

ACTUAL EMPLOYMENT PROBLEMS OF PERSONS WITH DISABILITIES IN THE REPUBLIC OF KAZAKHSTAN: COMPARATIVE LEGAL ANALYSIS WITH FOREIGN COUNTRIES

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This study examines the employment challenges faced by persons with disabilities (PWD) in Kazakhstan, focusing on gaps in policy implementation and comparing them with international best practices. While Kazakhstan's legislative framework aligns with the UN Convention on the Rights of Persons with Disabilities (CRPD), weak enforcement of employment quotas, insufficient vocational training, and persistent cultural biases hinder meaningful workplace inclusion. Drawing on successful models from Germany, the United States, and Nordic countries, the research highlights the need for stronger enforcement mechanisms, targeted training programs, and accessible digital platforms to create inclusive employment opportunities. The findings provide actionable recommendations for policymakers and stakeholders to improve employment equity for PWD in Kazakhstan, with future research needed to evaluate the socio-economic impacts of proposed reforms and the potential of emerging technologies to enhance accessibility.

Key words: people with disabilities, social entrepreneurship, legislation of Kazakhstan, inclusive jobs.

Introduction

The inclusion of persons with disabilities (PWD) in the workforce is a pressing global issue that reflects broader concerns about equity, human rights, and socio-economic development. In the Republic of Kazakhstan this matter has grown increasingly urgent as the nation seeks to align its social policies with international standards. However, despite legal frameworks designed to support the employment of persons with disabilities, numerous systemic and cultural barriers continue to hinder progress. The Ministry of Labor and Social Protection of the Republic of Kazakhstan reports that there are currently nearly 725,000 registered persons with disabilities in the country. An annual report reveals that 60% of PWD are of working age and only 25% of them are currently employed [1]. In contrast the share of employed PWD in the EU countries is 48.1% (France- 56.3%, Switzerland- 67.6%, Germany- 48.9%) [2]. In the USA, the proportion of working PWD aged 16 to 64 years is 37.1% [3]. Statistics show that people with disabilities in Kazakhstan face a very serious problem of unemployment, which certainly infringes on their rights. These challenges demand attention not only for the sake of justice (ensuring equal labor rights for all citizens) but also for the economic and social benefits (increasing labor resources, GDP growth and tax revenues, development of inclusive business).

This research is motivated by the lack of focused analysis on disability-inclusive employment policies in Kazakhstan, despite extensive global research on the topic. More critically, comparative studies

examining Kazakhstan's policies in relation to those of more developed countries are notably scarce. This gap in research represents an opportunity to explore practical solutions tailored to Kazakhstan's unique socio-economic and cultural context.

The relevance of this study lies in its potential to address a critical socio-economic issue while contributing to Kazakhstan's ongoing efforts to meet its international obligations under frameworks like the United Nations Convention on the Rights of Persons with Disabilities (CRPD). Despite existing legal provisions aimed at promoting workplace inclusion, the employment rate of PWD in Kazakhstan remains disproportionately low. This is a direct consequence of institutional weaknesses, societal biases, and limited enforcement of legal standards. Moreover, understanding how countries with successful disability employment practices have overcome similar challenges can provide valuable insights for Kazakhstan. Nations like the United States, Germany, and Nordic countries have implemented effective mechanisms such as workplace accommodations, financial incentives, and robust anti-discrimination laws. By examining these practices, the study aims to propose actionable recommendations that can help improve the employment landscape for persons with disabilities in Kazakhstan.

Material and Methods

The materials used for this study include legal texts, policy documents, statistical data, and academic literature on disability employment both in Kazakhstan and internationally. Data collection involved reviewing "The Labour Code of the Republic of Kazakhstan", "Social Code of the Republic of Kazakhstan", government reports, and employment statistics. Internationally, the study examined frameworks like the Americans with Disabilities Act (ADA) in the United States, Germany's quota-levy system, and the Nordic countries' targeted employment initiatives.

The research began with a thorough literature review to establish a baseline understanding of global practices in disability employment. This was followed by a detailed analysis of Kazakhstan's legal and institutional frameworks, focusing on their strengths and weaknesses. Comparative legal analysis was used to highlight differences and similarities between Kazakhstan's policies and those of other nations. The research progressed in stages, beginning with data collection and culminating in the synthesis of findings and recommendations.

Literature Review

The global discourse on the employment of persons with disabilities has evolved significantly over the past decades, guided by international human rights frameworks such as the United Nations Convention on the Rights of Persons with Disabilities (CRPD). Adopted in 2006, the CRPD emphasizes the right to work and employment as fundamental to the social inclusion and economic independence of persons with disabilities. It obligates state parties to create conditions for equal access to employment opportunities, combat discrimination, and provide reasonable accommodations in the workplace [4]. However, the practical implementation of these principles varies widely across countries, resulting in disparities in employment outcomes. The literature on disability and living standards in both developing and developed countries emphasizes the disadvantaged position of PWD. Most studies focus on the relationship between disability and low income. In their research, Jenkins et al. [5] demonstrate that individuals with disabilities are more likely to face educational barriers, which affect their long-term income levels. The lack of education and professional skills reduces their opportunities for employment in competitive markets. Parodi and Scully [6], in turn, emphasize that workplace discrimination, employer bias, and the lack of adapted workplaces significantly limit employment opportunities for people with disabilities. These factors often result in their employment in low-paying positions or force them to accept part-time work. Gannon and Nolan [7] highlight that the social isolation faced by people with disabilities further diminishes their access to opportunities for professional and career development. Thus, challenges related to access to decent work and fair wages remain relevant for many countries, including Kazakhstan.

International Best Practices

One of the most influential legislative frameworks is the Americans with Disabilities Act (ADA) in the United States. Enacted in 1990, the ADA prohibits discrimination against individuals with disabilities in all areas of public life, including employment. Title I of the ADA specifically addresses employment, mandating that employers with 15 or more employees provide equal opportunities to qualified individuals with disabilities. This includes the obligation to offer reasonable accommodations, enabling individuals to perform essential job functions without causing undue hardship to the employer. The ADA has also brought significant improvements in accessibility. Title III requires businesses and non-profit organizations to remove physical and systemic barriers to access, thereby ensuring that public accommodations are inclusive for persons with disabilities. Additionally, the law has revolutionized communication access by mandating telecommunications relay services and other resources for individuals with hearing and speech disabilities [8]. Scholars like Blanck [9] argue that the ADA's focus on reasonable accommodations has significantly improved workplace inclusion. Their research also shows that companies implementing ADA-compliant practices often report increased productivity, innovation, and employee satisfaction. These findings suggest that well-enforced anti-discrimination laws can benefit not only employees but also employers and the broader economy.

In terms of employment statistics, the ADA has contributed to raising awareness and accountability, but disparities persist. In 2019 the unemployment rate for persons with disabilities stood at 7.3%, compared to 3.5% for individuals without disabilities. While this reflects progress, it highlights the challenges in achieving complete employment parity even decades after the law's enactment [10]. Furthermore, ongoing research indicates that discrimination remains a barrier: nearly one in ten working adults with disabilities experienced workplace discrimination within five years of the ADA's passage, often resulting in their departure from the workforce. While the ADA has created a legal framework for equality, continuous advocacy and enforcement are crucial to fully realize its vision of an inclusive society.

Germany's employment model also provides valuable lessons, particularly its quota-levy system. German legislation requires employers with more than 20 employees to ensure that at least 5% of their workforce consists of persons with disabilities. Non-compliance results in financial penalties, which are reinvested into programs supporting disability employment. Garbat [11] notes that this system has achieved significant success, particularly when combined with vocational training and ongoing support for employees. His study also reveals that Germany's integration offices, which provide counseling and financial aid to both employers and employees, have played a crucial role in maintaining long-term workplace inclusion. Despite the framework's intentions, challenges persist. Reports indicate that a significant number of companies opt to pay the compensatory levy rather than employ the required percentage of disabled individuals. This raises questions about the effectiveness of the system in achieving its goals. Discussions are ongoing regarding potential reforms, such as increasing the levy or enhancing support mechanisms, to improve compliance and outcomes [12].

In contrast Nordic countries have adopted a more holistic approach, embedding disability employment policies within their broader welfare systems. These policies are built upon the principle of universalism, ensuring that all citizens, regardless of their abilities, have access to social services and support. They emphasize the right to employment for individuals with disabilities by providing substantial state-supported interventions such as vocational rehabilitation, wage subsidies, and assistive technologies. Research highlights that such measures are instrumental in facilitating equal access to the labor market while reducing barriers that typically hinder employment for PWD [13]. Moreover, by embedding disability policies into universally accessible welfare systems, the Nordic countries reduce the stigmatization associated with targeted programs, thus promoting social inclusion.

One hallmark of Nordic disability legislation is the emphasis on accessibility, both in physical spaces and the labor market. Accessibility laws across these nations mandate structural adjustments in workplaces, transport, and public services, reflecting a rights-based approach to inclusion. For example, Sweden's Disability Policy explicitly seeks to guarantee equal living conditions and participation, underscoring the principle that societal structures must adapt to accommodate all individuals, rather than marginalize those with disabilities. Similarly, Norway's policies prioritize non-discrimination in employment, ensuring individuals with disabilities have access to meaningful and equitable work opportunities [14].

A common feature across the Nordic countries is the use of financial incentives to encourage employers to hire individuals with disabilities. Programs such as Denmark's Flex Job scheme subsidize employers who hire workers with reduced capacity, effectively mitigating perceived risks associated with such hires [14]. This approach not only promotes employment but also enables individuals with disabilities to contribute to the economy on their own terms. Additionally, vocational rehabilitation programs in Finland and Norway aim to prepare individuals with disabilities for integration into competitive labor markets, aligning with the principle of "work-first" strategies observed in the region.

While the Nordic framework is frequently commended for its progressive approach, certain limitations and challenges remain evident. Studies point to ongoing labor market segregation, where individuals with disabilities are disproportionately employed in sheltered or subsidized work environments rather than integrated roles in mainstream sectors [15]. However, the strong legal and welfare foundations in these countries ensure continuous efforts to address such gaps, with periodic policy evaluations aimed at improving outcomes.

Challenges in Middle-Income Countries

If high-income countries have made substantial advancements in disability-inclusive employment policies, middle-income nations continue to encounter distinct challenges. These challenges often stem from systemic limitations, including inadequate funding, weak institutional frameworks, and insufficient enforcement mechanisms for disability rights. Studies reveal that in many such countries, limited resources and institutional capacity hinder the effective implementation of disability employment policies. In low- and middle-income countries (LMICs), the participation of persons with disabilities in various societal domains is predominantly influenced by environmental factors, with personal attributes also playing a significant role. Among environmental barriers, negative societal attitudes and inadequate access to essential services—particularly in the health and transport sectors—emerge as critical challenges. Research conducted by Mitra et al. [16] indicates that inaccessible infrastructure and unreliable public transportation systems exacerbate the exclusion of persons with disabilities from employment and education. On the personal level, a lack of educational qualifications and relevant skills further constrains opportunities for meaningful engagement and inclusion. Persons with disabilities in LMICs are significantly less likely to complete primary or secondary education compared to their non-disabled peers [5]. This educational gap directly impacts their ability to secure employment in formal markets, often relegating them to informal, low-paying jobs. Furthermore, limited access to vocational training programs means that even individuals with potential remain underprepared for the demands of competitive labor markets. These factors collectively reinforce a cycle of poverty and marginalization. Cultural attitudes toward disability often compound these barriers, reinforcing exclusionary practices and stigmatization. For instance, in India, Fremlin [17] argues that deeply ingrained societal biases frequently outweigh legislative protections, resulting in low employment rates despite the existence of formal anti-discrimination laws. This challenge is particularly acute in rural areas, where traditional beliefs about disability as a "personal tragedy" or "divine punishment" persist, further marginalizing individuals and their families.

Kazakhstan shares many of these challenges, particularly in terms of cultural attitudes and institutional capacity. Although the country has ratified the CRPD and introduced employment quotas for persons with disabilities, enforcement remains inconsistent. Research by Cherevyk [18] highlights that many employers in Kazakhstan perceive hiring persons with disabilities as a burden rather than an opportunity, citing concerns about workplace accommodations and productivity. A lack of awareness about the potential contributions of persons with disabilities perpetuates discriminatory hiring practices. Moreover, these biases are often reinforced by inadequate governmental support for employers, such as subsidies or technical assistance programs, to facilitate inclusive hiring. Another critical issue in Kazakhstan is the limited availability of accessible workplaces. According to a report by the Ministry of Labor and Social Protection, less than 30% of businesses meet accessibility standards, making it difficult for persons with disabilities to participate fully in the workforce. This aligns with findings from African and Asian countries, where similar infrastructure-related challenges hinder the implementation of inclusive employment practices. Additionally, vocational training programs tailored to the needs of persons with disabilities

in Kazakhstan remain insufficiently developed, leaving many individuals unprepared for meaningful employment. These challenges underscore the need for comprehensive reforms, informed by successful international practices, to ensure that persons with disabilities are not excluded from participating in the workforce and contributing to the broader economy.

Gaps in the Literature

Despite extensive research on disability employment in high-income countries, studies focusing on middle-income nations like Kazakhstan remain scarce. Existing research often lacks a comparative perspective, making it difficult to identify transferable practices. Furthermore, as noted by Barnes and Mercer [19], many studies overlook the importance of cultural and institutional contexts in shaping policy outcomes. This gap is particularly relevant for Kazakhstan, where socio-economic conditions, legislative frameworks, and cultural attitudes differ significantly from those in Western countries. Another notable gap is the limited focus on long-term outcomes for persons with disabilities in employment. While many studies analyze initial hiring practices, fewer explore how employees with disabilities are integrated, supported, and retained in the workforce. For instance, Wilson-Kovacs et al. [20] emphasize the importance of career advancement opportunities, yet this remains an underexplored area in most middle-income countries, including Kazakhstan. This study seeks to address these gaps by providing a detailed comparative analysis, highlighting both the limitations of Kazakhstan's current approach and the opportunities for improvement.

Results and Discussion

The analysis of Kazakhstan's employment policies for persons with disabilities (PWD) reveals a dual reality. On the one hand, the country's legal framework demonstrates a clear acknowledgment of global best practices, particularly those articulated in international treaties such as the United Nations Convention on the Rights of Persons with Disabilities (CRPD). On the other hand, the implementation of these policies often falls short, with significant gaps between legal provisions and their practical application. This section discusses the findings through an examination of the legislative framework, statistical data, and comparative analysis with international standards.

Findings on Kazakhstan and Comparative Insights

Kazakhstan's legislative framework for promoting the employment of persons with disabilities (PWD) is anchored in the Labour Code of the Republic of Kazakhstan and the Social Code of the Republic of Kazakhstan, which establish critical measures to ensure equitable working conditions for PWD and align with international norms such as the United Nations Convention on the Rights of Persons with Disabilities (CRPD). The Labour Code explicitly prohibits discrimination based on disability, as stated in Article 25, while the Social Code mandates reasonable workplace accommodations, with Article 108 emphasizing the importance of creating accessible infrastructure and technical modifications. These measures are supported by a quota system, established through ministerial orders, requiring organizations to allocate 2% to 4% of their workforce to PWD and further emphasizing the need for specialized workplaces under Article 108 of the Social Code.

Despite the clarity and alignment of these provisions with international standards, their practical implementation is hindered by systemic challenges. Employers often circumvent the quota requirements by paying minimal fines rather than hiring or accommodating PWD, highlighting a lack of effective enforcement mechanisms. The absence of a comprehensive monitoring system exacerbates this issue, as compliance is not rigorously tracked, and penalties are insufficient to encourage adherence. Unlike systems in countries such as Germany, where reinvestment of non-compliance penalties into disability support programs ensures accountability and improvement, Kazakhstan's enforcement framework lacks a feedback loop to promote sustained change. These weaknesses undermine the transformative potential of the legal framework, as employers are neither incentivized nor compelled to create inclusive workplaces.

While the definition of "reasonable accommodation" is explicitly stated in Kazakhstan's legal texts, its application remains inconsistent, leaving many workplaces ill-equipped to meet the needs of PWD. Without robust enforcement and monitoring, the quota system and broader legislative provisions risk becoming symbolic rather than practical tools for inclusion. The disparity between legislative intent and

practical outcomes is starkly illustrated by employment statistics for PWD in Kazakhstan. According to the Ministry of Labor and Social Protection, as of 2022, nearly 725,000 persons with disabilities were registered in the country. However, only 25% of this population was employed, a figure that highlights systemic barriers to workforce participation. This employment rate is considerably lower than that of the general population, reflecting entrenched challenges such as workplace inaccessibility, limited vocational training opportunities, and societal biases. The quota system has had minimal impact: an audit conducted by the Accounts Committee in 2021 revealed that less than half of eligible employers were compliant with the quotas. Many businesses reported a lack of awareness or resources to accommodate employees with disabilities, while others expressed concerns about the financial implications of hiring PWD. These findings suggest that the current enforcement mechanisms are insufficient to drive compliance and that employers lack both the incentives and the support needed to implement inclusive hiring practices.

Workplace accessibility remains a critical issue in Kazakhstan, significantly limiting the ability of persons with disabilities (PWD) to engage in meaningful employment. Despite legal obligations to ensure accessibility, only 15% of workplaces meet required standards, as reported by the Ministry of Labor and Social Protection. This lack of infrastructure creates substantial barriers, particularly for PWD seeking to enter the workforce. Furthermore, challenges extend beyond physical barriers, with digital accessibility remaining underdeveloped, leaving PWD further marginalized in an increasingly technology-driven job market. In comparison, countries such as Denmark and Sweden have successfully integrated accessibility standards into broader disability inclusion policies. These nations offer government subsidies to employers for necessary workplace modifications, reframing accessibility as a shared societal responsibility rather than a financial burden. In contrast, Kazakhstan lacks targeted financial support, leaving many employers unwilling or unable to invest in such adaptations, thereby perpetuating systemic barriers to inclusion.

Vocational training also presents a significant shortfall in Kazakhstan's disability employment policies. While Article 209 of the Social Code mandates the establishment of vocational training centers, the current infrastructure is insufficient to meet the needs of the PWD population. Existing programs are frequently outdated and disconnected from labor market demands, limiting their effectiveness in preparing PWD for meaningful employment [21]. Research by the World Bank highlights vocational training as a critical factor in bridging the employment gap for PWD. Countries with successful inclusion policies, such as Germany and Norway, have integrated vocational training into broader employment strategies, tailoring programs to the specific needs of PWD and aligning them with market demands. Kazakhstan could benefit from adopting similar approaches to ensure training programs are both relevant and accessible to all individuals with disabilities, thus addressing one of the key barriers to employment inclusion.

Cultural attitudes toward disability further complicate the employment landscape in Kazakhstan. Although laws prohibit workplace discrimination, societal biases often prevail, shaping hiring practices and workplace dynamics. Employers frequently perceive hiring PWD as a liability, citing concerns about productivity and the cost of accommodations. Such perceptions align with findings from other middle-income countries, including India and South Africa, where cultural biases undermine legal protections and perpetuate exclusionary practices. Overcoming these barriers requires a comprehensive approach, including public awareness campaigns and employer education programs aimed at challenging stereotypes and highlighting the value of inclusive workplaces. The promotion of success stories and evidence of the economic and social benefits of hiring PWD could be particularly effective. Countries like the United States have implemented such initiatives successfully, often in collaboration with civil society organizations, fostering a more inclusive culture and demonstrating the tangible advantages of workplace diversity. Adopting similar strategies in Kazakhstan could help address deeply ingrained biases and facilitate greater inclusion for PWD in the labor market.

Recommendations

Based on these findings, the study proposes several reforms. First, enforcement mechanisms for employment quotas must be strengthened, with penalties for non-compliance redirected to disability support initiatives. Vice Minister of Labor and Social Protection of the Population of the Republic of Kazakhstan, Askarbek Ertaev, announced during a briefing at the Central Communications Service

plans to strengthen requirements for employers who do not meet quotas for employing persons with disabilities. These initiatives signal a positive step toward addressing gaps in the enforcement of inclusive employment policies. While their implementation is still in progress, these measures demonstrate the government's commitment to creating a more equitable labor market and improving opportunities for persons with disabilities.

Second, the government should invest in accessible infrastructure and digital platforms to facilitate remote work opportunities. Despite the challenges faced by persons with disabilities in securing employment, the rapid transformation of the telecommunications sector has opened up significant opportunities, particularly through remote work in the post-covid era [22]. With increasing access to the Internet and computers, a foundation has been established for the concept of a 'virtual office,' enabling individuals from remote locations to participate in the workforce. For persons with disabilities, this development presents an avenue to overcome traditional workplace barriers and engage in meaningful employment. By focusing on developing accessible and inclusive working conditions on digital platforms in Kazakhstan, policymakers can leverage these advancements to create more equitable opportunities for individuals with disabilities, ensuring their full participation in the modern labor market.

Finally, vocational training programs tailored to the needs of persons with disabilities should be expanded, ensuring that they are equipped with the skills necessary for meaningful employment. Individuals with disabilities often exhibit strong focus and discipline, partly due to the unique challenges they face and the stigma associated with their community. With proper training and access to appropriate technologies, employees with disabilities have the potential to achieve high levels of productivity in the workplace [23]. By investing in such programs and resources, employers and policymakers can not only enhance the employability of persons with disabilities but also unlock their potential to make significant contributions to the workforce.

Conclusion

This study set out to analyze the employment challenges faced by persons with disabilities (PWD) in Kazakhstan through a comparative legal lens, offering insights into both the successes and shortcomings of the current framework. By examining international best practices from countries such as Germany, the United States, and Nordic nations, and comparing them with Kazakhstan's policies, this research has identified several critical areas for improvement. Among the most pressing are the lack of robust enforcement mechanisms for employment quotas, insufficient vocational training programs tailored to PWD, and lack of accessibility, and cultural attitudes that perpetuate biases and misconceptions about the employability of individuals with disabilities. Addressing these challenges requires coordinated efforts across legal, institutional, and societal dimensions.

The findings emphasize the necessity of strengthening enforcement mechanisms to ensure compliance with employment quotas and prevent employers from bypassing their responsibilities. Such reforms could include stricter penalties for non-compliance, reinvestment of fines into disability support initiatives, and the establishment of comprehensive monitoring systems. The research also underscores the importance of expanding vocational training programs that are aligned with labor market demands and accessible to all PWD. Equipping individuals with relevant skills not only improves their employability but also ensures that businesses benefit from a more diverse and capable workforce.

Cultural attitudes remain a significant barrier to workplace inclusion in Kazakhstan, where many employers perceive hiring PWD as a liability rather than an opportunity. Public awareness campaigns and employer education programs are critical to dismantling these stereotypes. Promoting success stories of inclusive workplaces and showcasing the economic and social benefits of employing PWD can help drive a cultural shift toward acceptance and inclusion.

This study highlights the transformative potential of technological advancements in fostering accessibility and inclusion. The rise of remote work and telecommuting, driven by digital platforms and enhanced telecommunications infrastructure, offers a unique opportunity to overcome traditional barriers to employment. By developing accessible and inclusive digital work environments, Kazakhstan can tap into the productivity and potential of individuals with disabilities, particularly in regions where physical workplace accessibility remains a challenge.

The results of this research provide a roadmap for policymakers, employers, and other stakeholders in Kazakhstan to foster a more inclusive labor market. The adoption and adaptation of proven strategies from international best practices, such as Germany's quota-levy system and the Nordic emphasis on integrated welfare policies, offer clear pathways to addressing existing gaps. These reforms, if implemented thoughtfully and effectively, have the potential to significantly improve employment outcomes for PWD while benefiting the broader economy through increased workforce diversity.

Future research should build on these findings by exploring the socio-economic impacts of the proposed reforms, particularly how they affect the quality of life for PWD and their families. Additionally, the role of emerging technologies in enhancing accessibility—such as artificial intelligence, assistive devices, and digital infrastructure—merits further investigation. By continuing to develop and refine strategies for inclusion, Kazakhstan can make meaningful strides toward achieving employment equity for persons with disabilities, creating a more just and inclusive society.

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Бұл зерттеуде Қазақстандағы мүмкіндігі шектеулі жандардың (МШЖ) жұмыспен қамтылу мәселелері қарастырылып, саясатты жүзеге асырудағы олқылықтарға және халықаралық үздік тәжірибелермен салыстыруға баса назар аударылады. Қазақстанның заңнамалық базасы Біріккен Ұлттар Ұйымының Мүгедектердің құқықтары туралы Конвенциясына (МКҚ) сәйкес келгенімен, жұмысқа орналастыру квоталарын әлсіз орындау, кәсіби оқыту бағдарламаларының жеткіліксіздігі және мәдени стереотиптердің сақталуы МШЖ-ның шынайы жұмысқа орналасуына кедергі келтіруде. Германия, АҚШ және Солтүстік Еуропа елдерінің табысты үлгілеріне сүйене отырып, зерттеу бақылау механизмдерін күшейту, мақсатты оқыту бағдарламаларын әзірлеу және инклюзивті жұмыс орындарын құру үшін қолжетімді цифрлық платформаларды дамыту қажеттілігін көрсетеді. Зерттеу нәтижелері МШЖ-ның жұмыспен қамтылуын жақсарту үшін саясаткерлер мен мүдделі тараптарға нақты ұсыныстар береді. Ұсынылған реформалардың әлеуметтік-экономикалық әсерлерін және жаңа технологиялардың қолжетімділікті арттырудағы әлеуетін бағалау үшін одан әрі зерттеулер қажет.

Түйінді сөздер: мүмкіндігі шектеулі жандар, әлеуметтік кәсіпкерлік, Қазақстан заңнамасы, инклюзивті жұмыс орындары.

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Данное исследование рассматривает проблемы занятости лиц с ограниченными возможностями (ЛОВЗ) в Казахстане, уделяя внимание проблемам в реализации политики и проводя сравнение с международными лучшими практиками. Несмотря на то, что законодательная база Казахстана соответствует Конвенции ООН о правах инвалидов (КПИ), слабое исполнение квот на трудоустройство, недостаточные программы профессионального обучения и сохраняющиеся культурные предубеждения препятствуют реальной интеграции ЛОВЗ в рабочую среду. Основываясь на успешных моделях из Германии, США и стран Северной Европы, исследование подчеркивает необходимость усиления механизмов контроля квотирования рабочих мест, разработки целевых программ обучения и создания доступных цифровых платформ для инклюзивного трудоустрой-

ства. Выводы исследования предоставляют конкретные рекомендации для заинтересованных сторон по улучшению занятости ЛОВЗ в Казахстане. Дальнейшие исследования необходимы для оценки социально-экономических эффектов предложенных реформ и потенциала новых технологий в повышении доступности.

Ключевые слова: лица с ограниченными возможностями, социальное предпринимательство, законодательство Казахстана, инклюзивные рабочие места.

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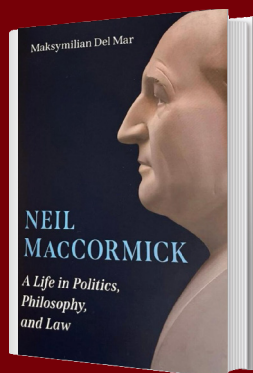
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Neil MacCormick (1941–2009) was one of the twentieth century’s most important legal philosophers and one of Scotland’s most influential public intellectuals. This book tells the story of his political and philosophical life, from his intensely political childhood as the son of ‘King John’, one of the founders of the Scottish National Party, through to his involvement in Scottish politics – especially as the author of SNP’s constitutional policy – and his role as a Member of the European Parliament, helping to draft the European Constitution. With special attention to MacCormick’s character, this book offers a reading of his entire oeuvre, covering his contributions to theories of legal and moral reasoning, institutional legal theory, nationalism, post-sovereignty, subsidiarity, and constitutional pluralism in Europe. This book reads MacCormick as a highly creative thinker who excelled in the art of constructing inclusive middles and thereby developed his own distinctive approach to politics and philosophy.