



Студенттер мен жас ғалымдардың
«ҒЫЛЫМ ЖӘНЕ БІЛІМ - 2018»
XIII Халықаралық ғылыми конференциясы

СБОРНИК МАТЕРИАЛОВ

XIII Международная научная конференция
студентов и молодых ученых
«НАУКА И ОБРАЗОВАНИЕ - 2018»

The XIII International Scientific Conference
for Students and Young Scientists
«SCIENCE AND EDUCATION - 2018»



12th April 2018, Astana

**ҚАЗАҚСТАН РЕСПУБЛИКАСЫ БІЛІМ ЖӘНЕ ҒЫЛЫМ МИНИСТРЛІГІ
Л.Н. ГУМИЛЕВ АТЫНДАҒЫ ЕУРАЗИЯ ҰЛТТЫҚ УНИВЕРСИТЕТІ**

**Студенттер мен жас ғалымдардың
«Ғылым және білім - 2018»
атты XIII Халықаралық ғылыми конференциясының
БАЯНДАМАЛАР ЖИНАҒЫ**

**СБОРНИК МАТЕРИАЛОВ
XIII Международной научной конференции
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**PROCEEDINGS
of the XIII International Scientific Conference
for students and young scholars
«Science and education - 2018»**

2018 жыл 12 сәуір

Астана

УДК 378

ББК 74.58

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«Ғылым және білім – 2018» атты студенттер мен жас ғалымдардың XIII Халықаралық ғылыми конференциясы = XIII Международная научная конференция студентов и молодых ученых «Наука и образование - 2018» = The XIII International Scientific Conference for students and young scholars «Science and education - 2018». – Астана: <http://www.enu.kz/ru/nauka/nauka-i-obrazovanie/>, 2018. – 7513 стр. (қазақша, орысша, ағылшынша).

ISBN 978-9965-31-997-6

Жинаққа студенттердің, магистранттардың, докторанттардың және жас ғалымдардың жаратылыстану-техникалық және гуманитарлық ғылымдардың өзекті мәселелері бойынша баяндамалары енгізілген.

The proceedings are the papers of students, undergraduates, doctoral students and young researchers on topical issues of natural and technical sciences and humanities.

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УДК 378

ББК 74.58

ISBN 978-9965-31-997-6

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ұлттық университеті, 2018

and to small businesses. This has also helped socially by helping people to take advantage of employment opportunities and making good conditions for state's economics.

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UDC: 331.538

FOREIGN EXPERIENCE OF EMPLOYMENT AND SOCIAL PROTECTION OF DISABLED PEOPLE

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Nowadays modern society provides a huge amount of workplace. Nevertheless, there are some problems with employment process. As for Kazakhstan it is important to take into account of experience from other developed countries. Moreover, for the successful integration of a disabled person into society, a full-fledged realization of the personality is necessary in two main areas: family and work. They give the opportunity to feel full. Due to the prevailing situation in our society, a significant number of disabled people, wishing to find employment in "ordinary enterprises" on an equal basis with other citizens, can not do this not only because of objective, but also for subjective reasons. Not all disabled people are looking for work just for the sake of earning, _ most of them are eager to join the social environment, spend time not only at home, but also in the team, participate in socially useful work.

A symbol of our country's entry into a new stage of development is the present Message of the Head of State "Nurly Zhol - the way to the future". It states that it is necessary to develop mechanisms of socialization of citizens belonging to the categories of socially vulnerable population. This is, first and foremost, people with disabilities, members of large families, persons of pre-retirement age. The main approach here is not the guardianship of the state, but the creation of conditions that would help these citizens gain confidence in themselves, in their opportunities for socially useful work "[1].

As a result of the study of foreign experience of employment of disabled people, it is evident that in many countries of the world special programs aimed at overcoming the current discriminatory situation in the sphere of employment of persons with disabilities. These programs are implemented to include disabled people in production activities. In most countries of the European Union, a quota system for disabled persons has been introduced for a certain number of jobs in enterprises. In countries such as the United States, Great Britain, the Scandinavian countries, Canada, there is no quota system for disabled people, but at the same time they require employers to take a positive attitude toward hiring people with limited health opportunities, and pay special attention to equipping jobs.

In Germany, Holland, Sweden and other countries of the European Union, there is a rather interesting experience of integrating people with disabilities into working life: in these countries is given special attention to professional rehabilitation.

In France, people with disabilities can take part both in general programs for people who have been out of work for a long time and in the training courses of specialized institutes. There are two programs of professional training in the workplace: the Center for the Training of Employees (CTR) or the Training Center of Specialists (CSP).

In Germany, the main task of vocational training for a disabled person is to study one of the recognized specialties. If possible, this process should take place in the organization directly next to ordinary employees. For people with mild disabilities, this may be an option if they do not need additional support or are not provided (for example, supported employment). Some disabled people with intellectual disabilities can be admitted to one of the 52 institutions of primary education for the disabled (Berufsbildungswerke), in which about 12,000 places are available for training. To receive further education or training a new specialty, they can be enrolled in one of the 28 Institutes for the long-term education of disabled people, where there are about 15,000 places.

In addition to this, disabled people in the UK have several ways of finding a job. A person can go to the JobCentrePlus organization, where all disabled people turn to find work and get benefits for job seekers. Further, he will be sent to a specialist - an adviser on employment of disabled people. The adviser will help him to develop a plan for further action. A team of advisors can invite additional regional experts to conduct a more thorough analysis of the applicant's status. These are physiotherapists, occupational therapists, system administrators, specialists in support and adaptation of people with disabilities. The advisers on the employment of disabled people will evaluate and develop an action plan with the person, for this they have a number of schemes at their disposal. New opportunities for disabled people are provided by a program implemented by job brokers. Persons with disabilities can directly access this program. This program is implemented by a number of volunteer, state and private organizations on the basis of a contract with JobCentrePlus. The service provides intensive support for planning and solving people's problems when looking for work.

WORKSTEP is the central program for subsidized employment, financed by the government. It is aimed at providing work to people with complex disabilities who can later take part in unsustainable employment. The program offers jobs in 145 municipalities or volunteer organizations that provide services. WORKSTEP also offers the possibility of supported employment through 200 organizations, with people being sent to work in various companies. Earlier this was achieved mainly due to granting the employer a subsidy for wages, the level of which was determined in accordance with the productivity of the work of the disabled person. Funding in the framework of the WORKSTEP program can now be used to obtain other long-term employment services in the open labor market, including the payment of job consultants, supervision and training in the workplace[2]. With social services in the UK there are special services for hiring disabled people for work. In them, the disabled are assisted in the search for work, the allowance for paying for special transport is provided, the workplace of the client is provided with the necessary equipment. Institutions that employ disabled people receive a monthly allowance to purchase special equipment (wheelchairs, lifts for the disabled). Persons with serious illnesses can perform work at home, and for this purpose they are equipped with special computer equipment. For people with full or partial loss of sight, a manual is issued to pay for the services of the reader (the person who reads it).

Persons with disabilities are recruited with a probationary period (6 weeks), while they are paid a subsidy. The staff of the employment center helps to discuss each candidacy of the disabled person and the appropriate work for them with employers in all specific cases. Information on employment services for people with disabilities is available in the Code of Good Practice for Persons with Disabilities and in booklets issued by the advisory services and employment centers [3].

In recent years, various programs have been implemented in many countries of the European Union that help the inclusion of people with disabilities into working life, capable of quickly transforming depending on the current socio-economic changes, all aimed at creating conditions for the prolongation of socially useful activities of individuals with disabilities.

To summarise, the main problems encountered in the employment of disabled people, and ways to address them:

- Identify the potential of a disabled person.
- Vocational orientation of disabled people.
- Vocational training and retraining for disabled people.
- Formation of the labor market for disabled people and their employment.

To organize the labor market for people with disabilities, it is necessary to form a demand and supply for the workforce from among people with disabilities.

Need to create:

- database of disabled people working and in need of employment;
- a database of jobs designed for the employment of people with disabilities;
- a database of institutions where persons with disabilities could undergo vocational training (retraining).

At the same time, it is necessary to create a regulatory framework in the field of employment in order, on the one hand, to restrict access of workers from other categories to workplaces intended for persons with disabilities, and on the other hand, to allow disabled people to apply for jobs in the open labor market (positive discrimination). It should be noted that investments both in the education of disabled people and in the creation of jobs for them are return costs for the state, as a payment of income tax for persons with disabilities, and employers for taxes to payroll.

In Kazakhstan, the number of social programs and projects that are aimed at improving the lives of socially vulnerable groups of the population, their training and employment is growing every year. For example, a project to produce handmade souvenirs in Astana. Since 2013 in Astana there is a production in which the main work is performed by people with disabilities. The enterprise is engaged in manufacturing of image souvenirs from wood, clay, felt, leather, stone, beads. The public association "Center for Independent Living" DOS "sets itself the following goals: increasing social adaptation and integrating people with disabilities into society; attracting public attention to the problems of disabled people; Improving the material well-being of people with disabilities through employment.

The next project is the Center for Distance Learning and Employment in Shymkent. The work of the center is aimed at distance learning and employment of wheelchair users through the world-wide computer network "Internet". The program for people with special needs includes training in the basics of computer literacy, the English language, the basics of business, as well as providing psychological assistance to students and their parents, as well as providing work at home for wheelchair users already trained. The center gives an opportunity to each participant of the project to study free of charge at home, choosing a convenient schedule and "Skype" training mode, to hold videoconferences with participants from different parts of the world [4].

In conclusion, using long-term foreign experience, where people with disabilities work on an equal basis with all, it is necessary to uphold the rights of people with disabilities to equal access to employment, to form a new understanding of their capabilities, to implement new technologies and implement innovative projects aimed at promoting inclusive and responsible attitudes towards employment of people with disabilities.

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UDK 489

WAYS TO IMPROVE SPECIAL ECONOMIC ZONES IN KAZAKHSTAN

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Special Economic Zone (SEZ) is a part of the territory of the Republic of Kazakhstan with precisely defined boundaries, where a specific legal regime of a special economic zone applies to the implementation of priority activities. The major objective of establishing SEZ is the economic development of a particular region or country as a whole, which is provided by productivity growth, investment and development of new high-tech industries. In addition to these main objectives, SEZs contribute to the competitiveness of the region and increase of employment.

The current economic zones were established in Kazakhstan since 2001. The law of the Republic of Kazakhstan «On special economic zones in the Republic of Kazakhstan» № 469-IV on July 21, 2011 identifies primary and supporting activities in the SEZ. Primary activities - main activities which are consistent with goals of SEZ establishment. Companies that perform such activities, are members of SEZ. The support activities are necessary to ensure the activities of the participants of SEZ, and are performed in its territory by companies that are not the members of the SEZ [1].

In the second half of the 20th century in the world economic practice became widespread use the tool of state regulation of the economy as an organization in the territory of the country special and "free" zones of private equity with institutional content. Effective use of these tools represents a complex challenge for transitional economies on the former Soviet Union. Currently, whereas between countries for the world financial capital with a new force the struggle is resumed, relevance of this task is especially considerable. The purpose of this article consists in identification of a role of the special economic zones (SEZ) in development of the of Kazakhstan. economic agents.

To achieve this purpose it is necessary to solve the following tasks in sequence: first, it is necessary to review the global experience of operation the special economic zones and on this basis to highlight their key features and characteristics; second, it is necessary to examine the practice of implementation of special economic zones in Kazakhstan, to identify their role in the development of the country [2].

Some authors propose to divide the special economic zones on the basis of competitiveness into preferential and transitive. In the preferential zones enterprises possess competitiveness at the expense of privileges and public assistance available for them, but the foundations of transitive zones are innovation and operational adaptability.

The special economic zone, attracting investors with its privileges, can become the growth point and innovative core for all national economy and can lead to recovery of a certain territory from a depressive economic state, as opposed to the SEZ inefficient organization that can bring more negative effects than positive: unprofitability of public investment in infrastructure, uselessness of granting privileges and incentives, lack of innovative return, negative social consequences, etc.