

THE ROLE OF ENTERPRISES WITH THE PARTICIPATION OF THE BLIND IN INCLUSIVE EMPLOYMENT

Usmonov Ziyodulla Ulmas o'g'li

TSUE, "Theory of economics" department

orsid.org: <https://orcid.org/0009-0004-7740-2347>

Abstract. This research aims to critically examine the employment problems of the visually impaired. The dynamics of the number of blind employees of production enterprises under the control of the Society of the Blind of Uzbekistan was analyzed in the period 2014-2023. Factors affecting the problems of these employees were grouped and analyzed. The economic results and social consequences of the reduction in the number of employees in enterprises were studied. Proposals and recommendations were developed to eliminate the above and other problems related to the employment of blind people.

Key words: blind employee, unemployment, social enterprises, modernization, typhlomeia, automation, technologies, social goods, innovation.

Enter. Among all the economic and social activities of a person, the most important activity is working and getting a decent job. After all, the interests that arise between each economic subject will cause problems for any person who is not financially stable and does not turn his work into a hobby. In society, each individual chooses one of hundreds of occupations to determine his economic position and pursues a career in that direction. The classification of existing professions reflects the physical and mental abilities of a person. The freedom of professional choice of visually impaired persons is determined based on their limited health opportunities. This category of people is not provided with inclusive workplaces in the conditions of Uzbekistan, and they are forced to work in special enterprises.

The relevance of the topic is that the economic condition, profitability of the enterprises owned by the society of the blind, as well as the socio-economic status of the blind persons employed in these enterprises are analyzed.

Analysis of literature on the topic. The head of our state Sh. Mirziyoyev "we will move from the current medical model to the social model of determining disability"¹- they emphasized.

Confucius, who lived in the 6th and 5th centuries BC, wrote for the first time about the fact that has been proven in the history of mankind, that is, about the unique characteristics of blind people. He was the first to notice the strength of his memory and his kindness towards others.²

About another characteristic of blind people worthy of recognition, Isayev Kabiljan mentions the following: "sensing, hearing extremely subtle and low sounds, moving, hearing dozens of sounds and distinguishing them, imprinting them in memory, people's spirituality, to be able to enter the inner world through the eyes of the soul easily, in a special way, quickly, with a big imagination"³- emphasized. Of course, these characteristics are valuable in the labor market.

Also, 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 proof of this point, According to a South Carolina study, workers with disabilities earned \$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."⁴- we can bring.

Belkova approached the employment of people with disabilities from an economic point of view in her scientific studies and emphasized the following point: the economic category of employment of disabled people is "a set of relations related to their participation in labor activities, which is the satisfaction of their social and personal needs reflects the scale and potential efficiency of labor force participation."⁵

¹URL: <https://youtube.com/shorts/oAK7gYxgwmA?feature=share3>.

²Respublika bolalar kutubxonasi // internet manba. URL: <http://taqvim.uz/uz/event/view/3402>

³ Q. Isayev, Har bir inson – bebaho capital // xalq so'zi, № 34, 18.02.2023-y. 4-b.

⁴Novikov M.L. sozdaniy model trudoustroystva molodix invalidov. // ROOI perspektiva, 2006-y. 49-b.

⁵Belkova N.M Razvitiy trudovoy zanyatosti invalidov sovremennix uslovyax Rossii // Dne na soisk.uch. st.kand.ekon.nauk. spetsalnost 08.00.05. Moskva, 2012. – 13-b.

Chairman of the Society of the Blind of Uzbekistan E. Norpolatov said: - "if 771 blind people work in the society's enterprises, we have at least a five- or six-fold increase in this indicator, but there are some problems there is an obstacle for us."⁶

Razinov AY stated that in his scientific views, he imagines the prospect of ensuring the employment of persons with disabilities in the following direction: "In the conditions of innovative development of various spheres of society, including the sphere of employment, the formation of the information society, the peculiarities of the legal regulation of the employment of disabled people may become very conditional in the near future. Given the increasing trend of telecommuting jobs, this may become a reality."⁷

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. It was explained that the research work is of particular importance to increase the efficiency of the blind enterprise in ensuring the financial stability of the blind.

Analysis and analyses. In the present era, when the main mechanisms of the market economy prevail, every economic entity tries to have high profit and profitability. In order to achieve a high advantage in such competition, enterprises are obliged to introduce modern technology and equipment, effective methods of using labor force. The development of digital technologies day by day makes it possible to modernize production. There are 97 such enterprises in Uzbekistan, where at least 50% of their workers are persons with disabilities, and they are production enterprises managed by the blind society.

There are 648 blind persons working in UzKOJ enterprises across the country. These enterprises are directly important in ensuring the employment of the blind.

⁶URL: <https://youtu.be/0ui6-BQXZII?si=KvVKiGsQjSn8BtaH>

⁷Razinov A.Y. Razvitiye organizatsionno-ekonomicheskix mexanizmov sodeystviya zanyatosti invalidov // Phd dissertatsiya, Moskva – 2013. 18-b. jami 180-b.



Diagram 1⁸

With the help of this chart data, we can see that over the last 10 years, the number of community entrepreneurs has increased from 76 in 2015 to 97, which is a positive trend. Also, the highest growth compared to 2022 was noticeable in 2023 and made about 15.5%. President Sh. Mirziyoyev's decision of October 12, 2022 PQ-390 "Until January 1, 2023, to organize the maintenance of a single register of legal entities and products produced by them (hereinafter referred to as the Register) that are public associations of persons with disabilities;"⁹ acceptance and the benefits and subsidies provided for in the decision to the enterprises included in this register were the cause.

We will consider the position of these enterprises in the employment of blind people in the analysis of the table below.

Table 1¹⁰

Employment status of visually impaired persons by sector (2018-2023)

Year	The	Bus	Producti	Educati	Speci
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⁸O'zbekiston ko'zi ojizlar jamiyati markaziy boshqaruvi ma'lumotlariga asosan tuzilgan.// O'zkojmb.uz.

⁹Sh. mirziyoyev, **nogironligi bo'lgan shaxslar jamiyatlariga tegishli tashkilotlarni davlat tomonidan qo'llab-quvvatlash hamda nogironligi bo'lgan shaxslarning bandligiga ko'maklashishga oid qo'shimcha chora-tadbirlar to'g'risida**,// lex.uz, PQ-390, 12.10.2022, Toshkent – 2022, 2-b jami 3 bet.

¹⁰O'zbekiston ko'zi ojizlar jamiyati markaziy boshqaruvi ma'lumotlariga asosan tuzilgan. // O'zkojmb.uz.

s	numb er of blind people	y with work	on	on	al library
2018	72 355	2847	1293	438	87
2019	74 120	2813	1103	472	101
2020	75 612	2753	1195	512	107
2021	77 954	2543	1017	652	115
2022	76,020	2987	1074	738	138
2023	66503	3072	959	855	150

It can be seen that the manufacturing sector is the number 1 sector in which blind people are employed by weight. In the cross-year period, showing a decrease from 1293 persons in the initial period to 959 persons in the base year, this indicator decreased by 25.8% in 2023 compared to 2018. In 2023, 31.2% of the total employed blind people worked in the production sector, while in 2018 it reached the highest level of 45.4%, and in the following years, respectively, 39 We can see that it decreased by .2%, 43.4%, 40%, 36%.

The number of persons with disabilities working in public enterprises shows only a decrease in the period 2014-2023.

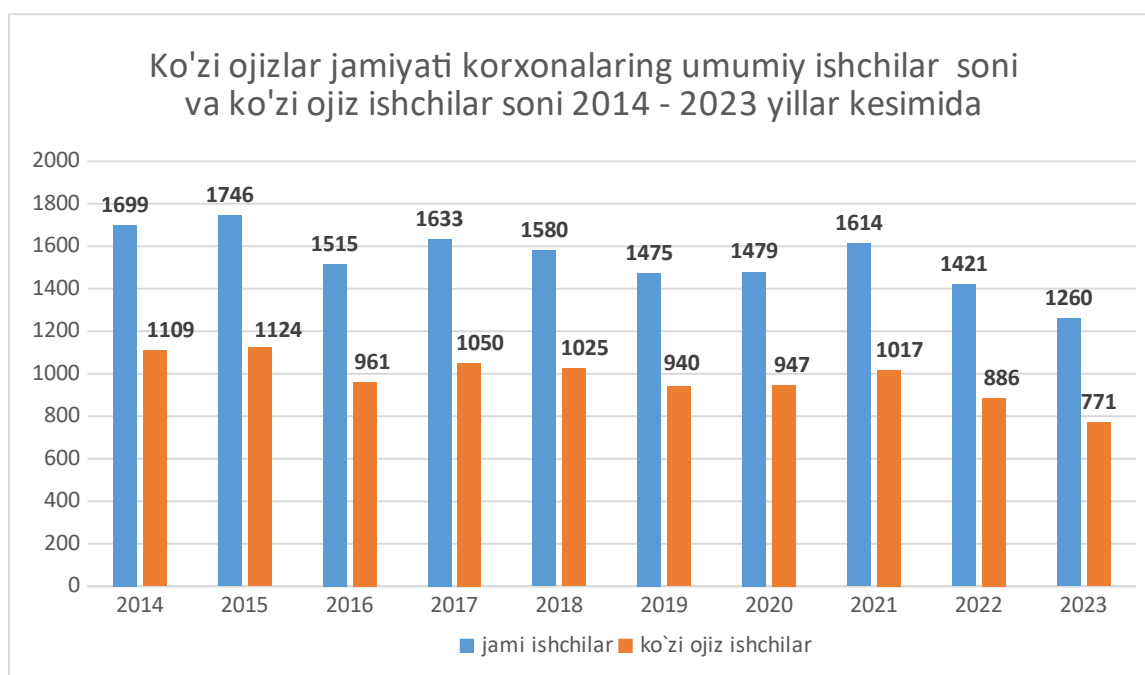


Diagram 2¹¹

Changes in the number of total employees of the enterprise of blind persons

This chart allows us to show and analyze the quantitative change in the total number of employees of enterprises as well as visually impaired employees. According to him, by 2023, the number of blind workers will fall to the lowest level, and their number will decrease over the years. For example, it is clearly visible that in 2023, the highest decrease compared to 2015 was 31.4%. -14.5%, 9.3%, -2.4%, -8.3%, 0.7%, 7.4%, -12.9%, -13%, respectively, from 2016 onwards can be seen changed to (here the minus sign means decrease and the rest means increase.)

Another aspect that I should pay attention to is the ratio between the total number of employees of enterprises and the number of visually impaired employees. The total number of workers shows a decreasing trend over the years, and only in 2021, breaking this balance, it reached 1614 people and increased, correspondingly, the number of disabled workers increased to 1017 people.

Based on the above statistics, the decrease in demand for blind workers depends on the following factors:

¹¹Muallif tomonidan tuzilgan.// O'zKOJMB ma'lumotlariga asosan, o'zkojmb.uz.

- technological factor in production;
- modernization factor:
- Changes in professional qualifications:
- availability of typhlomeia tools for blind personnel
- production automation factor:

If we briefly touch on the above factors, the application of advanced modern technologies to the economy is considered an important factor that allows to increase the competitiveness of the production sector and achieve high efficiency. It is known that modern equipment and technologies minimize the need for manual labor, resulting in an increase in unemployment.

The next factor relates to the importance of modernization in order to ensure that the volume of production increases in an extensive manner. We can see this effect in the diagram below.

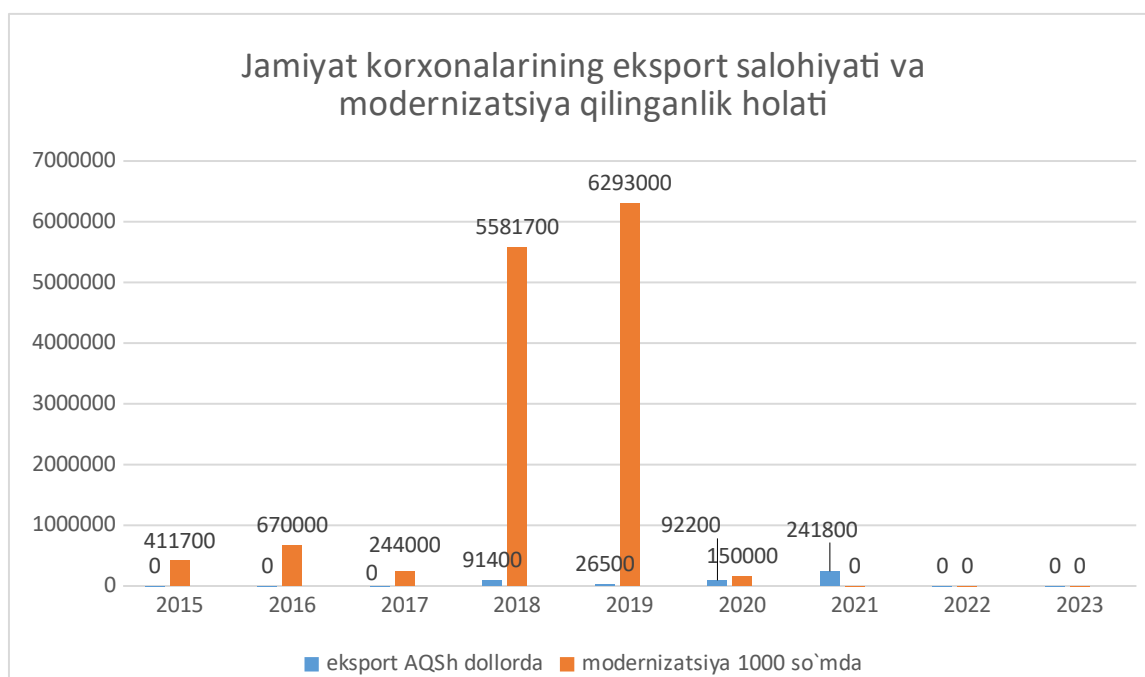


Diagram 3¹²

The level of modernization of Uzkoj-owned enterprises

Based on the data of this diagram, we can see that as a result of spending on modernization in 2015, from 2018, enterprises began to export their goods to the

¹²O'zbekiston ko'zi ojizlar markaziy boshqaruvi ma'lumotlariga asosan tuzildi.// O'zkojmb.uz.

world market, and this process continued until 2021. Due to the stagnation of spending on modernization in recent years, although the number of enterprises has increased, the number of blind workers has disproportionately decreased.

It is known that the introduction of innovations in production requires the workforce to constantly improve their professional skills and keep up with the times. The limited opportunities of blind workers make it a long time and difficult for them to pass this stage. As a result, the number of unemployed among them is increasing.

One of the important factors is the creation of conditions in the labor process for the blind employees to continue their activities stably and their royalization with typhlomeidia tools. The level of provision of such tools is extremely low.

The last factor is related to the process of automation of production, which is causing the demand for the labor of blind workers to drop sharply.

Suggestions and recommendations. As Uzbekistan is on the threshold of the 3rd renaissance in its history, it is necessary for our state to align the rights of persons with disabilities with international legal norms in order for every layer of society to fully utilize its capabilities. For this, first of all, it is desirable to develop practical solutions so that persons with disabilities can fully enjoy their rights to work.

In the digital economy, it is natural for production to be organized by the conveyor method. In this situation, it is necessary to find a golden mean in order to make the production highly profitable, analyzing the important aspects of using the manual labor of blind employees.

We present the following recommendations for the improvement and promising development of social enterprises, which have the greatest contribution to the employment of blind people:

- granting oligopolistic status only for the enterprises of this society, which gives the right to produce certain goods on the republican scale:
- Social enterprises should be re-economized to produce high-value goods based on manual labor:

- Providing a state guarantee for the production of export goods and ensuring their realization as an experiment:
- To provide education and training for the visually impaired to acquire continuous professional skills and modern occupations:
- Giving the status of "social goods" to goods produced by social enterprises and promoting them to consumers for their realization:
- production of souvenirs, pottery products and other goods of this category with the help of community enterprises in places where foreign tourists are crowded.

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