

**Empowering Young Physically Disabled to Overcome the Difficulties
They Face in the Work With Private Sector Institutions in the Gaza
Strip**

By

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Introduction :

Human is a fundamental building block in any society, which is one of the most important elements of production in any institution or facility .

Being employed means being committed to participation in an activity, fellowship with others and an occupational identity. People want to feel that they are needed by others and that what they do is meaningful, in both their own eyes and in the eyes of others. For people with a disability, such aspects are probably even more important, largely because these individuals have become an increasing marginalized group in contemporary working life, with its great demands for education, flexibility and productivity (19)

The employment of young people with disabilities , one of the most important issues which the civilized society through various institutions. Moreover, are developed and developing countries alike in the care and employment of persons with disabilities, by providing integrated services for them to take advantage of all the capabilities they have in employment commensurate with the physical and mental abilities while Clausen, et al in 2004 mentioned that the barriers towards entering the labour market for people with disabilities vary depending on the type of disability.

Some groups face extreme difficulties to overcome (e.g., people with psychiatric disorders), while others are facing fewer difficulties (e.g., people with hearing impairment). In some countries, rehabilitation programs are tailored according to different disabilities: for instance, persons with neuropsychological disabilities are offered another type of working life support than persons with mobility disabilities. However, in the general discussion about benefit schemes and assessments of rehabilitation programs, persons with disability are sometimes treated as a homogenous group (20),

The empowerment of individuals with motor disabilities is a guided process that tackles desired changes in the environments of the disabled to prepare them to take decisions aimed at the empowerment and self-reliance, besides restoring their ability to work and production and providing self-security.

In addition to increase their abilities and independence to take decisions and improve institutional relationships, which contribute to the community, their access to opportunities as opportunities for work and face poverty and improving the standard of living of their own, as well as the development of their abilities and the development of self-esteem since their sense of self-confidence and appreciation for social welfare .

Problem of the Study :

The categories of disabled persons in recent times in most countries of the world, developed and developing , including - Palestine - the great attention given to increase the number of disabled persons and their impact on the development process within the community.

Therefore, the United Nations sent this concern locally and internationally by the allocation of 1981 as the International Year of Disabled Persons, as a result of the continuous increase in the numbers of persons with disabilities .

Where the number of handicapped people in the world, 2000 approximately 600 million handicapped people, of whom 80% in developing countries .

The number of handicapped people in the Arab World 29,2 million handicapped people of the total population of 292 million people, or 10% of the total of all (1) .

The statistics of the Palestinian Central Bureau of Statistics in 2015 , the number of disabled persons in Palestine reached (46063) handicapped or 3,5% - 5% of the total population in Palestine, which indicates that it is one of the highest rates in the world as a result of the suffering of the Palestinian people from Israeli attacks and violations since half a century, where the uprising of 1987, which lasted for a period of 7 years, and the Al-Aqsa Intifada in 2000, which are still a major cause of the increasing number of people with disabilities because of the brutal practices of the Israeli army, which uses the latest internationally banned weapons, even in the face of unarmed citizens, the number of motor disabilities them (13906) handicapped, this expected increasing numbers of handicapped

Palestinians if current Al-Aqsa Intifada, the Israeli army continued The use of lethal weapons against the Palestinian (2) .

While the number of the inhabitants of the Gaza Strip in particular nearly(1, 416, 530), and the number of people with disabilities (16214) handicapped, the number of motor disabilities (5930) handicapped people, or 29% of the total number of persons with disabilities .

The following clarification of the disability rates among the population in Palestine (3) .

Table 1

Explain the relative distribution of the Palestinian population with disabilities by sex and type of disability for 2015 in the Gaza Strip

Sex	Type of disability											
	Visual	Auditory	Pronunciation	Receptive Auditory	Mobility	Use fingers	Mentality	Mentality and mobility	Multiple	Other	Total	Number of disabled
The Gaza Strip												
Male	13.0	4.5	6.1	6.4	30.0	3.9	16.5	5.2	7.1	7.3	100	9804
Female	13.4	4.9	6.4	8.2	29.6	2.1	16.2	5.0	8.5	5.7	100	4610
Total	13.2	4.7	6.2	7.1	29.8	3.2	16.4	5.1	7.6	6.7	100	16214

Table (1) that mobility represents the highest disability rates among the various disabilities, that they rise among males than females, this is why the researcher chooses this type of disability, which has a direct impact in

reducing the enrolment of motor disabilities employment opportunities, because they are linked to the kinesthetic device of human beings .

It's important in life of the individual, to know what the benefits of being a source of livelihood or income for him\herself and his\her family which is security and stability in the present life, the future of life satisfaction, unhindered mobility impaired social entity, integration, and to live life like others.

Although the article (23) of the Universal Declaration of Human Rights stipulates the right of every person to work, to free choice of employment, to just and favorable conditions of work in accordance with the offset by ensuring for himself and his family an existence worthy of human dignity, protection from unemployment (4) .

As well as committed article (13) of the Palestinian Labor Law No. (4) of 2000, civil and governmental institutions to absorb a number of qualified workers with disabilities at least 5% of the number of workers work compatible with homes for, and warned the article (16) of any discrimination in the terms and conditions of employment for the disabled in the Palestinian territories (5).

However, the unemployment rate was high among the disabled, which amounted to 85% of those with disabilities are unemployed and claims that the enrolment of disabled activists work opportunities to the appearance of some problems, which is the feeling of inferiority and powerlessness and feeling of security, as well as a sense of aggression and depression, desertion and withdrawal in addition to the lack of family income, especially if the disabled activists is the only breadwinner of the family (6) .

It is here facing youth with disabilities, many of the pressures and tensions in their attempts to adapt and coexistence with the surrounding environment, and suffer a lot of psychological, social and economic pressures during their dealings with their families and relatives in the various institutions of society. As a result, they lose a lot of privileges to eking out a sense of boredom, alienation, feel that they are not acceptable to the individuals recruited associates them, which generates a lot of emotions and psychological disorders, but it makes them live in a state of

emotional, pay them to the erroneous interpretation of many life situations which are perceived to be against them, although it is not in fact, in this connection, the previous literature to the psychological consequences faced by persons with disabilities, including withdrawal from positions of social interaction (7) .

And they are less receptive to low self-esteem, depression, and suspicion, and frequency and usually show low levels of self-concept compared to ordinary individuals high in negative self-concept, the degrees of concern, and a sense of more pertinent, and instability, which affects the performance of the work (8) .

Modern literature also proved that disability clear impact on the behavior of individual behaviors, it affects the psychological growth and social relations, which raises the same individual with disabilities types of internal conflict faced by the training that feeling (Adler), a member of the shortage to satisfy itself and feeling its value as an individual product in the community, here it is the organic shortages pay rights to search for ways to ease his feeling of humiliation and anguish occasionally to increase the capacity for production and employment (9) .

That Empowering young people with motor disabilities that required changes in the environment with a view to enabling link strongly to take decisions aimed at the adoption of the individuals themselves and their quality of life and increase their independence and take their decisions and improve institutional relationships which contribute to the achievement of access to community-based opportunities and face poverty and improving aspects of social support they have as well as the development of their abilities and develop their confidence in themselves and their appreciation of the social self-esteem since their sense of loyalty and affiliation has been entrusted with the Community Living republic to increase their abilities on production (10).

The fact that disabled people deserve attention and care by scholars in this area being the wealth of human that can contribute to the building of society and become part of the process of overall social development .

Accordingly , the problem of the study can be elaborated in the Empowering young physically disabled to overcome the difficulties of joining the work in the Gaza Strip .

The Importance of Studying :

The importance of the study lies in the :

1- recognition of the seriousness of the problem of the disabled ranges researcher at the global level, in particular in developing countries, and determined to face the problems of disability and to enable the disabled to participate in the life of their communities, in order to overcome the difficulties, which chase in action.

2- The Interest of sponsors in Disabled and rehabilitated So that they will be the building blocks of society .

3- The contribution of social and psychological effects of which constitute obstacles and difficulties faced by persons with disabilities during his work.

4- Global attention in general and the Palestinian in particular to the issues of disabled people and their problems.

5- The high rate of unemployment among Palestinian youth with mobility disabilities, as 85% of these disabled people are unemployed.

6- Disabled persons are considered to be deprived of the enjoyment of a decent life and are not capable of social and professional communication or interaction with the surrounding environment.

Therefore, there is a need to provide employment opportunities for the disabled on the basis of equal opportunities .

7- This study is considered one of the first studies in Palestine in general and in the Gaza Strip in particular, which tries to identify the difficulties that limit the participation of the disabled with work opportunities, thus contributing to providing the required information to develop plans and programs to address these problems .

The study aims to:

1- Identify the difficulties faced by youth with mobility disabilities in their employment.

2- Identification of statistically significant differences in the light of the variable social status of physically disabled youth (married / unmarried).

3- To reach solutions and suggested recommendations that contribute to addressing these difficulties and obstacles facing them in joining the work.

Research questions :

1- What are the the obstacles faced by young people with motor disabilities in their employment?

2- Are there statistically significant differences in light of the social status variable for youth with motor disabilities?

3 - What are the proposed solutions and recommendations that contribute to meeting those difficulties and obstacles faced by young people with disabilities in getting caught up in the work?

Study concepts:

1- The concept of empowerment :

The process aimed at the individual's ability to solve problems and the development of its efficiency, which makes it easier to perform its functions in life, besides enhancing its ability to deal the individual, family and community levels, as well as access to health care and improve the level of public health, and reducing vulnerability possessed.

2- Concept disabled :

The person who suffers from loss or atrophy of the member of the limiting of his participation in the events and activities in the social life in comparison to private persons, resulting in social and environmental obstacles and Seals .

3- The concept of motor disability :

These disabilities are caused by a deficit or deficit in the motor system and occur as a result of cerebral palsy or paralysis Children, or amputation of a limb caused by a disease or an accident that leads to deformity of the bones or joints or significant atrophy of the body's muscles. The causes of these disabilities may be genetic or acquired .

4- Concept of difficulties :

The social and psychological difficulties facing young people impaired persons and contained psychological and social implications related to the mismanagement of relations with others and incompatibility in action .

The theoretical framework on which research is based :

People with disabilities do not have the opportunity to interact with the different attitudes and experiences of social life. They live in a much lower life than their normal peers. Any attempt to deal with or eliminate the difficulties of persons with disabilities depends on what is believed to be the cause of disability and the difficulties associated with it. To explain what is believed to be the cause of disability and its psychological implications in what is called a model of interpretation of disability :

1- Medical Model of Disability

2- Social Model of Disability

1- Medical Model of Disability

This model of disability is perceived as disability or inability of the disabled to engage and participate in activities that cause damage to a member of the Impairment and experience of life is due mainly to the suffering of the individual injury to his body resulting in a disability or functional disability can not benefit from and participate in the activities and experiences of life This disability is not related to the characteristics, characteristics and patterns of values and beliefs in society.

The medical model of disability affects the way disabled people look and think about themselves. Many often adopt a negative message that all problems faced by persons with disabilities arise from having unusual or formative bodies, and the disabled tend to believe that their disability necessarily Without their participation in social activities, and the

introduction of these ideas and beliefs in the intellectual structure of people with disabilities not to resist attempts to exclude them from integration into the activities and experiences of human life in society (11) .

2- Social Model of Disability

The formulation of the social model began by some scientists after many disabled people expressed their dissatisfaction and dissatisfaction with the individual or medical model for not providing convincing explanations for their exclusion from integration into the course of social life and because there are many experiences for disabled people whose life and compatibility problems are not due to injury or disability In itself, but mainly due to the way society views them.

This model considers that society is the cause of disability in the sense that society is disabled because the way it is built prevents the disabled from participating in the activities, activities and experiences of daily life. If the participation and integration of people with disabilities is to be included in the course of social life, the society must be reorganized in terms of its structure and functions , And also must eliminate all barriers and obstacles and obstacles to this integration (12) .

Annotated approach es to enable physically handicapped people who are socially vulnerable :

1- Participatory approach :

The participatory approach is used to evaluate the factors leading to social weakness in individuals and to identify the reasons for contributing to their lack of empowerment in society and to determine the size of the risks they are subjected to and based on the ideological and methodological characteristics that contribute to the development of proposals that develop the abilities of individuals and contribute to the risks that Exposed to them and improve their standard of living (13) .

2- Individual approach :

The individual approach is to empower individuals by increasing their internal strengths, by developing their self-confidence, self-esteem, developing their knowledge about the health risks resulting from their

behaviors, their impact on them, motivating them, and activating their strengths to cope with the risks (14) .

3- social competence approach :

This portal teaches individuals how to achieve their goals and develop their strengths, which increases their ability to social performance and their accessibility to community opportunities available and coexistence with society (15) .

4- Capacity approach :

This approach is useful in identifying the capabilities available to individuals and how to invest them, which contribute to improving their performance and increasing their ability to participate in social and social protection (16) .

It contributes to empowering individuals to make their life decisions and improve their living standards by increasing their social control levels, making them more productive and active, and improving their social and economic level (17) .

Motor Handicapped Problems (18) :

Studies have confirmed that disability in general and motor disability in particular their effects appear beyond the mere physical limits, and go to the wider areas of life of the individual, the individual combines all his internal and external experiences in light of his perception of his own physical and we mean the idea of "disabled" Body, body and function, and most people plan their lives based on their own concept of their own selves and abilities, and other abilities associated with them and any disability in these capabilities threaten the human in the present and future and lead to disruption of human capabilities and thus raise his fears and concern, and the emergence of many problems It can be classified as follows:

1- Psychological Problems :

There have been many psychological problems resulting from motor disability, which can be summarized as follows:

- (A) Excessive feeling of inadequacy
- (B) Excessive feeling of helplessness
- (C) Lack of security and confidence
- (D) Excessive use of defensive means

2- Social Problems :

- (A) Families Problems
- (B) Friends Problems
- (C) Recreation Problems
- (D) Education Problems

3- Physical Problems

4- Economic Problems

Disability leaves many problems for the individual, especially if he is the sole breadwinner of the family and often leads to unemployment, loss of work, lack of work or lack of production, which affects the economic income, and increase the costs of treatment and rehabilitation or lack of availability. The field of treatment and rehabilitation of the disabled, namely the inability to purchase certain types of treatment, and the inability to purchase some auxiliary devices (such as prostheses), and may be necessary to perform surgeries, which may cost illiteracy does not exceed the capabilities of the family economic, Economy Due to the dependency of the disabled on the loss or lack of economic role in the family and cause motor disability a lot of economic problems that may drive the disabled person to resist the treatment or cause the relapse of the disease, including :

- 1 - bear for many of the expenses of treatment.
- 2 - Income interruption or decline, especially if the disabled person is the sole breadwinner of the family where Disability affects the roles it plays.
3. The economic situation may be the reason for not implementing the treatment plan. The economic problem may also stem from the lack of motivation or desire of the physically disabled to work because there are no ambitions, which reduces the importance of economic value .

5- Work Problems

Work has been linked to man since the beginning of creation and the work component of the most important elements of production at all, but most economies, especially the economies of developing countries face many problems, the most important of which is the problem of unemployment that hinders the development process, as well as the consequences of many negative effects, whether economic or Social or political, the issue of employment and the provision of more employment opportunities are the most important challenges facing most economies in general and the economies of developing countries in particular, especially youth, in terms of mobility.

Another point of view is the difficulties faced by the motorist(19).

1- Psychological problems :

It is one of the most complex problems, especially if it results in distortions or handicaps that may make the disabled young person vulnerable to ridicule or sympathy. The more the methods of compassion, rejection or charity from the society towards the disabled, the negative responses of disabled people to their disability and to the society in which they live. The problems experienced by people with special physical needs tend to be psychological and social problems. In this regard, the literature indicates that the process of rehabilitation and the use of prosthetic devices support the positive behavior of the physically disabled and alleviate the psychological and social problems they suffer.

Among the psychological effects suffered by disabled youth:

1. Sense of inferiority and sense of inferiority.
2. Inwardness because of its bad effects on adaptation and compatibility.
3. Congenital disability and its impact on the person with paralysis.
4. The inability to rely on self, dependency, inability to lead and the desire to rely on others .
5. Weak sense of belonging, which makes the disabled in a state of incompatibility with the community.
6. Lack of sense of security and fear of the future.
7. Difficulty in forming relationships with others.
8. Feeling helpless due to restrictions imposed by the disease.
9. Feeling of internal tension, unhappiness and emotional imbalance as a result of disability control.

10. Attempts and attempts to attract attention in different ways

2- Social Problems :

It is no less important than psychological problems, it is linked and interact with them, and include :

1. Problems of weak social relations.

The social relations of particular importance, they are helping to strengthen personal disability in the family and community environment, and that predispose him air-Hadi and a sense of security that helps disabled a sense of self-confidence and confidence in the world that interacts with him, and if weakened social relationships with people it will affect his being and his personality, especially his relationship with his family, making him lose family security and disappears his sense of belonging, making him feel deprived of love and affection, tranquility, stability, and stability, which he felt pushing to introverted and negative and shame, making him a personal not social.

2. Problems of failure of social roles inside and outside the family :

That the disability of the disabled caused a social change in his life, as well as after the occurrence of injury or disability, and the transfer of disabled from a normal state together to the case of disability and lack of consequent change in roles, causing the so-called conflict of expectations in the roles.

3. Problems of not belonging.

4. Social problems, including:

- a. Family problems.
- B. Work problems.
- C. Friends problems.
- D. Recreation problems.
- e. Economic problems.
- G. Educational problems.
- H. Medical Problems.

The methodological procedures for the study :

1- Research Type :

According to its objectives, this research follows the descriptive research that seeks to identify the difficulties experienced by young people with motor disabilities in the private sector institutions in the Gaza Strip.

2- Study Society:

The current study population consists of young people with mobility disabilities working in the private sector institutions in the Gaza Strip for 2016 .

3- The study sample :

The sample of the study was randomly selected as it reached (50) youths with motor disabilities and workers in some private sector institutions in the Gaza Strip

4- Research tools :

A questionnaire for youth with motor disabilities in the Gaza Strip in order to identify the difficulties facing them in their work, as well as the development of solutions and proposals to alleviate these difficulties.

5- Research Areas :

- **Place Field** : The research was applied to a group of young people with motor disabilities in the private sector institutions in the Gaza Strip .

- **Human Field** : A social survey of a sample of youth with motor disabilities .

- **Time domain** : The data collection period .

Statistical Processes :

The researcher relied on a set of statistical methods namely arithmetic
The results of the study and discussed :

Study results and discussion

1- View results related to the first objective , which reads as follows:

To answer the question of the study, the arithmetic average and the standard deviation of the identification of the difficulties facing young people with reduced mobility in the recruited to work in the Gaza Strip, from the participants' point of view. Using the (T) test ,shows one group has indicated the importance of (social difficulties) with the level of significance (0.05), which means that the social difficulties have a

significant impact on persons with disabilities concerning the nature of their work which requires unimpeded communication with others in social relations in the Labor Foundation, while the same table shows (no indication of the psychological difficulties), as shown in table (1).

This finding is in line with the results of Zizzi, Rontos, Papageorgiou, Pierrakou and Chtouris (2007) showing that employers' attitudes to different types of disability differed, i.e. they perceived it as easier to employ people with a physical disability than those with a psychological disability. Moreover, looking at the Danish labour market, Clausen et al. (2004) also showed that persons with a psychological disability had the worst situation. They suggested that this finding could be best explained by the group's lower education level. The present study does not support this hypothesis, however. The probability of being employed remained lowest in this group even after differences in education level were considered.

Table (1)
Identifying difficulties faced by physically disabled youth in joining work in Gaza Strip

Difficulties faced by physically disabled youth in joining work in Gaza Strip	Theoretic al average	Indicators			Valu e (T)	Statistical significan ce
		Number of paragrap hs	Arithmet ic mean	standar d deviatio n		
social difficulties	28	14	30.08	3.15	4.7	Statisticall y significant
psychologic al difficulties	28	14	27.76	3.8	0.44	Not significant

The results of the study also revealed that the social difficulties, ranked first with an average of 30.08 which is statistically significant.

This indicates that the social aspect of disabled youth has a great impact on social relations with others. It helps to strengthen the disabled person and their families and community environment which causes a social change in their life, especially after the occurrence of disability, which leads to a change in roles and causes conflict of expectations in roles. The psychological difficulties ranked second with an average of 0.442 which is not statistically significant. In other words, Psychological and what is included of dissatisfaction with the self and uncertainty and psychological instability, despite its importance, but was not a function of the disabled employee, which did not constitute difficulties affecting the performance.

2- View the relevant second goal results, which reads as follows :

Identification of statistically significant differences in the light of the social status variable of physically disabled youth (married / unmarried).

The (T) test equation was used for two independent samples in calculating differences. With respect to the variable of marital status (married, unmarried), the results displays significant differences in the type of difficulties faced by disabled physically in the context of work according to social status variable, as shown in table (2).

Table (2)

The results of T-test indicate the social status variable in identifying the difficulties faced by youth with motor disabilities in the Gaza Strip

Social status	Married N = 14		Single N = 36		Value (T)	Statistical significance
	Arithmetic mean	standard deviation	Arithmetic mean	standard deviation		
Difficulties faced by physically	62.57	3.59	59.89	5.8	1.61	Not statistically significant

disabled youth in joining the Gaza Strip						
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Table (2) represents that the variable marital status (married - unmarried) has no effect or differences in the impact of the existence of any difficulties, whether social or psychological affect the enrollment of young people with motor disabilities by joining them.

Recommendations :

- **Based on the results of the current study, the researcher recommends the following:**
- The necessity of holding special programs aimed at raising the awareness of the society and its different sections about disability and its causes and methods of dealing With them, and to raise awareness in society in general and families with disabilities in particular.
- Provide all facilities and conditions suitable for work for people with motor disabilities in work .
- Encouraging business owners and businessmen to accept persons with disabilities as employees in their institutions and to encourage Their presence as co-workers and producers .
- The need to assess the abilities of the disabled and analyze the work and provide appropriate conditions for the training of disabled persons for the appropriate work for them And create a training environment and work environment to facilitate performance, which reflects positively on the quality of work .
- Encourage joint action commensurate with the nature of work, which will support the establishment of human relations between Disabled persons and their co-workers .
- The private labor institutions should encourage disabled youth working in the development courses During which it is used to support the disabled person for his self-confidence and the ability to make decisions .

- Government and private sector institutions should take into account their employees with disabilities in terms of working hours and nature Wages and also provide the appropriate conditions and facilities required for the nature of their disabilities
- Encouraging government institutions and private sector institutions to employ youth with disabilities by reducing tax exemptions in certain percentages according to the number of employees with disabilities in that institution .

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