



 Research Article

FORMATION OF AN INCLUSIVE SOCIETY IN UZBEKISTAN: THE IMPORTANCE OF SOCIO-POLITICAL PROCESSES IN ENSURING THE INCLUSION OF PERSONS WITH DISABILITIES

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ABSTRACT

This article explores the formation of an inclusive society in Uzbekistan, focusing on the socio-political processes that ensure the inclusion of persons with disabilities. It highlights the importance of legal frameworks, awareness-raising initiatives, employment opportunities, community engagement, and mechanisms for monitoring and evaluation. The article argues that a comprehensive approach is essential for promoting the rights of persons with disabilities and creating a more equitable society.

KEYWORDS

Inclusive society, Uzbekistan, persons with disabilities, socio-political processes, legal framework, awareness, employment opportunities, community engagement, monitoring and evaluation.

INTRODUCTION

Formation of an inclusive society in Uzbekistan is important in order to improve the quality of life of persons with disabilities and ensure their

active participation in social life. This process is carried out through socio-political processes and includes a number of key factors. Creating legal

bases for persons with disabilities, providing them with privileges in areas such as education, work, and medical assistance should be implemented through legislation. Uzbekistan has a number of laws and programs aimed at protecting the rights of people with disabilities. These laws play an important role in creating opportunities for disabled people, their involvement in social and economic activities.

It is necessary to raise awareness about disability in society, to provide information about the rights and opportunities of disabled persons. The development of inclusiveness in the education system, spreading the understanding of disability among young people is important in this process. Mass media helps to achieve positive changes in society by covering the lives of disabled people, their achievements and problems. Social programs and state support are of great importance in creating jobs for the disabled, and in their employment. Government incentives are important to encourage employers to hire people with disabilities. It is also necessary to develop professional training and vocational training programs for disabled people, which will increase their competitiveness in the labor market [1].

Public organizations and non-governmental organizations protecting the rights of disabled

people also play an important role in the formation of an inclusive society. They actively participate in studying the needs and problems of people with disabilities, giving feedback, and taking appropriate measures. These organizations should help people with disabilities by providing financial and other resources. The formation of an inclusive society in Uzbekistan is very important in ensuring the full participation of persons with disabilities in social life. Socio-political processes, awareness, employment and community participation are key elements in this path [2]. The rights, opportunities and abilities of each person must be taken into account so that society becomes more stable and fair. An inclusive society provides a better future for all people, not just people with disabilities.

Specialized enterprises, workshops and sections are established for the use of the labor of disabled people, taking into account the needs of disabled people and local characteristics. Blind people with disabilities have a privileged right to participate in production whose conditions correspond to their capabilities. In enterprises, institutions and organizations with more than 20 employees, local state authorities shall determine and reserve the minimum number of jobs for the employment of disabled persons in the amount of

at least three percent of the number of employees. For non-implementation of the decisions of the local government bodies on the creation of the minimum number of workplaces for the employment of the disabled, the enterprise, institution and organization shall be fined for each uncreated workplace in the amount of the average annual salary of the employee of the same enterprise, institution and organization [3]. It is not allowed to refuse to conclude an employment contract with a disabled person or to promote him to a higher position due to his disability, to cancel the employment contract concluded with him at the initiative of the employer, to transfer a disabled person to another job without his consent, medical and social expertise except for those cases where, according to the conclusion, the health of the disabled person interferes with the performance of professional duties or threatens the health and safety of work of the disabled person or other persons. A disabled person has the right to return to his previous job or an equivalent job after he regains his working capacity. If the employee becomes disabled due to the fault of the employer and needs the care and assistance of others, then the employer, according to the conclusion of the medical-labor expert commissions or medical-

advisory commissions, during the period when the disabled person lost his ability to work, the person who takes care of him must provide at his own expense and compensate the material damage and moral damage caused to the injured employee [4]. Local state authorities, enterprises, institutions and organizations provide the necessary assistance to disabled people working at home, as well as to disabled people engaged in business activities in providing non-residential premises for this activity, obtaining raw materials and selling products.

The main reasons for the increase in the number of people with disabilities are the following factors:

- people's longevity has increased;
- increase in the number of chronic diseases;
- increased number of natural disasters;
- increased number of injuries;
- the situation of helplessness among the population;
- lack of employment (especially the problem of employment of disabled persons with intellectual and mental disabilities) [4].

As can be seen from the above, some of the reasons for the increase in the number of people

with disabilities in the world are specific to Uzbekistan. The experience of most developed countries shows that in the social protection of persons with disabilities, not creating social protection or social benefits, but the issue of their employment, i.e. providing them with work, has an important place. It is known from the literature that 2/3 of people with total disabilities around the world have the opportunity to work at home, in ordinary or specially created workplaces. But only 11% of them are employed. 25% of persons with disabilities in Russia, 29% in the USA, 30% in France, up to 40% in Germany and Great Britain, and 80% in China are reported to be employed [5]. In the Republic of Uzbekistan, people with disabilities make up 2.4% of the population, and an average of 34,000 adults with disabilities (5%) are employed in the formal sector of the economy. 3.5% of persons with disabilities employed in the formal sector of the economy belong to group I, 55.8% to group II, and 40.7% to group III.

Taking into account the needs of disabled people and local characteristics, special enterprises, workshops and plots are established for the use of the labor of disabled people. Blind people with disabilities have the right to priority in participating in productions whose conditions

correspond to their capabilities. Local government and management agencies, enterprises and associations provide the necessary assistance to disabled people working at home, as well as self-employed disabled people, in allocating uninhabited buildings or rooms for this activity, purchasing raw materials and selling products.

In particular, in accordance with the Law of the Republic of Uzbekistan dated December 22, 2010 on making additions and amendments to the Law "On State Pension Provision of Citizens", from January 1, 2011, group III disability the procedure for paying pensions to persons with disabilities was canceled and the issue of providing employment to this category of persons remained the main issue on the agenda. Of course, it is very difficult to calculate the economic efficiency of providing employment to persons with disabilities for the state. However, the conducted analyzes show that persons with disabilities employed in the formal sector of the economy can cover almost 50% of the amount of pension paid for them by the off-budget pension fund. In addition, working persons with disabilities contribute to the Employment Assistance Fund and, in most cases, pay income tax. In the same way, they contribute to the pension fund with a

one percent savings and contribute their small share to the development of the economy [5].

The experience of the world shows that the effective employment of persons with disabilities can be high only as a result of the integrated approach of the state, non-state, public organizations and employers. The following types of mechanisms for reasonable employment of persons with disabilities can be distinguished in different countries:

- establishing in legislation that persons with disabilities have equal rights with other citizens;
- reservation of jobs (quota);
- involvement of occupational therapists and social workers in the employment process;
- temporary or probationary employment of persons with disabilities;
- social support for the employed person with a disability and the employer;
- organization of social enterprise and social institutions;
- to ensure the active participation of communities of persons with disabilities in the process of employment of persons with disabilities;

- increasing public activity in ensuring the employment of persons with disabilities [6].

The economic value of employing people with disabilities for the state cannot be overestimated, but calculating its full benefits in numbers is a difficult task, as it is a combination of many factors that are difficult to quantify in monetary terms. . One of the factors that is easier to calculate in numbers is that people with disabilities working in the official sector of Uzbekistan cover about 50% of their pensions from an off-budget fund, in addition, they allocate funds to the employment assistance fund, and in a number of cases, income tax will pay. Without diminishing the importance of employment of persons with disabilities, we must note that the social importance of providing them with work is very important. Employment means not only financial support. The social importance of employing people with disabilities is to provide them with opportunities for self-expression, the opportunity to make unique contributions to the development of society, communication and participation in society. Employing people with disabilities allows them to overcome feelings of pity, lack of confidence in their abilities, and

stereotypes that make them appear to be too much of a concern for society.

Employment of people with disabilities is a global issue, and initiatives and experiences in this regard vary from country to country. However, the general goal is to increase the participation of disabled persons in economic activities, to ensure their integration into social life. In this article, we look at best practices and experiences in employing people with disabilities around the world. Many countries are creating legal standards to encourage the employment of people with disabilities. For example, the Americans with Disabilities Act (ADA) passed in 1990 in the United States establishes equal opportunities in the workplace for persons with disabilities [7]. This law prevents discrimination in the employment of people with disabilities and provides incentives for employers to help hire people with disabilities. A number of countries offer financial incentives to employers for employing people with disabilities. For example, in Australia, through the Wage Subsidy Scheme, employers receive subsidies for hiring people with disabilities. Programs like these encourage employers to hire people with disabilities and increase the participation of people with disabilities in the labor market.

Education and training programs also play an important role in the employment of people with disabilities. In Japan, there are special training centers for persons with disabilities that offer vocational training programs. These centers teach the disabled people the necessary skills and increase their employment opportunities. There are successful experiences in creating inclusive workplaces in different parts of the world. For example, countries in Scandinavia, such as Sweden, have developed special programs to ensure the employment of disabled people and their integration in the workplace. Through these programs, favorable working conditions are created for persons with disabilities and employers are provided with necessary infrastructure for persons with disabilities. Public opinion and the mass media play a big role in providing employment to disabled people. In Norway and Denmark, the media is creating a positive attitude towards people with disabilities in society by spreading positive material about the success of people with disabilities at work [7]. This will make a difference not only to disabled people but also to employers in their hiring process.

There are successful experiences and practices in the employment of people with disabilities

around the world, which are implemented in accordance with the socio-economic conditions of each country. Legislation, financial incentives, education, inclusive workplaces and the role of the public are important in this process. These experiences help create innovative approaches and opportunities for employment of people with disabilities. Thus, disabled persons can become active members of society and find their place in economic life.

The mechanism of increasing public activity in ensuring 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 approach model based on the activation of society members is widely used [8]. Or this model is an inclusive approach to local community development. This model was introduced 30 years ago and is being used in the experience of Asia and the Pacific region and other countries. Similar aspects of this model to the Uzbek development model are also worthy of attention. For example, the 5 models of the model include the processes of material supply, health care, barrier-free environment, conditions, social environment, education, employment,

rehabilitation (principles of continuity, gradualism, complexity) covered.

In Uzbekistan, disability is still legally associated with illness and incapacity for work. Persons with disabilities may be officially registered as unemployed, but they are not entitled to unemployment benefits at the same time as they receive disability benefits. Consequently, many people with disabilities face institutional and structural barriers to entering the labor market on an equal footing with others. Also, the current form of the social protection system does not indicate a tendency for disabled people to get a job in the open labor market. Disability benefits are provided as a form of monthly income, not as compensation for disability-related expenses. Employed persons with disabilities also fear losing their benefits during routine medical examinations by TIEK, and therefore seek employment in the informal sector, where discrimination is worse and wages are about half of those in the formal sector. tend to work harder. However, all the benefits of employed disabled people are retained; disability allowance is lost only when moving from group II to group III [9]. Although the enterprises are provided with benefits for hiring persons with disabilities (for example, a single tax rate for individual

entrepreneurs, wage subsidies, tax benefits such as subsidies to cover the costs of adapting workplaces for the disabled), Uzbekistan Labor 15 section of the Code on preferential treatment for persons with disabilities may cause employers to refrain from hiring them.

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