

## Brief information about the project

Title	AP25796199 "State regulation of employment of persons with physical disabilities: barriers and prospects for its development in the Republic of Kazakhstan"
Relevance	For many years, consistent steps have been taken in the Republic of Kazakhstan to address the problem of employment of persons with physical disabilities. The republic has created and operates tools for state regulation of employment, such as subsidizing employers' costs and job quotas for people with disabilities. However, according to the Ministry of Labor and Social Protection of the Population of the Republic of Kazakhstan, out of 425 thousand citizens with disabilities of working age, only 30% are employed and working. The low level of employment of people with disabilities, compared with people without disabilities, usually leads to high government spending on financial support for this group of the population, primarily increasing the burden on the pension system.
Goal	The purpose of this scientific project is to study and analyze the state of state regulation of employment of persons with physical disabilities, identify hindering factors, barriers to employment of these citizens and determine the prospects for its development, in order to further develop recommendations aimed at increasing employment and improving the well-being of the population with physical disabilities in the Republic of Kazakhstan.
Tasks	<ol style="list-style-type: none"><li>1. To reveal the essence of state regulation of employment of persons with physical disabilities based on a literary review with bibliometric analysis. This analysis will allow us to study the theoretical foundations of state regulation of employment of people with physical disabilities, develop a conceptual model that takes into account specific aspects of the employment of people with physical disabilities and identify the approaches of developed countries to state regulation of employment of these citizens.</li><li>2. To study the global experience of state regulation of employment of persons with physical disabilities in developed countries, which demonstrates at the present stage the positive dynamics of the results of the employment of persons with physical disabilities, which will form the basis for a comparative analysis of the measures taken in these countries to improve state regulation of employment of persons with physical disabilities.</li><li>3. To analyze the state of state regulation of employment of persons with physical disabilities in the Republic of Kazakhstan using qualitative and quantitative research methods to:<ul style="list-style-type: none"><li>- analysis of current situations of state regulation of employment of persons with physical disabilities in order to identify hindering factors, barriers and prospects for its development;</li><li>- conducting an expert interview to determine effective measures to ensure the employment of persons with physical disabilities;</li><li>- conducting interviews with entrepreneurs with physical disabilities to identify obstacles and barriers to their entrepreneurial activities;</li></ul></li></ol>

	<ul style="list-style-type: none"> <li>- conducting a survey with citizens with physical disabilities and with citizens without disabilities using the method of multidimensional statistical analysis, a structural equation model to determine the comparative results of the impact of environmental factors on employment status.</li> </ul> <p>4. Develop recommendations for the Ministry of Labor and Social Protection of the Population of the Republic of Kazakhstan, as well as the Ministry of Science and Higher Education of the Republic of Kazakhstan based on the identified barriers and constraints, as well as the prospects for its development. To develop measures to improve state regulation of employment of persons with physical disabilities. In this connection:</p> <ul style="list-style-type: none"> <li>- to conduct a comparative analysis to further adapt the experience of effective measures and approaches used in developed countries;</li> <li>- to develop proposals to increase the employment rate of people with physical disabilities based on the identified obstacles and barriers, as well as the prospects for its development;</li> <li>- to develop measures to improve the state regulation of employment of persons with physical disabilities in the Republic of Kazakhstan.</li> </ul>
Expected and Achieved Results	<p>The end result:</p> <ul style="list-style-type: none"> <li>- for 2025: conducting a theoretical literary review and studying world experience;</li> <li>- for 2026: a comprehensive analysis of the current state, barriers and prospects of state regulation of employment of persons with physical disabilities in the Republic of Kazakhstan and publication 3 (three) articles in the journal recommended by Committee for Quality Assurance in the Field of Education and Science of the Ministry of Education and Science of the Republic of Kazakhstan;</li> <li>- for 2027: development of recommendations based on identified barriers and constraints, as well as prospects for its development. Development of measures to improve State regulation of employment of persons with physical disabilities and publication of 2 (two) articles in a scientific publication indexed in the Arts and Humanities Citation Index or the Social Sciences Citation Index of the Web of Science database or having a Cite Score percentile in the Scopus database of at least 35.</li> </ul> <p>The main consumers of the research results are employers of private and public organizations, heads of public associations, government agencies, and researchers interested in the socio-economic integration of people with physical disabilities.</p>
Names and Surnames of Research Group Members with Their Identifiers (Scopus Author ID, Researcher ID, ORCID, if available) and Links to Corresponding Profiles	<p>1. Zemfira Tolegenovna Myshbaeva – the Hirsch index according to the Scopus – 0 database, Scopus author ID 57216613203  <a href="https://www.scopus.com/authid/detail.uri?authorId=57216613203">https://www.scopus.com/authid/detail.uri?authorId=57216613203</a>  The Hirsch index for the Web of Science database is 0, ORCID ID 0000-0003-2407-6790 <a href="https://orcid.org/0000-0003-2407-6790">https://orcid.org/0000-0003-2407-6790</a></p> <p>2. Tatiana Sergeevna Sokirova – the Hirsch index according to the Scopus – 1 database, Scopus Author ID 57205625491  <a href="https://www.scopus.com/authid/detail.uri?authorId=57205625491">https://www.scopus.com/authid/detail.uri?authorId=57205625491</a></p>

	<p>491</p> <p>The Hirsch index for the Web of Science database is 0,  ORCID ID 0000-0002-4825-1189 <a href="https://orcid.org/0000-0002-4825-1189">https://orcid.org/0000-0002-4825-1189</a></p>
Publications list with links to them	-
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