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A CONCEPTUAL APPROACH TO DESIGNING A PUBLIC-PRIVATE PARTNERSHIP MECHANISM FOR THE DEVELOPMENT OF INCLUSIVE TECHNOLOGIES AND THE LABOR MARKET

Research article

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Abstract

The object of the article is the mechanism of public-private partnership in the field of inclusive technologies and the labor market, the subject of the work is the methods of conceptual design of the mechanism of public-private partnership in the field of inclusive technologies and the labor market; the purpose of the article is to increase the degree of employment of people with disabilities in a new technological order; to achieve this goal, the following tasks are being solved: the concept and content of inclusive technology are clarified; the methodology of conceptual design of the mechanism of public-private partnership is synthesized; the methods of synthesis of inclusive technologies and professions of the future are proposed; the possibilities of synthesis of inclusive technologies within the framework of the inclusive student scientific society and the university's resource educational and methodological center are discussed; the scientific methods of this article are: historical, systematic and logical analysis, theory of technological structures, scientific and technical forecasting, synthesis, heuristic methods; The scientific novelty is associated with the formation of a conceptual design methodology and a paradigm for creating a mechanism for public-private partnership in the development of new inclusive technologies and inclusive professions of the future.

Keywords: concept, paradigm, design, mechanism, philosophy, inclusion, state, profession, hierarchy, technology, level, employment, market, business, disabled person, ideology, politics, culture.

КОНЦЕПТУАЛЬНЫЙ ПОДХОД К ПРОЕКТИРОВАНИЮ МЕХАНИЗМА ГОСУДАРСТВЕННО-ЧАСТНОГО ПАРТНЕРСТВА ДЛЯ РАЗВИТИЯ ИНКЛЮЗИВНЫХ ТЕХНОЛОГИЙ И РЫНКА ТРУДА

Научная статья

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Аннотация

Объектом статьи выступает механизм государственно-частного партнерства в сфере инклюзивных технологий и рынка труда, предметом работы выступают методы концептуального проектирования механизма государственно-частного партнерства в сфере инклюзивных технологий и рынка труда; целью статьи является рост степени занятости инвалидов в условиях нового технологического уклада; для достижения этой цели в работе решаются такие задачи: уточняется понятие и содержание инклюзивной технологии; синтезирована методика концептуального проектирования механизма государственно-частного партнерства; предложены способы синтеза инклюзивных технологий и профессий будущего; обсуждаются возможности синтеза инклюзивных технологий в рамках инклюзивного студенческого научного общества и ресурсного учебно-методического центра университета; научными методами настоящей статьи являются: исторический, системный и логический анализ, теория технологических укладов, научно-техническое прогнозирование, синтез, эвристические методы; научная новизна связана с формированием методики концептуального проектирования и парадигмы создания механизма государственно-частного партнерства в области развития новых инклюзивных технологий и инклюзивных профессий будущего.

Ключевые слова: концепция, парадигма, дизайн, механизм, философия, инклюзия, государство, профессия, иерархия, технология, уровень, занятость, рынок, бизнес, инвалид, идеология, политика, культура.

Introduction

The relevance of this article is related to the need to form a mechanism for public-private partnership in the interests of increasing the employment rate of people with disabilities and persons with disabilities (hereinafter referred to simply as the disabled) in a new technological order.

To do this, we need to develop inclusive technologies and the labor market.

The hypothesis of this work is the assumption that in order to develop inclusive technologies and the labor market, it is necessary to create a methodology for the conceptual design of a mechanism for public-private partnership in this area.

The purpose of the article is to increase the employment rate of people with disabilities in a new technological order.

To achieve this goal, the following tasks are solved in the work::

- the concept and content of inclusive technology is being clarified;

- a five-level methodology of conceptual design of the mechanism of public-private partnership has been synthesized;
- proposed ways to synthesize inclusive technologies and professions of the future;
- the possibilities of synthesizing inclusive technologies within the framework of an inclusive student scientific society and the university's educational and methodological resource center are being discussed.

The object of the article is the mechanism of public-private partnership in the field of inclusive technologies and the labor market.

The subject of the work is the methods of conceptual design of the mechanism of public-private partnership in the field of inclusive technologies and the labor market.

Research methods and principles

An analysis of the literature on the topic of this article shows the following.

Scientists believe that for the practical implementation of the concept of sustainable development, the social responsibility of business is of great importance, which can be enshrined in the UN Global Compact [1, P. 232–235]. Chinese corporations adhere to the principles of social responsibility and thereby contribute to ensuring the sustainability of global development [2, P. 196–210]. Russian multinational firms participate in the Global Compact on Social Responsibility. This participation creates certain opportunities for them, but there may also be problems [3, P. 34–37].

Experts point out that in the 21st cencentury,tury there is a process of transformation of the concept of corporate social responsibility [4, P. 393–401].

The Chairman of the Council for the Disabled in 2021 noted that the analysis shows that the employment rate of young people with disabilities is still low (2–7%), it is difficult for young people with disabilities to find their first job [5, P. 5–9].

Analysts state that in the interests of promoting the education and employment of people with disabilities, in particular, Resource Training and Methodological Centers (RMC) have been established at universities [6, P. 380–384]. Scientists believe that the activities of these Resource-based educational and methodological centers should be analyzed [7, P. 454–459].

At the beginning of the 21st century, scientific and pedagogical staff of universities propose: to develop inclusive technologies; to extend the concept of social responsibility of firms to the development and implementation of inclusive technologies in the real economy and the social sphere [8], [9].

At the same time, it is known that Michael H. Mescon, Michael Albert, and Franklin Khedouri note in their fundamental work on management that technology is of great importance in the organization's activities. Technology connects activities with the objectives of the organization. It is noted that Lewis Davis carried out the design of the works, expressed the point of view that the technologies include three components: methods of production; means of labor (equipment, infrastructure, tools, etc.) qualification skills of personnel. Technology is involved in making necessary transformations in materials, information, the social environment, or people. This suggests that technologies are also considered as a way to transform raw materials and raw materials into a finished product [10, P. 63].

In general, the analysis of literary sources carried out in this work confirms the relevance of this article.

Main results

Let us assume that the employment of persons with disabilities can be considered the basis for their social adaptation and ensuring the social well-being of persons with disabilities and their families.

Inclusive technologies will be called such technologies of organization functioning that create conditions for the work of people with disabilities, taking into account the health limitations of these people with disabilities, new forms of work organization and technological capabilities (information technology, technical means of communication and communication, and other factors).

The development of the inclusive technology segment in the real economy involves dividing the entire set of human life technologies into two parts: inclusive (employing disabled people) and non-inclusive (not employing disabled people) technologies. An analysis of the classical definition of the concept of "technology of production of goods (or services)" suggests that such a definition does not include such an important factor as the physical and mental health of an employee of a company [10, P. 63]. This suggests that "by default" an absolutely healthy state of health is assumed. Thus, non–inclusive technologies are technologies that are not differentiated in relation to possible factors and limitations of the employee's health. Therefore, when forming a new type of technology-inclusive technologies, it is necessary to supplement the very content of the concept of "technology". It is necessary to identify the fourth factor of technology, namely the specifics and factors of the health status of the employee of the organization (company). Inclusive technologies allow the use of labor by people with disabilities or people with disabilities.

Additionally, we will take into account that from a substantive point of view, the technology is an algorithm-a certain sequence of operations described in the technological map. A method of synthesizing inclusive technologies can be considered the method of decomposition (separation) of the company's production process in order to ensure that some of the technological operations can be performed by people with disabilities of various types and degrees of disabilities.

By the mechanism of public-private partnership in the field of the formation of a segment of inclusive technologies and an inclusive labor market, we mean a set of methods, tools, forms of interaction between the state, business, and public organizations of people with disabilities aimed at increasing the employment of people with disabilities based on the formation of a segment of inclusive technologies.

The concept of the mechanism of public-private partnership (hereinafter referred to simply as the "mechanism") in the field of the development of the segment of inclusive technologies will be called a systematic view of this mechanism. In total, 5 hierarchical levels can be allocated during the design process of such a mechanism.

Conceptual design is the first stage (hierarchical level) of designing such a mechanism.

The second hierarchical level is the design of technologies for the interaction of subjects of such a mechanism.

The real organizational embodiment of such a mechanism (in the form of a complex of organizations interacting on the issue of labor inclusion) forms the third hierarchical level of the design process under consideration.

The fourth level of designing such a mechanism deals with resource provision and evaluation of the effectiveness of such a mechanism.

The fifth level of designing this mechanism is the training of employees of interacting organizations in the methods of organizing and using inclusive labor.

The structural elements of the considered mechanism of interaction between the state and business in the field of inclusive labor will be considered: inclusive philosophy; state scientific and technical policy in the field of inclusive labor; state and corporate ideology and policy in the field of inclusive labor; inclusive labor legislation; development of scientific foundations of inclusion; tax legislation in the field of inclusive labor; social responsibility of firms within the framework of the ESG+I (I-inclusion) concept; financial instruments for the development of inclusive labor (government loans, budget subsidies, etc.) and others.

The methodology of conceptual design of the mechanism of public-private partnership in the field of inclusive labor technologies should include the issue of forming a paradigm for the synthesis of such a mechanism.

Under the paradigm of synthesis of the mechanism of public-private partnership in the field of formation of a segment of inclusive technologies and an inclusive labor market, we understand the totality of philosophy, ideology, policy, organizational culture, methodology of formation of such a mechanism of inclusive technologies and labor.

The following government agencies, public business organizations, regional authorities, people with disabilities and their families, public organizations of people with disabilities, inclusive universities, resource training centers and others can be recognized as subjects and stakeholders in the process of forming the considered paradigm and mechanism of public-private partnership in the Russian Federation in the field of formation of the segment of inclusive technologies and the inclusive labor market.

The philosophy of creating a mechanism for public-private partnership in the field of creating a segment of inclusive technologies and an inclusive labor market is the wisest and most general view of the methods and process of forming such a mechanism. The principles of this philosophy are based on and incorporate well-known principles of inclusivity, lean manufacturing principles, and more.

The ideology of creating such a mechanism for public-private partnership in the field of inclusive technology segment formation includes: firstly, this is the main idea of creating such a mechanism (increasing the employment rate of people with disabilities); secondly, it is a way to harmoniously distribute power among stakeholders in this process in the interests of the growth of the inclusive workforce segment.

The policy of creating a mechanism of public-private partnership in the field of formation of a segment of inclusive technologies and an inclusive labor market is a set of coordinated measures aimed at developing and maintaining the functioning of such a mechanism.

The organizational culture of forming a mechanism of public-private partnership in the field of forming a segment of inclusive technologies and an inclusive labor market is: stereotypes and norms of behavior of stakeholders and participants in this process; cultural values; ways of responding to risks and opportunities within such a mechanism. Such an organizational culture of partnership between government and business can generate its own, narrower subcultures of stakeholders in this process.

When forming the considered paradigm, it should be borne in mind that the development of the inclusive technology sector may be one of the promising areas of technological development during the new technological order.

In the context of the formation of a new technological order, additional opportunities in this area arise in connection with the development of: information technologies; means of communication; new forms of employee work organization; application of the methodology of managing the social development of inclusive staff of firms.

The conditions of a market economy and the work of companies are determined by the fact that these firms themselves, which often have private owners, are engaged in creating the technological basis of organizations and creating specific technologies. It should be borne in mind that within the framework of the liberal philosophy, the main purpose of the company's activities is to maximize current profits. At the same time, it should not be forgotten that the synthesis of inclusive technologies requires additional costs. For this reason, companies may not be interested in expanding the technological basis of an inclusive labor market. In this regard, within the framework of the mechanism of public-private partnership in the field of inclusive labor, the state should synthesize a regulatory framework (laws) in order to interest entrepreneurs and management organizations to develop a segment of inclusive technologies.

In addition, it is necessary to develop the concept and content of social responsibility of firms, taking into account their attitude to inclusive work.

Discussion

Statistics from 2021 confirm that the employment rate of young people with disabilities is not very high yet. The development of new technologies, a new technological order (as a socio-economic phenomenon) can be characterized by the rapid development of a number of types of technologies: information technology, nanotechnology, digitalization technologies, biotechnology, and others. This creates an additional chance for the employment of people with disabilities, the development of inclusive technologies, which can be the basis for the creation of new professions (professions of the future) using inclusive labor. When designing new types of technologies, additional opportunities open up to take into account the requirement of their inclusivity. As already noted, by inclusive technologies we will mean such technologies of the organization's work that are focused on the work of people with disabilities, taking into account the health limitations of these people with disabilities. Additionally, it is necessary to take into account the possibilities of inclusive work in connection with the development of remote forms of work, the use of new approaches in labor organization and technological capabilities (means of communication, etc.) and other factors.

It is known from media reports that the Moscow City Hall held the first city job fair for the disabled in August 2025. At this fair, 100 vacancies for people with disabilities from various sectors of the economy were presented. It may be recommended to extend this experience to the level of the administrative districts of the city of Moscow, to make such inclusive job fairs regular. This experience of creating inclusive vacancies can be extended to other regions of the country and even internationally.

It is recommended to additionally draw the attention of businessmen to the fact that firms that conduct socially responsible business:

- they increase the value of their brand and improve the image of the company.;
- a company's socially responsible business increases the loyalty of its customers;
- the resistance of the external environment decreases when implementing projects of such a company;
- socially responsible firms can receive monetary resources on more favorable terms in the market of loans and securities, etc.

Student scientific societies with the participation of people with disabilities — inclusive student scientific societies — can be considered a structural element of the organizational mechanism for the development of inclusive technologies.

In this paper, it is additionally proposed to organize the purposeful work of an inclusive student scientific society, resource educational and methodological centers at universities, aimed at synthesizing inclusive technologies by students with disabilities themselves. For this purpose, the following is proposed: conducting introductory lectures and/or seminars for participants of an inclusive student scientific society by the scientific and pedagogical staff of the department; forming student project groups with the inclusion of students with disabilities; to conduct a brainstorming (organizational activity game) in order to synthesize ideas about new inclusive technologies and professions of the future; to discuss the general appearance and structure of student projects (based on the proposed ideas); to implement a project activity game on the topic of an innovative project (synthesis of inclusive technologies); to implement a student innovation project under the guidance of a scientific and pedagogical team departments; prepare reports and presentations on the results of these projects; conduct public defense of student educational innovation projects before the university commission, etc.

Participants of the inclusive student scientific society can also carry out a project aimed at minimizing refusals in the employment of people with disabilities. As part of such a project, students themselves perform the following actions:

- students with disabilities are asked to describe in which organization and in which position (position) they would like to work after graduation;
- collect, systematize and present this information;
- on the basis of these data, universities send employment requests for their disabled students to the specified employers;
- if the employer refuses, they are asked to describe the reasons for such refusal;
- analyze the reasons for the refusal of employment for the disabled;
- form an action plan aimed at minimizing the causes of refusals in the employment of persons with disabilities;
- implement a plan of measures aimed at minimizing refusals in the employment of students with disabilities;
- monitor the employment rate of people with disabilities.

In addition, it should be borne in mind that the development of the post-industrial economy annually leads to the creation of about 500 new professions. Previously (before this job, at the moment), the process of creating new professions was heuristic and spontaneous.

For the first time in this article, it is proposed to organize the synthesis of inclusive technologies and professions of the future in a purposeful and organized manner, for example, as part of the work of an inclusive student scientific society, possibly in collaboration with University Resource Training Centers.

With this approach to the synthesis of new inclusive technologies (as the basis of inclusive professions of the future), the features of post-industrial innovative development can be used, taking into account: the theory of technological patterns; the theory of lean manufacturing; the methodology for developing inclusive technologies and forms of employment. Such an approach can become a promising direction for targeted inclusive technological development in the period of a new technological order.

In order to improve the social well-being and employment of people with disabilities through the further development of the segment of inclusive technologies, it is necessary to form legislation and a policy of public-private partnership on this issue. At the same time, government agencies and society as a whole should encourage the creation of an inclusive technological base for organizations. This can be recognized as one of the directions of socialization of expanded social responsibility (the concept of ESG+I) in the real sector of the economy and the social sphere, in the field of public administration.

Conclusion

The article describes methodological issues of conceptual design of the mechanism of public-private partnership in the field of inclusive technologies and the inclusive labor market. This is necessary for the growth of the social well-being of people with disabilities and their families. The article presents the stakeholders of this process. The article examines five hierarchical levels of conceptual design of the mechanism of interaction between government and business in the creation of inclusive workplaces. The conceptual design of this mechanism includes the creation of a paradigm for such design. The paper discussed the specifics of organizing the work of an inclusive (with the participation of people with disabilities) student scientific society, the university's Resource Training and Methodological Center for the development of inclusive technologies as the basis for the emergence of professions of the future in the period of a new technological order, and the growth of the level of social well-being of people with disabilities. The areas of further work in this area include: further development of the methodology for designing inclusive technologies; the introduction of the concept of corporate social responsibility, taking into account inclusive labor, and others.

Конфликт интересов

Не указан.

Рецензия

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Conflict of Interest

None declared.

Review

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