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The Foreign Experience In Employment Of People With Disabilities And Prospects Implementing In Uzbekistan

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ABSTRACT

The article focuses on study foreign countries experience on basis of employment of people with disabilities in order to implement them in Uzbekistan. Moreover, the article covers endeavors of Uzbek authorities for disabled people in Uzbekistan, including shortcomings. Therefore, author pays attention to foreign countries observations due to there are many new aspects have been found that considered as essential for Uzbek people.

KEYWORDS

People with disabilities, foreign experience, implementation, Uzbekistan, authorities, observations, shortcomings, essential, Uzbek people.

INTRODUCTION

International experience shows that an integrated approach to the effective employment of people with disabilities can be achieved only with the involvement of all participants in the process: people with

disabilities, public services, NGOs and employers.

Among the measures that have proven effective in ensuring the effective

employment of people with disabilities in different countries are:

- Implementation of anti-discrimination legislation in employment;
- Quota on job places;
- Involve therapists and social workers in the process of employment;
- Employ people with disabilities for temporary or probationary purposes;
- Provide social support for the employer and a person with a disability at work places;
- Create social enterprises;
- Involve actively social organizations of disabled people in the process of employment.

In the legislation of Germany, Austria, Italy, France, Spain, Japan and other countries are provided quota on job places. The minimum number of employees in enterprises that are obliged to provide quotas is in the range of 20 to 50 people. Moreover, this quota includes from two to six percent for employees with disabilities. In addition, the minimum number of employees in Uzbekistan is 20 people, the quota for people with disabilities is three percent.

MAIN PART

In some countries, such as the United States and the United Kingdom, there are no coercive measures for employers to employ people with disabilities, but there is anti-discrimination legislation under which an employer must create equal conditions for all job seekers and employees. In particular, people with sensory impairments during the interview should be provided with all materials and tools for communication, asking personal questions and also required not to ask a medical certificate.

In most developed countries like Switzerland, Australia, France, Korea, Italy, Russia and Uzbekistan the retention of pension payments despite the employment of a person with a disability encourages them to work, because in this case the disabled person is not afraid of losing their pension payment. In some countries like USA, UK, Germany and Norway pension payments for employment are made for a certain period of time from three months to three years and are suspended on the condition of successful employment, not deteriorating health and receiving a monthly salary of not less than the established level.

Involvement of occupational therapists and social workers in the employment process is widely used in Western countries such as Russia, Ukraine, Belarus. Occupational therapy or treatment with daily exercise is the involvement of people with disabilities in active mobility through the formation of lost or non-existent skills, the use of technical means of rehabilitation, the adaptation of the environment of life activities.

An occupational therapist is a specialist with a higher education in the field who specializes in the social adaptation and orientation of people with disabilities in adulthood, restoring or shaping their successful employment. This specialty exists in every part of countries in world. Unfortunately, specialists in occupational therapy are not trained in Uzbekistan. In addition, rehabilitation doctors are not trained in the country. This was reflected by the difficulties encountered in the development and implementation of the social and labor components of the individual rehabilitation program.

In Uzbekistan, the producing of social workers at the bachelor's and master's degrees began in 2006, but even in the country's medical and social institutions exist there are no staff units

for certified social workers. Probably, one of the reasons for the lack of specialists in social work and occupational therapy in the Republic of Uzbekistan due to the lack of methodological documentation for the formation of the social and labor components of the individual rehabilitation program. In Russia, Ukraine and Belarus conduct an individualized rehabilitation program requires a three-month periods and examined by a social worker, an occupational therapist, a rehabilitator and other specialists.

Workplace equipment and optimal adaptation expenses are covered by employer, as in Uzbekistan, in accordance with the legislation of most countries, including the United States and the United Kingdom. In many countries, if job places are exceeded of the quota, the employer can receive compensation from the state budget [1]. Temporary or probationary employment is a method used in many developed countries and it benefits both people with disabilities and employers. This method allows them to avoid taking responsibility for knowing that they are not able to do it for themselves. Because many people with disabilities have very limited social experience as a result of forced separation, for example, study at home, study in special boarding schools, stay in special orphanages, homes for the disabled and etc. It is difficult to establish a relationship process and master the rules of communication.

On the other hand, many employers have misconceptions about the ability and benefits of people with disabilities to work in their own enterprise. However, temporary employment can solve this problem. Therefore, excursions to the enterprise are also organized [2]. In Uzbekistan, all of these methods of education are provided to students of colleges or universities, but many leaders of NGOs with

disabilities say that such measures are very much needed to increase the employment opportunities of their members.

Social support for a person with a disability after hiring is recognized as a necessary measure to ensure his or her in upcoming procedures. In different countries, this measure takes different forms: a member of a disability organization who has a positive experience of such employment may be accompanied by a new employee for a certain period of time when it is necessary such providing help might be covered by a social worker or responsible employee of an enterprise employing a disabled person [3]. According to “Act employment assistance” legislation of Japan, if company hires five or more employees with disabilities, it is required to hire a “professional life coach” with special education, counseling and assistance to people with disabilities. Moreover, it is developed an agenda that focuses on assistance in identifying the employee’s needs, adapting to new workplace and others [4].

In the UK a national charity organization “Show Trust” recruits volunteers to do such works that mentioned above [5]. It should be noted that a non-governmental organization “Show Trust” is funded from the state budget. Such similar situations exist in many other countries.

As an international experience shows that the active involvement of public organizations in the employment of people with disabilities is a prerequisite for the success. First, the advantage of using these organizations is that they are highly tied in the employment process of people with disabilities, then they know the problem “from the inside”, the target groups have confidence in it, the

opportunity to present successful experience through peer-to-peer program, high compatibility and using variety of methods.

One of the most striking examples of the use of community and nonprofit employment as a service provider is “Show Trust” that the UK's largest provider of employment services for people with disabilities. This supported more than 160,000 people throughout its existence. As it is accepted “money comes from the customer” principle is used in the UK's social protection system, the organization has consistently won tenders announced by the government for the provision of these services.

“Show Trust” supplies at all stages of employment to people with disabilities in particularly, confidential social security counseling, career guidance, training needs identification, employment preparation training, probationary employment, financial assistance, post-employment support, solving employers' problems and adapting jobs [6].

Also, such similar activities are developing in Uzbekistan. Within the framework of the above-mentioned joint project of the Ministry of Labor and Social Protection and the UNDP in Uzbekistan demonstrated the high efficiency of work under the “ACCESS” [7].

In Uzbekistan under this program four NGOs of people with disabilities, namely, Millennium, Sisters, ADJI Uzbekistan and Yunusabad branch of the Society of the Disabled of Uzbekistan were involved in this work as a volunteer organization, without funding and as a result, they recruited 203 people with the jobs in 18 months, however, the number of those employed by the model employment assistance centers was 218 people [8].

However, the employment centers had significant administrative tools and information resources for successful employment due to state's support, funding and providing salaries, as well as received information and technical assistance on an equal footing with NGOs under the project [9]. Anyway, the results would have been much higher if NGOs had been funded to carry out this activity and had given more time to it despite being one of the areas of their large number of volunteer activities [10]. In addition, the provision of state grants to NGOs for the provision of employment services would not only increase the efficiency of work in this area, but would create new jobs for members of NGOs providing these services in return.

CONCLUSION

The creation of social enterprises specializing in helping people with disabilities who are unable to find job places in the open labor market is another measure to ensure the employment of this segment of citizens. A number of social enterprises provide permanent employment for people with disabilities, others provide vocational training and social rehabilitation afterwards provide them in the open labor market.

Moreover, in almost all European countries and some Asian countries, the phenomenon of social enterprises is developing actively and at the same time when the relevant legislation is being adopted, but the concept of “social enterprise” does not exist in the legislation of Uzbekistan.

The Ministry of Labor and Social Protection and the United Nations Development Program (UNDP) in Uzbekistan have established five pilot social enterprises to provide

employment to people with severe disabilities as part of a joint project “ACCESS: Equality, Self-Employment and Social Protection of Persons with Disabilities”.

Part of the income of these enterprises is directed to various social purposes, including the provision of financial assistance and vocational training for people with disabilities.

measures to further improve the system of legal assistance and bringing legal information to the population”//

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