

Research Journal of Pharmaceutical, Biological and Chemical Sciences

Technology Implementation Of Competitions Of Professional Skill.

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ABSTRACT

At present, the society sets the task of integrating all its members, including disabled people, into itself. This task can be solved by including them in the labor activity. Currently, this is happening due to the regular holding of Abilimpix championships - professional skills competitions among disabled people and persons with disabilities under the auspices of the International Federation Abilimpix. For the further successful carrying out of competitions of professional skill among invalids and involving this contingent in society it is necessary to sum up and comprehend the experience accumulated in this plan. The list of professional competencies for which professional skills competitions are held among persons with disabilities and persons with disabilities under the auspices of the International Federation of Abilimpix are quite extensive. At the same time, educational organizations of secondary and higher vocational education in Russia today are trained in a limited number of professions and specialties for persons with disabilities and disabled people. Overcoming this discrepancy is possible and necessary, and this is the business of the future. In this society should help normative documents governing the conduct of international competitions of professional skill. These include the World Program of Action concerning Disabled Persons, the Convention on Vocational Rehabilitation and Employment of Persons with Disabilities, the Standard Rules on the Equalization of Opportunities for Persons with Disabilities and the Convention on the Rights of Persons with Disabilities.

Keywords: invalids, work activity, skill, competition by profession, Abilimpix.

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INTRODUCTION

The onset of severe pathology inevitably leads to a reduction in functional capacity in humans [1,2,3]. The weakening of one organ, several organs or their system often causes a very pronounced decrease in the adaptive capacity of the whole organism [4,5,6]. The onset of such a situation inevitably leads to the development of disability and often with a significant loss of ability to work [7,8]. At the same time, very many people with disabilities retain a sufficiently high physical activity and do not abandon their work activities [9]. From the physiological point of view, this is a very correct solution for them, which makes it possible to activate hidden reserves in their bodies [10, 11], to achieve stable and sufficiently complete compensation of impaired functions [12,13] and to improve the quality of life and the general level of physical capabilities [14, 15].

The decision of invalids to return to active labor activity recently is stimulated by competitions of professional skill among persons with disabilities. These activities are currently taking place in different areas of professional competence: manual work, creative professions, industrial professions, service occupations, nutrition, professions related to IT technologies [16]. To facilitate the integration of an unhealthy person into work activity and evaluate its effectiveness in modern practice, the term "professional competence" is actively used. Most often it determines the ability of the disabled person to perform tasks in accordance with specified standards or as an integral characteristic that determines his ability to solve professional problems and typical problems arising in real situations of activity, using knowledge, experience and features. In the system of the International Federation of Abilimpix, professional competence means a certain competition site with the necessary set of equipment and tools for the performance of tasks prepared in advance by the organizers of the competition for a particular profession. During the participation of a disabled person in the competition of professional skills, not only the competencies, skills and knowledge of the contestant are always assessed, but also compliance with safety standards, accuracy, cleanliness, time management, and the originality of the work performed, which reveals professional skills , training and personal qualities. In this regard, given the high importance of assessing the handicrafts of a disabled person, the goal is set: to consider the technologies for the implementation of professional skills competitions.

Professional competences of competitions of professional skill among disabled people

For successful holding competitions of professional skills among disabled people, it is necessary to sum up and comprehend the experience accumulated in this plan [17].

The list of professional competencies for which professional skills competitions are held among disabled students and students with disabilities under the auspices of the International Federation Abilimpix, as mentioned above, is constantly changing, depending on the urgency and need for socio-economic development of the region, the country, the development of the world economy. For example, at the IX International Abilimpix Championships in France in 2016, the list of professional competencies was quite extensive (Table 1).

Table 1: List of professional competencies of the Ablimpiks Championship

№	Professional competence	The international designation of professional competence
manual labor and creative professions		
1	Lozopletenie	V01 Basket Making (manufacture of a basket)
2	Woodworking (furniture) (advanced level)	V02 Cabinet Making (Advanced course)
3	Woodworking (furniture) (basic level)	V03 Cabinet Making (Basic course)
4	Crochet	V04 Crochet Work
5	Embroidery art	V05 Embroidery
6	Floristics	V06 Floral Arrangement
7	Master of manual knitting (knitting needles, machine)	V07 Hand Knitting
8	Decorative gardening	V08 Landscape Gardening



9	Designer-designer	V09 Painting
10	Pottery (Working with ceramics)	V10 Pottery
11	Painting on silk	V11 Silk Painting
12	Waste reuse	V12 Waste Reuse
13	Woodcarving	V13 Wood Carving
Food		
14	Bakery	V14 Bakery (Cake)
15	Cookery	V15 Cooking
16	Waiter	V16 Restaurant Service
IT-technology		
17	System Administrator	V17 Administration and Management of Network System
18	Character Design (for computer games)	V18 Character Design
19	Computer Assembling	V19 Computer Assembly
20	Programmer	V20 Computer Programming
21	Web Designer	V21 Creating Web Pages
22	Database processing (advanced level)	V22 Data Processing (Advanced Course)
23	Database processing (basic level)	V23 Data Processing (Basic Course)
24	Specialist in operational polygraphy (desktop publishing systems)	V24 Desktop Publishing
25	Gamer (master of virtual sports)	V25 E-Sport
26	Photographer-reporter	V26 Photography Outdoor
27	Studio photographer	V27 Photography Studio
28	Poster Design	V28 Poster Design
29	Word processing	V29 Word processing
Industrial professions		
30	Air mechanic (Aircraft Maintenance)	V30 Aircraft Maintenance
31	Velomehanik (Assembly of the bicycle)	V31 Bicycle Assembly
32	Computer engineering, drawing business (work with the program AutoCAD, 2D modeling)	V32 CAD Architecture
33	Industrial Design (3D Modeling)	V33 CAD Industrial Design
34	Electrician industrial (connection of electrical circuits)	V34 Electrical Connexion
35	Industrial electrician (installation)	V35 Electrical Installation

36	Electronics assembly (advanced level)	V36 Electronic Assembly (Advanced Course)
37	Electronics assembly (base level)	V37 Electronic Assembly (Basic Course)
38	Motomechanics	V38 Motorcycle Mechanics
39	Welder	V39 Welding
40	Mechatronics	V40 Mechatronic (Group of 2)
Services / Service		
41	Prosthetic limb	V41 Artificial Limb Socket Making
42	Dental Technician	V42 Dental Technician
43	Cutter	V43 Dress Making (Advanced Course)
44	Tailor (basic level)	V44 Dress Making (Basic Course)
45	Hairdressing	V45 Hairdressing
46	Jewelry	V46 Jewelry
47	Craftsman making leather goods	V47 Leather Goods Making
48	Optics	V48 Optician
49	Tailor	V49 Tailoring

Even then, the competitions were held in 49 professional competencies, divided into 5 groups of professions. Some professional competencies take into account the level of preparedness of the participants, in accordance with this competition according to the professional competencies are divided into a basic and advanced level. So far, there is practically no division into specialization. As a matter of fact competitions on the professional competence is a way to show the universal abilities and abilities in a trade, in its totality. Within the framework of professional skills competitions in the profession of "photographer" there is a division into specializations: "photographer-reporter" and "studio photographer".

At the same time, educational organizations of secondary and higher vocational education in Russia today are trained in a limited number of professions and specialties for persons with disabilities and disabled people. For example, on the recommendation of the Ministry of Labor of Russia, hearing impaired people can work in 333 professions. In fact, educational organizations of secondary and higher vocational education teach people with hearing impairment a significantly smaller number of professions. According to the data of the Ministry of Education and Science of the Russian Federation for 2015, 68 educational organizations of secondary vocational education study in 140 professions of 1,403 hearing impaired people, in 112 educational organizations of higher professional education, 61 occupations of 884 persons with hearing impairment are trained. From the above list of professional competencies, Russian educational organizations of secondary and higher vocational education prepare disabled students and students with disabilities in 27 professional competencies [18].

Professional competencies and corresponding professions and specialties of Abilimpix championships - professional skills competitions among disabled students and students with disabilities, which are conducted under the auspices of the International Federation Abilimpix, for which they are trained in Russian educational organizations of secondary and higher vocational education, are listed in Table 2.

Table 2: Compliance of the professional competencies of the Abilimpic championships and the competencies of higher, professional and secondary vocational education in Russia

	Competence Abilimpix Championships under the auspices of the International Federation of Abilimpix	Type of program	Code with the name of professions and specialties
		(HE, VE, SVE)	
1.	Welder (Welding Technology)	SVE	22.02.06 Welding production
		VE	08.01.07 Master of Civil Engineering Works
2.	Assembling of electronics (the Master of repair of consumer electronics)	SVE	13.02.03 Electric stations, networks and systems
3.	Woodworking (furniture), Furniture skills	VE	29.01.29 Master of carpentry and furniture production
			29.01.30 Furniture fitter
4.	Floristics	SVE	43.02.05 Floristics
		VE	35.01.09 Master of Plant Growing
5.	Decorative Gardening (Landscape Design)	VE	35.01.09 Master of Plant Growing
		SVE	54.02.01 Design (by industry)
		HE	54.03.01 Design (Bachelor)
6.	Studio photographer	VE	54.01.03 Photographer
		SVE	54.02.08 Technique and art of photography
7.	Photographer-reporter	VE	54.01.03 Photographer
		CPO	54.02.08 Technique and art of photography
8.	Lozopletenie	SVE	54.02.02 Decorative and applied arts and crafts (by types)
		HE	54.03.02 Decorative and applied arts and crafts
9.	Pottery	SVE	54.02.02 Decorative and applied arts and crafts (by types)
		HE	54.03.02 Decorative and applied arts and crafts
10.	Crochet	SVE	54.02.02 Decorative and applied arts and crafts (by types)
		HE	54.03.02 Decorative and applied arts and crafts
11.	Silk Artist	SVE	54.02.02 Decorative and applied arts and crafts (by types)
		HE	54.03.02 Decorative and applied arts and crafts
12.	Designer-designer	SVE	54.02.02 Decorative and applied arts and crafts (by types)
		VE	54.01.14 Cutter
			54.01.15 Inlay
			54.01.13 Manufacturer of art products from wood
			54.01.10 Painter in wood painting
54.01.09 Artist of painting on enamel			



	Competence Abilimpix Championships under the auspices of the International	Type of program	Code with the name of professions and specialties
			54.01.12 The artist of miniature painting
		HE	54.03.02 Decorative and applied arts and crafts
13.	Jewelcrafting	VE	54.01.02 Jeweler
14.	Cookery	VE	19.01.17 Cook, confectioner
			43.01.04 The ship's cook
		HE	19.03.04 Technology of production and organization of public catering
		SVE	43.02.01 Organization of catering services
15.	Bakery	VE	19.01.17 Cook, confectioner
			43.01.04 The ship's cook
		HE	19.03.04 Technology of production and organization of public catering
		SVE	43.02.01 Organization of catering services
16.	Hairdressing	SVE	43.02.02 Hairdressing
		VE	43.01.02 The hairdresser
		HE	43.03.01 Service
17.	Waiter	SVE	19.02.10 Technology of public catering products
18.	System Administrator	VE	09.01.03 Master of Digital Information Processing
			09.01.02 Technician computer networking
		SVE	09.02.02 Computer networks
			09.02.03 Programming in computer systems
			09.02.04 Information systems (by industry)
			09.02.05 Applied Informatics (by industry)
			01.03.02 Applied Mathematics and Informatics
			10.03.01 Information Security
			09.03.01 Informatics and computer facilities
			09.03.04 Software Engineering
			09.03. 02 Information systems and technologies
38.03.05 Business Informatics			

	Competence Abilimpix Championships under the auspices of the International	Type of program	Code with the name of professions and specialties
19.	Programmer	VE	09.01.01 The hardware and software debugger
			01.03.02 Applied Mathematics and Computer Science (Bachelor)
			10.03.01 Information Security (Bachelor)
			09.03.01 Informatics and Computer Science (Bachelor)
			09.03.04 Software Engineering (Bachelor)
			09.03.02 Information systems and technologies (bachelor)
			38.03.05 Business Informatics (Bachelor)
20.	Web designer	HE	54.03.01 Design (Bachelor)
			09.03.02 Information systems and technologies (bachelor)
		SVE	54.02.01 Design (by industry)
21.	Character Design (for computer games)	HE	54.03.01 Design (Bachelor)
		SVE	54.02.01 Design (by industry)
		SVE	55.02.02 Animation (by types)
22.	Computer Engineering (CAD)	HE	01.03.02 Applied Mathematics and Informatics
			09.03.01 Informatics and computer facilities
			09.03.04 Software Engineering
			09.03.02 Information systems and technologies
		SVE	09.02.02 Computer networks
			09.02.03 Programming in computer systems
			09.02.04 Information systems (by industry)
			09.02.05 Applied Informatics (by industry)
		VE	09.01.03 Master of Digital Information Processing
23.	Database processing	VE	09.01.03 Master of Digital Information Processing
		SVE	09.02.02 Computer networks
			09.02.03 Programming in computer systems
			09.02.04 Information systems (by industry)

	Competence Abilimpix Championships under the auspices of the International	Type of program	Code with the name of professions and specialties
			09.02.05 Applied Informatics (by industry)
		HE	10.03.01 Information Security
			09.03.01 Informatics and computer facilities
			09.03.04 Software Engineering
			09.03.02 Information systems and technologies
			38.03.05 Business Informatics
24.	Dental Technician	SVE	31.02.05 Orthopedic stomatology
			31.05.03 Dentistry
25.	Specialist in operational polygraphy (desktop publishing systems)	VE	29.01.25 Bookbinder
			29.01.27 Master of the Press
		SVE	29.02.06 Polygraphic production
		HE	29.03.03 Technology of printing and packaging production

Designation: HE – higher education, VE – vocational education, SVE – secondary vocational education.

Thus, now there are 25 professional competencies for which disabled educators and students with disabilities are trained in Russian educational organizations of secondary and higher professional education. At the same time, training of students with disabilities and students with disabilities in a number of professional competencies of the Abilimpex International Federation competition program is carried out in Russian educational organizations of secondary and higher vocational education through several educational programs. So one professional competence of the competitive program of the International Federation Abilimpix can correspond to several professions and specialties, for which vocational education is conducted in Russian educational organizations. Focusing on the list of professional competencies for which the International Federation of Abilimpix conducts contests for professional skills among disabled students and students with disabilities, it is possible to trace the future of the development of vocational education for persons with disabilities and disabled people.

Analysis of the requirements for holding competitions for professional skills among people with disabilities

Convenience of the Abilimpex Championships is due to the fact that they are based on the Olympic system, that is, holding three stages: regional, national, international. Participants in the competition are disabled persons and experts who evaluate the work of the participants. The minimum age of participants in the competition for professional skills is 18 years old at the time of the Abilimpix competition. This rule is valid in most countries participating in the International Federation of Abilimpix. But there are exceptions, so in India, the minimum age of participants is 15 years [18].

Competitions are held by professional skill and skill from the field of hobbies. The Organizing Committee of the Championship determines the list of competencies for the competitions and the Management Board of Abilimpix Russia approves. To ensure that competition in any one competency (profession) is officially recognized, at least 5 participants must participate in it.

Taking into account the loading of participants, the duration of the competition for each competency (profession) should not exceed 6 hours. Competitive assignments and evaluation criteria should be communicated to participating organizations at least three months before the championship, with the exception of minimum details that can not be disclosed in advance. Those details of the task that are already



revealed on the spot during the competition must be provided before the start of the competition in order to give enough time for translation (written, voice and sign language) [19].

Participants are required to hold an introductory seminar for each competency (profession) of the competition in advance at the venue of the competition in order to provide the necessary information about the equipment / tools and installations.

Equipment / tools / materials The criteria and rules for the use of personal equipment / tools / materials must be specified in advance and the specifications of the eligible equipment / tools / materials should be known as early as possible. Personal equipment / tools / materials can be brought to the competition area only if it is approved by the Organizing Committee of the Championship at least at the introductory seminar.

The prizes awarded to the participants are gold, silver and bronze medals. In addition to these three medals, the Organizing Committee of the Championship can award special prizes.

The decision to hold a competition of professional skills of the International Abilimpex Federation at the regional level is taken by the national Abilimpix office, and at the national level by Abilimpix's national representation in conjunction with the International Federation of Abilimpix. International competitions Abilimpix held in a leap year (every four years).

First of all, professions (competences) are selected from the list of professions, and the professions (competencies) that are in demand in the region can be added to this list. In different countries, different selection criteria can be applied at this stage, starting with the moral support of the disabled, drawing the public's attention to their problems and creating a platform for communication, ending with the specific employment of different categories of disabled people, their inclusion in labor activities for the benefit of employer sponsors and themselves disabled [18].

After the Organizing Committee of the competition is established, not less than 3 months before the competition, a site for its holding is chosen. The chosen site must meet the criteria of safety, accessible environment, the possibility of holding the announced competitions at one time and in one place. Especially it should be noted that in countries where the Abilimpix movement has gained fame, there is an opportunity to organize a competition from the zero stage on any site that meets the technical requirements. At the same time, in countries where Abilimpix takes the first steps, it makes sense to hold regional competitions based on existing contests and competitions with the participation of disabled people, giving them additional international weight and using the rich organizational experience of the International Abilimpix Federation [19].

After the creation of competitive procurement (competitive tasks, technical and methodological materials) it is necessary to work with representatives of business and educational institutions. Educational institutions perfectly implement the infrastructure support of the contest, providing volunteers, material and technical support, possibly a site. Representatives of business play a huge role in holding the competition. In addition to the companies that sponsor the contest, the international experience of holding the Abilimpix contests reveals the need for a special type of sponsors that provide jobs to the winners of the competition. Obviously, in our country the opportunity to find winners of competitions and their subsequent labor adaptation is still poorly realized, the possibility of organizing a communication platform is much in demand, which seriously reduces the potential of the competition [20].

In the future, work is carried out with applications for disabled people, their sorting and systematization, which allows to adjust the program of the competition. Also work is being done to attract experts to the competitive commission and prepare prizes for the winners.

Creation of a uniform form for the participants of the competition makes it possible to create among the participants a sense of unity, participation in the international system of competitions of professional skills, and disciplines them. This aspect is especially important for people with disabilities who receive another psychological element for self-identification as a full participant in the professional community. It is extremely

important to have a cultural program accompanying the opening and closing of the competition, which creates a sense of celebration for the participants and increases the social status of the event [19].

The conduct of the competition must be accompanied by broad information support, attraction of young people to the competition (including from schools where there are disabled people), and managers of enterprises and government agencies of all levels of government. It is absolutely appropriate to use the competition as a platform for holding a round table with researchers, representatives of employers and leaders of the region.

After summing up the results of the competition, it is necessary to organize the awarding of the winners. Thus, the participants of the competition have the opportunity to express themselves and their talents, get intensive communication on professional and general topics, the possibility of employment and labor adaptation, and earn material and moral encouragement based on their performance [20].

Normative regulation of competitions of professional skill among invalids

The main regulatory documents governing the conduct of international competitions of professional skills include:

- The World Program of Action concerning Disabled Persons;
- The Convention on the Professional Rehabilitation and Employment of Persons with Disabilities;
- Standard Rules for the Equalization of Opportunities for Persons with Disabilities;
- Convention on the Rights of Persons with Disabilities (UN, 2006).

The World Program of Action concerning Disabled Persons is a fundamental document that for the first time proclaimed the goal of ensuring equality and full participation of persons with disabilities in public life, proclaiming the need for a holistic approach to addressing disability. The main tasks, according to the World Program of Action for Persons with Disabilities, "is to promote effective measures to prevent disability, restore work capacity and achieve the goals of" equality "and" full participation "of disabled people in social life and development" [18].

As part of the development of the ideas of the World Program, the Standard Rules on the Equalization of Opportunities for Persons with Disabilities and the Convention on the Professional Rehabilitation and Employment of Persons with Disabilities were adopted.

The Standard Rules on the Equalization of Opportunities for Persons with Disabilities were developed on the basis of the experience gained during the United Nations Decade of Disabled Persons (1983-1992). The purpose of these Rules is to ensure that persons who are disabled persons, as members of society, have the same rights and duties as other persons. The introduction to the Rules provides a rationale for the need to provide special protection for persons with disabilities and to provide them with equal opportunities. Definitions such as "disability", "disability", "prevention of disability", "rehabilitation". The rules include recommendations for the development and implementation of information campaigns to understand the problem of people with disabilities, as well as to inform people with disabilities of their rights and opportunities. The rules identify "target areas" for creating equal opportunities. This is the possibility of access to the material environment, information and communication, education. States are encouraged to establish employment programs for persons with disabilities, and to provide assistance to persons with disabilities to ensure their participation in family life.

Convention on vocational rehabilitation and employment of disabled persons. Within the framework of this convention, the principle of vocational rehabilitation and employment policy for disabled persons is established, and measures at the national level to develop vocational rehabilitation and employment services for persons with disabilities are being considered.

Convention on the Rights of Persons with Disabilities (Russia ratified on April 25, 2012). The purpose of this Convention is to promote, protect and ensure the full and equal enjoyment by all persons with disabilities of all human rights and fundamental freedoms, as well as in promoting respect for their inherent dignity.

The 2006 Convention lists civil, political, socio-economic and cultural rights, i. do not establish any special rights for persons with disabilities. At the same time, the obligations of states to ensure equal enjoyment of human rights for all persons with disabilities are recorded, and the areas where special measures are required are identified so that persons with disabilities can effectively enjoy their rights and in which protection of the rights of persons with disabilities should be strengthened due to their frequent violations. Thus, Art. 21 of the Convention, on freedom of expression and access to information, provides for the obligation of States to provide persons with disabilities with information intended for the general public, in accessible formats and using special technologies that take into account different forms of disability, encourage the media to make their services accessible to persons with disabilities and etc.; Art. 25 of the Convention, fixing the right to the highest attainable standard of health, establishes, inter alia, such a special measure as the organization of health services as close as possible to the places of residence of persons with disabilities.

The Convention fixed the importance of developing international cooperation in support of national efforts to achieve its goals and objectives. The priority is not the creation of specialized programs for people with disabilities (rehabilitation), but the requirement that all development programs based on international cooperation take into account the interests of disabled people and be accessible to them. In addition, the possibility of involving organizations of disabled people in the process of international cooperation is envisaged.

Especially important in the implementation of professional skills competitions for persons with disabilities is the observance of the principles disclosed in this convention, in particular the principle of non-discrimination, which is enshrined in all international human rights treaties. Accordingly, discrimination on the basis of disability is defined as any distinction, exclusion or restriction due to disability, the purpose or effect of which is to diminish or deny the recognition, realization or exercise, on an equal basis with others, of all human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other area. The second important principle is the principle of full and effective involvement and inclusion in society is aimed at attracting people with disabilities to participate in all spheres of society and in the process of making various decisions on an equal basis with others. However, in order to implement these provisions, special measures may sometimes be required from the organizers of the competition, for example, people with visual impairments may need competitive materials made using Braille. At the same time, if the venue of the competition is not equipped with ramps or is located far from the place of residence of the disabled person, this may prevent him from taking part in the competition, which, in turn, violates the entitlement to participate in political life.

Other general principles of the Convention include: respect for the inherent dignity of a person, his personal independence and independence; respect for disabled persons; equality of opportunity; availability; equality of men and women and respect for the developing abilities of children with disabilities.

You should pay attention to the most important Convention of a provision establishing the obligation of States parties to regulate the activities of the private sector in order to protect the rights of persons with disabilities. Particularly important here is the provision on the obligation of States to take appropriate measures, including legislation, to promote the employment of persons with disabilities in the private sector through appropriate policies and measures, which may include affirmative action programmes, incentives and other measures.

National legislation in this area is also an important factor that must be taken into account when holding a competition. For example, in Finland, under the laws on the social security of persons with disabilities, special anti-discrimination guidance has been adopted, as many of the anti-discrimination provisions included in social protection legislation are too vague.

One important aspect is national legislation, in particular the employment of persons with disabilities. It should be noted that the movement of Abilympics developed in those countries where it is enshrined at the legislative level the possibility of the disabled to realize their employment potential.

Thus, in France, the existing legislation allows to actively recruit potential employers for professional skills contests for persons with disabilities, as employers receive a lump sum cash amount of \$ 1527 per year

for the contract for training the disabled in the workplace. In addition, French law provides for the right of disabled persons for retraining and vocational training, and mandatory employment quota of persons with disabilities to jobs (quota is 6% of the total number of jobs). For example, the enterprises with staff more than 20 people are obliged to accept disabled people to work in the account of the established quota. The state encourages employers who have concluded an employment contract with a disabled person for a period of not less than 12 months. Those businesses that prepare jobs for the disabled, the government provides financial assistance. Forms of assistance are established by government regulations. There are specialized enterprise with light duty work, oriented to the employment of persons with disabilities. In relation to other employees with disabilities have the advantages embodied in the employment contract. In addition, the state assists them in self-employment. France envisages the possibility of granting loans to workers with disabilities, wishing to do small business.

In Italy, there are Federal and regional legislation, subsidized employment, the act provides annual budgetary allocations for compensation of taxes paid by the employer for the disabled. The maximum level of compensation is intended for people with working capacity reduced by more than 79%, and for all people with psychiatric or intellectual disabilities. Payment of taxes by the regions for these groups will be no more than 10% of the total available budget.

In Australia there is no quota system, providing for the creation of jobs for persons with disabilities. Organization, providing the ability to work with disabilities receive subsidies from the social welfare Department.

Japanese law provides for a system of quotas and state subsidies for employing persons with disabilities. The state pays compensation to employers who employ persons with disabilities. These payments arise from contributions of companies that do not comply with the requirements of the law on employment quotas for persons with disabilities.

CONCLUSION

Modern society sets the task to integrate all its members, including people with disabilities. This is possible through their inclusion into the labour market. Currently, it is successfully happening through the regular holding of the Championships "Abilympics" competitions of professional skills among persons with disabilities and persons with disabilities, held under the auspices of the International Federation of Abilympics.

For the further successful carrying out of competitions of professional skill among invalids and involving this contingent in society it is necessary to sum up and comprehend the experience accumulated in this plan. The list of professional competencies for which professional skills competitions are held among persons with disabilities and persons with disabilities under the auspices of the International Federation of Abilimpix are quite extensive.

At the same time, educational organizations of secondary and higher vocational education in Russia today are trained in a limited number of professions and specialties for persons with disabilities and disabled people. Overcoming this discrepancy is possible and necessary, and this is the business of the future. In this society should help normative documents governing the conduct of international competitions of professional skill. These include the World Program of Action concerning Disabled Persons, the Convention on Vocational Rehabilitation and Employment of Persons with Disabilities, the Standard Rules on the Equalization of Opportunities for Persons with Disabilities and the Convention on the Rights of Persons with Disabilities.

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