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THEORETICAL AND METHODOLOGICAL INCLUSION'S BASES OF PERSONS WITH RESTRICTED OPPORTUNITIES AS MANAGEMENT OBJECT

O.I. Prodius, Ph.D., Associate Professor

Odessa National Polytechnic University, Odessa, Ukraine

Продіус О.І. Теоретико-методологічні основи інклюзії осіб з обмеженими можливостями як об'єкт управління.

Стаття присвячена дослідженню проблеми залучення осіб з обмеженими можливостями в соціум. Запропоновано розгляд проблеми інклюзії осіб з обмеженими можливостями в контексті їх включення в соціально-економічні процеси, спрямовані на підтримання балансу соціальних та особистих інтересів, громадських і особистих цінностей. Визначено трудову діяльність як значимий засіб інклюзії осіб з обмеженими можливостями в соціально-суспільні відносини. Такий підхід дозволить забезпечити перехід від ситуативного вирішення соціальних проблем осіб з обмеженими можливостями до соціального конструювання умов для їх саморозкриття як особистості та індивідуальності. На основі прогресивного досвіду країн ЄС запропоновано напрями соціальної інклюзії осіб з обмеженими можливостями в контексті трудової реабілітації у відповідності з їх індивідуальними здібностями і покликанням.

Ключові слова: особи з обмеженими можливостями, інклюзія, інтеграція, соціальна політика, соціальна інклюзія, працевлаштування, соціальна активність, соціально-економічні процеси, державна підтримка

Продіус О.И. Теоретико-методологические основы инклюзии лиц с ограниченными возможностями как объект управления.

Статья посвящена исследованию проблемы вовлечения лиц с ограниченными возможностями в социум. Предложено рассмотрение проблемы инклюзии лиц с ограниченными возможностями в контексте их включения в социально-экономические процессы, направленные на поддержание баланса социальных и личных интересов, общественных и личных ценностей. Определена трудовая деятельность как значимое средство инклюзии лиц с ограниченными возможностями в социально-общественные отношения. Такой подход позволит обеспечить переход от ситуативного решения социальных проблем лиц с ограниченными возможностями к социально-экономическому конструированию условий для их самораскрытия как личности и индивидуальности. На основе прогрессивного опыта стран ЕС предложены направления социальной инклюзии лиц с ограниченными возможностями в контексте трудовой реабилитации в соответствии с их индивидуальными способностями и призванием.

Ключевые слова: лица с ограниченными возможностями, инклюзия, интеграция, социальная политика, социальная инклюзия, трудоустройство, социальная активность, социально-экономические процессы, государственная поддержка

Prodius O.I. Theoretical and methodological bases of inclusion of persons with disabilities as an object of management.

The article is devoted to the study of the problem of involving persons with disabilities in society. A consideration of the problem of persons' with disabilities inclusion in the context of their inclusion in social economic processes aimed at maintaining a balance of social and personal interests, public and personal values is suggested. Labor activity is defined as a significant means of including persons with disabilities in social and public relations. Such an approach will allow to ensure the transition from a situational solution of persons' with disabilities social problems to the social economic construction of conditions for their self-disclosure as a person and individuality. Based on the progressive experience of the EU countries, the directions of persons' with disabilities social inclusion in the context of labor rehabilitation in accordance with their individual abilities and vocation are proposed.

Keywords: persons with disabilities, inclusion, integration, social policy, social inclusion, employment, social activity, socio-economic processes, state support

Modern society is characterized by intensification of humanistic tendencies, aspiration to achieve equality of all categories of citizens. An important aspect of creating a harmoniously developed society is the full inclusion of vulnerable groups of people in the social life, who act as subjects who are incapable of entering into meaningful links to their socialization and relations in the conditions prevailing in society.

The desire to build a social state in Ukraine has led to new moves towards social protection of people with disabilities, which implies the development of a holistic social security system, the adherence to international norms of law adhered to highly developed civilized countries. The change in moral stereotypes in our society has led to realization that society itself needs to adapt to people needs with disabilities, and not vice versa [6].

One of the fundamental tasks facing the national science in modern conditions is methodological and instrumental support of the development and implementation of persons' with disabilities social inclusion's strategy, which allows to take into account as much as possible the peculiarities of their personality. These factors outline the problem of inclusion not only in social but also human dimension, related to needs and interests of a particular individual, included in a particular social environment that ensures its social functioning and development.

Analysis of recent researches and publications

Assessing Such well-known western and domestic scientists as N. Avramenko, S. Bohdanova, N. Boretska, I. Bezsonova, N. Hauzner, N. Dementyeva, K. Myched, S. Leonova, A. Ipatova, T. Voytchak, A. Nahorna, M. Pozdnyakova, N. Tarasova, A. Shevtsov, L. Shumna and others have made a significant contribution to the development of theoretical and practical principles of persons' with disabilities adaptation.

Disability as a sociological category, which is determined not only by diagnostic criteria and the need for rehabilitation, but by the special social status of people with disabilities in health, has been reflected in the writings of scientists – I.A. Dvoryanchykova, T.A. Dobrovolska, Yu.N. Manuylova, E.K. Naberushkina, N.B. Shabalina, N.V. Shapkina, O.R. Yarska-Smyrnova.

The methodical foundations of training for people with special needs are disclosed in the scientific works of domestic scientists. Thus, the concepts and models of people's with special needs training (D. Dikova-Favorska, G. Burova); methods of cultivating spiritual values for students with special needs (O. Horoshailo) were substantiated; issues of young people's with special needs integration (G. Pershko, O. Tarasov, S. Omelchenko); pedagogical conditions for the rehabilitation of students with special needs (M. Roganova, A. Shevtsov) are investigated; theoretical and practical aspects of social-pedagogical support, integration and socio-psychological adaptation of students with disabilities to study at universities are analyzed (M. Andreyeva, Y. Boginskaya, V.T. Kerklevich, T. Grebenyuk, T. Komar, V. Skrypnyk, M. Tomchuk) [12].

The theoretical and methodological foundations of of labor potential restoration's problem and the integration of persons with special needs are researched in works of O. Andreyeva, Yu. Blynkov, S. Vasin, O. Kolesnykova, A. Konovalov, N. Klushyn, T. Malyeyev, O. Malysheva, A. Makaryan, D. Nekypelov, D. Ryazanov, V. Safonov, I. Syrnikov, V. Tkachenko, Yu. Khaustov, S. Rykk. Despite many domestic and foreign scientists' achievements, problem of increasing the inclusive mechanisms' effectiveness, as an effective means of eliminating social exclusion of persons with disabilities, remains poorly understood.

The purpose of the article is to study theoretical and methodological foundations of persons' with disabilities inclusion in the context of inclusion in socioeconomic processes aimed at maintaining a balance between their social and personal interests, social and personal values.

The main part

The new complex stage of reforming the Ukraine's economy in early 1990s of last century almost completely destroyed the production structures, generated unemployment, exacerbated the demographic situation, led to a decline in living standards of the population, an increase in morbidity and mortality. Particularly difficult crisis has affected the most difficult social group – people with disabilities.

Despite some economy's stabilization, today the country is undergoing a demographic decline, the crisis in the social sphere, health care and education systems has not been overcome, and the number of people who have been disadvantaged due to hostilities in the ATO zone has been overcome, which is accompanied by a decrease in the quantitative and qualitative characteristics of workforce. Against this backdrop, there has been a tendency towards an unprecedented increase in people's disability. Thus, in Ukraine as of the beginning of 2016, there were about 2.6 million people with disabilities, with almost 80% of them working-age (more than 2 million people). However, if you adhere to international

classifications, then the number of people with disabilities is much higher, as the disability may be temporary, not necessarily congenital or acquired, therefore, up to 15% of Ukrainians can have disability.

By joining the European Social Charter, Ukraine has committed itself to actively promote the employment of people with disabilities, their vocational orientation and training, to create conditions for their work's use in usual working environment, and where this is not possible, to create special jobs and enterprises. Thus, in December 2009, Ukraine, ratifying the UN Convention "About the Rights of Persons with Disabilities" and the ILO Convention № 142 "About Professional Orientation and Training in Human Resources Development", thus recognized the right of people with disabilities to autonomy and full participation in society's life, committed to take measures to provide them with education and training, to facilitate their access to open labor market. Ensuring persons with disabilities' right to work should be activated by expanding the opportunities for individual labor, entrepreneurship; employment of people with disabilities in the public sector; stimulating employment of persons with disabilities in the private sector; encouraging programs for professional and qualification rehabilitation, job security and the return of people with disabilities to work [11].

By ratifying the Convention on Occupational Rehabilitation and Employment of Persons with Disabilities dated 06.03.2003 № 159, Ukraine committed itself to promoting professional rehabilitation for all categories of people with disabilities. Implementation of norms and provisions of the Convention № 159 became possible after Law of Ukraine's adoption dated 06.10.2005 № 2961 "About the Rehabilitation of the Disabled in Ukraine". The law has determined, in particular, state guarantees for the provision of vocational and labor rehabilitation services (professional selection, vocational guidance, education, training, retraining, retraining and rational employment) to ensure the competitiveness of the disabled at labor market and his labor placement in both ordinary and specially created by production conditions [7-11].

Disability is a social phenomenon, which can not be avoided by any society. According to the UN, every tenth inhabitant of the planet has a violation of physical and mental development, and WHO counts about 15% of the population with disabilities and focuses on the dynamics of their growth [1].

In all countries of the world and in all social groups of society there are people with disabilities. Persons with disabilities nominally possess all the full human rights that are granted at the normative legal level with the dignity inherent in all members of society, in reality, experiencing significant difficulties, due to the presence of both objective and subjective grounds for their disintegration and marginalization, among which should be highlighted by the lack of development of social consciousness,

stigmatization and self-scheming, the weakness of their social and motivational mechanisms, the instability of motives for independent living and social subjectivity.

Understanding the potential of people with disabilities has initiated the emergence of different concepts for their inclusion in society's normal life. Understanding the potential of people with disabilities has initiated the emergence of different concepts for their inclusion in the normal life of society. In the recent history of social policy, the United States and Europe have developed several approaches: integration (from Lat. *Integratio* – connection, recovery), inclusion. The same tendencies can be traced in the domestic social system.

Inclusion – a process of increasing the participation of all citizens in social life, and first and foremost, those who have difficulty in physical development, which enables each person to make a choice on all aspects of everyday life and to participate fully in the life of society according to his will. The term inclusion is different from the terms integration and segregation. When inclusive, all stakeholders should take an active part in achieving the desired result for all members of society.

Numerous studies argue that in strict conditions of competition survives only prepared, competent, self-assured subject of new economic relations. Consequently, qualitative education itself can fit the main channel of successful social integration and the factor of self-realization of persons with disabilities. For them, obtaining higher education, a prestigious specialty, well-paid work is perhaps the only opportunity to overcome the state of alienation, social exclusion, in which they were in objective conditions related to the state of health [7].

One of the possible mechanisms for active inclusion of people with disabilities in modern society is to get them university education. Thus, the Bologna system promotes the process of democratization of the educational space, multi-disciplinarity and variability of education, its regionalization and the desire to conform to European standards. The newest educational system is designed to equalize the rights and opportunities of graduates of all European universities, to expand the opportunities for their employment [7]. After all, high-quality university education for people with disabilities is a guarantee of further successful employment, and, as a consequence, successful integration into the society.

The concept of inclusion in the context of social content means the inclusion of an individual or group in the wider community in order to engage in a particular action or cultural process. New life realities activate the desire to overcome inequality in society, gaining freedom and a new quality of life.

Discussed in our society problems of inclusion include not only the obvious discourse of citizenship, in a certain way the expressed self-consciousness of the nation, the civilization of the state, but also the

modern type of scientific rationality, which focuses on social education, the preparation of a social expert. To implement the inclusion in a new quality, any specialist needs elements of social education – overcoming technocracy, rethinking social processes, the possibility of autonomous action, an adequate interpretation of social acreage. Only then can we talk about the completeness of domestic social policy to the world level and the principles of social state.

Implementation of inclusion's principle in social policy is possible thanks to system of social services' development and social rehabilitation, which places absolutely new tasks before universities and, in particular, faculties and departments of social work. The development of new educational programs is based on the adaptation of international experience, but only a small part of Ukrainian students studying social work can rely on opportunities for practice and internships abroad, as well as plan their careers abroad. As a rule, such opportunities open up precisely thanks to projects of international cooperation, student exchanges, volunteer programs [8].

The latest trends in social policy's formation have led to a change in attitudes toward overcoming the problem of population's social exclusion, the mechanisms of struggle which are different from the concept of poverty and consists in the creation of social services' system aimed at inclusion, which should be reflected in the national strategy of socio-economic development of the country. In the conditions of budget deficit, the social inclusion of persons with disabilities should be ensured by increasing the social status of a person or by returning to a generally accepted social hierarchy (fig. 1).

Implementation of inclusion's principles in the practice of social work and rehabilitation, different forms and levels of education takes place differently – under the influence of institution and organization's organizational culture, facilities common in the region and national politics in general. The factors that construct social inclusion include the right number of institutional barriers that mediate the development of intercultural and international components in the new program, which in its essence reflects the integration of global and local. We note that social service reform draws expected and unexpected consequences, so it is useful to know the experience of those countries that have undergone several stages of modernization of this system.

It should be noted that in some countries of the world social inclusion strategies are being implemented and their implementation monitored. The policy on social inclusion has been adopted by the United Kingdom, Canada, Australia and many other states, including the countries of the European Union. A special methodology for evaluating social protection and social inclusion has been developed in the European Union, based on a peer review carried out between EU countries.

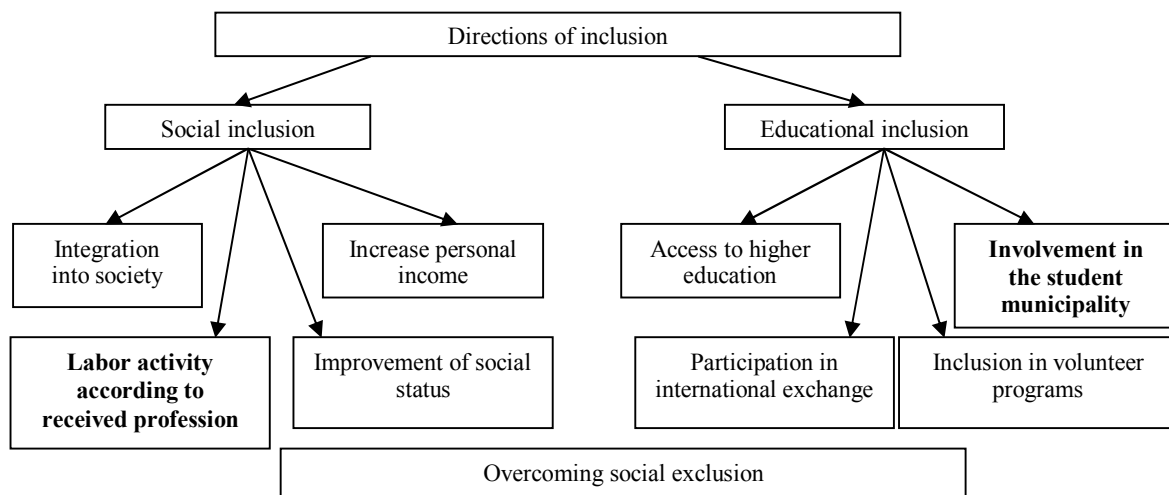


Fig. 1. Directions of inclusion to overcome social exclusion

Source: Own elaboration

Mutual survey is a key tool of the so-called social open method of coordination (Open Method of Coordination). It allows for an open debate on policies and practices for social protection and social inclusion in different EU countries and facilitates the process of information exchange and mutual learning. Thus, each state that participates in a mutual evaluation of measures' any program, social policy reform or a project of the institution referred to in its national strategic report on social protection and social inclusion for consideration by experts from the European Commission and other countries, selected to participate in the evaluation, and relevant stakeholder stakeholders. The goal – is to assess the strategic course and practical measures in terms of their effectiveness in the national context, to determine what contribution these measures make to the overall strategy for achieving the European Union's goals, to identify any new trends and opportunities and determine how much they can be effectively transferred to other states – EU members. The main interest of the country, programs and measures that fall into participants' attention in the mutual evaluation, is to obtain critical comments that are useful for improving the effectiveness of social reforms. For countries participating in the evaluation, there is a unique opportunity to get acquainted with the experience of inclusion's innovative programs, to reflex the prospects similar programs' adaptation in other national contexts.

An inalienable right of any person, including a disabled person, is the right to work. Labor activity is one of the most important means of disabled integration in social relations, it promotes self-affirmation of the individual, elimination of the psychological barrier between them and healthy able-bodied people. Thus, by ratifying the United Nations Convention on the Rights of Persons with Disabilities Ukraine under Article 27 of the Convention, Ukraine, as a State party, recognized the right of persons with disabilities to work on an equal basis with others in an

open, inclusive and accessible market for persons with disabilities. Workplace support is one of the effective tools for implementing the right of people with disabilities to work.

Despite the measures taken by the authorities to attract people with disabilities to active labor activities, people with disabilities are not considered to be full-fledged labor market players in Ukraine. The notion of "disability" is perceived as an inability of a person to perform one or another work. But in reality, disability is not a disadvantage of the disabled person itself. These are the disadvantages of its environment, the workplace. Today, in Ukraine under market conditions, people with disabilities are uncompetitive. Thus, people with disabilities are an unrivalled segment of the labor market. This is a reserve where there are good professionals, executives, but they are often not considered by employers through the stigma of the disabled.

The employment rate among the disabled in Ukraine is extremely low and does not exceed 15%, while the especially difficult situation consists of invalids' employment of Groups I and II, among which the number of employees is less than 8%. The consequences of disability include unemployment of noncompetitive citizens, increased spending on retirement benefits, increased social tensions caused by poverty and unemployment of this socially significant group of citizens.

Unfortunately, today the labor potential of the disabled is clearly underestimated and underused, which, given the need to move to an innovative economy, is an inadmissible extravagance, constrains the integration of the disabled into society. A disappointing prediction that the number of people with disabilities around the world will only increase is actually exacerbated by the fact that the country will continue to experience the demographic crisis, which is reflected in the reduction of the able-bodied population. This makes the problem of people with

disabilities' inclusion in society's life even more relevant.

As before, priority is given mainly to passive forms of state support for people with disabilities, a complex system of benefits, linked to the distribution of disabilities by groups. It is entirely natural that the absence of any real mechanisms for implementing the proposed policy principles for persons with disabilities leads to the fact that their situation in society is not improving. The level of education and employment rates for people with disabilities does not increase, and unemployment among the disabled remains higher on average in the country.

Labor rehabilitation – is one of the most important methods for attracting people with disabilities to active life in society. Accessibility for this type of rehabilitation for the disabled is one of the most important prerequisites and conditions for ensuring their rights and freedoms.

At present, about 45% of invalids' total number are people of working age. At the same time only 15-20% of disabled people of working age are engaged in professional activity [3]. The main feature of this category of citizens is increased focus on part-time employment (part-time or weekly), 19% want to have homework, 5% – to switch to individual labour employment, and 21% is desirable work at enterprises specializing in the employment of disabled people.

Necessary increase of disabled competitiveness in labor market as one of the main ways to participate in society, as disabled people receive the status, financial resources for independent life, self-esteem and satisfaction, and also a lot of social contacts.

An important aspect of ensuring the employment of disabled people is their employment with ordinary businesses in the commercial sector. One of the main motivations for employers when hiring a person with disabilities is the invaluable benefit of a given person to the company, although some employers do so, on the basis of their idealistic considerations. However, so far, most employers have a negative attitude towards work with disabled people. Instead, the experience of many countries shows that people with disabilities can be effective value employees in the open labor market. It should also be added that the professional rehabilitation of people with disabilities with their further employment is economically profitable for the state, as the funds invested in their rehabilitation will be returned to the state in the form of tax revenues resulting from the employment of people with disabilities. But in the case of restricting the access of persons with disabilities to occupation of professional activities, the expenses for their rehabilitation will fall on the shoulders of society even more.

Most experts argue that the social activity and competitiveness of people with disabilities in the labor market reduce first of all barriers to environment, problems with transportation to the workplace, inaccessibility or inconvenience of social infrastructure objects, low quality of the necessary

technical adaptations, which unable to physically and materially overcome persons with disabilities on their own. That is, the solution of the primary problems of activating the work of people with disabilities is possible only at the state level.

Thus, inclusion can be considered one of the priorities of Ukraine's state policy that promotes the full development of human potential, a sense of dignity and self-respect and realization of human rights, fundamental freedoms and human diversity. Inclusion requires public some additional measures, means and efforts, significant changes in the public consciousness and public institutions towards acceptance and participation of population's any and all groups, since the process of on-off depends on the complex conditions that result from the interaction of many individual and social factors.

Today's realities require the transition from a massive approach to employment of people with disabilities, applied by state structures to more qualitative methods that allows them to be more competitive in the labor market. For example, in the EU countries, for a long time, there were collective forms of support for the employment of people with disabilities, however, nowadays, in the majority of them, more and more attention is paid to models of individual employment support. The most striking example of this is the supported employment. This model is based on a different vision and therefore needs to review job descriptions from service providers and create a new function – job counselling conducted by individual experts or curators in the company.

Employment consultants are employment professionals, who help people with disabilities get regular jobs in the labour market. The functions of the employment consultant are based on a principled approach to a person as an individuality, the choice of work for which is influenced by individual needs, and not the disability. A person should be provided with all support services: from job vacancy identification to assistance in obtaining information about vacancies, getting and retaining work.

The transition from a massive approach to employing disabled people to better quality methods gives the disabled the following benefits: the acquisition of the knowledge and skills necessary for employment and for business activities; raising income levels; obtaining additional education; active participation in society; get information on vacancies and working conditions.

Conclusions

Proceeding from the study of this problem, one can conclude that the humanization of social consciousness, as well as the innovative achievements in various fields of science and technology, raised the question of the need for the integration of persons with disabilities, as a social group, with the rest of society, that is their inclusion. Foreign experience shows that the main component of inclusion is the

acquisition of decent education and employment, taking into account individual potential capabilities and needs. The formation of accessible interconnections of persons with disabilities with micro- and macro- environment, development of their psychophysical possibilities should be carried out by expanding their professional training and professional development. Therefore, one of the main state's tasks is to create favorable conditions for the physical, psychological, social and spiritual development of persons with disabilities, ensuring their legal and social protection. Necessary activation of the transition from medical to socio-economic model in the context of changing the state social policy on persons with disabilities, which involves the implementation of constitutional rights, the creation of favorable legal, political, socio-economic, medical, psychological, organizational conditions and guarantees for ensuring inclusion in social life.

Certainly, as already noted, the main role in solving the problems of maximizing the use of persons with disabilities' potential is given to the state, which should become the initiator and guide of the corresponding socio-economic policy. In order to attract people with disabilities to active labor activity, it is necessary to create and implement an innovative

model of the interaction of all socio-economic institutions that carry out policies regarding these persons. It is necessary to legislatively establish the norm, which provides for the reimbursement of employers' expenses for equipment, equipment of special workplaces for employment of persons with disabilities at the expense of budget funds. It is necessary to ensure the inclusion of people with disabilities in the overall flow of education, helping to overcome geographical inconveniences and economic differences. Independent life of a disabled person, like any citizen, is the right to be an integral part of society's life and to take an active part in the socio-economic processes of the state.

Thus, today it is necessary to develop creative conceptual approaches to the study of socio-economic conditions of self-actualization of persons with disabilities in the inclusive-integrative space of modern society, which is in the transformation stage, which would reveal the many-valued interaction of object and subject, society and personality, as well as would allow the transition from establishing the need to address the socio-economic problems of persons with disabilities to designing an innovative mechanism along with their self-revelation and self-realization.

Abstract

The desire to build a social state in Ukraine has led to new moves towards the social protection of people with disabilities, which implies the establishment of a holistic social security system, the adherence to international norms of law, which are followed by highly developed civilized countries. Changing moral stereotypes in our society has led to the awareness that it is society itself that needs to adapt to persons' with disabilities needs, and not vice versa.

One of the fundamental tasks facing the national science in modern conditions is the methodological and instrumental support of the development and implementation of the strategy of persons' with disabilities social inclusion, which allows to take into account as much as possible peculiarities of their personality. These factors outline the problem of inclusion not only in social but also human dimension, related to the needs and interests of a particular individual, included in a particular social environment that ensures its social functioning and development.

The main role in solving the problems of maximizing the use of persons' with disabilities potential is given to the state. It is it, that has to become the initiator and guide of the corresponding socio-economic policy. In order to attract people with disabilities to active work, it is necessary to create and implement a model of interaction between all institutions that implement policies for persons with disabilities. It is necessary to legislatively establish the norm, which provides for the reimbursement of employers' expenses employers for equipment, equipment of special workplaces for the employment of invalids at the expense of budget funds. It is necessary to ensure the persons' with disabilities inclusion in the overall flow of education, assistance in overcoming the geographical discomforts and economic differences. Independent life of a disabled person, like any citizen, is the right to be an integral part of society's life and to take an active part in socio-cultural processes, namely the right to freedom of choice and access to work and education, housing and public buildings, transport, means communication. Thus, today it is necessary to develop new conceptual approaches to the study of social conditions of persons' with disabilities self-actualization in the inclusive-integrative space of modern society, which is in the transformation stage, which would reveal the many-valued interaction of the object and subject, society and personality.

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Продіус Оксана Іванівна / Oksana I. Prodius
o.i.prodius@gmail.com

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