

## SOCIO-ECONOMIC RESULTS OF EMPLOYMENT OF BLIND PERSONS

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### Abstract

The development of the economy, state organizations, socio-economic policy, material spiritual wealth of the state, the fact that the benefits of jamiki serve primarily in the interests of mankind is an irresistible axiom. Therefore, all members of society have the right to enjoy these resources equally. In the history of mankind, the evaluation of looking at individuals with disabilities is changing from negative to positive. Radical reforms in Uzbekistan are equally covering all segments of society. In particular, individuals with visual disabilities are achieving socio-economic prosperity. But along with achievements, our shortcomings are also fraught. In this research work, it was highlighted that the effective realization of the blind from the existing labor potential will serve to raise the country's economy and human capital.

**Keywords:** unemployment, decent employment, social sphere, inclusive employment, barrier-free environment, disability, inclusive society, tiflo tools, talking city, subsidy.

### Introduction

Take into account the interests of every layer of society in our country, where the development of human capital and human value and attention to it are increasing, and the fact that Uzbekistan is a social state is defined in Article 1 of the constitution, which is our main constitution. In order to comprehensively support visually impaired persons, who are one of the representatives of the socially needy group of citizens of our country, in Article 57 of the constitution, "State objects and services of persons with disabilities in the social, economic and cultural spheres" creates conditions for their full use, helps them get a job, gets an education, provides them with the opportunity to get the necessary information without hindrance" [ Constitution of the Republic of Uzbekistan // Lex.uz, 04.30. .2023. 13-p. p. 44 in total] is strictly emphasized. Also, in recognition of the benefits and subsidies created for persons with disabilities in all laws and regulations, we should note that the unemployment rate among the visually impaired is very high.

The high level of unemployment will have a significant negative impact on these citizens as well as on the country's economy. For example, as a clear evidence that the interests of representatives of every category of our people are being paid attention to at the micro level, President Sh. Mirziyoyev's speeches at the UN General Assembly: "Our country is bold through fundamental reforms aimed at strengthening the principles of democracy and justice based on the idea that it is for human value and interests" we can cite the opinions of President Sh. Mirziyoyev at the 78th session of the UN General Assembly.

The relevance of this research work is that the factors affecting the employment of blind people, the role of work in their lives, and the final results of their employment, along with the economy, in their lives were explained theoretically and practically.

### **Analysis of Literature on the Topic**

The concept of “disabled” is the most important of the main obstacles in the provision of decent work for persons with any disability. The head of our state Sh. Mirziyoyev stated that in order to eliminate this problem, “we will move from the current medical model to the social model”

[URL: <https://youtube.com/shorts/oAK7gYxgwmA?feature=share3>]

If we look at the historical sources, Confucius, who lived in the 6th and 5th centuries BC, wrote about the special characteristics of blind people for the first time, as a result of his personal observations, “The blind people are the first to have a strong memory and kindness towards others.” lib focused on.” [ Respublika bolalar adabiyoti. // Internet resource. URL: <http://taqvim.uz/uz/event/view/3402>]

About other special talents of these people, Isayev Kabiljon mentioned the following: “Blind people can smell, hear very subtle and low sounds, move, hear dozens of sounds, distinguish them, and memorize them. , to be able to enter the spirituality and inner world of people through the eyes of the soul easily, in a special way, quickly, with great imagination” [ Q. Isayev, Har bir inson – bebaho kapital // xalq so’zi, № 34, 18.02.2023. p. 4] - emphasized. Of course, these characteristics are valuable in the labor market.

In addition, it has been scientifically proven that the investment made for adaptation of persons with disabilities to the labor process will show its results in a short time. As evidence of this point, according to a study conducted in South Carolina, workers with disabilities returned \$15.29 for every dollar spent on their rehabilitation. Meanwhile, disabled workers in New Mexico saw a 251 percent increase in earnings after completing a similar vocational rehabilitation program.”[Novikov M.L. sozdaniy model trudoustroystva molodix invalidov. // ROOI perspektiva, 2006. p. 49] - we can quote.

Belkova approached the employment of blind people from an economic point of view in her scientific work and emphasized the following point: the economic category of providing employment to the disabled is “a set of relations related to their participation in work, it is their social and reflects the measure and possible effectiveness of joining work to meet personal needs.” [Belkova N.M. .05. Moscow, 2012. - p. 13. ]

In the labor market, there are professional approaches to providing employment to this category of persons, according to which M. Novikov, the author of many works on the problems of the disabled, stated as follows: “Employment for the disabled is full participation in society.” a means of achievement” [ Novikov M. ROOI, perspective. [www.invalid.ru](http://www.invalid.ru)]

Razinov A.Y. stated that in his scientific views, he imagines the perspective of ensuring the employment of persons with disabilities in the following direction: “In the context of the innovative development of various sectors of society, including the employment sector, the formation of the information society, the legal regulation of the employment of the disabled characteristics may become very conditional in the near future. Taking into account the trend of increasing the number of remote jobs, this situation may become a reality.” [ Razinov A.Y. Razvitiye organizatsionno-ekonomicheskix mexanizmov sodeystviya zanyatosti invalidov // Phd dissertation, Moscow - 2013. p. 18. total 180-p]

### **Research Methodology**

Systematic, structural, retrospective, logical, comparative analysis methods, generalization, deduction and induction methods, statistical method of information processing were used in the research process. The

importance of the topic in ensuring the financial stability of the blind and its impact on economic growth was highlighted.

### **Analysis**

In our new Uzbekistan, fundamental reforms are being carried out based on the principle of building a fair society and that any reforms should serve the interests of people first. In particular, it is permissible to emphasize that the constitution has been re-adopted in an improved form, international conventions have been ratified, its position has been strengthened in the international arena, and laws and regulations are in accordance with the criteria of justice.

There is no doubt that such reforms serve as a fundamental basis for realizing the rights and interests of blind people. In recent years, our national legislation has improved to the extent of covering human interests to the most sensitive aspects. On the one hand, these reforms are considered to be enough to fundamentally improve the lives of the blind and allow them to lead a prosperous life. But on the other hand, if we hear the problems of blind people from them, the real situation becomes clear.

There are several questions that we are thinking about in relation to these issues. There are problems that cause unprecedented obstacles in the life and work of the blind, as well as in contradiction with the criteria of justice of the international convention and our constitution. They include the following;

- It has been established that employees with a specialty in English language and Uzbek language and literature (starting from January 1, 2024) working in general education institutions will receive a 50 percent salary increase if they have a national certificate of the specified level. However, conditions have not been created for obtaining a national certificate for the blind from the Knowledge Assessment Agency. Why is a blind pedagogue missing this lesson?
- According to what legal basis, interpreter secretaries are not allocated for blind pedagogic employees working in professional or higher education institutions? In Article 27 i) of the “Nogironlar huquqlari to‘g‘risi”dagi Konvensiya, recognizing this very problem, “ensure reasonable adaptation of workplaces for the disabled” [“Nogironlar huquqlari to‘g‘risi”dagi Konvensiya.// baktaria press Toshkent-2013 p. 36 p. 56 in total] imposed as an obligation on the participating states.
- Why in the public mind, especially when employers make conclusions about persons with disabilities, they emphasize their limited capabilities due to disability, rather than their potential abilities?
- The analysis of monthly salaries offered by employers for the blind in Tashkent shows that (see table 1) according to it, the average monthly salary was 1,818,000 soums. What is the reason for this low salary, given that the monthly expenses of the blind are twice as high as those of other people?
- Why do we not see blind persons in the ranks of deputies or in responsible positions of state administration? After all, Article 27 paragraph a) of the “nogironlar huquqlari to‘g‘risi”dagi Konvensiya ratified by Uzbekistan in 2022, specifically states that promotion of disabled persons in service positions is ensured.

Table 1 Proposed vacancies for visually impaired persons (as of June, July, August 2023)

Number	Name of the organization	Proposed monthly salary.1000 so‘m
1.	Profpack mchj	2400
2.	Wheat flour trade mchj	1920
3.	Wheat flour trade mchj	2000
4.	Reasentr toshkent klinika	1500
5.	320-sonli maktab	2000
6.	20-sonli maktab	1500
7.	71-sonli maktab	2500
8.	123-sonli mtt	1100
9.	123-sonli mtt	1200
10.	Toshkent shahar narkologiya dispansiri	2000
11.	1-sonli silga qarshi dispansir	1500
12.	2-sonli karlar o‘quv ishlab chiqarish korxonasi	2000
13.	Real medical tibbuyot markazi	1500
14.	Nigmatjon rin mchj	2000
15.	Dendrobium kosmetik mchj	2000
16.	Continent progress mchj	1300
17.	1-rezina texnika zavodi	1500
18.	O‘zbek ko‘mir AJ	980
19.	Zilfar universal kompaniya mchj	2500
20.	Target internatsional school	2250
21.	Toshkent xalqaro west minestir universiteti	3000
22.	Metallurg koj mchj	1000
23.	Dizayn-print mchj	1500
24.	Sharoit plyus NJB	2400
25.	Medex textile mchj	1900
Average nominal salary		1 818 000 so‘m

Also, it is surprising why blind people are not included in the economically active population, even if they have the opportunity to work and need adequate employment. Therefore, there are no statistical data on the economic and social conditions of blind citizens in the state institutions that keep analytical statistics of the economic, social and demographic conditions of the population.

Let’s talk about how providing decent jobs for blind people will bring positive changes to the economy of our country and their lives:

first, a sharp turn occurs in the life of a blind person, in which he develops strong mental strength, achieves financial independence, frees himself from the psychological pressure that makes him feel helpless and weak, and achieves a certain level of prestige by integrating into society acts as the main factor:

secondly, it is a reasonable solution to reduce the level of poverty in the country:

thirdly, the increase in the income of blind people as a result of employment affects the demand for goods and services and stimulates production:

fourthly, it serves to save the state budget against the background of reducing social expenses

fifthly, the reduction of the unemployment rate will stimulate economic growth by ensuring that it does not directly lag behind the GDP:

sixth, it plays a motivator role to increase the work efficiency of people working in a team with blind people: Seventhly, it removes the negative outlook of people with disabilities in the minds of the society and opens a wide way for integration communication between them.

Also, in our country, based on historical experiences, it is not necessary to ensure that blind people are integrated into society like every other member of society, but on the contrary, they are separated from society and special kindergartens, schools, the policy of establishing production enterprises for the blind, special areas where the blind live. At the moment, the fact that blind people live in one area throughout our existing republic, although it has several advantages, can be cited as one of the main obstacles to building an inclusive society. In the table below, we list the advantages and conflicting aspects that arise as a result of the integration process of the blind as a result of an inclusive society (see Table 2).

Table 2 The results of forming an inclusive society without concentrating blind people in a single area

Advantages	Disadvantages
1. ensures their integration into society.	1. increases the cost of urban development for the blind.
2. blind people enter into active socio-economic relations with all categories of the population.	2. the impossibility of gathering cultural and educational objects in one area for them.
3. establishes family, cultural and educational ties between the blind and other members of society.	3. lack of convenient transport and household services in a single area.
4. frees them from their shells and elevates them culturally and morally.	
5. they help in synthesizing information by entering directly into real life situations.	
6. integration of the blind into society directly increases their competitiveness in the labor market.	

By means of building an inclusive society, it is necessary to ensure the inclusive employment of blind people and to destroy the world view that “disabled people are incapable of work, they have enough pension for home, they don't need to work”, which is imprinted in the public mind, and the relationship between people with disabilities and other people. It is possible to overcome the barrier, to bring them closer in terms of substance and meaning. The proof of our opinion is reflected in the above table through its advantages. But, unfortunately, nowadays we can see blind towns in most regions of our republic.

If blind people are properly rehabilitated, they will undoubtedly be able to fully demonstrate their abilities in the process of working like other members of society. This goal is realized by providing blind people with tiflo media through the rehabilitation process.

Conclusions and suggestions. In our country, comprehensive national legislative norms are in force, which are in line with international legal norms, in order to ensure inclusive employment of persons with disabilities and create a barrier-free environment. However, recognizing that the high unemployment rate among the visually impaired has increased instead of decreasing in recent years, it indicates laxity in the implementation of the current legislation or the lack of proper implementation of state benefits.

Also, the implementation of systemic reforms based on the following suggestions will help to create inclusive jobs, reduce the unemployment rate among blind people and increase their motivation to work.

- All blind persons working in intellectual professions should be provided with assistants, i.e. translators and secretaries, and their monthly wages should be financed by the state budget. The introduction of the position of assistant secretary will provide opportunities for blind people to fully demonstrate their abilities, as well as provide new jobs for people without disabilities.
- In order to increase the level of employment of blind people and create inclusive jobs, it is necessary to equip them with modern smart gadgets with various speaking functions that directly help them in their everyday life and in the work process. In order to achieve this goal, it is necessary to introduce the Uzbek language to the existing devices in foreign countries and announce state grants to start local production.
- These individuals have a well-developed strong memory, which is recognized as a feature that makes it possible to learn foreign languages easily and perfectly. Effective systematic implementation of foreign languages starting from primary education for the rational use of these features will serve to increase the level of competitiveness in the labor market in the future:
- Enterprises in the form of oligopolies with inclusive working conditions, in which at least 30 percent of employees are disabled, should be established in the regions. These enterprises specialize in the production of goods that replace imported goods, and the copyright for the production of the same type of products must not be provided to other enterprises:
- If we are trying to build an inclusive society, first of all, it is necessary to break the medical concept of disability, which is sealed in the public mind, and support mutual integration between people with disabilities and the population without disabilities. This can be achieved through various seminars, forums, mass media and organizing and conducting television appearances:
- We must organize “talking cities” in order to provide comprehensive support to blind people and create a barrier-free environment:

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