

ROLE OF NON-GOVERNMENTAL ORGANIZATIONS IN EMPLOYMENT OF PERSONS WITH DISABILITIES

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ANNOTATION

This article focuses on the issue of social problems of persons with disabilities. In particular, it has been studied on the basis of data on the importance of integrating them into society, employment issues and their elimination. At the same time, legislation has been analyzed on issues of ensuring their employment in the world.

Key words: disability, Convention, employment, integration, rehabilitation

According to the World Health Organization, 1 billion of the world's population, that is, 15%, are persons with disabilities. In Uzbekistan, this figure is more than 650 thousand. In recent years, this indicator is gradually increasing on a global scale. In the 70 years of the XX century, 10% of the world's population was made up of persons with disabilities, while in recent years their incidence has increased by 5%. The following factors have been cited as the main reason for the increase in the number of persons with disabilities:

a) longevity age of people; b) increased number of chronic and severe diseases; C) increased incidence of natural disasters and talophates; D) increased incidence of injuries; D) increased poverty among the population; j) lack of employment (especially the problem of employment issues of persons with disabilities who have mental and mental defects).

The same reasons are the main factors affecting the increase in disability in all states. This is part of the reasons listed are also typical for our country. The experience of most developed countries shows that in the social protection of persons with disabilities, it is important not only to create social protection or social benefits in the first place, but also to ensure their employment, that is, employment. In India, for example, jobs in India account for 3% of the jobs allocated to persons with disabilities. But 1%I was also not provided with work. The result of the conducted studies shows that 2/3 of the persons with total

disability around the world have the opportunity to engage in labor in a certain degree of home conditions, in simple or specially created jobs. But only 11% of them are employed by I gina. 25% of persons with disabilities in Russia, 29% in the US, 30% in France, up to 40% in Germany and the UK, and 80% in China are employed persons with disabilities. The fact that 2.4% of the population of the Republic of Uzbekistan consists of persons with disabilities, on average 34 thousand (5%) of persons with disabilities of older age are employed in the official sector of the economy further increases the essence of the issue. 3,5% of persons with disabilities employed in the official sector of the economy is accounted for by Group I, 55,8% by Group II and 40,7% by Group III.

Currently, in the reform of the system of social protection of persons with disabilities, instead of the concepts of illness, disability and incapacity for work, which were used in the previous period, the application of individual and address-matched criteria to each person with disabilities is carried out gradually by setting the type and level of restriction of the activity of the individual For the purpose of employment of persons with disabilities in the Republic of Uzbekistan, state agencies with the participation of trade unions and Public Associations of persons with disabilities establish norms of employment for persons with disabilities at least in the amount of 3% of the number of workers in enterprises, associations, institutions and organizations (at least 34 people).

Enterprises, associations, institutions and organizations that have not provided employment opportunities for persons with disabilities or who have resigned from their employment shall pay to the local authorities of the state authority in order to compensate for the costs associated with the employment and material assistance of persons with disabilities in the manner prescribed by the laws of the Republic of Uzbekistan. In order to use the labor of disabled people, Special enterprises, Cechs and lots are being rehabilitated, taking into account the needs of the disabled and local characteristics. Blind persons with disabilities have the right to preference in participating in production, in accordance with their capabilities.

Local government and management agencies, enterprises and associations provide necessary assistance to persons with disabilities working at home, as well as persons with

disabilities whose individual labor activity is engaged, in the allocation of premises or rooms that do not stand a person for this activity, in the purchase of raw materials and in the sale of products. Of course, it is more difficult to calculate the economic efficiency of employment of persons with disabilities for the state. But the analysis carried out shows that persons with disabilities who are employed in the official sector of the economy can afford almost 50% of the amount of pension paid for them by the extra-budgetary pension fund themselves. In addition, persons with working disabilities also contribute to the Employment Promotion Fund, in most cases, they also pay income taxes.

World experience shows that as a result of theeksex approach of the state, non-governmental, public organizations and employers, the efficiency of rational employment of persons with disabilities can be high. In different states, the following types of rational employment opportunities for persons with disabilities can be distinguished::

1) to specify in the legislation that persons with disabilities have equal rights with other citizens; 2) to keep the places of work in reserve (quota); 3) to attract employees and social workers who follow the process of employment placement; 4) to place persons with disabilities temporarily or for a trial period; 5) social support of the person and employer with disabilities in employment; 6) ; 8) increase public activity in employment of persons with disabilities.

The mechanism for the reservation of jobs for persons with disabilities has been introduced in Germany, Austria, Italy, France, Spain, Japan and a number of other countries. In these countries, the number of employees from 20 to 50 people is determined that enterprises, institutions and organizations reserve their places of work from 2 to 6%. In the current legislation of the Republic of Uzbekistan 3% of enterprises, institutions and organizations with more than 20 people should be kept in reserve for persons with disabilities.

In the United States and the states of Great Britain, compulsory employment of persons with disabilities is not used, but the legislation of these states provides for equal opportunities for employment of persons with disabilities with disabilities with other citizens. In particular, all opportunities should be created for the disabled person to conduct

an interview with the employer, including for persons with blind disabilities, it is forbidden to request information related to the personal lives of persons with disabilities, in some cases even to request a certificate of disability is not allowed. In many developed countries (Sweden, Austria, France, Korea, Italy, Russia, etc.), including in Uzbekistan, the preservation of the pension payment regardless of the employment of persons with disabilities is one of the most important incentives for their employment. After the employment of persons with disabilities in such countries as the United States, Great Britain, Germany, Norway, the pension is paid from 3 months to 3 years, after its reasonable employment and full adaptation to its work, the pension payment is suspended. In Russia, Ukraine and Belarus, the mechanism for attracting ergotevts to the process of employment of persons with disabilities has been widely introduced. These specialists are engaged in the restoration of a limited or lost life activity of persons with disabilities. Ergotevevts also carry out such tasks as formation of social and household skills, orientation, formation of professional skills in Persons with disabilities.

In the Republic of Uzbekistan today, unfortunately, ergotevevt specialists are not trained. This, in turn, negatively affects the formation of socio-household and professional sections of the individual rehabilitation program of persons with disabilities. Individual rehabilitation programs of Disabled Persons in Ukraine, Russia, Belarus are concluded within a month with the participation of a social worker, ergoterapevt, rehabilitologist and other specialists. In Uzbekistan, doctors of medical and labor expert commissions perform this task on the day of the examination, which leads to a high incidence of errors and shortcomings.

Special jobs for persons with disabilities are a set of measures aimed at equipping the workplace with basic and additional adaptations of equipment, auxiliary technical adaptations, tools, taking into account the individual capabilities of persons with disabilities. In the countries of Uzbekistan, the United States and Great Britain, the organization of such jobs from the account of employers has been introduced. This will lead to additional funding for the adaptation of jobs for persons with disabilities by some

enterprises and organizations, which in turn will not affect the employment opportunities of persons with disabilities by these enterprises.

Special jobs created for persons with disabilities can be of 2 types:

1. Individual created jobs for each disabled person.
2. Individual created jobs (blind, deaf, etc.) for individuals with a certain category of disability.k.).

Employment of persons with disabilities temporarily or for a probationary period is widely used in most developed countries. This term creates an opportunity for persons with disabilities to adapt to the workplace, work place and team, as well as the formation of skills. Studies conducted in the US show that people with disabilities who are employed with a probationary period try to maintain more jobs than other healthy citizens. For example, if more than 50% of citizens who were employed with a probationary period at the same time went to another job without staying for more than a year, then with a probationary period, 80-90% of persons with disabilities who were employed with a probationary period retained their place of work.

This means that for persons with disabilities, the possibility of choosing workplaces and types of professions, like other healthy citizens, is limited, which causes them to keep more of their jobs.

For example, in some states, if an employer determines a person with a disability to be responsible for a job, in other states, representatives of the Societies of persons with disabilities or social workers monitor them for a certain period of time, depending on the need. According to the Japanese law "on employment promotion", if the enterprise and the organization recruit persons with disabilities of more than 5 persons, they will be forced to hire a vocational skills consultant with special education. In 2005, Japan adopted a new law "on assistance to persons with disabilities for their independence", which amended the concepts of social assistance and social security¹. With this, the terms of social services for employment or integration into an independent life are defined as 2 years. Currently, new criteria are being developed for the individual designation of these deadlines for each disabled person. In Japan, enterprises and organizations try to maintain their image at a

high level in the recruitment of persons with disabilities. For example, In One Factory of Panasonic, all workers are persons with disabilities. Similarly, in the Companies of Demco, which produce cars, or in the companies of Dayki, which produce refrigerators, a large number of persons with disabilities are recruited. Another mechanism for employment of persons with disabilities is the establishment of social enterprises and social institutions.

In the Republic of Uzbekistan, the following privileges and privileges have been created for non-governmental organizations in the provision of employment at specialized enterprises for persons with disabilities. In particular, according to Article 7 of the law "on the activities of non-profit organizations" of the Republic of Uzbekistan, non-profit organizations can organize their own additional commercial enterprises. Today, at the disposal of the Society of persons with disabilities there are more than 200 such enterprises. They employ more than 27295 persons with disabilities. Special attention is paid to the development of issues of home labor in the field of home-work in the conditions of Uzbekistan. Higher opportunities of persons with disabilities in the process of employment of persons with disabilities in the Societies of persons with disabilities, non-governmental organizations are manifested in the following:

- know the problem deeply and perfectly;
- higher motivation;
- relatively high level of confidence in them in these layers of the population;
- the width and flexibility of the shapes of the styles to be applied.

As a result of the research conducted, at the same time, the same type of services were used by state and non-governmental organizations on the issue of employment of persons with disabilities. The form of services provided consisted of giving professional advice, professional orientation, training, retraining, recruitment, benefits in the field of pensions and taxes, legal advice. The mechanism for increasing public activity in the employment of persons with disabilities has been established in most developed and developing countries. For example, in Japan, the Philippines, Thailand, Korea, India and a number of other countries, the model of approach (SBR) based on the activity of community members is widely used. Or SBR model is a co-operation that ensures the participation of all in the

development of local society. This model was introduced 30 years ago and is being used in the experience of Asia and the Pacific region as well as other countries.

Similar aspects of the SBR model new Uzbekistan's development strategy also deserve attention. For example, 5 models of SBRs cover material procurement, health care, barrier-free environment, conditions, social environment, education, employment, rehabilitation (continuity, step-by-step, principles of accessibility) processes.

In place of the conclusion, we can say that the integration of persons with disabilities into society is one of the pressing issues. In the era of large-scale reforms carried out in Uzbekistan, a person will be able to find his place in society as a high value. The law of the Republic of Uzbekistan "on the rights of persons with disabilities", adopted on June 7, 2021 "on the ratification of the Convention on the rights of persons with disabilities (New York, December 13, 2006), which has been recently adopted, amended and amended in October 15, 2020" is exactly the legal basis for the protection of persons with disabilities from harming.

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