

THE STATUS OF JOB RESERVATION AND UTILIZATION FOR PERSONS WITH DISABILITIES IN THE REPUBLIC OF UZBEKISTAN

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Abstract

This article analyzes the practice of reserving jobs to ensure the employment of persons with disabilities in Uzbekistan, its effectiveness, and the existing challenges in this area. The study draws on statistical data and reports of the Ministry of Poverty Reduction and Employment for the period 2018–2024. According to the results of the analysis, the average utilization rate of jobs reserved for socially vulnerable persons was 81.3%, whereas the corresponding figure for persons with disabilities was only 23.7%. One of the main problems identified is that reserved jobs are not sufficiently aligned with the occupations, qualifications, health conditions, working capacities, and individual needs of persons with disabilities. The study also reveals significant regional disparities in vocational training, retraining, and professional development opportunities available to persons with disabilities. The article proposes practical and research-based measures, including determining the number of reserved jobs according to actual demand, establishing a unified electronic register, reviewing vacant reserved positions on a quarterly basis, and adapting them to the professional abilities and qualifications of job seekers.

Keywords: Persons with disabilities, employment, job reservation, labor market, social protection, vocational training, job placement, vacant positions, electronic register, employment authorities.

Introduction

O‘ZBEKISTON RESPUBLIKASIDA NOGIRONLIGI BO‘LGAN SHAXSLAR UCHUN ISH O‘RINLARINI ZAXIRAGA QO‘YISH VA UNDAN FOYDALANISHNING HOLATI

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Annotatsiya

Mazkur maqolada O'zbekistonda nogironligi bo'lgan shaxslarning bandligini ta'minlash maqsadida ish o'rinlarini zaxiraga qo'yish amaliyoti, uning samaradorligi va mavjud muammolari tahlil qilingan. Tadqiqotda Kambag'allikni qisqartirish va bandlik vazirligining 2018–2024-yillardagi statistik ma'lumotlari hamda hisobotlaridan foydalanilgan. Tahlil natijalariga ko'ra, ijtimoiy muhofazaga muhtoj shaxslar uchun zaxiraga qo'yilgan ish o'rinlaridan foydalanish darajasi o'rtacha 81,3 foizni tashkil etgan bo'lsa, nogironligi bo'lgan shaxslar bo'yicha ushbu ko'rsatkich atigi 23,7 foizni tashkil qilgan. Zaxiraga qo'yilayotgan ish o'rinlarining nogironligi bo'lgan shaxslarning kasbi, malakasi, sog'lig'i, mehnat qobiliyati va ehtiyojlariga yetarlicha muvofiqlashtirilmaganligi asosiy muammolardan biri sifatida aniqlangan. Shuningdek, ularni kasbga tayyorlash, qayta tayyorlash va malakasini oshirish bo'yicha hududlar o'rtasida sezilarli tafovutlar mavjudligi ko'rsatib berilgan. Maqolada zaxiraga qo'yiladigan ish o'rinlari miqdorini real talab asosida belgilash, yagona elektron reestr yaratish, vakant ish o'rinlarini har chorakda qayta ko'rib chiqish hamda ularni talabgorlarning kasbiy imkoniyatlariga moslashtirish bo'yicha ilmiy-amaliy takliflar ishlab chiqilgan.

Kalit so'zlar: nogironligi bo'lgan shaxslar, bandlik, ish o'rinlarini zaxiraga qo'yish, mehnat bozori, ijtimoiy himoya, kasbiy tayyorgarlik, ishga joylashtirish, vakant ish o'rinlari, elektron reestr, mehnat organlari.

Introduction

The work carried out in the Republic of Uzbekistan in the field of reserving jobs for persons with disabilities and the results achieved were analyzed based on available statistical data and reports of relevant ministries. The results of the study showed that the work in this area is not up to the required level, and indicators such as the types, quantity and quality of reserved jobs are determined without specific analysis. It should be noted that as a result, the utilization of reserved jobs remains low.

As of January 3, 2025, the number of employed persons with disabilities in the republic was 147,287. In this regard, the indicators in Tashkent, Samarkand and Kashkadarya regions are significantly higher than in other regions. By age, people aged 46-60 are in the lead, amounting to 60,821 people. This figure is 41.3% of the total number of employees. The share of people with disabilities working in the non-governmental sector is 68.1% (100,350 people). This means that people with disabilities are much more willing to work in the non-governmental sector than in government organizations.

Analysis of the literature on the topic.

A number of scientists from foreign and CIS countries have conducted research on the issue of reserving jobs for people with disabilities and ensuring their employment. Researchers have studied the problems in this area and developed a number of proposals and recommendations for improving the sector.

The studies of Australian researcher G. Taleporos are mainly focused on employers. G. Taleporos notes that if the issue of motivating employers is not put on the agenda, success in the employment of people with disabilities cannot be achieved. Based on this, the researcher



recommends providing employers with monetary compensation as an incentive for hiring people with disabilities [1].

N. Dronishines and I. Filatova studied the measures being taken in Japan to provide employment for people with disabilities. During the study, the scientists conducted a thorough analysis of the legislation in this area and studied relevant regulatory legal documents. Based on the results of the study, they developed proposals and recommendations for ensuring the employment of people with disabilities and mentally ill people [2].

Russian scientists L.N. Kuraeva and F.I. Mirzabalaeva studied the experiences of setting up job quotas for people with disabilities throughout the country. The researchers, having thoroughly analyzed various experiences used in the regions, developed the following proposals:

- to conclude an agreement on the review or replacement of jobs allocated within the framework of quotas for persons with disabilities that have not been used or are vacant for a long time;
- to provide employers with explanatory work on alternative ways to fulfill quota obligations, as well as provide them with methodological assistance in this matter;
- to organize a register of socially responsible employers;
- to hold competitions to encourage socially responsible employers, as well as to identify and use effective experiences in employing persons with disabilities [3].

Ye.M.Starobina, Ye.I.Kuzmina, Ye.O.Gordievskaya and N.L.Klimon conducted research on the employment of persons with disabilities. They studied and analyzed a number of factors that contribute to the low employment rate of people with disabilities. According to the results of the study, the main factors are the mismatch of the available jobs with the qualifications of people with disabilities, and the fact that employers are often reluctant to hire such people.[4]

P.R. Alieva and F.I. Mirzabalaeva divide support measures for persons with disabilities into traditional and special groups. The first group includes measures such as covering the costs of education of persons with disabilities, supporting self-employment, and the second group includes measures such as organizing remote work, developing social infrastructure [5].

A.V. Arbuz emphasizes that the cooperation of all subjects involved in this process is of great importance in the employment of persons with disabilities. The scientist develops mechanisms for the cooperation of the subjects of the process, which accelerates the process of employment of persons with disabilities. Arbuz believes that it is necessary to provide persons with disabilities with permanent jobs. The scientist studied new directions in the employment of persons with disabilities, the process of their employment in the conditions of industrialization, and identified the motives of employers involved in the implementation of state policy in the field of promoting the employment of persons with disabilities of working age [6], [7].

Research methodology

During the study, the situation in the reservation of jobs for persons with disabilities for 2018-2024 was studied and analyzed based on the reports of the Ministry of Poverty Reduction and Employment.

The purpose of the study is to prepare proposals and recommendations for the reservation of jobs for persons with disabilities, and to develop programs, measures and decisions for this purpose, based on the study and analysis of the collected materials.



Analysis and results

The study analyzed the indicators of job reservation and utilization at enterprises in the republic in 2018-2024. Due to the lack of accurate calculations when preparing proposals for job reservation by local labor authorities, the average rate of employment of persons in need of social protection in reserved jobs at enterprises and organizations in 2018-2024 was 81.3%. For persons with disabilities, this figure was 23.7% on average.

From this situation, it can be concluded that when district (city) labor authorities prepared proposals to establish the minimum number of jobs for a specific organization, the specific features of the professional structure and activity of the jobs were not taken into account, including:

- a clear list of able-bodied unemployed persons with disabilities and what kind of work they are capable of performing was not formed;
- for single fathers, single mothers and large families with children under the age of fourteen and with disabilities - the issues of having a flexible work schedule that allows them to combine child-rearing and labor obligations, or the lack of such an opportunity, were not sufficiently studied;
- jobs for young people who have taken up a profession after graduating from general secondary and secondary specialized, vocational educational institutions, as well as graduates of higher educational institutions who received education on state grants, have not been placed in reserve in accordance with their professional training;
- for persons who have served in the mobilization reserve and have been discharged from conscription in the Armed Forces of the Republic of Uzbekistan, jobs corresponding to their professional training have not been formed;
- for persons with disabilities, a complete analysis of jobs that have been certified for working conditions and allow the employee to perform labor operations without obstacles, taking into account their health status and established conflicts that do not correspond to their labor activity;
- reserving jobs for persons of pre-retirement age, persons who have been subjected to medical coercive measures by a court decision or from penal institutions, and victims of human trafficking was done in a hurry, without a thorough analysis.

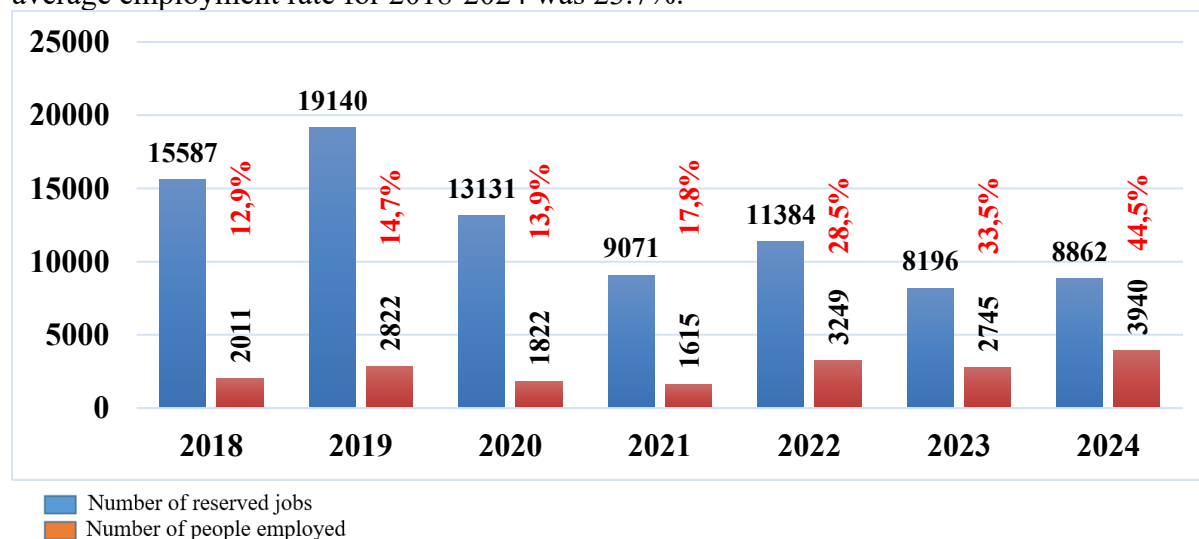


Table 1 Indicators of the use of jobs reserved for the employment of persons in need of social protection and having difficulty finding a job in 2018-2024¹

Years	Number of enterprises with job reserves	Number of reserved jobs at enterprises	Number of people employed in reserved jobs		
			Total	As a percentage of reserved jobs	Number of unused jobs
2018	17026	103032	73928	71,8	29104
2019	17892	123001	93589	76,1	29412
2020	17434	111961	78851	70,4	33110
2021	16464	94272	77342	82,0	16930
2022	17165	91256	73426	80,5	17830
2023	15106	65659	60048	91,5	5611
2024	14472	58449	56505	96,7	1944
Average	16508,4	92518,6	73384,1	81,3	19134,4

Source: developed by the author

As a result of the above-mentioned situations, the utilization of job positions reserved for persons in need of social protection, including persons with disabilities, has remained low for years. It is also worth noting that in many areas the number of jobs reserved is much higher than the demand. Although the reservation of the right job positions is determined based on statistical data in relation to the number of persons in need of social protection, in practice the demand for these jobs is much lower. For example, for those discharged from military service, an average of 6,034 jobs were reserved annually in 2018-2024, but the number of people employed was an average of 2,308, or 39.2%. Similarly, for persons who were released from prison or who were subject to compulsory medical measures by court decision, these figures were 4,115 to 1,957, or 49.2%. The lowest figure was for persons with disabilities, i.e., the average employment rate for 2018-2024 was 23.7%.

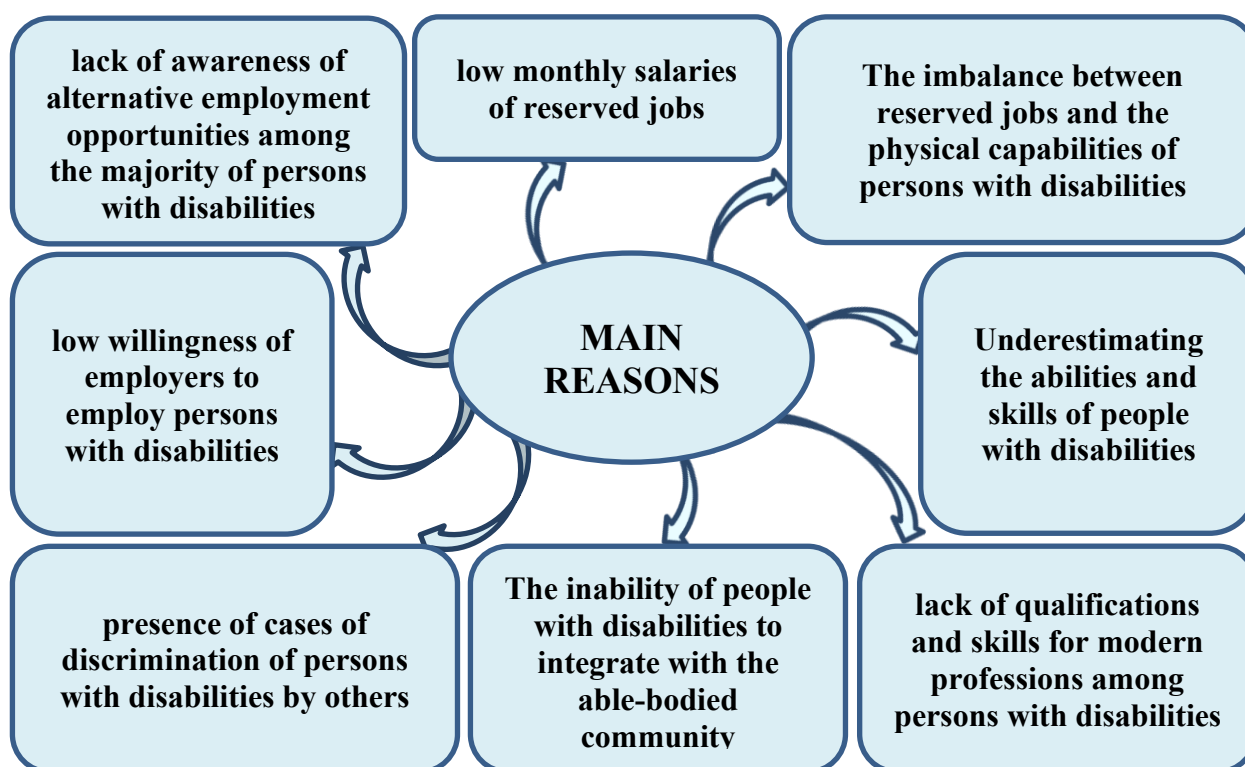


Source: developed by the author

Figure 1. Information on jobs reserved for people with disabilities and employment in the republic in 2018-2024²¹ Compiled by the author based on data and annual reports of the Ministry of Poverty Reduction and Employment.² Compiled by the author based on data and annual reports of the Ministry of Poverty Reduction and Employment.

At this point, a natural question arises: “Why are people with disabilities not fully utilizing the jobs reserved for them?” Based on the results of the research conducted, we present the main reasons for this below (Figure 2).

As is known, many training centers and monocenters operate under the Ministry of Poverty Reduction and Employment for the training, retraining and advanced training of unemployed citizens, including people with disabilities. This



Source: developed by the author

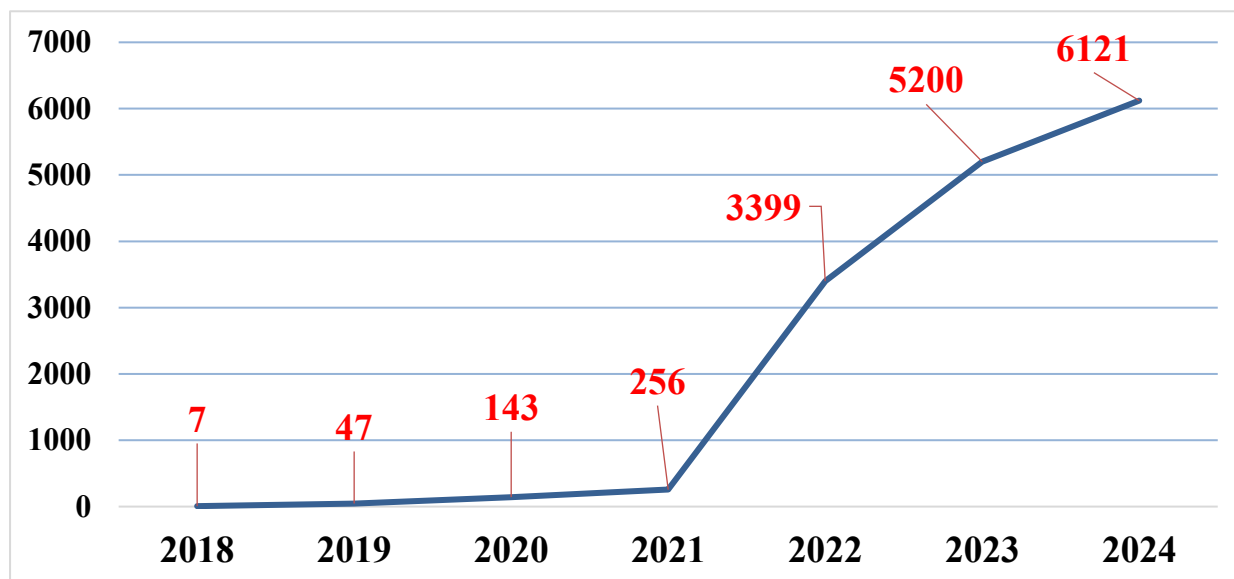
Figure 2 Main reasons why people with disabilities do not fully utilize the jobs reserved for them³

In the centers, unemployed citizens who do not have a specialty or profession are trained free of charge in order to ensure their subsequent employment. However, no significant work has been done on the issue of training persons with disabilities, only in the last three years we can see an increase in the numbers in this area (Figure 3).

Analyzing statistical data and reports, we can see that the work and indicators carried out in the areas of vocational training, retraining and advanced training of persons with disabilities vary by region. For example, in 2018, only 4 persons with disabilities were trained in the Republic of Karakalpakstan, 2 in Tashkent and 1 in Andijan region. The situation in 2019-2021 is also unsatisfactory. Only by 2022 has attention been paid to this area, and naturally the indicators have also improved. It is also worth noting that low indicators of vocational training, retraining and advanced training of persons with disabilities are recorded in Andijan, Navoi,

³ Compiled by the author on the basis of research materials.

Namangan and Syrdarya regions. This is especially surprising in Namangan, which is the second most populous city in the republic after Tashkent.



Manba: muallif tomonidan ishlab chiqildi

3-rasm. 2018-2024 yillarda nogironligi bo'lgan shaxslarni kasbga tayyorlash, qayta tayyorlash va ularning malakasini oshirish ko'rsatkichlarining oshib borishi.

Conclusions and proposals

In order to increase the utilization of jobs reserved for persons with disabilities in the republic, it is proposed to implement the following measures:

- in order to prevent jobs from remaining vacant throughout the year, reduce the number of jobs reserved for persons with disabilities in the plan for subsequent years to 2,400-3,000 (in 2018-2023, this number was 12,752 on average);
- in order to ensure transparency, increase the speed of data processing, and facilitate the process of employing persons with disabilities, create a single electronic register that reflects all processes for reserving jobs;
- Introduce the following mechanisms and procedures to the Regulation approved by Resolution No. 965 of the Cabinet of Ministers of the Republic of Uzbekistan "On measures to further improve the procedure for determining the minimum number of jobs and reserving them for the employment of persons in need of social protection, having difficulty finding a job and unable to compete on equal terms in the labor market" adopted on December 5, 2017:
- Introduce a procedure for quarterly review of jobs reserved for persons with disabilities;
- In this process, analyze each vacant job and replace or correct it based on the specialty, profession, qualifications and abilities of unemployed persons with disabilities on the account of employment services;
- Introduce a procedure for hiring those in need of reserved jobs only with referrals from local labor authorities.

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