ABSTRACT

for a dissertation for the degree of Doctor of Philosophy (PhD) in the specialty "8D04103 – State and local government" by Myshbayeva Zemfira Tolegenovna

"State regulation of employment of persons with special needs in the Republic of Kazakhstan"

General characteristics of the work. The dissertation research is devoted to the development of proposals for improving state regulation of employment of persons with special needs.

Relevance of the research topic. Employment plays a key role in improving the quality of life of people with special needs and their involvement in public life, as they incur additional costs for medical services, specialized equipment, transport and other support facilities, which is a significant burden on their budget. The employment of this category of citizens makes it possible to depend less on the institution of social security and contribute to personal and social development. The presence of obstacles and barriers to the employment of persons with special needs does not allow them to work on an equal basis with the population without disabilities. State regulation of employment with the use of effective tools is designed to reduce the gap between the employment levels of persons with disabilities and persons without disabilities.

The Eighth Sustainable Development Goal, adopted by all United Nations Member States, pays special attention to the need to create conditions for productive employment, which includes the protection of workers' rights and ensuring the development of safe working conditions.

In 2015, the Republic of Kazakhstan ratified the Convention on the Rights of Persons with Disabilities and committed itself to ensuring the protection of the rights and freedoms of people with disabilities without discrimination.

In 2023, the Republic of Kazakhstan ratified the Optional Protocol to the Convention on the Rights of Persons with Disabilities, which provides for the recognition of the competence of the UN Committee on the Rights of Persons with Disabilities in accepting and considering individual complaints from citizens with special needs in accordance with international standards. Despite the efforts of the Republic of Kazakhstan in the field of protecting the rights of people with disabilities and ensuring equality of opportunities, there is a significant employment gap between people with and without disabilities, which is 35%. For comparison, in countries with a high level of development, this indicator ranges from 23.2% to 28%. Therefore, the following is required: identification of the reasons for the low level of employment of persons with special needs; development of measures to improve state regulation of employment of persons with special needs and recommendations to increase the level of employment of persons with special needs in the republic.

To achieve this goal, it is necessary to identify constraints and barriers affecting the employment rate of persons with special needs.

Purpose and objectives of the study. The purpose of the dissertation is to develop proposals for improving state regulation of employment of persons with special needs. To achieve this goal, the following tasks were identified:

- develop the author's conceptual model of employment policy for people with special needs based on studying the theoretical foundations of state regulation of the employment of people with special needs;
- identify obstacles and barriers affecting the employment of persons with special needs based on the results of the analysis of the instruments of state regulation of the employment of persons with special needs of the Republic of Kazakhstan (quotas for the employment of persons with special needs, the availability of special subsidized jobs and the implementation of the National Plan for Ensuring Rights and improving the quality of life of persons with disabilities until 2025);
- identify barriers and problems of entrepreneurs with special needs in the Republic of Kazakhstan based on a semi-structured interview;
- conduct an econometric assessment of the influence of environmental factors on the employment status of persons with special needs;
- develop measures to improve state regulation of employment of persons with special needs;
- develop recommendations to increase the level of employment of persons with special needs.

The object of the study is the system of state regulation of employment of persons with special needs in the Republic of Kazakhstan.

The subject of the study is state regulation of the employment of persons with special needs.

Theoretical and methodological basis of the study. The theoretical and methodological basis of the study consisted of the works of foreign and domestic scientists, legal acts of the Republic of Kazakhstan, reports of the World Health Organization, reports of the International Labor Organization.

The study used systematic literature review, bibliometric analysis, content analysis, structural equation modeling, semi-structured interview.

STATA programs (R, Microsoft Excel) were used to process statistical data.

Research information base. The information base for the dissertation research was primary and secondary data.

Sources of primary data: results of semi-structured interviews with 9 entrepreneurs with special needs and data from an online survey of people with special needs across the republic.

Sources of secondary data: statistical databases of the International Labor Organization, Bureau of National Statistics of the Agency for Strategic Planning and Reforms of the Republic of Kazakhstan, materials of international scientific and practical conferences, periodicals and Internet resources.

Scientific novelty lies in obtaining the following results:

- the author's conceptual model of the employment policy of people with special needs is formulated, which characterizes the change in the attitude of the world community to their problems, analyzes government decisions in the field of identified problems of these people and determines evolutionary approaches to state regulation of the employment of people with special needs, dividing this period into five time periods;
- obstacles and barriers to the employment of persons with special needs were identified based on the results of an analysis of the instruments of state regulation of the employment of persons with special needs of the Republic of Kazakhstan (quotas for the employment of persons with special needs, the availability of special subsidized jobs and

the implementation of the National Plan for Ensuring Rights and Improving Quality life of persons with disabilities until 2025);

- identified barriers and problems of entrepreneurs with special needs in the Republic of Kazakhstan based on semi-structured interviews conducted with them;
- the influence of constraining factors on the employment status of persons with special needs was established based on calculations using econometric methods;
- measures have been developed and recommendations have been developed to improve government regulation and increase the level of employment of persons with special needs in the republic.

Main provisions submitted for defense:

1) a conceptual model of the employment policy of persons with special needs is formulated, which demonstrates a change in the attitude of the world community to the problems of persons with special needs, analyzes government decisions in the field of identified problems of these citizens and determines evolutionary approaches to state regulation of the employment of persons with special needs, during the period 1980 to 2021, based on the publication activity of researchers in the scientific field being studied;

2) deterrents and barriers affecting the employment of persons with special needs were identified based on the results of an analysis of the instruments of state regulation of the employment of persons with special needs of the Republic of Kazakhstan (quotas for the employment of persons with special needs, the availability of special subsidized jobs and the implementation of the National Plan for the provision of rights and improving the quality of life of persons with disabilities in the Republic of Kazakhstan until 2025);

3) measures have been developed to improve state regulation of employment of persons with special needs;

4) recommendations were proposed to increase the level of employment of persons with special needs in the republic, taking into account the results of the study.

Brief conclusions based on the results of the dissertation research.

1. Having analyzed the existing and published opinions of scientists on the employment policy of persons with special needs in various literary sources, a conceptual model of the employment policy of persons with special needs was developed, which formed the methodological basis for further research. The conceptual model reveals the content of the identified publication trends in five-time intervals, explains the reasons for passive income, includes personal and environmental factors, internal and external barriers, and summarizes the results of policies in the field of employment of persons with special needs.

2. The methodological approach to state regulation of the employment of persons with special needs included such basic research approaches in the field of state regulation of employment of persons with special needs as: economic, social, legal, psychological, ideological, technological and ecosystem. An analysis of existing methods for assessing state regulation of employment of persons with special needs showed the importance of qualitative and quantitative methods used in the study of state regulation of employment of persons with special needs.

3. The studied experience of developed countries has confirmed the effectiveness of applying quotas for employment according to the following algorithm: development of incentive mechanisms for employers and persons with special needs; introduction of fees and imposition of fines on enterprises that do not fulfill the quota and the creation of a mechanism for monitoring compliance with the quota.

4. Based on the results of the analysis of job quotas for people with special needs in the Republic of Kazakhstan, it was concluded that, according to current legislation, employers are not responsible for fulfilling the quota. After the introduction of the quota, not a single criminal case was initiated for non-compliance with the workplace quota for persons with special needs. At the same time, this type of control over quota fulfillment is the only one, but it is insufficient, both in the public and private business sectors. In this connection, in the Republic of Kazakhstan there is a need to create a mechanism for regular monitoring of the fulfillment of the established quota for the employment of persons with special needs in both sectors.

If employers are not interested in creating special jobs, applications for the coming year are not collected in the Republic of Kazakhstan. To increase the activity of interested employers, a new mechanism is needed to stimulate their activity in this matter.

5. An analysis of the report on the work carried out to implement the National Plan to ensure the rights and improve the quality of life of persons with disabilities in the Republic of Kazakhstan until 2025 indicates a low level of competitiveness of persons with disabilities. There is poor accessibility to facilities, a small number of rehabilitation centers, a lack of systematic support in the employment of persons with disabilities, and there is a significant gap in the unemployment rate between persons with disabilities and persons without disabilities (64.7%).

6. The results of semi-structured interviews with entrepreneurs with special needs showed the important role of personal factors, the need for support from surrounding people and the state in creating a business organization. Government efforts should be aimed at eliminating financial (renting premises, successful lending), social (discrimination) and individual barriers (training), which will help promote entrepreneurship that creates jobs for people with special needs.

The results of a quantitative study (online survey) to determine the constraints affecting the employment status of persons with special needs in the Republic of Kazakhstan showed the need to strengthen policies aimed at improving the accessible environment, accessibility of assistive devices, support in the home, stimulating the employment of persons with special needs.

7. The identified barriers made it possible to develop measures to improve state regulation of the employment of persons with special needs, such as: strengthening monitoring of the implementation of job quotas; stimulating employers who create jobs; deepening the development of the employment ecosystem for people with special needs by enhancing the activities of all stakeholders.

Theoretical significance of the research results. The results obtained can be used by government executive structures, as well as organizations in the development and implementation of government programs to increase the level of employment of people with special needs. The target consumers of the results obtained are the Ministry of Labor and Social Protection of the population, the Ministry of Science and Higher Education and other government departments of the Republic of Kazakhstan.

The theoretical developments of this study can be used in the preparation of educational and methodological programs for social and economic specialties.

Practical value of the research results. The results of the study and recommendations can be used to improve social policy in order to increase the level of employment of persons with special needs and improve their well-being by focusing efforts on the areas highlighted in this study.

Approbation of research results. The results of this study were tested at all stages of its implementation. The main provisions and conclusions were discussed at the following international conferences: E3S Web of Conferences (Almaty, 2020), Emerging Markets Economics and Business. Contributions of Young Researchers. (Oradea, 2021).

Publication of research results. The main provisions and conclusions submitted for defense are reflected in 6 scientific works, of which:

- 1 article in the journal Monitoring of Public Opinion: Economic and Social Changes, 44th percentile in the Scopus database in the section «Economics, Econometrics and Finance»;
- 3 articles in scientific publications recommended by the Committee for Quality Assurance in the Field of Science and Higher Education of the Ministry of Education and Science of the Republic of Kazakhstan;
- 2 articles in collections of scientific papers based on materials from international scientific and practical conferences, including 1 in indexed by the Scopus database.

Structure and scope of the dissertation. The dissertation consists of contents, symbols and abbreviations, normative references, introduction, three chapters, conclusion, list of sources used and three appendices. The volume of the dissertation research is 131 pages of typewritten text, including 12 tables, 20 figures. The list of sources used includes 212 items.