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IMPROVING PROFESIONAL REHABILITATION OF DEAF IN BOSNIA AND HERZEGOVINA*

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Abstract

The retrospective analysis of person with hard and harder hearing impairment, in centers for social care and at offices for employment at area of Bosnia and Herzegovina, has been done. The 40-year period has been analyzed. The sample was consisted of 1044 hard of hearing and deaf person both sexes, from which 455 of them were registered at offices for employment because they belong to work-active population, and 589 of them were registered at centers for social care and they receive social care financial aid. The research has been done by contents analysis method. The data has been collected from "Evidencijski list o edukacijskom i društveno-pravnom položaju osoba oštećena sluha" (eng. Evidence paper about educational and social-rights position of hearing impaired person), which has been established for need of Federal Ministry for education and science in Bosnia and Herzegovina. The aim of survey was to examine the influence of hearing impairment on the social-right position of hard of hearing person. In this work the descriptive analysis has been done and results have shown that deaf and hard of hearing persons are mostly unemployed and that they rarely get employed and that they mostly get right for social care (financial addition). The value of chi-square test $\chi^2 = 33.26$, shows that tested presupposition, that the professional rehabilitation of deaf persons in BiH do not implemented enough successful, can accept. Also it is established that 80% of adult deaf person that has been passed education and professional rehabilitation has not passed the procedure of evaluation of work ability to evaluate that there is either complete, average or restricted ability for practicing certain profession. This shows that responsible offices have not done the evaluation of rehabilitation which results as social discrimination of certain population.

Keywords: Improving, Professional Rehabilitation, Deaf.

Introduction

Observation and evaluation of hard of hearing and harder hard of hearing pupils should be oriented on more psycho-physical areas, as are: communication system development level, development of cognitive abilities and school success, but for social

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status the most important thing is the area of professional orientation¹. Social status of a single person, his development, mostly defines the development of entire society in all its segments. In developed countries where the intention for humanization is on very high level, humanization achievement level is expressed by status of persons with development issues. Official admittance of society can be marked as "Official treatment ideology" (Soder, 1979, to Uzelac, 1989). It understands that the treatment depend on economic development. When certain society is in economical expansion, because of needs for worker, persons with development issues are productive community members with stress on growth-educative and social integration, but while in economic stagnation the stress is put on social care actions and growth-educative segregation.

According to Žiga (1996), by right orientation and education of people, their social promotion is very important too. Basic relevant criteria of that promotion should be their ability. It is necessary to try to give deaf much quality and larger professional orientation by doing a lot of efforts of social community, relaying on experiences and researches in practice, and also by motivating corresponding offices, families, public and them personal to more efficient and simplest solves when it is about positive promotion of their personality and forming of adequate social status. Mandić and Sar (1981), say that professional education is enabling man to discover himself in the world of work, to make himself ready for specific jobs and tasks, and to be able with his work, depending on ability, he makes his contribution to society and realizes that only with results of his work he achieves material goods and social status. Rusk (1971), between interests for evaluation of professional rehabilitation points on: employment, earlier employments, work habits, precision and speed at work, responsibility, interpersonal relations, stability of employment, adaptation to workplace, coming to job, injury possibility ratio, attitude to colleges and superiors, quality of work, productivity, satisfaction with workplace, as and the attitude to work. It is very big lose for community (Andrejević, 1992) if the mistake is repeated in professional orientation as procedure of orientation and enabling. According to Karić and Jovičić (2007), Aexandar, Leach and Steward, (1984); Barr, (1991); Smith (2004), the healthy community is the one that does a lot of effort for education and upbringing. Harder hard of hearing and deaf person need community that enables them the positive development and that gives them a support in their development efforts.

They need basics of healthy and strong community, the community that takes care about its members, and that also offers safe place to live and the access to all services that can satisfy their needs. The social status researches of hard of hearing and deaf persons should make consequences of impairment easier bat also to check for eventual misses in process of education and professional rehabilitation. The aim of this research was to determine the influence of hearing impairment on social-right status of harder hard of hearing and deaf person with the hypothesis: professional rehabilitation of deaf in BiH is not implemented enough successful.

¹ Deaf, harder and hard of hearing persons are defined as persons that are not able to accept or register sound because hearing organ, hearing nerve or hearing brain center impairment (undeveloped or dysfunctional).

Methods

The research is done on sample of 1044 harder hard of hearing and deaf people, both sexes and older than 18, from which 455 candidates are in employment office evidence, but 589 is in social care evidence. The documentation analysis method is used by using documentation of official documentation from offices for employment from six regions of Bosnia and Herzegovina. For data inspection we used Evidence paper about social-right status of person with hearing impairment that is built for needs of Federal ministry of education and science. Besides basic bio information there are data that are about education, social and right status of harder, hard of hearing and deaf persons. For data processing descriptive analysis is used, the frequencies and percents were calculated and tabular and graphic presentation is done. Hypothesis, that the professional rehabilitation of deaf in BiH is not implemented enough successful, it was tested by chi-square test. It was proven that the highest number of deaf respondents were not establish employment after completed education, and obtained results about employment deaf persons statistically significant deviate from the expected, assuming that this trait is normally distributed in the population. In statistical data processing the Microsoft Office Excel has been used.

Research Results

In table 1 the frequency of hard of hearing and deaf person in order of sex, hearing impairment level and work ability grade. It is obvious that in seven larges offices for employment in Bosnia and Herzegovina are 455 hard of hearing and deaf person from which there are 285 (62.64%) male, and 170 (37.36%) female. According to hearing impairment level there are 227 (49.89%) deaf, 77 (16.92%) are harder hard of hearing and for 151 (33.19%) there is no data in the database. From entire 455 harder hard of hearing and deaf there are 84 (18.47%) with work ability grade, and all of them are from the same region, but 371 (81.53%) is not evaluated for work ability. Work ability evaluation at (18.47%) of candidates is very small count according to needs. These results point to very large unemployment between harder hard of hearing and deaf person in Bosnia and Herzegovina and responsible institution misses in work ability evaluation.

Table 1: Frequency of harder hard of hearing and deaf person evidenced in employment biro according to sex, hearing impairment level and work ability evaluation.

Employment biros	N	M	F	Hearing impairment level			Work ability			
				90	70-90	NA	R	T	A	NG
Canton Sarajevo	84	40	44	-	-	84	47	21	16	-
Banja Luka Region	64	35	29	-	-	64	-	-	-	64
Canton Tuzla	85	57	28	60	25	-	-	-	-	85
Zenica - Dobo Canotn	77	49	28	45	32	-	-	-	-	77
Una - Sana Canton	31	22	9	17	12	2	-	-	-	31
Herzegovina - Neretva Canton	34	21	13	25	8	1	-	-	-	34
East Sarajevo	80	61	19	80	-	-	-	-	-	80
Total	455	285	170	227	77	151	47	21	16	371
%	100	62,64	37,36	49,89	16,92	33,19	10,33	4,62	3,52	81,53

Legend:

N - Total Hearing Impaired person M - Male, F - Female 90 - Deafness above 90dB, 70-90 - Hard of hearing,
NA - No data R - Restricted, T - Total, A - Average, NG - No grade

In table 2 the structure of harder hard of hearing and deaf person according to level of education is shown. The results show that largest count of these persons has the level of education suitable for doing certain profession. From entire 455 they 304 candidates (66.82%) are qualified and coworkers, 92 candidates (20.22%) are with primary school finished or workers without qualification (with no education), and they 10 (2.2%) there is no data.

Table 2: Structure of harder hard of hearing person according to level of education that are evidenced at office for employment

Employment biros	Total hearing impaired person	Education Level								
		G	S	P	HQ	Q	HE	NQ	NE	NA
Canton Sarajevo	84	2	7	-	2	54	1	2	16	
Banja Luka Region	64	1	9	4	-	37	-	-	3	10
Canton Tuzla	85	3	6	5	-	56	3	2	10	
Zenica - Dobož Canotn	77	3	5	8	-	49	3	1	8	
Una - Sana Canton	31	1	4	5	-	15	2	-	4	
Herzegovina - Neretva Canton	34	-	2	7	-	21	3	-	1	
East Sarajevo	80	1	3	-	-	53	7	16	-	
Total	455	11	36	29	2	285	19	21	42	10
%	100	2,42	7,91	6,37	0,43	62,64	4,18	4,62	9,23	2,2

Legend:

G - Grade school

S - Secondary school

P - Primary school

HQ - High qualified worker

Q - Qualified worker

HE - High education

NQ - Not qualified

NE - No education

NA - No data

From table 3 it is possible to notice that from entire count of evidenced harder hard of hearing and deaf person in offices for employment there are 166 (36.48%) of candidates have employed at least once, but 145 candidates (31.78%) have never worked, while 144 candidates (31.65%) has no data in the database.

The value of **chi-square test** $\chi^2 = 33.26$, shows that tested presupposition, that the professional rehabilitation of deaf in BiH do not implemented enough successful, can accept. The obtained results, about establishing employment of the deaf respondents, statistically significant deviate from the expected, assuming that this trait is normally distributed in the population.

Table 3: Employment frequency of harder hard of hearing person

Employment biros	Total hearing impaired person	Employment		
		Was	Was never	No data
Canton Sarajevo	84	42	42	-
Banja Luka Region	64	-	-	64
Canton Tuzla	85	34	51	-
Zenica - Dobož Canotn	77	53	24	-
Una - Sana Canton	31	15	16	-
Herzegovina - Neretva Canton	34	22	12	-
East Sarajevo	80	-	-	80
Total	455	166	145	144
%	100	36,48	31,87	31,65

In table 4 the frequency of harder hard of hearing and deaf person, which are evidenced in centers for social care. By through table analysis it can be noticed that these offices has 668 persons with hearing impairment. There are 589 (88.17%) adults born between 1923 and 1991 year, but 79 (11.83) school age children and youth born between 1993 and 2003 year which have passed the procedure of selection children and youth with invalidity. According to acquired data 342 (51.20%) are male, 326(48.8) are female. From entire count 477 (71.41%) are harder hard of hearing, 162 (24.25%) are deaf, but for 29 (4.34%) person there is no data about hearing impairment level.

Table 4: Frequency of hearing impaired person evidenced at centers for social care

Community	Total	Adults (1923-1991)	Children and youth (1991-2003)	M	F	Hearing impairment level		
						Deafness	Harder hard of hearing	No data
Sarajevo communities	196	184	12	89	107	185	7	4
Tuzla	130	122	8	76	54	40	83	7
Mostar	26	21	5	11	15	12	9	5
Banja Luka	153	115	38	77	76	131	22	-
Zenica	134	119	15	70	64	81	40	13
Bihać	29	28	1	19	10	28	1	-
Total	668	589	79	342	326	477	162	29
%	100	88,17	11,83	51,2	48,8	71,41	24,25	4,34

In table 5 the frequency of adult harder hard of hearing and deaf person evidenced in centers for social care is shown. From 589 adults harder hard of hearing person 541 (91.85%) are according to age in work active group, but 48 (8.15%) person does not belong to this category. According to acquired data, 365 (61.97%) person has right for social care aid (financial aid), 19 (3.23%) person does not have right for social aid, but for 205 (34.80%) person there is no data.

Table 5: Frequency of adult harder hard of hearing and deaf according to work ability and achieving social care rights

Community	Total hearing impaired person	Work active person	Not work active person	Receive social care	Does not receive social care	No data
Sarajevo communities	184	156	28	172	12	-
Tuzla	122	118	4	-	-	122
Mostar	21	21	-	21	-	-
Banja Luka	115	105	10	111	4	-
Zenica	119	114	5	36	-	83
Bihać	28	27	1	25	3	-
Total	589	541	48	365	19	205
%	100	91,85	8,15	61,97	3,23	34,80

Discussion and conclusion

The survey results have shown that deaf and harder hard of hearing person are mostly unemployed, and that they rarely get employed. It is concluded that no matter age, ability or type of profession they receive social care aid (financial aid). Very small percent (18.46%) harder hard of hearing and deaf person has passed the procedure of work ability evaluation after professional rehabilitation. In more than 80% cases it is not established that there is full, less or restricted ability for doing certain profession. Possible consequence of this status is inappropriate professional orientation made by correspondent personal, but also wrong profession choice. By comparison of this survey with similar surveys made in neighbor Republic Serbia there are some differences that can be noticed. Researches Ivanović (1995) shows that the most number of candidates (about 92%) have finished secondary school, so it is obvious that the system of hearing impaired person professional enabling enables everyone to gain work qualification in productive or service professions and they do not differ from the people with same age that can hear. In Bosnia and Herzegovina, most of harder hard of hearing and deaf person gain the qualified worker status while the level of high qualification is rarely available to this population. According to this data it can be noticed that the most of this candidates have never been employed, so that fact point that despite gained profession it does not necessarily means that they can apply it in practice. The value of chi-square test $\chi^2 = 33.26$, shows that tested presupposition, that the professional rehabilitation of deaf in BiH do not implemented enough successful, can accept. The obtained results, about establishing employment of the deaf respondents, statistically significant deviate from the expected, assuming that this trait is normally distributed in the population.

The results of survey in Serbia, Ivanović (1987, to Ivanović, 1995), it is noticed that hearing impaired person get employed in average at 20 year and 1 month, which point that candidates have not wait to get employed more than one year. Also, the most of hearing impaired persons in the survey of Ivanović has difficulties (58.06%) while attending to employ. However, the rest of hearing impaired person (41.94%) have said that they had no problems with getting employed or that they get employed much easier than the one that can hear.

In surveys of Ivanović (1987, to Ivanović, 1995) the most of candidates have not changed the workplace, from which the conclusion can be made that they are absolutely or relatively satisfied with their workplace or had not conditions to change the work place. The most probably the level of hearing impairment had an influence to these frequencies, because according to this data there is conclusion that by this survey the population of persons with light hearing impairment has been tested, that does not need professional rehabilitation. The results of social status of harder hard of hearing and deaf person in Bosnia and Herzegovina point that professional rehabilitation has not been systematically done and planned, so then negative consequences to individual and social community can be noticed. Laws that determine this area have been made with certain delay or never been made, but their lack of implementing makes this situation more complicated. Professional rehabilitation of hearing impaired person should be permanent task of entire social community, through corresponding offices and organizations. The implementation of these procedures should be based on programs adapted to social-economy needs and development, on the principles upbringing-education and social politics of society, with special stress on evaluation of professional rehabilitation. The procedure of work ability evaluation and employment should be final stage of the process. The results of this survey point that most of harder hard

of hearing and deaf candidates instead of doing jobs and earn for live themselves according to age and education level (table 3), the mostly use social aid based on invalidity level, without evaluation of work ability. This statement of social community makes worse social-right status of harder of hearing and deaf person and puts them into social margin. Hearing impairments leave consequences on communication because this social population needs help from community in educative and professional rehabilitation, but work-able population should be equal to public, hearing population.

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