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KAZAKHSTAN'S AND DEVELOPED COUNTRIES' EXPERIENCE IN REFORMING SOCIAL POLICY ON EMPLOYMENT OF PEOPLE WITH DISABILITIES

Abstract. The article is dedicated to the state social policy, its characteristics with special attention to the social programs for the people with disabilities. Different approaches to social policy definition and classification are described. Features and data on social policy of EU countries, as well as of Kazakhstan are analyzed. Law and regulatory documents on employment of the disabled in Kazakhstan are characterized. The programs on providing social services for the people with disabilities in different regions of Kazakhstan are listed and described. Main directions for the improvement of social policy in the field of employment of the disabled in the country are defined.

Keywords: social policy, models of social policy, people with disabilities, Kazakhstan social programs, employment of disabled, law on employment of disabled

JEL classification: D31, E24, I18

Introduction

Social integration is regarded as ensuring protection and the full integration of disadvantaged and vulnerable groups and individuals into economic life and society on the basis of universal and equal access to education, information technology and “know-how”.

There are several approaches to understanding and determining social policy. Bazilinska O. (Bazilinska, 2005) refers to social policy as to a set of socio-economic activities of the state and local authorities, aimed at protecting the population against unemployment, rising prices, devaluation of labor savings and so on. Necessary minimum consumption, redistributed income, limited unemployment, guaranteed support of family, housing, improved education and culture levels are ensured. Stechenko K. (Stechenko, 2006) in understanding social policy combines several approaches and determines it as (a) state activities concerning the establishment and regulation of social and economic conditions of society to increase the welfare of society, eliminate the negative effects of the operation of market processes, social justice and socio-political stability in the country, and (b) a system of legal, organizational, regulative state-control measures to harmonize the goals of a social nature with the objectives of economic growth. Going beyond social policy of the state, Vlasov G. and Zheltov A. (Vlasov, Zheltov, 1998) in-

INTERDISCIPLINARY APPROACH TO ECONOMICS AND SOCIOLOGY

cludes activities of NGOs, charity funds and state authorities into understating social policy as their common work aimed at meeting the needs of the population and being implemented through the social sphere.

Built on the certain principles social policy for people with disabilities creates favorable conditions for the realization of their labor potential, sustainable development of the economy, increase of public demand for goods and services, broadening of the tax base, increase of the volume of funds allocated for social needs and social development (Romanov, 2006). The result of these measures is to ensure socio-political stability in society.

There are several models of social policy formed in different countries on the base on their own specificities.

Kazakhstan is trying to find its own model of development and social attitudes towards people with disabilities, and at this stage it is important to take into account global trends along with the national experience of other countries possible to be implemented in our country.

Models of social policy

Social policy models are studied both by the scholars within the country and abroad - Esping-Andersen G. (1947), Furniss N. and Tilton T. (1979), George V. and Wilding P. (1984), Mishra P. (1984), Titmuss R., Williams F. (1989), Ksiezopolski M., Gordin V., Volgin N. and others. Despite the fact that several typologies of social policy are used in the modern literature, there is no complete picture of forming social policy model, which is a conditional scenario and a tool of constructing social policy itself, especially concerning moral, mental, cultural issues and economic parameters of society development.

Classification of social policy models into four types (Scandinavian, Anglo-Saxon, Continental, and South European) is done based on the main criteria including responsibility, solidarity, redistribution of income, level and covering of social service, financing and governing. The characteristics of the models are provided in Table 1.

Table 1. Classification of social policy models

Criteria of the model \ Model	Anglo-Saxon (Beveridge model)	Scandinavian	Continental (Bismarck model)	South European
Major responsibility	State	State	Labor market	Family and the Church
Solidarity type	Mostly individual	Public	Economic	Family
Level of income redistribution	Average	High	Limited	Limited
Level of social services provided	Average / high	Average / high	Differentiated	Low
Coverage of social services	All the citizens	All the citizens	All the employed	Mostly the poor
Financing	Taxes	Taxes	Insurance fee	Insurance fees and other sources
Governance	State	State / trade unions	Insurance self-governed organizations	Insurance self-governed organizations

Source: own elaboration on the base of (Leisering, 2006), (Sapir, 2004)

One of the most popular classifications of social policy models is the one developed by G.Esping-Andersen: liberal, conservative and social-democratic (Pavlenok, 2009).

INTERDISCIPLINARY APPROACH TO ECONOMICS AND SOCIOLOGY

The liberal model is based on the dominance of market mechanisms. Social assistance is provided within the framework of certain minimal social needs as a residual for poor and low-income segments of the population unable to produce the means of subsistence.

The liberal model is being implemented mostly in the UK and the US, Canada, Australia and New Zealand – countries where affirmative measures to create equal conditions for people with disabilities and the rights of other citizens are implemented. Only government agencies and companies receiving money from the state budget have liabilities for employment of the disabled. The rest of the employers do not have obligations to employ persons with disabilities, but there is a ban on discrimination against people with disabilities in employment and further labor relations. Employers are prohibited from denying people in being hired by such distinctive features as gender, age, nationality, skin color, religious affiliation, and the presence of disability. It is also prohibited to ask extra requirements for jobs that deliberately infringe on the ability of people with disabilities, compared with others, unless it is a necessary component of the duty (e.g. driving license or the ability to quickly move around the city by public transport). During the job interview equal opportunities for access to all the materials and components of communication with the employer should be ensured (invitation of sign-language interpreter, translation of materials into Braille, etc.).

Central European countries have *conservative model* of social policy. This model is based on the mutual insurance liabilities between employers and employees (social partners) and the principle of labor participation, where labor is determined by the subsequent social security. At a low degree of taxes redistribution the segments of the population not being employed permanently or unemployed suffer difficulties, and therefore do not have insurance. They can get the support of local authorities and private charities. France, Germany and Italy belong to the “conservative corporatist” model of the welfare state, where a social insurance is the central mechanism of ensuring well-being. Moreover, in Germany along with the legislated compulsory social insurance there is a voluntary social insurance. Social insurance system is extremely developed: pension insurance, sickness, accident, unemployment insurance, insurance in case of care for the sick and elderly (Matsonashvili, 1999). Methods of job quotas are mainly used for the employment of people with disabilities. In case of violating the conditions of hiring employees with disabilities by the employer sanctions are imposed on him.

According to the Survey on disabilities in EU-28, presented by Eurostat in 2015 (Employment of disabled people, 2015), almost 45 million of people are considered as disabled, which is 14% of the population aged between 15 and 64. Distribution of the disabled within EU-28 on the base of their health difficulties is shown in Table 2.

In Germany, France and Hungary the laws of the quota are subject to an organization with more than 20 employees, in Austria and Poland – 25 employees (Kock, 2004). In Spain, the minimum number of employees of the enterprise, not covered by the system of job quotas for persons with disabilities is 50. In France the quota for people with disabilities is 6%, in Luxembourg the quota varies from 2% to 5% depending on the form of ownership and the number of employees at the enterprise. In Spain and Ireland there is the quota of 3%. In Japan, the quota is 1.6-2%. For breaking the quotas law the organizations pay contributions to special trust funds, funds for creation of jobs for disabled people, the adaptation of existing jobs to the needs of people with limited physical and mental capabilities.

In some countries, the employer can “exchange” the obligation to hire a certain number of people with disabilities for the obligation to pay a certain amount into a special fund that will be spent to promote the employment of people with disabilities (quota-levy system).

INTERDISCIPLINARY APPROACH TO ECONOMICS AND SOCIOLOGY

Table 2. Distribution of the disabled within EU countries*

Country	Group 1		Group 2		Group 3		Group 4		Group 5		Group 6		Group 7	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
EU-28	44 459 479	14.1	44 421 998	14.2	38 029 915	12.1	34 777 691	11.4	17 609 109	5.8	2 845 239	0.9	14 247 584	4.7
DE	6 877 295	15.5	3 346 728	9.1	4 706 180	10.7	4 718 003	12.1	1 333 609	3.5	387 675	1.0	2 988 710	7.6
PL	3 664 910	14.2	1 919 581	7.4	3 596 173	13.9	2 949 996	11.4	1 948 274	7.6	122 931	0.5	878 792	3.4
UK	6 643 597	16.7	6 081 763	15.3	5 352 837	13.5	5 101 673	12.9	2 446 288	6.2	684 814	1.7	1 970 570	5.0
FR	8 347 591	21.3	11 994 828	30.6	7 695 582	19.6	4 190 089	11.3	2 764 530	7.6	220 630	0.6	1 193 784	3.2

*People participating in the survey were divided into groups according to their health difficulties: 1) having a basic activity difficulty; 2) having a health condition, but do not declare a basic activity difficulty; 3) having a basic activity difficulty and a health condition; 4) limited in work because of health condition or basic activity difficulty; 5) limited in work because of a health condition only; 6) limited in work because of a basic activity difficulty only; 7) limited in work because of both a health condition and a basic activity difficulty.

Source: Employment of disabled people – edition 2015: <http://ec.europa.eu/eurostat>.

In most countries with a conservative model of social policy, there are specialized jobs for the disabled. Programs to create specialized jobs can be of two types: the first type – transitional employment programs with retraining and professional development of people with disabilities in specially created workplaces – it might allow them to obtain competitive professional skills. The second type includes expanded programs to promote employment, which are long-term in nature and aimed at creating sustainable jobs for persons with disabilities on the basis of specialized enterprises.

The specialized enterprises include enterprises and cooperatives that use exclusively the work of people with disabilities, with state form of property, which were initiated by the state and not by the people with disabilities. Such enterprises are not considered as a preferred place of work for a person with a disability, but as a “last option” job, when there is no chance to find the place of work on the general conditions, or as a component of the training of people with disabilities for further employment in the open labor market. They mainly employ people with serious disorders for which it is physically impossible or extremely difficult to create the necessary conditions of work at the normal enterprise.

The Social Democratic model operates in the Nordic countries of Europe. Here, the main principle of social security is universalism: all citizens, regardless of the needs and contributions of labor, have the right to social security, guaranteed primarily by the state (budget). People with disabilities receive a very serious state support, and employers are motivated to take disabled employees because the state pays a significant part of their wages.

The subsidies are provided for the equipment of workplace for a person with disabilities, the acquisition of specialized equipment, etc. In addition, there are specialized workshops where people with serious limitations have the opportunity to work and gain professional experience. These workshops serve as educational enterprises for people with disabilities, after which they are trying to find a job on the open labor market.

The experience of developed countries in the implementation of social and employment policy for persons with disabilities shows that the most efficient is the combination of several approaches.

Implementing social policy through the social programs in Kazakhstan

According to the World Health Organization, more than a billion people, or about 15 percent of the world population (global population estimation of 2010), live with some form of disability.

At the beginning of 2014 there lived 626,700 people with disabilities in Kazakhstan, of which 69.1 thousand – children with disabilities (Ministry of Labor, 2014).

In accordance with the Law of the Republic of Kazakhstan “On social protection of disabled persons in the Republic of Kazakhstan”, “disability is a degree of restriction of human life due to health problems with a persistent disorder of body functions” (Law on Social Protection, 2005).

There are a lot of initiatives at national and local levels on protection and taking care of the disabled. Currently, program “Employment Road Map 2020” (hereinafter - the Program) is being implemented in Kazakhstan, which is a logical continuation of the implementation of the Roadmap 2009-2010 (Employment Road Map, 2013) and Employment Program in 2020 (Resolution, 2011). The program includes mechanisms for crisis management, improvement of the efficiency of labor market regulation, the involvement of the poor, unemployed, and self-employed persons with disabilities into active promotion of employment.

The program is provided in three directions (Figure 1).

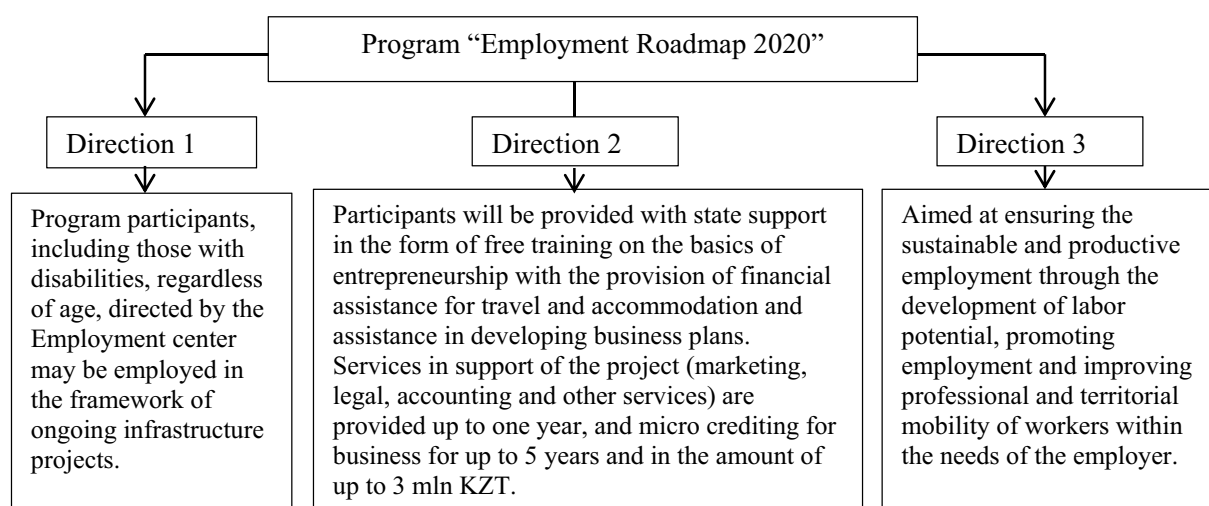


Figure 1. Characteristics of main directions of the Employment Roadmap 2020

Program participants, including those with disabilities, are provided government support in the form of:

- free training courses, retraining, provided with material support for education;
- employment assistance, including social jobs and youth practice;
- subsidies for relocation from settlements with low potential of socio-economic development into localities with high potential of socio-economic development and centers of economic growth;
- employment assistance in the new location.

Within the framework of the Employment Roadmap 2020 there were employed 190 people up to 2015, including: positions with no application of measures of state support – 70, infrastructure projects within the first directions (Figure 1) – 38, after the completion of vocational training – 9, received a microloan and opened their own businesses – 4.

Individual rehabilitation programs (IRP) for employment were developed – for 583 people with disabilities, to receive secondary vocational education – 180 people, and higher edu-

INTERDISCIPLINARY APPROACH TO ECONOMICS AND SOCIOLOGY

cation – 129 people, which were conducted as 73.4% (428 people), 83.9% (151 people), and 89.1% (115 people) respectively.

In the 2014-2015 academic years a partial payment of tuition was done for 131 disabled enrolled in vocational education institutions (in the total amount of 13.0 mln tenge (KZT)).

The analysis of the remaining 4147 potential candidates showed that 395 people rejected employment, 40 people cannot work as they take care of children, 1092 people – for health reasons, 385 people do not live at the address of registration, and 26 people died¹.

As of November 1, 2014 there were 2,057 people employed (49.6%); permanent job – 485 people, social workplaces, youth practice and public service – 670 people, self-employed – 601 people, students – 301 people, and 152 potential applicants still need employment.

Table 3. Social services provided to people with disabilities within the individual rehabilitation program (as of 01.01.2015)

Type of support	Number, persons		
	Amount of those in need	Amount of secured	%
Limb-fitting	341	309	91
Audiology	633	582	92
Typhlo-technical devices	1 137	1 071	94
Wheelchairs	583	470	81
Health Resorts treatment	962	883	92
Social services at home for disabled children under the age of 18	294	163	55
Social services at home for disabled people living alone	134	15	11
Individual Services Assistant	317	294	93
Services of sign language specialist	89	88	99
Providing mandatory hygiene products	685	585	85
Total	5175	4460	79.3 (avg)

Source: own calculations.

In addition to the above mentioned programs, in order to provide state support to specialized organizations working with disabled the Resolution of the Government of the Republic of Kazakhstan №64 “On some issues of public procurement from organizations established by associations of people with disabilities” (dated January 31, 2011) approved:

- a list of organizations that produce goods, perform works, render services created by associations of invalids of the Republic of Kazakhstan;
- a list of certain types of goods, works and services procured from companies producing goods, performing works, rendering services created by associations of invalids of the Republic of Kazakhstan;
- terms of purchasing certain goods, works and services from companies producing goods, performing works, rendering services created by associations of invalids of the Republic of Kazakhstan (the Rules, 2011).

¹ Here and after – all the data are taken from the official resources, mostly from the site of the Ministry of Healthcare and Social Development of the Republic of Kazakhstan (<https://www.mzsr.gov.kz>), which was established in August 2014 by reforming Ministry of Health of the Republic of Kazakhstan; Ministry of Labor and Social Protection of the Republic of Kazakhstan.

INTERDISCIPLINARY APPROACH TO ECONOMICS AND SOCIOLOGY

Within the social policy programs there is a state order for social services for the people with disabilities in Kazakhstan. In 2013 within the state social order 27 organizations (mostly NGOs) provided services and certain works for people with different kinds of disabilities (mental, physical, etc.). The same program was realized in 2014 in Kazakhstan, and Table 4 shows the main directions of the aid provided in Pavlodar region and the costs used for that.

Table 4. Implementation of the social projects according to the state order in Pavlodar region of Kazakhstan in 2014

NGO's title	Directions of activity	Costs used for the project, KZT
NGO «Alternativa»	social assistance for the transportation of persons with disabilities to receive services in the city of Ekibastuz for hemodialysis (coverage of 20 persons); delivery of obligatory hygienic means to disabled people living in the city and the countryside of Ekibastuz; personal assistant service for people with disabilities, in accordance with individual rehabilitation program (coverage of 108 people)	11592,9
NGO «Pavlodar regional society of the deaf»	assistance of sign language specialist in Ekibastuz, Aksu, Irtysh area (6 disabled); 2 disabled in Pavlodar region, and 11 disabled in Shcherbakty area	15506,96
NGO «Sostradaniye»(Compassion)	transportation of wheelchair disabled by special vehicles, children with disabilities who have difficulties in movement, and the disabled with musculoskeletal problems	24915,0
NGO «Medet»	sign language assistant for the disabled with hearing problems. Ensuring opportunities for the disabled to participate in all spheres of society(Pavlodar, Pavlodar region for the disabled having difficulty in movement	24425,00
NGO «Birlik»	nursery assistance for people with a complete loss of motor activity. This social service is aimed at providing primary level of social adaptation of persons in difficult life situations, by adapting and assimilating into new forced living environment	114640,00
NGO « Kazakh Society of the Deaf «	social assistance to young people with hearing problems – citizens of Pavlodar. Aksu, and of Irtysh,Pavlodar, Shcherbakty areas	12196,96
Total		218833,82

Source: own elaborations for Pavlodar region on the base of official documents of social service in Kazakhstan.

Pavlodar region, analyzed above, is among the regions with average number of people with disabilities (9th position among 16 regions): in 2011 there were registered 26701 people with disabilities (including 2608 children under 18), in 2012 – 29092 disabled (2690 children), in 2013 – 29591 disabled (2736 children). Table 5 displaces the data on people with disabilities in 14 regions of Kazakhstan and 2 cities, along with the data for the whole country in 2011-2013.

There are other programs on implementing social policy in Kazakhstan, as well as law and other institutional regulations. Among the basic regulatory documents there are: 1. The Law of the Republic of Kazakhstan on April 13, 2005 N 39 “On social protection of disabled persons in the Republic of Kazakhstan”; 2. The law of the Republic of Kazakhstan dated June 16, 1997 N 126 “On state social benefits for disability, survivor and age in the Republic of Kazakhstan”; 3. The law of the Republic of Kazakhstan dated January 23, 2001 N 149 “On

INTERDISCIPLINARY APPROACH TO ECONOMICS AND SOCIOLOGY

Table 5. Number of registered disabled people across the regions of Kazakhstan

No.	Regions of Kazakhstan	2011		2012		2013	
		Disabled people	Including children under 18	Disabled people	Including children under 18	Disabled people	Including children under 18
1	Republic of Kazakhstan	563086	61196	609780	65844	626740	69111
2	Akmolin	26298	2314	28193	2434	28470	2463
3	Aktyubinsk	19667	2691	21451	2502	22181	2616
4	Almaty	62919	7060	69584	7581	71144	8022
5	Atyrau	16268	2335	17554	2419	18301	2570
6	East-Kazakhstan	54730	4248	57560	4401	58165	4504
7	Zhambyl	36021	4084	38375	4441	39622	4728
8	West-Kazakhstan	23547	2965	25019	2525	25408	2542
9	Karagandy	56994	4624	61704	4669	63385	4771
10	Kyzylordy	24137	3624	26517	3823	27117	3927
11	Kostanay	24423	2204	26310	2275	27022	2316
12	Mangistau	15215	2498	17440	2813	18512	3086
13	Pavlodar	26701	2608	29092	2690	29591	2736
14	North-Kazakhstan	27388	2108	29117	2092	29402	2074
15	South-Kazakhstan	93110	12127	101944	14617	106244	15507
16	City of Almaty	41063	3865	42607	4116	43510	4383
17	City of Astana	14605	1841	17313	2446	18666	2866

Source: based on Ministry of Labor and Social Protection of the Republic of Kazakhstan.

Employment”; 4. The Law of the Republic of Kazakhstan dated April 25, 2003 N 405 “On Compulsory Social Insurance”; 5. The Law of the Republic of Kazakhstan dated April 5, 1999 N 365 “On Special State Benefit in Kazakhstan”; 6. Code of the Republic of Kazakhstan dated May 15, 2007 N 251 “Labor Code of the Republic of Kazakhstan”; 7. Code of the Republic of Kazakhstan dated January 30, 2001 N 155 “On Administrative Offences”; 8. Address by the President of the Republic of Kazakhstan Nursultan Nazarbayev to the people of Kazakhstan “Kazakhstan’s way – 2050: The overarching goal, common interests, common future”, January 17, 2014; 9. Resolution of the Government of the Republic of Kazakhstan dated June 19, 2013 N 636 “On Approval of the Employment Roadmap 2020”; 10. Resolution of the Government of the Republic of Kazakhstan dated March 31, 2011 N 316 “On Approval of the Employment Program 2020”; 11. Resolution of the Government of the Republic of Kazakhstan dated January 31, 2011 N 64 “On some issues of public procurement in public associations of disabled persons and organizations of the Republic of Kazakhstan created by public associations of disabled persons of the Republic of Kazakhstan”; 12. Program article of the President of the Republic of Kazakhstan Nursultan Nazarbayev “Social modernization of Kazakhstan: Twenty Steps to a society of universal labor”, July 10, 2012².

Specifics of regulation of disabled people employment are described in chapter 24 of the Labor Code of the Republic of Kazakhstan (Code, 2007). According to the Code, refusal to sign

² The full text of the listed legislative documents can be found at official site of Ministry of Health and Social Development of Republic of Kazakhstan: <http://www.mzsr.gov.kz>, and official site of the President of Kazakhstan: <http://www.akorda.kz>

INTERDISCIPLINARY APPROACH TO ECONOMICS AND SOCIOLOGY

an employment contract, transfer of disabled to another job, changing the working conditions on the grounds of disability are not allowed, except in cases when there is a medical reason that prevents the execution of job duties or threatens health and (or) the safety of disabled or others. Workers with disabilities of the first and second groups have the reduced duration of working time – no more than 36 hours a week. Also, people with disabilities of first and second groups are granted additional paid annual leave with duration of not less than 15 calendar days. However, working people with disabilities may be provided additional guarantees by arrangements, acts of the employer, as well as employment, collective agreements.

Thus, senior people and people with disabilities can be employed, appropriate for them for reasons of health, under the terms of the employment contract.

In accordance with Article 7 of the Law of the Republic of Kazakhstan “On Employment” local executive bodies ensure employment of the disabled by setting quotas on jobs at a rate of 3% of the total number of jobs (work places). Statistics show that the measures taken by the government to ensure the conditions for persons with disabilities on the labor market, creation of conditions for their participation in the labor market are insufficient, since they do not contribute to the development of activity among people with disabilities, a healthy competition between people with disabilities on the labor market and creating conditions for their effective employment.

According to Article 34 of the Law of the Republic of Kazakhstan “On social protection of disabled persons” the disabled with an industrial injury and (or) an occupational disease, obtained by the fault of the employer should be provided with special jobs at the expense of employers. But experience has shown that many employers tend to avoid hiring people with disabilities, as the special equipment for their jobs, the creation of access to production buildings, premises, facilities require significant additional financial costs.

Article 87-1 of the Code of the Republic of Kazakhstan «On Administrative Offences» describes penalties for violation of legislation on social protection of disabled people by the officials and legal entities. However, there is the need to define the administrative responsibility for violation of the law and the strengthening of control over its execution.

During the years of independence Kazakhstan achieved results in consistent work on the social protection of persons with disabilities, aimed at improving the status and quality of life of people with disabilities. However, despite some positive changes, and the current legal framework, the unavailability of most social and transport infrastructure does not allow disabled people to fully exercise their constitutional rights and freedoms.

The Address of the President of the Republic of Kazakhstan N. Nazarbayev to the people of Kazakhstan on January 17, 2014 “Kazakhstan’s way – 2050: The overarching goal, common interests, common future” says that “...it is necessary to pay more attention to our citizens with disabilities. For them Kazakhstan should become a barrier-free area. ...We have to engage them into active life, they... will understand themselves as members of society, helpful employees” (Address, 2014).

The main priorities of the state policy of the Republic of Kazakhstan in the framework of the annual address of the President are the development of labor potential, and improvement of the population’s quality of life. Implemented social programs, primarily mean to preserve employment, higher incomes, the development of social services, social protection of the most vulnerable categories of the population. The experience of developed countries has shown that the presence of balanced systems of social security and social insurance expands and strengthens the country’s human resources, strengthens national capacity for economic growth.

The analysis shows that the main problems related to the promotion of employment of persons with disabilities are:

INTERDISCIPLINARY APPROACH TO ECONOMICS AND SOCIOLOGY

Low motivation to work of the disabled (many of them do not work for a long time, do not look for a job or do not want to work);

- most Individual rehabilitation programs recommend light work for persons with disabilities (no heavy lifting, no tilt, no work at heights, on the street, etc.), mainly recommend employment of janitor or manager;
- lack of specialized jobs for people with vision, hearing, speech, musculoskeletal system problems, and wheelchair users at enterprises;
- shadow employment of persons with disabilities (refusal to provide information on employment);
- refusal of employment at companies located in the industrial area³.

Therefore, in cases when there is a legal possibility for the handicapped and disabled to be employed there is often a problem with their unwillingness to take the offered job.

Conclusions

Therefore, in our opinion, the following measures of social support for people with disabilities should be taken to raise the level of employment of people with disabilities:

- 1) strengthen the work of employment services of cities and regions with the employers in implementation of the quota of jobs;
- 2) motivate large and medium-sized enterprises in the creation of special jobs for people with disabilities;
- 3) consider the possibility of financial support for the existing specialized enterprises for employment of the visually and hearing impaired;
- 4) recommend to the heads of government agencies for employment to give priority to citizens with disabilities;
- 5) conduct profession-oriented consulting and work with people with disabilities.

Besides, the majority of disabled people do not believe in the possibility of employment through employment agencies. One of the main reasons is the lack of psychological help. The lack of psychologists, vocational guidance and rehabilitation, material and technical base does not allow taking fully into account the limitation in work and life of the disabled, and the level of their social exclusion. In this regard, promoting employment by the employment services is mainly in the releasing referral for employment. The state does not regulate a very important sector, which defines the further employment of disabled people – adaptation of the disabled to work. Therefore, the described problems should be taken into account at the national level, to radically revise the existing legislation and to introduce new efficient technologies of promoting efficient employment of people with disabilities.

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