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SOCIOPROFESSIONAL REINSERTION OF PEOPLE WITH DISABILITIES IN THE 2010 EARTHQUAKE IN PORT-AU-PRINCE: THE CASE OF OFFICE AUXILIARIES**Alassane Boukary Biga¹, Adolphe Ahonnon², Pierrot Coffi Edoh³ and Jimitry Annexile⁴**

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Abstract: Since the seism which has occurred on January 12, 2010 in Haiti, the town of Port-au-Prince shelters a group of people coming from auxiliary category socio-professional who are confronted with the problem of socio-professional reintegration following their driving handicap. This present study has as a general objective to detect the principal causes which explain their difficulty of socio-professional reintegration. It is about one at the same time qualitative and quantitative study which goes on 85 subjects including 80 driving handicapped people and 05 persons in charge for associations and establishments working in the field of the handicap and socio-professional insertion. The results obtained reveal that 93.75% admit that there is a relation between the social perception of the physical handicap and their exclusion of the labour market. It is what undoubtedly explains the fact that 91.25% of surveyed never tried to deposit their files to take down a workstation, in spite of their wanting. Then, with regard to the socio-professional accompaniment, 96.25% of the subjects affirm the inexistence of structure of socio-professional accompaniment as being another major problem. With that other difficulties are added, such as: means of displacement, financial means and information. So it falls on the authorities concerned to make efforts necessary to the socio-professional reintegration of these agents (auxiliary of office) become handicapped engines following the seism at Port-au-Prince.

Keywords: reintegration, social perception, accompaniment, auxiliary of office, people handicapped motor

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Introduction and Justification of the Subject

For several decades, the participation of people with disabilities in social life has been the subject of various debates. In the world, the significant proportion of this social layer is estimated at more than one billion (1,000,000,000) of whom 200 million have major functional difficulties (WHO and WB, 2011). These difficulties and the ensuing stigmatization create feelings of inferiority towards other members of their community. In doing so, they find themselves unable to access education, work, create a home, have children, and build relationships with others (Werner, 1991). Aware of this situation, the United Nations (UN) is putting in place a legal framework of conventions and protocols to promote the integration of these people with reduced capacity in all spheres of society.

In the same vein, the International Labor Organization (ILO), a specialized United Nations body on employment, defines discrimination as "any other distinction, exclusion or preference that has the effect of destroying or altering equality of opportunity or treatment in employment or occupation, which may be specified by the member concerned after consultation with the representative organizations of employers and workers, if any, and other appropriate bodies" (ILO, 1958).

The legal basis for the rights of persons with disabilities continues to grow. In order to remedy the problem of unemployment that plagues the population of persons with disabilities, recommendations committing the Member States of the United Nations are made to promote the principles of vocational rehabilitation and employment policies for persons with disabilities. Article 4 of the ILO Convention (No. 59) provides: "The said policy shall be based on the principle of equality of opportunity between disabled workers and workers in general. Equality of opportunity and treatment between disabled workers and women with disabilities should be respected. Special positive measures to ensure effective equality of opportunity and treatment between disabled workers and other workers shall not be considered discriminatory against them". In addition, in the early 1980s, advocacy for the rights of persons with disabilities in society grew disproportionately. The UN's decision to dedicate the year 1981, the "International Year of Disabled People", to the topic of "full participation and equality" has sparked interest in a large number of countries. This initiative has opened up new perspectives aimed, according to Hamonet (1990): "to better understand the reality of people with disabilities and to make it known to the general public". In addition, the period (1983-1993) was declared: "United Nations Decade for People with Disabilities. And December 03rd, "International Day of the Disabled." What about Republic of Haiti in general and the municipality of Port-au-Prince in particular? In Haiti, the issue of integration or reintegration of people with disabilities in different sectors of social life is worrying. In reality, the history of this country is marked by natural and human disasters leading to losses from the material and/or human point of view. This reinforces the precariousness of vulnerable populations in communities where public services are virtually non-existent.

With regard to the municipality of Port-au-Prince, the poverty factor influences exclusion process, discourages the distribution of social services and the adoption of legal measures aimed at integration and full development of disabled people (MAST/BSEIPH, 2009). As a result, they have historically had limited access to education and employment; they are often victims of exclusion from social life due to lack of access to different socio-cultural activities because of the physical barriers of their disability. In the commune of Port-au-Prince, the execrable conditions in which they evolve are associated with the difficulties resulting from their functional limitation in a degraded physical and material environment (broken streets, congested sidewalks, lack of access facilities in open buildings to the public).

The new category of amputees of one or more members because of the earthquake of January 12, 2010 in Port-au-Prince, comes from various horizons: schoolchildren, students, civil servants (public or private), non-civil servants (street vendors), small traders, small craftsmen, cabinetmakers, masons, mechanics ...) in a word all the layers of the population. Particularly in employment, from the ILO's point of view (2010), the earthquake affected 343,000 workers, including 222,000 in the informal sector, therefore independent and 121,000 people working in 8,229 enterprises (1,055 industries), 5,417 businesses, 463 services and 1,294 others). Among these workers, a large number, whose number is unknown due to lack of census, is found with a physical disability, following this tragedy, in the municipality of Port-au-Prince. This state of affairs raises questions about the place that Haitian society has in them and about their future in terms of socio-professional reintegration at the time of the reconstruction of Haiti.

In the aftermath of this devastating earthquake, capable workers, formerly workers, who became disabled, lost their jobs. This is the case of some office assistants who are the support staff of many public and private institutions in Port-au-Prince. The stigma left by the loss of a body part is the standard available to other members of society to try these people. Thus Goffman (1975) denounces the fact that "... we think that a person with a stigma is not quite human. Starting from this postulate, we practice all sorts of discriminations, by which we effectively reduce, even if it is unconsciously, the chances of this person ". In this way, they are triply victims of a physical handicap, unemployment and exclusion. Unemployed, they become dependent economically and indirectly unable to support themselves and their families. As a result, they are reduced to passivity and begging despite their skills. However, professional activity is one of the essential conditions for the reintegration or social integration of an individual, because it allows the individual to be autonomous and to be considered by his fellow men (Fall, 1997).

To remedy this situation, the efforts of the Haitian State and some NGOs fighting for the rights of persons with disabilities are numerous. We can rightly quote: the vote and the promulgation of the law n ° 79 bringing the integration of the disabled people in Haiti and the existence of the program "kore moun andikape". However, it is clear that the socio-professional situation of these people leaves something to be desired.

The requirements revealed by the workplace on the one hand, the label attributed to disabled people in Haitian society "making disability the expression of God's punishment or the malignancy of the devil" on the other hand, make us believe that the socio-professional reintegration of this social category is a complex and worrying subject. This is why our concern is expressed by the following question: what are the main factors that determine the problem of socio-professional reintegration of office assistants following their motor disability in the aftermath of the January 12, 2010 earthquake in Port-au-Prince. -Prince?

In the light of this research question some proposals for answers are formulated in order to be confronted with the reality of the field.

Hypotheses

- The social perception of physical disability affects the socio-professional reintegration of office assistants following their motor disability in the aftermath of the Port-au-Prince earthquake.
- The lack of a socio-professional support structure for people with disabilities is a major obstacle to the reintegration of office assistants into employment following their motor disability in the aftermath of the Port-au-Prince earthquake.

Following the hypotheses we set ourselves the following objectives:

Main objective

This study aims to identify the main factors that affect the difficulties of reintegration of professional office workers after their motor disability in the aftermath of the Port-au-Prince earthquake.

Specific objectives

- To elucidate the relationship between the social perception of physical disability and the problem of socio-professional reintegration of office assistants due to their motor disability in the aftermath of the Port-au-Prince earthquake.
- to Identify the correlation between the lack of socio-professional support structure for people with disabilities and the difficulties of reintegrating office assistants into employment following their motor disability in the aftermath of the Port-au-Prince earthquake.

1. Methodological approach

The verification of the hypotheses emitted in the context of our research that the problem of socio-professional reintegration of office assistants as a result of their motor disability is due to the social perception of physical disability and the lack of a socio-professional support structure. In Port-au-Prince, leads us to adopt a methodological approach consisting, on the one hand to specify the nature of our research and, on the other hand to determine the population concerned by the study and the effective tools for a good investigation. Finally, this methodology also consists in collecting and processing the data by mentioning the difficulties encountered during our study.

1.1 Nature of the study

The present study is transversal because it is both qualitative and quantitative. Thus, to achieve the objectives, we based ourselves on the speeches of the actors working for the defense of the rights of disabled people in Port-au-Prince. Then, to complete the qualitative data obtained, we made use of the quantitative method to better explain the phenomenon to study.

1.2 Survey population

According to Grawitz (2001), the choice of the goal to be achieved in the context of an inquiry determines the population, the means of research and the techniques to be used. Also, the survey population is defined as all people, objects and events involved in a study. In doing so, the purpose of this study leads us to make the choice of (05) categories of actors to know: the disabled motorists, the head of the Office of the Secretariat of State for the Integration of Persons with Disabilities, the coordinator of the Association of Handicapped People in Motion (ASHAMO), the Head of the Youth Employment Integration Service and the Human Resources Managers of public and private institutions

1.2.1 Size of the sample

A sample is a subset of items or subjects drawn from the population, who are selected to participate in the study. It is a set of subjects surveyed and which are representative of the mother-population. As part of our study, the simple random sampling technique allowed us to determine the number of motor impairments involved in the study. Thus, we chose eighty (80) people with motor disabilities.

In addition, the technique of "reasoned choice" directed us to the coordinator of the Association of Handicapped People in Motion (ASHAMO), the Coordinator of the Disability Training and Awareness Unit of the Office of the Secretary of State the

Integration of Persons with Disabilities (BSEIPH), the Head of the Department of Youth Professional Integration of the Ministry of Youth Sports and Civic Action (MJSAC) and the two (02) heads of private schools and public. This allowed us to conduct our survey of 85 subjects.

1.2.2 Sampling technique

In our study, the sampling methods used are the probabilistic and non-probabilistic methods. The first method is chosen because the statistical units of the mother-population to be part of the sample are selected by the simple random sampling technique. In other words, each individual in the statistical population has a known probability of being included in the sample. Thus, we drew up a numbered list of the units of the mother-population from which we drew randomly the subjects that will be part of the sample. The latter is chosen from the motor impaired people we met in groups and organizations of disabled people in the municipality of Port-au-Prince. With regard to the non-probability method, it was chosen because it was not possible for us to compile an exhaustive list of all the units of the statistical population concerned. Thus, we have chosen the "reasoned choice" technique to identify the key players who can provide us with information enabling us to reach the objectives set.

1.3 Data collection instruments

The collection of data on persons with disabilities in Haiti and in the commune of Port-au-Prince in particular deserves sustained and particular attention. In fact, to collect reliable data for the realization of our study, we have developed two tools such as the questionnaire and the interview grid. These were sent to the different subjects concerned by the study.

1.3.1 Documentary research

At this level, we visited the National Library of Haiti (BNH), the library of the Faculty of Human Sciences (FASCH), the Faculty of Ethnology of the State University of Haiti (UEH), the Haitian Institute of Statistics and Informatics (IHSI), the University of Abomey-Calavi (UAC) and the National Institute of Youth, Physical Education and Sport (INJEPS). To this end, we consulted and photocopied texts prepared by specialists in the field, some memoirs of graduates of UEH and UAC. To these documents are added articles and scientific journals consulted on the Internet. This literature search allows us to take stock of existing knowledge related to the subject under study.

1.3.2 The written survey questionnaire

This technique leads us to develop a questionnaire consisting of open, closed and reflective questions in order to collect the necessary data. It is justified by the quantitative nature of our study and because of the time available to us. Thus, we had to resort to groups and associations of people with disabilities to be able to meet the subjects concerned (80) and submit them to the questionnaire. Also, we went to their homes to distribute the questionnaires. Those who could not complete the questionnaires because of their disability in the arm, benefited from our help by the immediate transcription of their answers given orally.

1.3.3 The interview survey

The interview is relevant to "analyze the meaning that actors give to their practices ..., to highlight the value systems and the normative references from which they orient and determine themselves" (Blanchet and Gotman, 1992: 27). Thus, to collect the qualitative data, interviews were successively carried out. They allowed us to take into consideration the points of view of each of the actors involved or who should be involved in the process of insertion or reintegration into employment of disabled people in Port-au-Prince,

namely: coordinator of the BSEIPH disability training and awareness unit, the head of the MJSAC Youth Professional Integration Department, the ASHAMO coordinator and two (2) public and private managers are interviewed.

The table above presents the summary of the subjects surveyed and the tools used.

Table 1. Distribution of the subjects surveyed and the tools used

Category	Effective	Investigative Tool
People with motor disabilities	80	Questionnaire
Responsible for Public and Private Establishments	2	Interview chart
Head of BSEIPH	1	Interview chart
Disability Association Manager	1	Interview chart
Head of the professional integration service MJSAC	1	Interview chart

1.4 Data Processing Instrument

1.4.1 Quantitative data

Quantitative data are processed according to the methodological recommendation of any social science research. Along the way, after doing a manual review of the questionnaires, we created a data matrix via the Excel software for computer processing, which allowed us to produce the tables and graphs.

1.4.2 Qualitative data

Qualitative data from the various interviews were synthesized in order to confront the facts to the assumptions made. This is how we faithfully transcribed the interviews according to the themes related to the problem and the objectives.

2. Presentation of the results

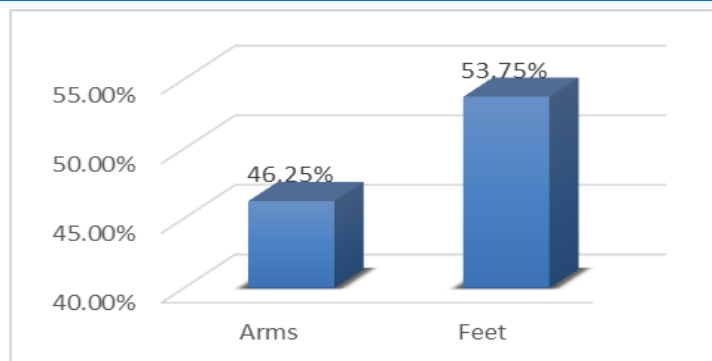
2.1 Results from the survey questionnaire

2.1.1 Results relating to the situation of office assistants due to their motor disability

Table 2. Distribution of respondents by level of study and diploma obtained

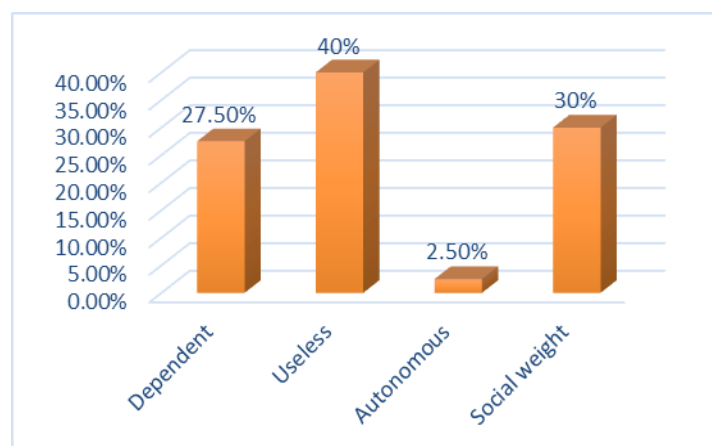
Diploma	Effective	Frequency %
Professional	72	90
Academic	8	10
Total	80	100

Table 2 shows that out of the 80 subjects surveyed, 90% obtained a professional degree corresponding to the job held, which is that of office assistant, compared with 10% having obtained an academic diploma, the equivalent of the Baccalaureate 2nd part.



Graph 1. Distribution of respondents by location of their motor disability

Among the 80 respondents, the graph 1 presents the rate of people with disability in the arm (46.25%) and (53.75%), in the foot after the earthquake of January 12th, 2010 in the municipality of Port-au-Prince.



Graph 2. Distribution of respondents according to their perception of their motor disability

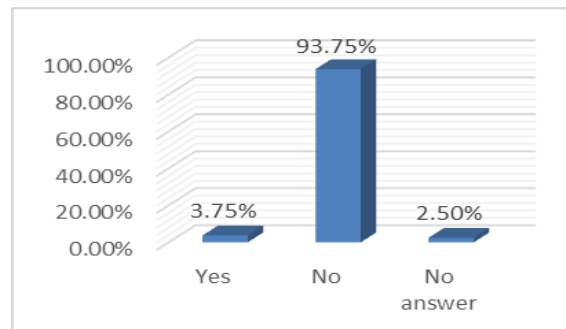
Reading this graph, it appears that 27.50% of the subjects are totally dependent after being disabled motor, 40% see themselves as unnecessary and 30% as a social burden because of their amputations. On the other hand, 2.50% perceive themselves as being independent despite their motor handicap.

Table 3. Distribution of respondents according to the attitude of their social environment vis-à-vis their situation of disability

Attitude	Effective	Frequency in %
Good	3	3,75%
Bad	57	71,25%
More or less	13	16,25%
No answer	17	8,75%
Total	80	100%

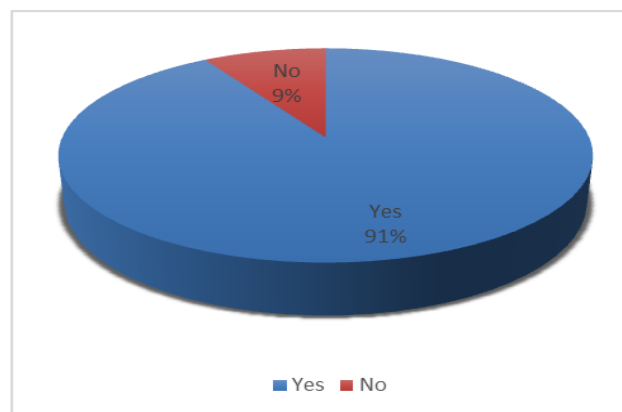
The results from this table show that only 3.75% of respondents admit that their social environment has a positive attitude against 71.25%, who say the opposite. In addition,

16.25% of respondents said that their environment has a more or less good attitude while 8.75% have not given an answer.



Graph 3: Distribution of subjects according to their employment situation following their motor disability

This graph shows that 93.75% of office assistants are unemployed due to their motor disability, 3.75% hold partial employment.



Graph 4. Distribution of Subjects by Participation in the Job Recruitment Contest

Graph 4 shows that only 9% of the respondents participated in a job competition against 91% who say that they have never tried to file their applications to get a job.

Table 4. Distribution of respondents according to their knowledge of the legal provisions concerning the socio-professional reintegration of persons with disabilities

Knowledge of legal provisions relating to social reintegration of disabled people	Effective	Frequency in %
Yes	11	13,75%
No	69	86,25
Total	80	100%

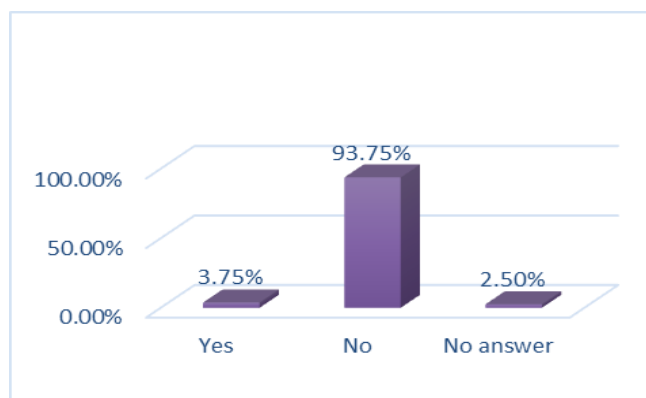
From this table, it appears that 13.75% of the subjects know the legal provisions of socio-professional reintegration of the handicapped people, while 86.25% of the subjects do not know their existence.



Graph 5. Distribution of subjects according to their assessment of the financial assistance program "kore moun andikape" made available to them

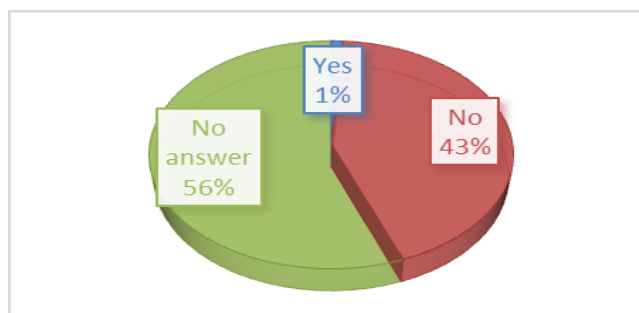
According to this graph, only 1.25% of respondents are satisfied with the financial assistance program put in their favor, while 92.50% say the opposite because of its "insufficiency" and 6.25% are more or less satisfied.

2.1.2 Results relating to the main factors that determine the difficulties of socio-professional reintegration of persons with motor disabilities



Graph 6. Distribution of subjects according to their observation in relation to the influence exerted by the social perception of physical disability on their socio-professional reintegration

This graph shows that 93.75% of office assistants admit that there is a relationship between the social perception of physical disability and their exclusion from the labor market, 3.75% say the opposite.



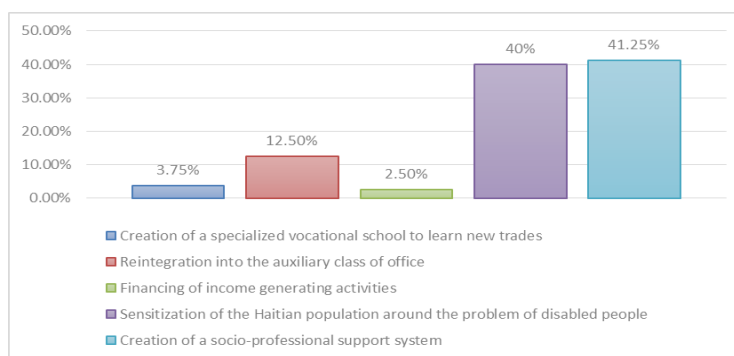
Graph 7. Distribution of subjects according to their knowledge of the existence of a socio-occupational accompaniment service for people with motor disabilities

From this graph, it can be seen that out of the 80 subjects, only 2.50% say they know of a socio-occupational accompaniment structure for disabled people in the Commune of Port-au-Prince, while 96.25% acknowledge that there is none.

Table 5. Distribution of individuals according to their socio-occupational reintegration difficulties

Difficulties of socio-occupational reintegration	Effective	Frequency in %
Absence of socio-occupational support structure for people with disabilities	28	35%
Negative social perception of physical disability	31	38,75%
Lack of means of displacement	3	3,75%
Insufficient financial resources	14	17,50%
Lack of information on the place of recruitment for employment	4	5%
Total	80	100%

The results of this table show that among the respondents, 28 subjects or a 35% rate mention the problem of non-existence of socio-professional accompaniment, 31 or a rate of 38.75% say they have the weight of the negative perception of their social environment which weighs on them, 3 subjects or a rate of 3.75% say they have a problem of displacement, 14 or a rate of 17.50% mention the problem of financial means, 4 5% of respondents say they have the problem of lack of information about places of recruitment.



Graph 8. Distribution of individuals according to their expectations to the State

This graph reveals that 3.75% of respondents expect that the Haitian State creates a specialized vocational school to learn new adapted professions, 12.50% want to find the job they had before the earthquake of 12 January 2010, 2.50% want the state to finance their income-generating activities. On the other hand, 40% of the respondents want the State to sensitize the Haitian population around the problem of disabled people, 41.25% expect the Haitian state to set up a socio-professional support system

This graph reveals that 3.75% of respondents expect that the Haitian State creates a specialized vocational school to learn new adapted professions, 12.50% want to find the job they had before the earthquake of 12 January 2010, 2.50% want the state to finance their income-generating activities. On the other hand, 40% of the respondents want the State to sensitize the Haitian population around the problem of disabled people, 41.25% expect the Haitian state to set up a socio-professional support system.

2.2 Summary of the results of the interviews conducted with the different actors working in the employment and disability sector

The results of the interviews¹ carried out consist in taking stock of the different speeches of the actors intervening in the sector of the socio-professional insertion and the handicap, in the municipality of Port-au-Prince.

To the question of the main factors which underlie the difficulties of reintegration of office workers who have become physically disabled following the earthquake of 12 January 2010, the synthesis of the answers obtained is as follows:

The difficulties faced by office assistants in their quest for reintegration into the labor market are due to the fact that "Haitian society reserves very little space for these people. When one does not give someone the opportunity to show what he is capable of, he is silenced therefore; he becomes the architect of his own isolation. And even if he is motivated, there is no accompanying measure that can help him find a job," says the coordinator of the Association of Disabled People in Motion.

The coordinator of the BSEIPH's Disability Training and Awareness Unit said: "The problem of reintegrating the former earthquake workers into employment is worrying. For example, some amputees following the earthquake have sought refuge in isolation. They find it difficult to express themselves because Haitian society, as mentioned above, has a bad perception of physical disability. Besides, they are considered as infirm. They are not given enough value in terms of their potential to do some work. By this, they locked themselves on themselves. Secondly, job-providers, on their part, have sometimes been reluctant to recruit these people for fear that they will go bankrupt because of a lack of performance among their staff. In this case, according to him, it is advisable to do a "mass awareness" which consists in showing the capacities of these people to work and project a positive image of this category of people. That is to say, to teach Haitian society to judge a disabled person not according to his disability but according to his potential. And encourage the disabled person herself to train.

In addition, the Youth Employment Integration Department head of the Ministry of Youth Sports and Civic Action denounces the fact that its structure does not yet have a national youth integration policy, because the national policy of the youth that has been elaborated is not yet voted by the Haitian Parliament. He insists that discrimination and marginalization are also obstacles to the reintegration of people with physical disabilities into Haitian society.

The answers of the persons in charge of the establishments are unanimous on the obstacles which according to them impede the reintegration of these former workers on the labor market. To this end, they argue that the problem of rehabilitating the workplace to the situation of the disabled person is crucial and very complex because the cost is enormous.

As far as the financial assistance program is concerned, all the actors come together with an unfavorable joint response because, according to them, given the abysmal conditions in which people with disabilities live, it is far from believing that the amount grants can solve half of the problems they encounter in their daily lives. However, the initiative is still commendable.

Thus, according to officials of the institutions:

¹ Source: Interviews conducted in November 2013 in the municipality of Port-au-Prince

- carry out a "mass awareness" campaign around the issue of disabled people in the commune of Port-au-Prince through the media (public and private);
- to bring the population of people with disabilities to the fore by taking individual or group initiatives by granting them material and financial means;
- create vocational schools that meet the expectations of people with disabilities in terms of professional career;
- set up a specialized socio-professional support structure for all categories of disabled people.

To cope with this situation, public and private establishment managers suggest setting up a funding system for workspace redevelopment work to facilitate the mobility of people with motor disabilities in companies.

3. Discussion of the results

Here, we analyze and interpret the data from the different groups of our respondents to confirm or refute our hypotheses.

3.1 Characteristics of the subjects surveyed

There are 85 people in our sample. They are made up of 80 people with motor disabilities including 27 women and 53 men; these physically handicapped subjects were in the category of office assistants of support staff in public and private institutions in the commune of Port-au-Prince, before the earthquake of January 12, 2010 in Haiti. Aged 23 to 55, following this cataclysm, they found themselves amputated while being unemployed. In doing so, of the 80 subjects surveyed, 53.75% have their disability in the foot (right and / or left) and 46.25% in the arm (right and / or left). During the earthquake, they were in different places like the workplace, the road to go home or at home. As part of the interactionist logic, like Castra (2003), it is important to emphasize that the problem of socio-professional reintegration of these disabled motorists cannot be approached in a "personal" way, in other words to identify the person excluded as being responsible for his situation. But the latter must be seen as the result of the interactions between the different actors and their practices within a system. In this case, the points of view of the professionals intervening directly or indirectly in the sector of the handicap and insertion or reintegration socio-professional are essential. Thus, we gathered information from the heads of organizations and organizations working for the defense of the rights of persons with motor disabilities (Table 1).

3.2 Analysis and interpretation of the results relating to the situation of office assistants as a result of their physical disability

In the next day of this earthquake, some support staff, specifically clerical assistants, found themselves victims of bodily amputation (see graph 1), which is not without consequence on their relationship with themselves, their social and professional environment. It is in this sense that Labbé (2005) mentions the four spheres on which any system of socio-professional accompaniment must act to eradicate the phenomenon of exclusion in the labor market, when it concerns a public in situation difficult. Indeed, it evokes: individuation, sociability, societal, economy.

From a sudden shift from ordinary to non-disabled citizens, to citizens with physical disabilities, it is obvious that an almost radical change is to be observed in relation to the way they relate to their peers because of their disability. In this case, the table n°3 says more because among the 80 respondents, 3.75% admit that their social environment has a positive attitude, against 57% who say the opposite. In addition, 16.25% of respondents said that their environment has a more or less good attitude because they have parental

support. This brings us back to the idea that people with motor disabilities are not fully accepted by Haitian society and more specifically in the municipality of Port-au-Prince. In addition, professionals working to defend the rights of persons with disabilities reinforce the idea of social exclusion of which they are victims by affirming that: "the Haitian society reserves very little place to these people ...». More specifically, the head of youth employment service insists that "discrimination" and "marginalization" are also "handicaps" to the reintegration of disabled people in all spheres of Haitian society. Normally, the motor handicapped person is an "actor", a social being who is called upon to forge links with other individuals in his community. These can provide him with self-esteem that can reflect on his behavior. Thus, the community will be led to take initiatives that will promote its potentialities as being human.

In the socio-professional environment, people with motor disabilities are not immune to exclusion and discrimination. As a result of their physical disability, these support workers in the office assistant category did not take the time to move from "employee" to "unemployed" status. For this purpose, the results of the graph 3 reveal that among the 80 subjects, a rate of 93.75% of office assistants are unemployed as a result of their motor disability. This rate (93.75%) of registered technical unemployed shows the level of exclusion that gangrenes the world of employment because of physical disability. Institutional leaders (public/private), for their part, raise concerns about the presence of disabled workers in their staff, reasons that seem obvious in relation to their profit maximization objectives. However, they are unaware of their potential to do some work that requires less physical mobility. In doing so, they unanimously agree that an employee's physical disability may be a barrier to performance if he or she fails to adjust to the pace of work required. This reluctance can be understood by following the logic of Lenoir (1974), which supports the idea that one should not underestimate the strength of preconceived ideas, archetypes especially in certain contexts of crisis or difficulties like the world of work. Thus, the reintegration of persons with disabilities can be seen as a threat to employment, or even as a form of pressure on the part of employers.

As previously stated, the negative social perception of motor disability is not without repercussions on the functioning of these support agents who have become disabled as a result of seismic cataclysm. Thus, the fact of not being considered in society leads to their isolation. In doing so, very few of these people seek work after being excluded from the job market in the aftermath of the earthquake. For example, the graph n ° 4 of our study shows that 91.25% of the respondents never tried to deposit their files to get a job and for cause they report: «the fear of being ridiculed by normal people looking for work ". Thus, there remains a paradox that manifests itself in the need to be reintegrated into the job market and the low rate of participation in the job competition. However, the question is the possibility of offering these people with physical disabilities during recruitment competitions, because the Terms of Reference (TOR) are generally developed to exclude people with motor disabilities.

This explains, in part, the difficult situations in which these former workers, now disabled post-earthquake, evolve. With regard to graph 2, 27.50% of subjects are totally dependent after having a motor disability, 40% see themselves as useless and 30% as a social burden because of their amputation. Being unemployed, the majority of them do not have opportunities to address the housing problems they face. To restore and improve the image of the population of persons with disabilities, article 43, paragraph 2 of Act No. 79 on the social integration of persons with disabilities, requires the Haitian State to take into account all provisions necessary to ensure the safety of workers with disabilities. Indeed, after the earthquake a financial assistance program called "kore moun andikape"

is set up, to support people with disabilities, giving them a sum of 800 gourdes, or 17.65 US dollars every two months. However, according to those office workers who became unemployed (92.50%) because of their disability, although available, this sum is not enough to meet the many unmet needs they face. Thus, it should be noted that this program does not really improve the living conditions of these people and does not contribute to their true financial autonomy. Because the major concern of these former workers is their socio-professional reintegration to ensure this autonomy. It is therefore necessary to question the causes underlying the difficulties of their socio-professional reintegration.

3.3 Causes underlying the difficulties of socio-professional reintegration of office assistants who became disabled due to the earthquake of January 12th, 2010

Support workers in the office worker category face enormous difficulties that prevent their re-entry into the labor market as a result of their physical disability. In fact, the difficulties listed are the following: the problem of the social perception of physical disability, socio-professional support, travel, means of financing, lack of information. The image that we create of the population of people with physical disabilities in the municipality of Port-au-Prince, reveals the rejection by the company of any hint of professional reintegration of this one. This explains that of the 80 respondents, 93.75% admit that there is a relationship between the social perception of physical disability and their exclusion from the job market. As a result, of the 80 actors, 28 or 35% say that they have the weight of the negative perception of their social environment that hangs over them. This, therefore, probably explains their low rate of participation in the job competition (8.75%) despite their interest in reintegration into the labor market. This confirms the first hypothesis of the study according to which the social perception of the physical handicap influences the socio-professional reintegration of the office assistants, following their motor handicap in the aftermath of the earthquake in Port-au-Prince.

With regard to socio-occupational support schemes, the respondents (96.25%) stated that there were no structures or support services for their reintegration into the labor market. In this case, their reintegration into employment is not obvious. Because, they do not have the support of the social actors able to guide them in case of a possible request for support. This explains why of the 80 respondents, 93.75% are unemployed (graph 3). In the same vein, the Disability Training and Awareness Unit coordinator says that now, with respect to these former office workers who are excluded from their work environment as a result of their motor impairment, this work must be done on a case by case basis, but not globally. He says he does not yet have a particular service that responds to that. Because after the earthquake, the BSEIPH was much more concerned with the emergency cases of the wounded, their condition of hygiene and then the sensitization. However, there is a "kore moun andikape" program and a legal framework that explains how to reintegrate people with disabilities into the profession. Given the importance of socio-professional support in the reintegration process into the labor market, Labbé (2005) supports the idea that the insertion or reintegration of a person in a precarious situation can only be socio-professional support, which implies the establishment of an institution or a service to accompany it. Hence, the confirmation of the second hypothesis that the lack of a socio-professional support structure for people with disabilities is a major obstacle to the reintegration of office assistants into employment, following their motor disability in the aftermath of the earthquake in Port au Prince.

In addition to these two major causes are added the problems of displacement and lack of information. Three of the 80 respondents, a rate of 3.75%, said they had the problem of displacement, which no doubt proves that their desire to take initiatives is to take steps to get a job has been altered by the lack of means of travel that are still not appropriate if we refer to public transport in the town of Port-au-Prince. As a result, it is always difficult for a person with a motor disability to go to the office in the event that they have found a job. This is the same observation made by Gresse (2004) in his study. It must also be stressed that it is difficult for her to have access to places, public buildings or activities that bring together many people because of her inaccessibility to space. This is why in the workplace, the company managers interviewed recommend that the state assists them financially so that they can make adjustments to the working space to facilitate the reintegration of these support workers and others.

Moreover, among the 80 respondents, 14 individuals or a rate of 17.50% mention the problem of financial means. This can be explained by the fact that the financial support provided does not meet the expectations of these technical unemployed people as a result of their physical disability. But what is worse, the assistantship fails to ensure financial autonomy if it is permanent or not, because the latter can be insured only by the exercise of a job or a revenue-generating activity. Regarding the information on existing job opportunities, out of the 80 subjects, 4 respondents, or a rate of 5% of respondents say they are not informed. This requires the establishment of a communication device around existing employment opportunities.

In view of these reasons mentioned by the disabled persons in question, it should be noted that, beyond any other secondary cause, the reintegration of these persons into the labor market is confronted with two major causes, that of the Haitian society's poor perception of motor disability and the lack of socio-professional support, which is one of the fundamental conditions for real socio-professional support. Therefore, it is advisable to make suggestions to the authorities concerned for the socio-professional reintegration of office assistants who have become disabled.

Conclusion

In the era of the reconstruction of the city of Port-au-Prince following the earthquake of January 12th, 2010, actions to defend the right to social integration of disabled people take a new look. Thus, to respond to some of their concerns, the Haitian State is implementing, in collaboration with civil society organizations and groups, a financial assistance program "Kore moun andikape". However, it is clear that no effort is made to solve the problem of exclusion that they are victims in the labor market. This situation is not new today. It took this seismic cataclysm to show that the problems of socio-professional reintegration of these people with special needs are complex and multiple. Thus, in the aftermath of the earthquake, many of the support staff of public and private institutions, especially office assistants, become motor-disabled due to the earthquake. Therefore, from a sudden passage of people without disabilities to people with reduced mobility, they are at the mercy of those they supported before being disabled. Because they do not have access to employment, which is a prerequisite to support themselves and their families.

This study shows the main factors that explain the difficulties of socio-professional reintegration of these office workers following their disability. Also, it is to show the influence of the social perception of disability on the socio-professional reintegration of people with motor impairment. Then, it is necessary to show the correlation between the

absence of a professional support structure and the difficulties of socio-professional reintegration.

The results show that the majority of subjects (93.75%) recognize that the social perception of physical disability has a negative impact on their reintegration into employment. This is why 91.25% of respondents say that they have not tried to file for a job, despite their ability. With regard to socio-occupational support, the lack of specialized services in this area is, according to the respondents (96.25%), an obstacle to be overcome as part of the process of reintegration into employment. Because, having no support or guidance, it is difficult for them to face the many challenges that await them. Therefore, the implementation of our suggestions could help policy makers to overcome the obstacles that hinder the process of socio-professional reintegration of these people. All this in order to carve out a place for their full social development.

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