**Behbudova Gunel Fattah**

**The Scientific Research and Training Center on Labor and Social Problems, doctorate**

[gbehbudova87@mail.ru](mailto:gbehbudova87@mail.ru)

**Providing employment for disabled persons as a direction for priority of social policy**

As all people, disabled persons are also entitled to obtain opportunities to study, work, to use transport and other infrastructure, including but not limited to involving full and favorable condition to society which they are member of. Therefore it is important to prevent stereotypes in relation to disabled persons, to carry out active state policy which allows to socially and economically integrate to society, generally to carry out such rights.

Study and work of disabled persons is a main remedy of integration to socio-economic relations in society. A work allows to self-certification of identity for disabled persons, to prevent psychological barrier between disabled and healthy persons. Even though disabled persons have limited working capacity unlike with healthy ones, but most of them can prove themselves by being valuable employees and businessmen, when they have opportunity to work referring their profession and qualification, so waive fault thoughts about incapability.

Even though putting a quote limit to jobs for social dependent persons, as well as disabled citizens and involving work in this or other form, negating initiation and performance background from disabled persons and depriving from ability to control their public life becomes a serious obstacle.

Usually, potential of disabled persons is called unrequired, whereas not justifying performance. At the same time it is difficult and multibranch process to provide employment for disabled persons and there are some obstacles: environmental barrier; less development of citizen community; unfavorable conditions due to social, cultural and political process whichever occurred in society; less salary dues to lack of educational and professional background of disabled persons; problems in realization of quoting of jobs for disabled persons as applicable in law etc. From this point of view, general number of disabled employees is very poor.

Importance of disabled persons to normally participate in public life arranged with their raising number, also raising requirement for workforce in society. Provision of equal rights is obvious proof of social and democratic society, irrespective physical, psychological and intellectual character of disabled persons in contemporary period.

Establishing social market economy system forwarded to complex development of human both as a person and personality. From this point of view disabled persons are sharing equal rights with ordinary citizens and they must achieve equal opportunities to carry out their rights and mainly in working rights. As above, we should assess potential of disabled persons not a passive, but active.

Investigations show that, modern developed countries of the world transfer from compensation approach to integration approach in employment policy for disabled persons. This is expressed via integration priorities in view of developing self-confidence of disabled persons, improving their economic welfare, decreasing dependence for allowances. For this purpose, the following measure are in priority:

* Improving legislative and institutional mechanisms;
* Improving use of integration approach for disabled persons as reimbursement of accrued costs to employers for professional rehabilitation, supporting employment, co-ordination working condition;
* Supporting campaigns held from disabled persons union with purpose of co-ordination of workplaces for disabled persons;
* Holding presentation-campaigns among persons who pass a resolution, employers and disabled persons;
* Strengthening cooperation between social partners;

The following methods are applied to obtain, keep and improve works for disabled persons in developed countries at present:

* Employment service;
* Employment training;
* Financial support;
* Application of quote system;
* Accepting and executing special state programs about provision employment for disabled persons;
* Legislation against discrimination;
* Enlightenment and information

Employment service takes necessary measures and where applicable, with purpose of organization and assessment of professional direction, professional study etc, to provide, keep employment and service action. Such service is different in different countries, individual professional direction, professional study and consulting services for disabled persons exist in each country. Such individual approach allow to labor integration of disabled persons. With purpose of providing employment for disabled persons, main financial support is grants issued to fill difference between labor activity and salary of disabled persons. Besides, simulation grants are issued for training costs, providing employment etc.

Quotation system in most countries is obligatory for employers to provide employment for disabled persons. Failing to do so, fines taken from employers addressed to professional training of disabled persons. However, investigations show that quote system is not favorable way to provide employment for disabled persons. So, transfer from quote system to provide employment for disabled persons to special state programs.

Conventions and recommendations international organizations, according to legislation against discrimination and consisting of coordinated laws of each country, determine conceptual basis to protect disabled persons’ rights.

State organizations and employer unions are engaged with enlightenment and information issues. For that purpose, seminars are held, information materials and ads are provided through mass media, as well as newspaper, magazines, radio-TV, Internet.

It should be noted that though accepting several international, regional and local by-laws, processing and carrying out tools to carry out them, disabled persons are still in discrimination in the world and their employment is still waiving. Disabled persons have to work in places where profession is not required and less salary works. If obligations in international agreements are made properly, disabled person will have full rights in society. However, no country need to carry out serious political measures and programs in this field. So, ocial integration of disabled persons to modern economic condition in society as aimed to social market economy development, application of innovation technologies in their training, improving rehabilitation service, providing active presence in all fields of public life, meeting social requests and interests, independent realization of rights and liberties as prescribed in international conventions for such person, having individual interest and skills for disabled children must be one of priority directions of social policy.