

## ECONOMIC AND SOCIAL SECURITY OF PERSONS WITH DISABILITIES AND THE RIGHT TO WORK

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<https://doi.org/10.5281/zenodo.14606149>

**Abstract.** *The main categories of the social sphere (social welfare, social protection) are considered. Based on the analysis of legal documents, the concepts of "social protection of the population" and "social protection of the disabled" are interrelated. The author's definition of the socio-economic security of the disabled is given, and the factors affecting their socio-economic security are revealed.*

**Key words:** *social security, social protection, social protection of disabled people, measures of social protection of disabled people, socio-economic security of disabled people.*

## ЭКОНОМИЧЕСКАЯ И СОЦИАЛЬНАЯ ЗАЩИЩЕННОСТЬ ИНВАЛИДОВ И ПРАВО НА ТРУД

**Аннотация.** *Рассмотрены основные категории социальной сферы (социальное обеспечение, социальная защита). На основе анализа нормативно-правовых документов взаимосвязь понятий «социальная защита населения» и «социальная защита инвалидов». Дано авторское определение социально-экономической защищенности инвалидов, выявлены факторы, влияющие на их социально-экономическую защищенность.*

**Ключевые слова:** *социальное обеспечение, социальная защита, социальная защита инвалидов, меры социальной защиты инвалидов, социально-экономическая защищенность инвалидов.*

In recent years, systematic work has been carried out to strengthen the social protection of the population, expand the scope and types of social services provided by the state to citizens.

The fact that the rights of disabled and lonely elderly people, persons with disabilities and other socially needy categories of the population are under state protection in the newly adopted

Constitution showed the need to reform this sector based on a unified approach. In particular, in order to ensure the fulfillment of the state's constitutional obligations to support the employment and education of persons with disabilities, the demand for the introduction of an effective coordination system of the measures implemented in this direction has increased.

Changing the attitude of people towards people with disabilities, informing the surrounding people about their full and equal participation in society is a very important and first step in solving the current problems of people with disabilities. As part of the implementation of the concept of administrative reforms in the Republic of Uzbekistan, a specialized office will be established under the Ministry of Health. The participation of not only the state, but also ordinary citizens is very important in solving the current problems of persons with disabilities. For this purpose, a support fund for persons with disabilities was established under the Ministry of Health, the funds of which will be used to improve the condition of persons with disabilities, the quality of medical and social assistance improvement, prosthetic-orthopedic products and technical rehabilitation tools are used for production modernization and technological updating. At the new stage of the country's development, the social protection system should become an effective tool for stimulating the processes of changing the economy, society and institutions. The main task set for social protection of the population - protection of sections of the population in need of social protection by providing guaranteed income - is being successfully carried out. In the complex period of reforms, the social protection system allows mitigating the negative consequences of structural changes, maintaining social stability and ensuring the social rights of citizens. Prevention of a large-scale decrease in the standard of living and impoverishment of the population in need of social protection, provision of free medical services and education opportunities for children of low-income families, and also supports the trends of high literacy of the population. Today, due to the end of the transition period and the joining of Uzbekistan to the group of middle-income countries, the country faces new tasks to change the economy and society. The implementation of these changes will have a significant impact on the well-being of people, the ability of each person to choose and exercise their social rights. As a result, the demand for parameters and quality of social services will change.

Accordingly, the current model of social protection requires revision. The parameters of the social protection model at the new stage are determined by the main directions, goals and development tasks that the country sets for itself in the medium and long term.

By protecting the right of persons with disabilities to work, to reveal their opportunities for work and to allow persons with disabilities to work in organizations with normal working

conditions, in specialized enterprises, workshops and plots where the labor of persons with disabilities is used, as well as the law has the right to carry out individual labor activities or other activities not prohibited by it is not allowed to transfer persons with disabilities to another job without their consent, according to the conclusion of the medical and social expertise, the health of persons with disabilities has prevented them from performing their professional duties, or persons with disabilities except for the cases where it threatens the health and safety of other persons. persons with disabilities have the right to return to their previous job or an equivalent job after recovering their working capacity.

**Employment of persons with disabilities:**

In enterprises, institutions and organizations with more than 20 employees, the local state authorities determine and reserve the minimum number of jobs for the employment of persons with disabilities in the amount of at least three percent of the number of employees. Employment for the employment of persons with disabilities Officials of the organizations will be held administratively responsible for non-compliance with the decisions of the local state authorities on the creation of the minimum number of places. The fact that an administrative penalty has been applied does not release the organizations from the obligation to fulfill the requirements of this Law regarding employment of persons with disabilities. specialized enterprises, workshops and sections are established for the use of the labor of persons with disabilities, taking into account the needs of persons with disabilities and local characteristics. People with disabilities who are blind have a privileged right to participate in production whose conditions correspond to their capabilities. provides necessary assistance in providing non-residential premises, obtaining raw materials and selling products

**Ensuring the implementation of the right to work:**

A person with a disability has the right to work in organizations under normal working conditions, in specialized enterprises that use the labor of persons with a disability, in workshops and sections, as well as to carry out individual labor activities or other practices not prohibited by legislation. It is prohibited to discriminate against persons with disabilities in all forms of labor relations, including conditions of employment, recruitment, performance of work, retention of work, promotion, as well as provision of safe working conditions. It is not allowed to terminate the employment contract at the initiative of the employer during the period of temporary incapacity for work and vacation of a person with a disability as provided for in the legal documents on labor and other regulatory documents, except when the enterprise is completely liquidated.

Payment of wages to working persons with disabilities of groups I and II a reduced period of working time of no more than thirty-six hours per week without reduction is established.

Employees with disabilities of groups I and II are granted basic extended annual leave of at least thirty calendar days. It is allowed to involve persons with disabilities to work at night, as well as to work during non-working hours and work on weekends, only on the condition that they are not prohibited from performing such work according to medical recommendations, with their written consent. Employment and ensuring employment of persons with disabilities In order to ensure employment and employment of persons with disabilities, as well as to increase their competitiveness in the labor market, the state takes the following measures:

-comprehensive measures aimed at vocational guidance, vocational training, employment, labor support for persons with disabilities, as well as ensuring the provision of acceptable work, retention and provision of services Vocational rehabilitation of persons with disabilities, including;

there were persons with disabilities in organizations regardless of their organizational and legal forms

-setting quotas for employment of persons;

reservation of jobs in occupations suitable for employment of persons with disabilities;

-regardless of their organizational and legal forms, organizations were owned by persons with disabilities

- promotion of employment and creation of special jobs;

creation of necessary conditions for engaging in business activities of persons with disabilities and encouraging them; state support of specialized organizations;

- organization and improvement of training programs for persons with disabilities for new professions;

- to employ persons with disabilities in the public sector and

State support of enterprises and organizations that use the labor of persons with disabilities, including their work at home.

Employment of persons with disabilities is provided by regional labor bodies. In order to employ persons with disabilities in enterprises, institutions and organizations with more than twenty employees, the minimum number of jobs in the amount of at least three percent of the number of employees is determined and reserved by the state authorities. Officials of the organizations will be held administratively responsible for non-implementation of the decisions of the local state authorities on the creation of the minimum number of jobs for the employment of

persons with disabilities. does not exempt persons with disabilities from the obligation to implement the requirements of this Law on providing employment to persons with disabilities. to use the labor of persons with disabilities, taking into account the needs of persons with disabilities and local characteristics specialized enterprises and jobs are created. Persons with visual impairments have the right to priority in production, the conditions of which are in accordance with their capabilities.

#### **REFERENCES**

1. About the ratification of the Convention on the Rights of Persons with Disabilities (New York, December 13, 2006)
2. Law of the Republic of Uzbekistan on the rights of persons with disabilities (adopted by the Legislative Chamber on July 22, 2020 and approved by the Senate on September 11, 2020)