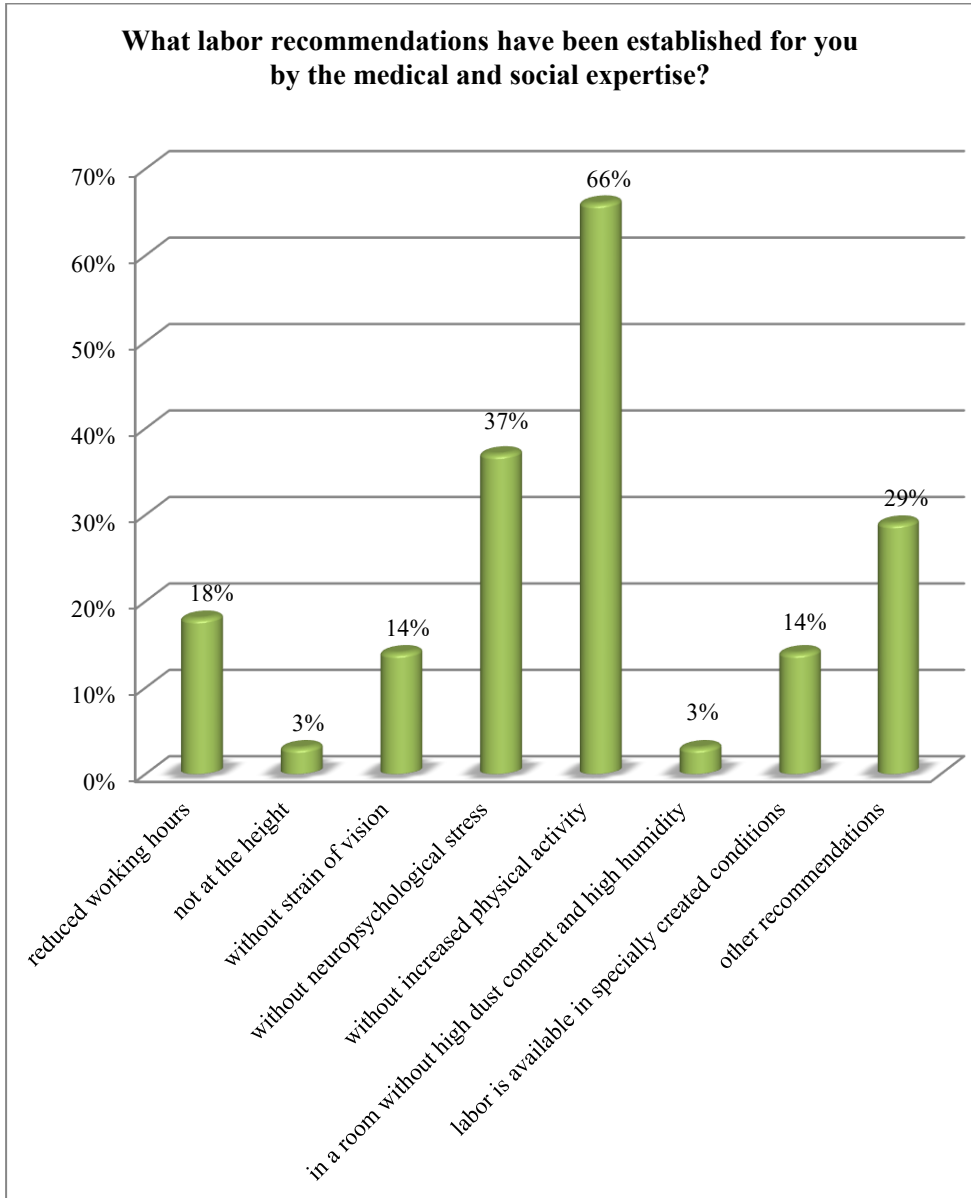


Fig. 1. Results of the answers to the question "What labor recommendations have been established for you by the medical and social expertise?"

The difficulties most students face in finding employment include: lack of qualifications (37%), disability restrictions (14%), family circumstances (14%) and insufficient wages (14%).

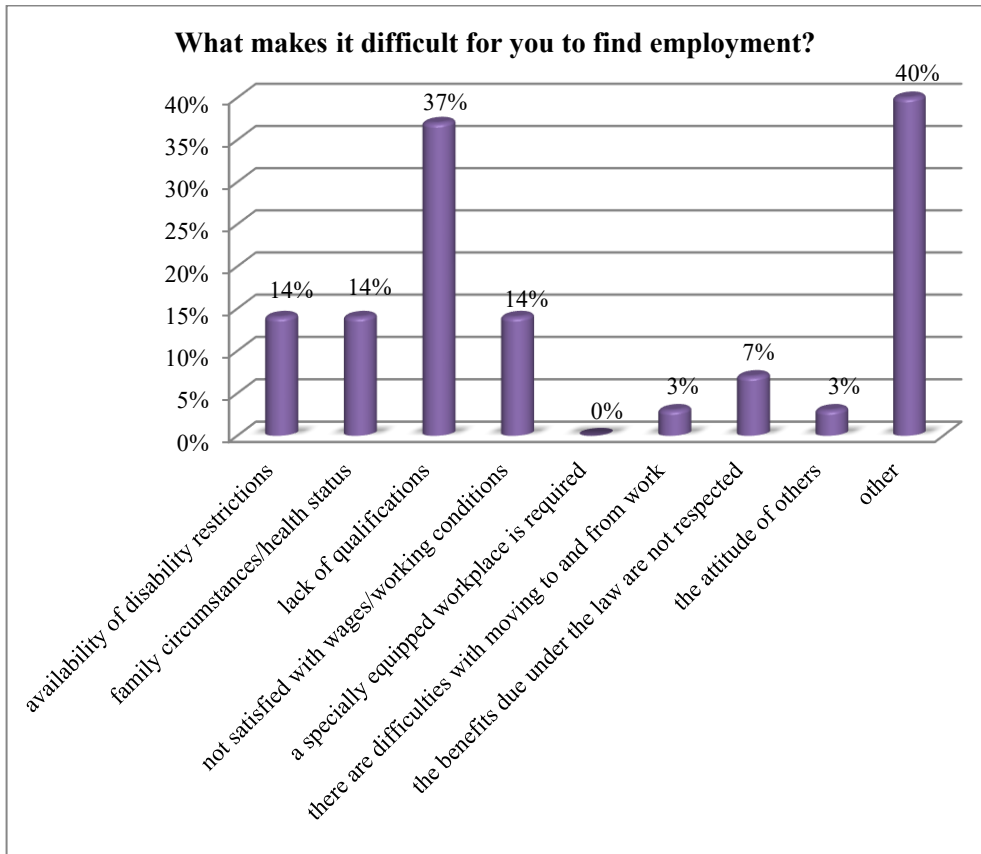


Fig. 2. Results of answers to the question "What makes it difficult for you to find employment?"

The social sphere is considered as a set of branches, enterprises, organizations, directly connected and determining the way and standard of living of people, their welfare and consumption. In this understanding, the social sphere should include the sphere of services (education, culture, health care, social security, physical culture, public catering, public services, passenger transport, communication). According to G.I. Osadchaya, "the social sphere is a holistic, constantly changing subsystem of society, generated by the objective need of society for continuous reproduction of the subjects of the social process. It is a stable area of human activity for the reproduction of their lives, a space for the implementation of society's social function. It is where the social policy of the state takes on meaning and where human social and civil rights are implemented" [6].

The social sphere is a distinctive, complexly organized, ordered whole, unified in its essence, in its quality, purpose and, at the same time, multifunctional due to the complexity and multivalence of the process of reproduction of differentiated social actors with their abilities, needs, diversity of interests. The processes of functioning and assistance to young people are based on certain principles of social management [1].

The social sphere can be structured according to various criteria. For example, one classification presents the structure of the social sphere as the sum of four interrelated parts, which at the same time serve as empirical indicators of students' subject identification.

1. Governance of the social structure of society with defined classes, and social groups (socio-demographic, ethnic, territorial, etc.), individuals and relations between them.

2. Social infrastructure provides the functioning of branches of the national economy and types of socially useful activity aimed at providing services directly to the individual.

3. Management of needs, expectations and stimuli, i.e. everything that provides the connection of the individual (groups) with society, the inclusion and representation of the person in the social process.

4. The content of social justice, conditions and guarantees of its realization.

The presented study of the problems of human positioning has led the authors to the classification of spheres of human life activity and realization of the diversity of needs in social work.

Table 1. Classification of spheres of human activity.

no.	Letter	Symbol	Name	Content
1.	S	☉	Spiritual	Diversity of needs, aspirations, value orientations
2.	I	☽	Intellectual	Mind, knowledge, skills, ability, competencies, experience, professional qualities
3.	T	⚙	Technical	Movement technique. Bodily, mechanized automatic actions
4.	S	⚡	Subject	Potentialized substances of nature, natural energy
5.	O	♀	Operating	Transformative operations, technologies
6.	G	♀	Grocery	Transformation products of the object (raw material)
7.	S	☺	Social	Welfare, health
8.	I	ℎ	Information	Information about the composition and communications
9.	E	♂	Environmental	Environment

A person recognised as being in a difficult life situation, who has partially or completely lost the ability to look after themselves, is included in the social services system in order to normalise his or her living conditions.

3 Conclusions

The category "social sphere" as a universal concept has established itself in people's everyday communication, in scientific and academic literature, and in government documents. In the practice of social work, various technologies are used to influence social relations and processes in society in order to provide assistance to the population and individual citizens in difficult life situations.

Social work is a complex and diverse phenomenon of social life, has a relative independence, has specific patterns of development, functioning and structure, which also allows to allocate it as a social category and an independent object of study.

A social worker, as a key figure of the entire social sphere, is singled out as an independent subject, whose activity is focused on the lifeworld of each person, especially of a person with disabilities. In order to determine the perspective of life of such a person, the social worker himself is constantly improving his own professionalism and is knowledgeable and competent in social standards of life.

The practical result of the April 2022 study allowed us to develop a methodology for media information for students with disabilities, incorporating various job search channels for this category of citizens.

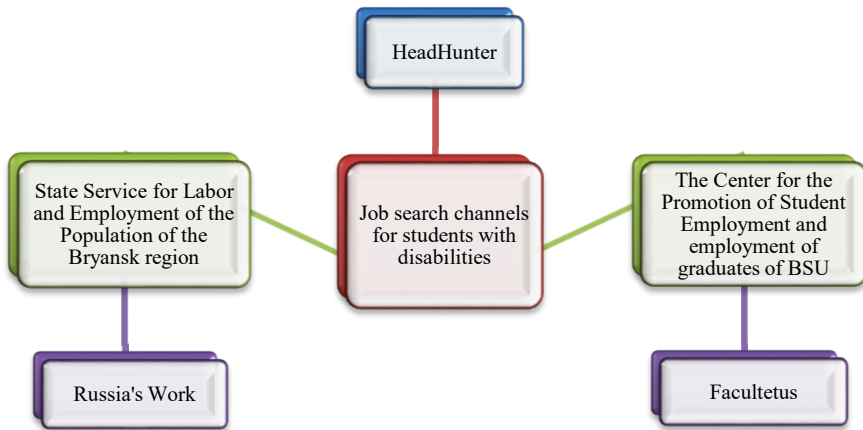


Fig. 3. Diagram of employment search channels.

A new type of professional activity has been dynamically developing for several years in the Russian Federation, which is also a specialty in the system of higher education - social work.

The emergence of social work as a special social institution and a special profession is caused not only by the increased demands of the population for social support due to their individualization, conditioned by deep personal needs. The degree of social protection and its individual layers, represented by people with disabilities, allows us to judge the progressiveness of the social system, the level of economic development of the country and the well-being of the people.

➤ The essential content of social work with young people with disabilities includes the following important aspects:

➤ Providing assistance to an individual or a group of persons in a difficult life situation through support, counselling, rehabilitation, foster care and the use of other types of social services;

➤ Capacity building for persons with disabilities in order to employ them;

➤ Targeted influence on the formation and implementation of social and economic policy at all levels from municipal to federal in order to ensure a socially healthy living environment and to create a support system for people.

➤ The life situation of young people with disabilities is seen as unique. Indeed, a person with disabilities has unique needs, life experiences, and opportunities to achieve their goals. Their fate is influenced by their social environment.

The practice of social work shows that the typical individual problems of clients, which stem from family interpersonal circumstances, the characteristics of health conditions, through social identification help to accurately formulate the social expectations of students with disabilities to distinguish people in search of employment as a special category, combining them with the concept of "target group".

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