



# Factors affecting Social Work Activities in Implementation of Working Assistance Policy for Women with Disabilities of Working Age: Case in Vietnam

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**Abstract**— *People with disabilities are one of the most vulnerable groups in society, especially women with disabilities. The problem of employment of women with disabilities is even more difficult and daunting. Based on a practical survey in Thieu Duy commune, Thieu Hoa district, Thanh Hoa province, Vietnam, the author has found out the factors affecting social work activities in the implementation of employment support policies for disabled women of working age in Thieu Duy commune. From there, make recommendations to support employment for women with disabilities to help them gain more confidence and life, and improve problems in society.*

**Keywords**— *People with disabilities, women with disabilities, job support.*

## I. INTRODUCTION

According to the report of the Vietnam National Committee for Persons with Disabilities in 2019, Vietnam has about 6.2 million people with disabilities, accounting for 7.06% of the population aged 2 years and over, of which 58% are female; 28.3% are children; nearly 29% are people with severe and especially severe disabilities. The problem of employment for people with disabilities, especially jobs for women with disabilities, is a difficult problem for local authorities at all levels. Women with disabilities have not yet chosen a career suitable to their qualifications and health. Vocational training for women, although interested by the Party and State, is still difficult and limited to organize this activity in localities. The profession to train this subject is both lacking and not guaranteed in terms of quality and output. In addition, there are many subjective and objective factors affecting social work activities in the implementation of employment support policies for women with disabilities of working age.

## II. FACTORS AFFECTING SOCIAL WORK ACTIVITIES IN THE IMPLEMENTATION OF EMPLOYMENT SUPPORT POLICIES FOR WOMEN WITH DISABILITIES OF WORKING AGE IN THIEU DU Y COMMUNE

According to the summary report for 2021 of the Division of Labor - Invalids and Social Affairs of Thieu Hoa district, Thieu Duy commune has a total of 274 people with disabilities. Which, disabled women of working age include 118 cases. Creating conditions for women with disabilities to receive vocational training and job creation is one of the top priorities of Thieu Duy commune, Thieu Hoa district. However, job support for women with disabilities faces many difficulties due to subjective and objective factors:

\* *Subjective factors belonging to the characteristics of women with disabilities:*

Below are the survey results to assess the influence of women with disabilities:

Table 1. Factors affecting women with disabilities in social work activities

Factor	Quantity	Ratio
Health condition/disability	112	94,9
Skill level of people with disabilities	109	92,4
The problem of lack of skills and experience of people with disabilities	98	83,1
Problems of psychological inferiority complex of people with disabilities	86	72,9
Stigma, prejudice, and discrimination against people with disabilities	89	75,4
Understanding of people with disabilities, types of disabilities	69	58,5
Understanding policies to support people with disabilities	65	55,1

According to the survey results, women with disabilities rated the health status/disability factor and the skill level above the strong impact level with a selection rate of over 90%; the problem of lack of skills and experience of women with disabilities above the normal level of impact was selected by 98 people (accounting for 83.1%); psychological factors of inferiority and inferiority of people with disabilities and stigma, prejudice and discrimination between people with disabilities between normal and good impacts, about 70% of people choose; while the factor of understanding about people with disabilities, types of disability and policies to support people with disabilities is above the low level of impact, close to the normal impact, which is selected by more than 50% of women with disabilities. This means that according to people with disabilities, to enhance the connecting role, we need to pay special attention to the health/disability status and skill level of people with disabilities.

Women with disabilities are one of the main factors affecting social work activities in supporting vocational training to contribute to improving the quality of life and building a richer and more beautiful country. Therefore, social work activities in the implementation of employment support policies for women with disabilities of working age in Thieu Duy commune are effective when they receive high coordination and awareness from the community. main beneficiaries – women with disabilities. Because vocational support activities are aimed at people with disabilities, they will be the ones who decide whether

success or failure comes to them, and what gives them what in life lies ahead.

\* **Objective factors:**

First, about policies and laws.

Table 2. Policy and legal factors affecting social work activities

Factor	Quantity	Ratio
Promulgating guidelines and policies	89	75,4
Implementation	94	79,7
Deployment organization	67	56,8
Personnel work, human resources	45	38,1

The factor of promulgating guidelines and policies: with 89/118 people (accounting for 75.4%) selected by women with disabilities, it shows that the promulgation of guidelines and policies by the State is highly appreciated. Along with undertakings and policies is the arrangement of resources, funds, and means to carry out related activities. The implementation cost factor was selected by 94/118 people (accounting for 79.7%). Allocating funds to ensure the conditions of facilities, training and fostering human resources, funding for activities, and employees' peace of mind in their work is an important factors. Out of a total of 118 disabled women in Thieu Duy commune, 67/118 people (accounting for 56.8%) chose the element of organization and implementation; 45/118 people (accounting for 38.1%) chose personnel work and human resources, showing that the organization, implementation, assignment of responsibilities, and staff work are also very important when the scale and scope of work are very important. Support activities, as well as services of social work, are limited. The influence of policy mechanisms depends on many different factors. Whether the policy is in line with the needs and aspirations of the beneficiaries – women with disabilities will help the policy to help them and they also have better access to the policy. Whether the policy is timely or not depends on many different factors: funding, subsidies, or the acumen of policymakers.

Second, about awareness and capacity building of policy officials

Table 3. Factors affecting policy staff on social work activities

Factor	Quantity	Ratio
Experience	108	91,5
Skill	110	93,2
Knowledge and expertise	118	100
Moral qualities	112	94,9

In Table 2, it can be seen that most of the opinions are that the factors have a great influence on the implementation of social work activities in support of vocational training for women with disabilities in the commune. Which, the factor of knowledge and professional qualifications is considered by 100% of women with disabilities to be the most influential. Factors such as attitude, experience, and moral qualities all influence over 90% of the total number of opinions. The team of social workers has many shortcomings: working outside the industry, lacking professional expertise, and not being trained synchronously and professionally.

Third, the leadership's perspective affects the role of social workers in implementing employment support policies for women with disabilities.

Table 4. Perception of local leaders to social work activities

Awareness	Quantity	Ratio
Full	79	66,9
Can't meet demand	31	26,3
Not enough	08	6,8
<b>Total:</b>	<b>118</b>	<b>100</b>

A summary of survey results shows that 79/118 people (accounting for 66.9%) choose that the awareness of local authorities is sufficient; 31/118 people (accounting for 26.3%) choose that the perception of local authorities is not meeting the needs because they only follow the instructions and directions of their superiors, and deal with them following regulations. of the State, if the demand is fully met or solved when problems arise; There are 08 opinions (6.8%) choosing that the awareness of local authorities is not enough. Awareness of the role of social workers, although there are many changes, in general, is not synchronized, and has not created a strong change in the political system and the implementation process, leading to coordination. The implementation and investment of resources to develop the profession in the

locality are still limited, people are still afraid, and lack initiative in accessing services, and the local government still lacks attention, lack of close guidance. Besides, the form of assistance is not rich and of limited quality, there is no specific policy, etc. From the above fact, it is necessary to have more attention, join hands and join hands. of political systems, the whole community with the development of the social work profession in general and the professional titles of social workers in particular.

Fourth, about the community's awareness of the role of social workers in implementing employment support policies for women with disabilities of working age.

Social work activities in vocational training for people with disabilities depend a lot on the beneficiaries and the beneficiaries' families. Professional activities are interested and developed if there is consensus and joint effort of both beneficiaries and related factors affecting the activities.

In addition, employers are not ready to accept people with disabilities because their work efficiency is not high and they are not active in some activities like normal people.

Table 5. Labor demand factor

Factor	Quantity	Ratio
Enterprises do not want to hire workers with disabilities	113	95,8
The number of jobs that workers with disabilities can meet is small	99	83,9
Enterprises do not understand the mechanisms and policies to support the recruitment of disabled workers	89	75,4

According to the survey results, women with disabilities rated the factor that businesses don't want to hire workers with disabilities above the strong impact level, with 113/118 people choosing (accounting for 95.8%); while the factor of the number of jobs that workers with disabilities can meet is little above the normal impact level, the rate of 83.9% of people chooses. Meanwhile, the factor that businesses do not know about mechanisms and policies to support the recruitment of workers with disabilities is only at a normal level of impact, with 89/118 people choosing (accounting for 75.4%). This means that to enhance the connection role, we need to pay special attention to the fact that businesses do not want to hire workers with disabilities.

### III. SOME RECOMMENDATIONS TO SUPPORT EMPLOYMENT FOR DISABLED WOMEN OF WORKING AGE

Firstly, improve policies to support vocational training for women with disabilities. Social work activities in support of vocational training for women with disabilities are extremely important, providing an opportunity for women with disabilities across the country to have the opportunity to develop their careers. Therefore, for the implementation of social work activities to be effective in supporting vocational training for women with disabilities, it is necessary to have the cooperation of the whole society and the whole system of mechanisms and policies.

Secondly, raising awareness of women with disabilities about vocational training and employment towards career development helps them to be more confident to integrate into the community.

Third, propagating and improving the quality of vocational training and employment for women with disabilities is the optimal measure to attract the large and active participation of women with disabilities in professional activities, ensuring the quality of women with disabilities. The quality of life is becoming more and more stable, richer, and more diverse.

Fourth, for social organizations, there must be coordination at all levels and branches in the organization assisting such as the Women's Union, Department of Labor - Invalids and Social Affairs, social organizations, sponsors, and information propaganda agencies.

Fifth, for families of women with disabilities, it is necessary to have seminars and training sessions organized by the education and health sectors so that they can realize the values of ethical standards in showing filial piety. for women with disabilities.

### IV. CONCLUSION

Social work activities in supporting employment for disabled women of working age in Thieu Duy commune have achieved positive results. In general, that activity has brought about a change in the lives of the target groups of women with disabilities, helping them integrate into the community and rise to social development. Social work activities in the commune not only help in the process of vocational training and career guidance but also support them with "firm skills" when setting up a career, ensuring a stable life. Therefore, social work activities in support of vocational training for groups of women with disabilities have been promoting their role

as one of the priority activities contributing to promoting equity and sustainable social security.

However, social work activities in supporting employment for women with disabilities still reveal shortcomings and limitations. Therefore, such activities need the attention, contribution, and cooperation of the whole society to improve and improve the quality of activities to be able to approach and reach them closer to many different types of disability in the workplace. professional work.

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