

Торайғыров университетінің
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НАУЧНЫЙ ЖУРНАЛ
Торайғыров университета

ТОРАЙҒЫРОВ УНИВЕРСИТЕТІНІҢ ХАБАРШЫСЫ

Экономикалық сериясы
1997 жылдан бастап шығады



ВЕСТНИК ТОРАЙҒЫРОВ УНИВЕРСИТЕТА

Экономическая серия
Издается с 1997 года

ISSN 2710-3552

№ 2 (2025)
Павлодар

НАУЧНЫЙ ЖУРНАЛ
Торайгыров университета

Экономическая серия
выходит 4 раза в год

СВИДЕТЕЛЬСТВО

о постановке на переучет периодического печатного издания,
информационного агентства и сетевого издания
№ KZ93VPY00029686

выдано
Министерством информации и коммуникаций
Республики Казахстан

Тематическая направленность
публикация материалов в области экономики, управления,
финансов, бухгалтерского учета и аудита

Подписной индекс – 76133

<https://doi.org/10.48081/NVZW5116>

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<https://doi.org/10.48081/HINV6594>

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INCLUSIVE EMPLOYMENT IN THE REPUBLIC OF KAZAKHSTAN

This study analyzes the inclusive labor market in the Republic of Kazakhstan, highlighting the main difficulties faced by persons with disabilities in job searching and employment. The research identifies key factors limiting the employment of persons with disabilities, such as lack of accessible environments and education. The study also proposes the establishment of an intermediary body to facilitate interaction between employers and persons with disabilities. The study demonstrates that inclusive employment and the creation of workplaces that take into account the needs of people with disabilities contribute not only to their financial independence, but also to an increase in the overall standard of living in society. It is substantiated that the integration of people with disabilities into work is still one of the priority social tasks of our time. The work emphasizes that the development of inclusive employment contributes to the formation of a more tolerant and conscious society, where differences are seen as a value and not a barrier. The findings emphasize the need for a comprehensive approach involving the state, society, and the business sector to improve the employment conditions for persons with disabilities.

Keywords: Inclusive labor market, employment, persons with disabilities, Kazakhstan, accessibility, education, intermediary body.

Introduction

Employment is vital for sustainable development, boosting productivity, reducing poverty, and fostering social stability. Inclusive employment, particularly for people with disabilities, promotes financial independence, social integration, and self-actualization while contributing to a diverse and innovative workforce. Harnessing the potential of every individual is essential to achieve balanced growth, aligning with the Sustainable Development Goals of reducing inequality and fostering equity.

In Kazakhstan, integrating people with disabilities into the labor market remains a significant challenge due to societal and legal barriers. Despite legislation supporting equal opportunities, a systemic approach is needed to overcome these obstacles and transform inclusive policies into tangible workplace realities.

The issues of employment for persons with disabilities have been thoroughly examined by both Kazakhstani and international scholars. Veerle Garrels and Hanne Marie Høybråten Sigstad emphasize the importance of employment for individuals with intellectual disabilities, while noting barriers such as limited educational attainment and inconsistent workplace support [1, p. 1001]. They highlight the need for better coordination between education and the labor market to address these challenges. Similarly, Lisa Schur, Douglas Kruse, and Peter Blanck argue that changing corporate and societal attitudes is essential for fostering workplace inclusion for persons with disabilities [2, p. 68-73].

In Kazakhstan, despite legal principles ensuring equal treatment, researchers like Asset Adibayev, Mart Susi, and others identify insufficient state oversight and employer non-compliance as ongoing barriers. Zhanabayeva J. K. and Aktureeva E. A. underline the need for improved workplace accessibility and better qualification programs for disabled individuals. Furthermore, E. B. Aimagambetov and A. M. Tazhbayeva identify legislative and employer-related obstacles, advocating for enhanced state measures to support employment equality [3, p. 210–215]; [4, p. 101–103]; [5, p. 33]; [6, p. 79–81].

Across regions, vague definitions of disability and reasonable accommodations, as noted by Ebuenyi et al. in Eastern Africa and Favalli and Ferri in the European Union, hinder the implementation of inclusive employment policies. Studies also highlight those fears of losing benefits and inadequate workplace adaptations, as discussed by O.V. Tarabana, E. Abbasova, and others, deter employment interest among disabled individuals. Comprehensive legal reforms and individualized workplace adaptations are essential for creating inclusive labor markets globally [7, p. 235]; [8, p.12–21]; [9, p. 14–150]; [10, p. 49]; [11, p. 328–329].

Materials and methods

This research analyzed the employment issues of persons with disabilities and the state policies aimed at their inclusion, using statistical and analytical methods to assess the labor market in Kazakhstan from 2020 to 2023. Data on the number, age, education level, and employment of persons with disabilities were processed and visualized through graphs and tables, highlighting regional trends and sectoral dynamics.

A descriptive and comparative analysis provided insights into the structure of the disabled workforce, comparing their labor market participation to general employment indicators. By combining diverse data sources and methodological approaches, the study offered a comprehensive view of the employment landscape for persons with disabilities in Kazakhstan.

Results and Discussion

The inclusive labor market represents a comprehensive approach to employment relations, aiming to ensure equality of opportunities and the inclusion of all societal layers in employment processes and professional development. It differs from the traditional labor market not only in its focus on diversification and inclusion but also in the presence of systemic measures aimed at overcoming barriers that hinder the full realization of all workers' potential [12, p. 221–225].

The hypothesis of this research is that persons with disabilities face significant challenges in job searching and employment due to various obstacles. To analyze the inclusive labor market in Kazakhstan, we conducted a detailed analysis of the number of persons with disabilities by region over four years. Figure 1 shows that the Turkestan region has the largest number of people with disabilities – 96783 people, and the smallest number – in the West Kazakhstan region, namely 24351 people.

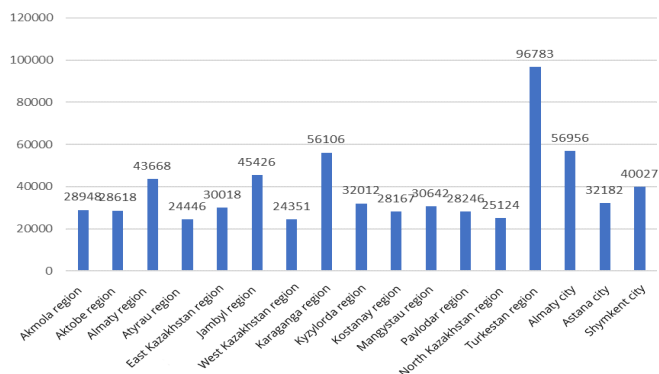


Figure 1 – Number of people with disabilities in 2023
by regions of Kazakhstan

Note: compiled by the authors based on [13, p 47].

The structure of persons with disabilities by age, presented in Figure 2, shows the percentage of persons with disabilities of working age, of retirement age, and children.

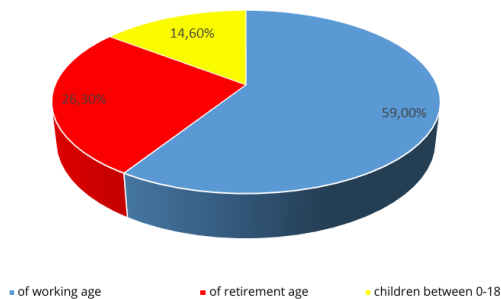


Figure 2 – Structure of persons with disabilities
as of January 1, 2024, %

Note: compiled by the authors based on [13, p. 58–61].

As shown in Figure 2, within the structure of persons with disabilities, 59 % are of working age; 26.3 % are persons with disabilities of retirement age; children with disabilities account for 14.6 % of the population. Next, it is deemed necessary

to examine the employment indicators among persons with disabilities of working age over a 4-year period – from 2020 to 2022 (Figure 3).

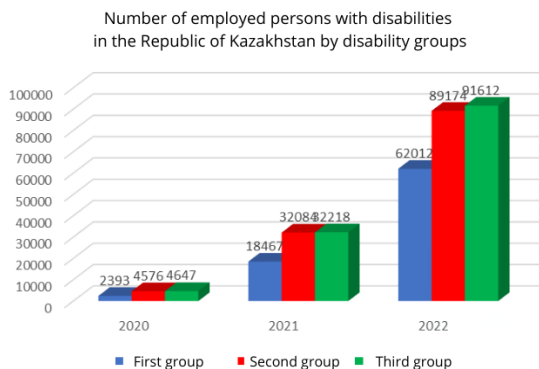


Figure 3 – Number of employed persons with disabilities by groups

Note: compiled by the authors based on [13, p. 78].

Figure 3 illustrates the number of employed persons with disabilities in Kazakhstan according to disability groups from 2020 to 2022. As can be seen from the figure, there is a sharp increase in the number of working people with disabilities in 2022 compared to 2020 and 2021. For instance, the number of working individuals with Group 1 disabilities in 2020 was 2,393 people; this indicator increased to 14,467 people in 2021, and in 2022 – to 62,012 people. In 2023, this number continued to rise to 70,000 people. Similarly, the number of employed individuals with Group 2 disabilities increased from 4,576 in 2020 to 18,467 in 2021, and then to 89,172 in 2022, reaching 95,000 in 2023. The number of people with Group 3 disabilities rose from 4,647 in 2020 to 22,218 in 2021, and then to 91,612 in 2022, reaching 100,000 in 2023.

The data presented in table 2 on the number of people with disabilities in the Republic of Kazakhstan indicate that the general trend shows an increase in the number of these people over the years 2020 – 2023.

Table 2 – Number and structure of persons with disabilities in the Republic of Kazakhstan for 2020–2023

Indicator	2020	2021	2022	2023	2023 vs. 2020, %
Total Persons with Disabilities (PwD), people	695,131	696,825	711,786	720,000	103.6

Indicator	2020	2021	2022	2023	2023 vs. 2020, %
of which, of working age	419,880	417,820	420,005	425,000	101.2
of retirement age	180,591	180,751	187,521	190,000	105.2
children aged 0 to 18 years	94,660	98,254	104,260	105,000	111.0
Note: compiled by the authors based on [13, p.81].					

The total number of people with disabilities in Kazakhstan has been gradually increasing, with 695,131 individuals registered in 2020, 696,825 in 2021, 711,786 in 2022, and 720,000 in 2023. Despite minor changes in these figures, a relative increase in the number of persons with disabilities can be noted year over year, with a change of 3.6 % from 2020 to 2023, and approximately 1.2 % from 2022 to 2023. These small, but positive percentage changes indicate some growth in the number of people with disabilities in the country. Such changes could be the result of various factors, including more effective methods of identifying disabilities, as well as demographic and medical trends in society.

Figure 4 shows that the number of employed persons with disabilities in the regions of Kazakhstan among persons with disabilities of working age equals 30.6 %, which is a low indicator.

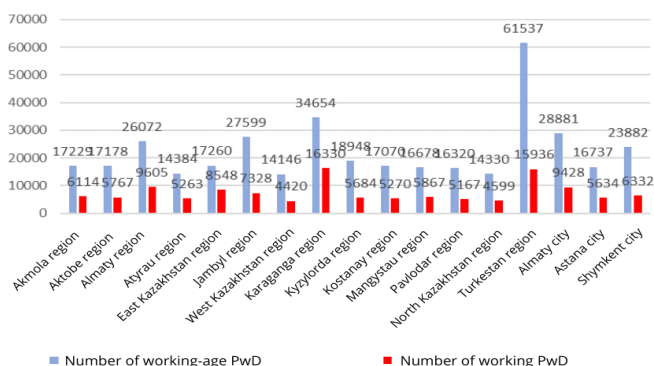


Figure 4 – Ratio of the number of employed persons with disabilities in Kazakhstan in comparison with the number of persons with disabilities of working age, people

Note: compiled by the authors based on [13, p. 89–92].

The population with disabilities is more vulnerable to employment problems than normotypical people, due to the fact that, as a rule, people with disabilities do not have full opportunities to obtain higher or vocational education. Employers primarily prefer employees with higher or vocational education and work experience. From childhood, a person with disabilities is limited in their ability to receive education, sometimes even unable to finish school. Our research confirms this fact, as among the interviewed people with disabilities there were people who spoke negatively about the education system in Kazakhstan, namely about the approach to children with disabilities.

In addition, the survey of people with disabilities showed that they face the problem of access to the place of work. Many organisations in Kazakhstan lack basic ramps and other facilities for people with disabilities. In addition, people travelling in wheelchairs are limited and feel restricted in terms of access to buildings, not everywhere there are ramps. That is, not all companies and organisations provide access and do not adapt workplaces for people with disabilities. Often people with disabilities experience difficulties even in public transport. These factors, of course, have a negative impact on the percentage of employed people with disabilities.

In the Republic of Kazakhstan, the government endeavours to create equal conditions for all people; this is one of the goals of the country's social policy. State social policy is aimed at creating equal opportunities and eliminating barriers and obstacles for people with disabilities in the employment process. Various state programmes are being implemented to involve people with disabilities in the labour market. These include state measures for the education and vocational training of persons with disabilities and the adaptation of workplaces, i.e. the state provides certain subsidies for those employers who create jobs for persons with disabilities and create an accessible environment for them. Tax benefits for employers who hire people with disabilities can also be attributed to state measures.

But despite all these measures proposed by the state for the inclusion of people with disabilities in the labour market, there are still problems. The article's authors structured the problems inherent in the inclusive labor market (Figure 6).

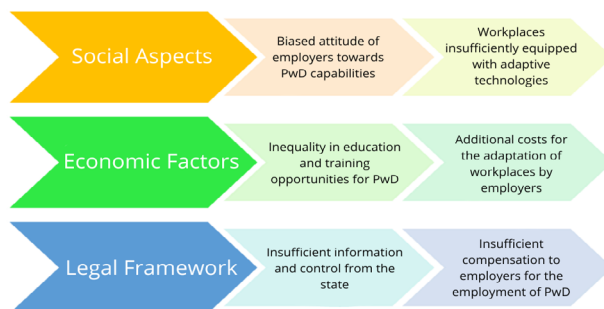


Figure 5 – Social, economic and legal problems of an inclusive labor market in Kazakhstan

Note: compiled by the authors based on [14, p. 184–186].

Labor integration of persons with disabilities remains one of the key social tasks in modern society. In Kazakhstan, as in many other countries, this issue remains current and requires systematic consideration. Despite a wide range of legal norms and programs aimed at ensuring equal opportunities for persons with disabilities, numerous problems and challenges related to their employment persist.

Social aspects of employment for persons with disabilities. The reasons for the low percentage of employment of people with disabilities in the Republic of Kazakhstan also include the negative attitude of society towards such people. In our country there are still many people, among whom, of course, there are employers, who have negative and prejudiced attitudes towards people with disabilities. In the opinion of some people, a person with disabilities cannot fully work and, accordingly, bring profit to the organisation. Thus, in their opinion, the productivity of a disabled person is much lower than a normotypical person. Consequently, if there is a choice between a person with a disability and a healthy person, all other things being equal, the employer will favour the healthy person. This certainly affects the future willingness of a person with a disability to look for a new job. People with disabilities, faced with such injustice, sometimes stop trying to find a new job [15, P. 42–45].

Economic factors. Economic aspects also play a significant role in the labor integration of persons with disabilities. Inequality in education and training opportunities creates barriers to obtaining qualifications and competitiveness in the labor market. Additional costs for workplace adaptation and training of organizational employees can also become financial burdens for employers.

Legal framework and its implementation. Despite the existence of legislative acts aimed at protecting the rights of persons with disabilities and their labor integration, the effectiveness of their implementation remains a challenge. Insufficient awareness and control on the part of the state, as well as insufficient compensation to employers for employing persons with disabilities, limit progress in this area.

Financing information

The research was conducted with financial support from the Science Committee of the Ministry of Education and Science of the Republic of Kazakhstan within the framework of the grant funding project No. AP19676100 «Development and testing of a methodology for the employment of socially vulnerable layers of the population».

Conclusion

Having analyzed the inclusive labor market in the Republic of Kazakhstan and identified the main difficulties in job searching for persons with disabilities, we have come to the opinion that in the context of the rights of persons with disabilities and other vulnerable groups, the principle of “nothing about us without us” is often used, where decisions concerning these groups are made without their participation and consent, leading to discrimination, misunderstanding, and violation of their rights.

Employment for persons with disabilities in Kazakhstan remains a complex and multifaceted problem requiring a comprehensive approach. Attention must be paid to social and economic aspects, as well as improving legal regulation and its implementation. Only through joint efforts of the state, society, and the business sector can significant progress be made in this area.

The conducted research on the inclusive labor market allows us to conclude that the main factors limiting the employment of persons with disabilities in Kazakhstan are the lack of an accessible environment and education. Furthermore, in our opinion, the main problem is the absence of a single intermediary body between employers and persons with disabilities. Such a body should facilitate interaction and collaboration between these groups to ease employment and adaptation in the workplace. Functions of such a body could include assistance in developing inclusive workplaces, conducting training for employers and workers with disabilities, resolving disputes and conflicts, assisting in job searching, and establishing contacts between employers and potential employees with disabilities. Such an intermediary body plays a vital role in ensuring inclusion in the labor market and helps parties achieve mutually beneficial outcomes.

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Received 05.02.25.

Received in revised form 15.04.25.

Accepted for publication 05.05.25.

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Қазақстан Республикасы, Астана қ.

05.02.25 ж. баспаға түсті.

15.04.25 ж. түзетулерімен түсті.

05.05.25 ж. басып шығаруға қабылданды.

ҚАЗАҚСТАН РЕСПУБЛИКАСЫНДА ИНКЛЮЗИВТІ ЖҰМЫСПЕН ҚАМТУ

Бұл зерттеуде Қазақстан Республикасындағы инклюзивті еңбек нарығы талданып, мүмкіндігі шектеулі адамдардың жұмыс іздеу және жұмысқа орналасу кезіндегі негізгі қиындықтары көрсетіледі. Зерттеуде мүмкіндігі шектеулі адамдардың жұмыспен қамтылуын шектейтін негізгі факторлар, атап айтқанда, қолжетімді ортаның және білімнің жоқтығы анықталған. Сондай-ақ, жұмыс берушілер мен мүмкіндігі шектеулі адамдар арасындағы өзара әрекетті жеңілдету үшін делдал орган құру ұсынылады. Зерттеу мүгедектердің қажеттіліктерін ескеретін инклюзивтік жұмыспен қамтылуы және жұмыс орындарын құру олардың қаржылық тәуелсіздігіне ғана

емес, сонымен бірге қоғамдағы жалпы өмір сүру деңгейіне де ықпал ететіндігін көрсетті. Мүгедектігі бар адамдарды еңбек қызметіне интеграциялау қазіргі заманның басымдылықты әлеуметтік міндеттерінің бірі болып табылатыны негізделді. Жұмыста инклюзивті жұмыспен қамтуды дамыту айырмашылықтар кедергі емес, құндылық ретінде қарастырылатын толерантты және саналы қоғамның қалыптасуына ықпал ететіндігі атап көрсетілген. Зерттеу нәтижелері мүмкіндігі шектеулі адамдардың жұмысқа орналасу жағдайларын жақсарту үшін мемлекет, қоғам және бизнес секторын қамтитын кешенді тәсілдің қажеттілігін атап көрсетеді.

Кілтті сөздер: Инклюзивті еңбек нарығы, жұмыспен қамту, мүмкіндігі шектеулі адамдар, Қазақстан, қолжетімділік, білім, делдал орган.

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Поступило в редакцию 05.02.25.

Поступило с исправлениями 15.04.25.

Принято в печать 05.05.25.

ИНКЛЮЗИВНАЯ ЗАНЯТОСТЬ В РЕСПУБЛИКЕ КАЗАХСТАН

В исследовании анализируется инклюзивный рынок труда в Республике Казахстан, выделяя основные трудности, с которыми сталкиваются лица с инвалидностью при поиске работы и трудоустройстве. В исследовании определены ключевые факторы, ограничивающие занятость лиц с инвалидностью, такие как отсутствие доступной среды и образования. В работе также предлагается создание посреднического органа для облегчения взаимодействия между работодателями и лицами с инвалидностью. В исследовании продемонстрировано, что инклюзивное трудоустройство и создание рабочих мест, учитывающих потребности людей с инвалидностью, способствуют не только их финансовой независимости, но и повышению общего уровня жизни в обществе. Обосновано, что интеграция людей с инвалидностью в трудовую деятельность по-прежнему является одной из приоритетных социальных задач современности. В работе подчеркивается, что развитие инклюзивной занятости способствует формированию более толерантного и сознательного общества, где

различия рассматриваются как ценность, а не барьер. Результаты подчеркивают необходимость комплексного подхода с участием государства, общества и бизнес-сектора для улучшения условий занятости лиц с инвалидностью.

Ключевые слова: Инклюзивный рынок труда, занятость, лица с инвалидностью, Казахстан, доступность, образование, посреднический орган.

Теруге 19.05.2025 ж. жіберілді. Басуға 30.06.2025 ж. қол қойылды.

Электронды баспа

17,1 Mb RAM

Шартты баспа табағы 34,8

Таралымы 300 дана. Бағасы келісім бойынша.

Компьютерде беттеген: А. К. Мыржикова

Корректорлар: А. Р. Омарова, Д. А. Кожас

Тапсырыс № 4407

Сдано в набор 19.05.2025 г. Подписано в печать 30.06.2025 г.

Электронное издание

17,1 Mb RAM

Усл.п.л. 34,8. Тираж 300 экз. Цена договорная.

Компьютерная верстка: А. К. Мыржикова

Корректоры: А. Р. Омарова, Д. А. Кожас

Заказ № 4407

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