



The European Union's Civil Society in Development Programme for Tajikistan

**SUMMARY**  
**“ASSESSMENT OF EDUCATIONAL  
NEEDS OF YOUTH WITH DISABILITIES IN  
CONJUNCTION WITH ANALYSIS OF THE  
LOCAL LABOR MARKET”**

**(DUSHANBE AND PENJIKENT CITIES, RASHT DISTRICT)**

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**Dushanbe - 2018**



## SUMMARY

Of the research on

# “ASSESSMENT OF EDUCATIONAL NEEDS OF YOUTH WITH DISABILITIES IN CONJUNCTION WITH ANALYSIS OF THE LOCAL LABOR MARKET”

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## ***Introduction***

This report is the result of a study, carried out within the framework of the project “Promotion of Social Change and Inclusive Education”, implemented by local non-governmental organizations in partnerships with the Country Office of the Institute for International Cooperation of the German Adult Education Association (DVV International) in the Republic of Tajikistan on financial support of the European Union and the German Federal Ministry of Economic Cooperation and Development. This project involves promotion of social development, the realization of rights of the youth with disabilities (YWD) to education and their access to a decent profession, promotion and development of the inclusive education in Tajikistan.

The target group of the project is YWD (aged 15–29 years); the research/ pilot areas are Dushanbe and Panjakent cities and the Rasht district. The objectives of the study were to assess the educational needs of the target group in conjunction with the analysis of the local labor market and employment sphere in the pilot areas to identify a minimum of the 4 professions in the intersection of the interests and capabilities of the target group on the one hand and the needs of the local employment sector on the other, and to develop recommendations for elimination of existing obstacles in obtaining professional skills of this category of people.

The research methodology included: a) desk research; b) interviews with specialists of the employment service and key employers; c) field works on the survey of the target group in three

pilot areas (quantitative data of the survey are shown in the Table 1).

***Table 1. Distribution of respondents by disability and gender categories in pilot districts (%)***

	Total # of people	Hearing limitations	Visual impairment	Musculo-skeletal system limitations	Mental limitations	Male	Female
Dushanbe	120	29,2	18,3	27,5	25,0	51,7	48,3
Penjikent	52	28,8	17,3	28,8	25,0	42,3	57,7
Rasht	40	32,5	17,5	32,5	17,5	55,0	45,0
<b>Total:</b>	212	29,7	17,9	28,8	23,6	50,0	50,0

As a result of the desk research:

An analytical review on the current state and prospects of the local labor markets of the pilot districts was developed, on the basis of statistical data, available analytical reviews and studies of the pilot districts' development programs.

On support of the district/ local departments of the Agency for Labor and Employment (at the Ministry of Labor, Migration and Employment of RT), lists of vacancies submitted by employers to the labor markets of the pilot districts in the period between 2013-2017yy, with indication of their quantitative indicators were compiled. In addition, as a result of a survey of specialists of these local departments in the pilot districts, there were developed lists of the most resultative qualifications for each of the pilot districts, from the point of view of further employment of the target group.

There were studied some specific features of the employment of persons with disabilities (PWD) in the conditions of the labor-market abundance, specifying the preferred areas of employment for the target group.

On the basis of a study on the results of the professional and pedagogical community activities and the practice of state bodies in the field of education, employment and social protection of neighboring countries, there was developed a list of the professions, on which training courses exist for PWDs of the following 4 categories:

1. For persons with hearing impairment: weak hearing or fully deaf.
2. For persons with eye diseases: blind and visual impairment.
3. For persons with varying degrees of mental disorders.
4. For people with disabilities in common diseases and those with the musculoskeletal system impairments.

A list of professions that have training bases in adult training centers in pilot areas has also been compiled.

On support of the State Service for Medical and Social Expertise at the Ministry of Health and Social Protection of the Population, there were developed lists of YWDs (between 15–29 years old) in pilot districts with indication of their disability types.

Due to the perceived low level of the target group's awareness about an effective choice of professions and in order to ensure a more effective choice of the future professions by the respondents, in consideration of:

- The physical capabilities of the PWD according to their categories and the lists of professions, recommended by specialists;
- The needs of local labor markets, taking into account the possibility of ensuring the target group's self-employment;
- Some features of the PWD employment; and
- Training and organizational capacities of adult training centers in target areas,

a list of occupations was drawn up taking into account the categories of disability.

As part of the field work, assessment of the local labor and employment markets needs was supplemented by interviewing specialists from employment services (local departments of labor and employment agencies) and key employers in each of the pilot districts. In addition, in order to expand the search for sources of employment, taking into account the limited physical capabilities of the target group, as well as the possible limited capacity of the hire segment of the employment sphere on search of a suitable job, the emphasis was placed on providing self-employment or on types of work performed at home. For this, the markets for goods and services demanded in the pilot districts were studied by interviewing representatives of trade workers in each of the pilot cities / districts.

The survey of the target group representatives was carried out via questionnaires. To do this, a questionnaire was developed and agreed preliminarily. The main objectives of the survey were to

identify the list of professions sought after by the representatives of the target group, as well as to identify problems and obstacles in access of the respondents to the vocational education and professional skills.

### ***Research results***

From the position of employment of labor force, in particular PWD, the Dushanbe labor market and the sphere of employment is the most favorable one among the other survey areas. In the period between the 2010 and 2016yy, the total number of the short term recruits/ employees in the city of Dushanbe increased by 18.3 thousand people, representing a 35.8% increase in the city labor resources. At the same time, rates of industry, transport and communications in the total indications of hired employees have a tendency to decrease and in 2016 compared to 2010, decreased by 2.0 and 1.2 percentage points, respectively. Indicators of the construction industry for this period grew by 30.7% and in 2016 amounted to 9.8%. in the total number of employees. In general, the real economy sector's position in provision of employment opportunities to the labor force, gradually decreasing, reached 25.1% in 2016. Against this background, the service sector's position in the total number of employees is growing. In the period between the 2010 and 2016yy, this indicator increased by 4.1 percentage points and in 2016 reached 74.9%<sup>1</sup>. Thus, the main "sinks" of the Dushanbe labor force are the service sector and the construction industry.

An analysis of vacancies submitted by employers to employment services, as well as an analysis of the employment sphere of **Dushanbe** shows that the most demanded professions are the ones

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<sup>1</sup> Regions of the Republic of Tajikistan / Agency on Statistics under the President of the Republic of Tajikistan, 2017. P. 324

related to the construction industry (sewerage plumber, water pipes plumber, electrician, plaster/painter, mason, gas and electro-welder, reinforcement and concrete worker, road construction worker) and services (master of electrical and electronic appliances' repair, waiter, pastry chef, seamstress, car repair mechanic, wood and plaster carving master, house works, barber, manicure-pedicure master, shoemaker, master on furniture, photographer/retoucher, watchmaster/ engraver).

**Penjikent** is an agrarian and industrial region of the republic. The nature and climate of the Penjikent city are extremely favorable for the development of the main branches of agriculture, including gardening, plant growing and animal husbandry, which form the basis for the development of agriculture. One of the leading representatives of the city's industry is the "Zeravshan" joint venture, which was established on the basis of the Tajik gold ore plant and began work in 1990. It processes 1,600,000 tons of mountain ore a year. Employment in industry and construction spheres in the total number of employees in the period between 2010 and 2016 yy-s averages 3.7%; the share of agriculture - 69.4%, and the share of the service sector- 26.9%. Thus, in the short-term hire segment of the employment sector, the key role is played by the agriculture and the services sectors. At the same time, the number of individual entrepreneurs tends to increase, and 56% of this category entrepreneurs of/in the formal sector of the economy work in the services sector.

An analysis of vacancies submitted by employers to employment services, as well as an analysis of the employment sphere of the city of **Penjikent** shows that the most demanded professions are the ones related to the construction industry (sewerage plumber, water pipes plumber, electrician, plaster/painter, mason, general construction worker) and services (master of electrical and electronic appliances' repair, computer repair master, cook, pastry

chef, seamstress, wood and plaster carving master, shoemaker, master on furniture, hairdresser, artist- master on gold embroidery).

**Rasht** is considered as an agrarian region. The development of the agricultural sector is not only economically but also socially important, since 88.6% of the district's population lives in rural areas and 80.7% of its labor resources are employed in this sector. At the same time, about 4 thousand people are employed in the sphere of small and medium business, and 58% of them are self-employed. In the service sector, employment in the workforce is mainly provided by education and health care systems, as well as trade. Thus, the main segments of the employment market in the Rasht region are the agricultural sector and the services sector (education, health and trade).

The analysis of vacancies submitted by employers to employment services, as well as analysis of the Rasht district employment sector show that the most market-demanded professions are gas and electric welders, plasterer-painter, general construction worker, gardener/ beekeeper, cook, baker-confectioner, builder-carpenter (wood carving ), and in the field of services: car repair and maintenance master, computer repair master, electrical and electronic home appliances repair master, baker-confectioner, seamstress, painter- wood/ plaster carving master, shoemaker, furniture maker, hairdresser, artist-master of gold-embroidery products.

The study shows that the share of the capacity of the short-term hire segment of the labor market tends to narrow across the country, as a result of which the self-employed segment is expanding. On this occasion, the results of the "Labor Force

Survey” indicate that in the Republic of Tajikistan the share of self-employed in the total number of employees for the period between 2009-2016 yy-s has increased from 47.8% in 2009 to 65.2% in 2016<sup>2</sup>.. In this regard, in the course of vocational training of PWD for the purposes of further employment it is recommended to focus also on self- employment (individual labor) in the sphere of services.

The restrictions imposed by the PWD’s health on the professional employment, limits their workforce competitiveness in the labor market. In this regard, lists of the most suitable professions and positions are being developed currently by the vocational and pedagogical community for the PWD employees. At the same time, these lists, as a rule, are approved by state authorities in the field of education, social protection and employment. The study showed that such lists in Tajikistan are not yet developed.

On the basis of the existing practice in the countries of the region, within the framework of this study, there was developed a list of the most acceptable occupations for the following 4 categories of PWDs: persons with hearing impairment (impaired hearing and deaf); persons with eye diseases (blind and visually impaired); persons with varying degrees of mental disorders; persons with disorders of the musculoskeletal system.

The main educational institutions on adults vocational training in pilot areas are the State Institution “Adult Training Center of Tajikistan (ATCT)” and its branches. The analysis showed that these educational institutions have programmatic, material,

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<sup>2</sup> Situation in the labor market in the Republic of Tajikistan (Report developed on the results of the labor force survey, carried out between July 20 and August 20, 2016) // Agency for Statistics under the President of the Republic of Tajikistan, Dushanbe, 2017. P. 220.

technical, educational as well as personnel basis/ resources on the following most pilot areas' labor markets demanded professions, for the implementation of training programs on which, they have the appropriate license from the Ministry of Education and Science of the Republic of Tajikistan:

Dushanbe:	Home appliance repair, electronic equipment repair, mobile phone repair, car repair, seamstress & cutter, artistic gold embroidery, shoemaker, household care, cook, confectioner, waiter, cosmetologist (make-up artist and manicure/ pedicure), hairdresser, electric and gas welder, electrician, sewerage plumber, plasterer-painter, concrete worker, bricklayer.
Penjikent	Basics on the computer work, seamstress & cutter, carpet weaving, cook, confectioner, waiter, hairdresser, electric and gas welder, electrician, bricklayer, plumber, turner.
Rasht	Basics on the computer work, accountant, seamstress & cutter, weaver, cook, confectioner, cosmetologist (hairdresser, make-up artist and manicure/ pedicure master), carpenter/ builder (wood carving), electric welder, car repairman, gardener/ beekeeper.

Survey of the target group representatives showed that almost a quarter of respondents in the city of Penjikent (23.1%) and the Rasht district (27.5%) did not study at all (or did not complete primary school). This average for pilot districts is 11.8%. Almost

a third of respondents in the city of Penjikent (30.8%) and the Rasht district (32.5%) have only elementary general education (EGE), i.e. finished 4-8 classes, not completing grade 9. This indicator on average in pilot districts is 20.3%. 68.3% of the Dushanbe respondents; 25% from Penjikent and 32.5% from the Rasht district have a completed general basic education (GBE, grade 9). This indicator for all the pilot districts in average is 50.9%. 13.3% of the Dushanbe respondents; 15.4% of Penjikent and 7.5% of the Rasht district have completed general secondary education (GSE, grade 11). This indicator in average for all the pilot districts is 12.7%. Almost one fifth of the respondents from Dushanbe (5%) and Penjikent (5.8%) have a primary or secondary vocational education (P or S PO). The survey showed that 77.8% of this category of respondents did not work in their profession during the survey period and had a wish/ desire to learn another profession, demanded in/ by the labor market.

The survey showed that almost one fifth (19.2%) of the respondents are married, while this indicator among men (31.8%) is three times higher than that among women. Despite this, 84.6% of respondents are in the care of parents (dependents). At the same time, 38.2% of respondents rated the financial situation of their family as “poor”. This indicator in Dushanbe is 35%; in Penjikent- 32.7%, and in the Rasht district- 38.2%.

94.2% of respondents have desire to learn a profession, while 91.8% of them justify their desire by the need to earn money for the financial support of their families. This indicator is 100% among men and 90% among women. Those respondents, who expressed desire to learn a profession now, were asked a question “Why didn’t you learn a profession before?” 57.7% answered that they “did not know that there was such a possibility in their district”; 22.1% answered that “previously they were minors (under age)”; and 18.3% mentioned that there was no need earlier

to earn; the rest (2.4%) noted that parents do not allow them to study, learn a profession and to work.

It should be noted that 67.3% of respondents do not have information about all benefits provided by the state for PWD, and 86.5% of respondents do not know about the activities of local state employment agencies in quoting workplaces and employment of the disabled people. At the same time, 94.2% of respondents who need employment, are not registered with the local state employment entities as unemployed. These indicators are almost the same in all the survey districts.

The analysis of the labor market needs, the possibilities of adult training centers and the preferences of the target group representatives in relation to the choice of professions revealed the following most popular professions for the target group training:

- In Dushanbe: master for repair of electrical and electronic household devices and appliances; master of installation and repair of water supply and sewerage systems; master on diagnostics and mechanic on repair and technical maintenance of vehicles; master of repair and individual footwear tailoring; master on assembly and repair of furniture; master on manufacture and repair of garments on individual orders; specialist on cleaning of living premises, on washing and ironing (of) clothes and linen; cook, baker/confectioner; artist- master on embroidery (gold embroideries); wide profile seamstress; plasterer/ painter;
- In Penjikent: master of installation and repair of water supply and sewerage systems; master on electrical installation works in residential buildings; electric and gas welder; master on repair and technical maintenance of computers; master on repair of electrical and electronic household

devices and appliances; master on repair and individual footwear tailoring; master on the general construction works; cook, baker, confectioner; artist- master on embroidery (gold embroideries); master on manufacture and repair of garments on individual orders; wide profile seamstress;

- In the Rasht district: master on repair and technical maintenance of computers; electric and gas welder; master on repair and individual footwear tailoring; master on assembly and repair of furniture; master on repair of electrical and electronic household devices and appliances; builder/ carpenter (wood carving); master on manufacture and repair of garments on individual orders; wide profile seamstress; cook, baker, confectioner; artist- master of embroidery (gold embroideries).

### ***Recommendations***

Based on the conducted research, it is proposed to implement the following measures to overcome the identified problems and obstacles in access of PWD to vocational education and professional skills:

- Development and implementation of the PWD's awareness raising measures on feasibility of access to vocational education and vocational skills in the areas of residence and on the State policies to promote the employment of persons with disabilities.
- Provision of support to the efforts, made by ATCT and its branch in Dushanbe, aimed at creation and/ or development of an infrastructure, which allows comfortable PWD training, as well as development of the training material, technical and personnel bases on the following professions (specialties):

- Master for repair of electrical and electronic household devices and appliances;
  - Master of installation and repair of water supply and sewerage systems;
  - Master for diagnostics and mechanic on repair and technical maintenance of vehicles;
  - Master for repair and individual footwear tailoring;
  - Master for assembly and repair of furniture;
  - Master for manufacture and repair of garments on individual orders;
  - Specialist for cleaning of living premises, on washing and ironing (of) clothes and linen;
  - Cook, baker/ confectioner;
  - Florist;
  - Artist-master on embroidery (gold embroideries);
  - Wide profile seamstress;
  - Plasterer/ painter.
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- Provision of support to the efforts, made by ATCT branch in Penjikent, aimed at creation and/ or development of an infrastructure, which allows comfortable PWD training, as well as development of the training material, technical and personnel bases on the following professions (specialties):
  - Master of installation and repair of water supply and sewerage systems;
    - Master for electrical installation works in residential buildings;
    - Electric and gas welder;
    - Master for repair and technical maintenance of computers;
    - Master for repair of electrical and electronic household devices and appliances;

- Master for repair and individual footwear tailoring;
  - Master for the general construction works;
  - Cook, baker, confectioner;
  - Beekeeper;
  - Florist;
  - Collection and preparation of medicinal plants;
  - Artist-master on embroidery (gold embroideries);
  - Master for manufacture and repair of garments on individual orders;
  - Wide profile seamstress.
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- Provision of support to the efforts, made by ATCT branch in Rasht, aimed at creation and/ or development of an infrastructure, which allows comfortable PWD training, as well as development of the training material, technical and personnel bases on the following professions (specialties):
    - Master for repair and technical maintenance of computers;
    - Electric and gas welder;
    - Master for repair and individual footwear tailoring;
    - Master for assembly and repair of furniture;
    - Master for repair of electrical and electronic household devices and appliances;
    - Builder/ carpenter (wood carving);
    - Master for manufacture and repair of garments on individual orders;
    - Wide profile seamstress;
    - Cook, baker, confectioner;
    - Beekeeper;
    - Florist;
    - Collection and preparation of medicinal plants;
    - Artist-master of embroidery (gold embroideries).

- In consideration of the local fields' employment needs and needs of the target group representatives in the survey districts, it is advisable to focus on the following professions in implementing measures, aimed at the professional development of the PWDs:
  - Master for repair of electrical and/or electronic household devices and appliances;
  - Master for repair and individual footwear tailoring;
  - Master for manufacture and repair of garments on individual orders;
  - Cook, baker, confectioner.

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