

## On approval of workplace standards for a disabled person

### *Invalidated Unofficial translation*

Order № 519 of the Minister of Healthcare and Social Development of the Republic of Kazakhstan dated June 14, 2016. Registered with the Ministry of Justice of the Republic of Kazakhstan dated July 13, 2016 № 13913. It became invalid by the order of the Minister of Labor and Social Protection of the Population of the Republic of Kazakhstan dated May 26, 2023 № 179.

#### *Unofficial translation*

Footnote. It became invalid by Order of the Minister of Labor and Social Protection of the Population of the Republic of Kazakhstan dated 26.05.2023 No. 179 (effective from 01.07.2023).

Footnote. The heading is in the wording of the order of the Minister of Labour and Social Protection of Population of the Republic of Kazakhstan dated 14.09.2022 No. 367 (shall be enforced upon expiry of ten calendar days after the day of its first official publication).

In accordance with subparagraph 8) of Article 7 of the Law of the Republic of Kazakhstan of the year "On Public Employment", **I HEREBY ORDER:**

Footnote. The preamble is in the wording of the order of the Minister of Labour and Social Protection of Population of the Republic of Kazakhstan dated 14.09.2022 No. 367 (shall be enforced upon expiry of ten calendar days after the day of its first official publication).

1. To approve:

1) The standard of a workplace for persons with disabilities moving in a wheelchair, in accordance with Appendix 1 to this order;

2) The standard of a workplace for a disabled person with complete loss of vision in accordance with Appendix 2 to this order;

3) The standard of a workplace for persons with disabilities with complete hearing loss in accordance with Appendix 3 to this order.

Footnote. Paragraph 1 is in the wording of the order of the Minister of Labour and Social Protection of Population of the Republic of Kazakhstan dated 14.09.2022 No. 367 (shall be enforced upon expiry of ten calendar days after the day of its first official publication).

2. To recognize as invalid the Order No. 910 of the Minister of Healthcare and Social Development of the Republic of Kazakhstan dated November 30, 2015 "On approval of standards for the workplace of a disabled person (registered in the Register

of the state registration of regulatory legal acts No. 12854, published in the information and legal system “Adilet” on January 20, 2016).

3. The Department of Social Services of the Ministry of Healthcare and Social Development of the Republic of Kazakhstan, in accordance with the procedure established by legislation, shall:

1) ensure the state registration of this order with the Ministry of Justice of the Republic of Kazakhstan;

2) within five working days from the date of receipt of the registered the order, send in one copy of its copy in print and electronic form in the state and Russian languages to the Republican State Enterprise on the right of economic management "Republican Legal Information Center" for inclusion in the Reference Control Bank of regulatory legal acts of the Republic of Kazakhstan;

3) within ten calendar days after the state registration of this order send copies on official publication in periodicals and in an information and legal system "Adilet";

4) place this order on the Internet resource of the Ministry of Healthcare and Social Development of the Republic of Kazakhstan;

5) within ten working days after the state registration of this order with the Ministry of Justice of the Republic of Kazakhstan, submit to the Department of Legal Service of the Ministry of Healthcare and Social Development of the Republic of Kazakhstan information on the execution of measures provided for in subparagraphs 1) , 2), 3) and 4) of this paragraph.

4. Control over execution of this order shall be entrusted to the Vice Minister of Healthcare and Social Development of the Republic of Kazakhstan S.K. Zhakupov

5. This order shall be enforced upon expiry of ten calendar days after the date of its first official publication.

*Minister of Healthcare and  
Social Development  
of the Republic of Kazakhstan*

*T.Duysenova*  
Appendix 1 to the order  
of the Minister of Healthcare  
and social development  
of the Republic of Kazakhstan  
dated June 14, 2016 No. 519

## **The standard for a workplace of a disabled person moving in a wheelchair**

**Footnote. Appendix 1 is in the wording of the order of the Minister of Labour and Social Protection of the Population of the Republic of Kazakhstan dated 14.09.2022 No . 367 (shall be enforced upon expiry of ten calendar days after the day of its first official publication).**

## **Chapter 1. General provisions**

1. This standard for a workplace of persons with disabilities moving in a wheelchair (hereinafter- the standard) has been developed in accordance with subparagraph 8) of Article 7 of the Law of the Republic of Kazakhstan "On Public Employment".

2. This standard shall establish the requirements for a workplace of a disabled person moving in a wheelchair.

3. The following basic concepts are used in this standard:

a person with disability - a person, having a health disorder with a persistent disorder of body functions caused by diseases, injuries (wounds, injuries, contusions), their consequences, defects, which leads to a restriction of vital activity and the need for his/her social protection;

a ramp - a structure that has a continuous surface inclined in the direction of movement, designed to move from one level of the horizontal track surface to another, including in a wheelchair.

## **Chapter 2. Requirements for the workplace of a disabled person moving in a wheelchair**

4. The workplace of a disabled person moving in a wheelchair includes basic and auxiliary equipment that meets the basic anthropometric and ergonomic requirements.

5. When equipping the workplace, the individual requirements and limitations of a disabled person moving in a wheelchair shall be taken into account.

6. The main elements of the workplace of a disabled person moving in a wheelchair, which are used and taken into account in its organization:

special equipment and devices designed to compensate for the anthropometric and anatomical-morphological limitations of a disabled person moving in a wheelchair;

creation of an additional specially designed hand tool, taking into account the anthropometric and anatomical and morphological features of a disabled person moving in a wheelchair, maximizes the effect of its use;

main control elements of technological equipment, materials used in the work, and parts are located within the working area, taking into account the anthropometric and anatomical-morphological features of the body of a disabled person moving in a wheelchair;

all elements in the working area are securely fixed to avoid labor injuries;

if necessary, providing additional space for a disabled person (for example, increasing the turntable for a disabled person moving in a wheelchair);

if necessary, additional lighting of the workplace is provided.

7. When arranging production equipment, furniture, the possibility of access, turning around, and unhindered passage for a disabled person moving in a wheelchair shall be taken into account.

All equipment, furniture used by a disabled person moving in a wheelchair shall be located within the accessibility zone.

8. Arrangement of equipment and furniture, lighting of the workplace for a disabled person moving in a wheelchair shall ensure the safety and comfort of work.

9. Production facilities with the presence of people shall be provided with natural and artificial lighting. When performing medium–precision works, combined illumination at the workplace shall be provided for at least 500 lux, for low-precision and rough works - at least 300 lux according to state standards in the field of architecture, urban planning and construction.

10. Light sources have sufficient light output, a full distribution of the luminous flux with a clear indication of the light boundary. The surface of the workplace elements and surrounding objects do not have bright highlights.

11. The area of premises is taken at the rate of 7.65 square meters per one working person with a disability moving in a wheelchair, in accordance with the Sanitary and epidemiological requirements for administrative residential and residential buildings, approved by order of the Minister of Healthcare of the Republic of Kazakhstan dated June 16, 2022, No. KR HCM-52 (registered in the Register of state registration of regulatory legal acts under No. 28525). The volume of premises is determined by calculation, based on the need to ensure the requirements of microclimate standards, but not less than 15 cubic meters in accordance with the Sanitary and epidemiological requirements for buildings and structures for industrial purposes, approved by order of the Minister of Healthcare of the Republic of Kazakhstan dated August 3, 2021, No. HCM-72 (registered in the Register of state registration of regulatory legal acts under No. 23852).

12. When placing a workplace for a disabled person in a room where processes that are contraindicated for the body take place in certain areas, the parameters of the production environment in the working area of a disabled person shall be regulated. At the same time, hygienic standards for physical factors affecting a person shall be taken into account, approved by the order of the Minister of Healthcare of the Republic of Kazakhstan dated February 16, 2022, No. KR HCM-15 (registered in the Register of state registration of regulatory legal acts under No. 26831).

13. For persons with disabilities moving in a wheelchair, it is necessary to individually design the elements of equipment, work surface, and furniture, if necessary - with the provision of its transformation.

14. Organizational and technical equipment in size corresponds to anthropometric data, is stable, and ensures comfort and safety of use.

15. The desktop has the following characteristics and capabilities:

changing the height and inclination of the surface;

the possibility of providing additional local lighting;

providing the possibility of additional attachment of auxiliary equipment;  
the presence of drawers, a device for capturing and holding objects and parts.

The work chair has the following characteristics and capabilities:

changing the height and inclination of the seat and backrest;

installation of additional footrests (if necessary);

installation of additional armrests;

installation of additional stops and handrails to facilitate movement.

16. When arranging a workplace for a disabled person moving in a wheelchair, the selection and placement of work equipment, and furniture shall be carried out taking into account the requirements for low-mobility groups of the population in relation to an employee in a wheelchair in accordance with the requirements of state standards in the field of architecture, urban planning, and construction:

1) dimensions of the occupied area during the rotation of a wheelchair around the vertical axis: 1400x1400 millimeters according to the appendix to this standard;

2) availability of environmental elements:

when located on the side: not higher than 1300 mm and not lower than 250 mm;

in the frontal position: not higher than 1200 millimeters.

17. A workplace that involves working on a computer, if necessary, is equipped with a special keyboard, and a special computer mouse.

18. Requirements for the movement of a disabled person moving in a wheelchair:

1) the building provides an entrance adapted for persons moving in a wheelchair. Outdoor stairs and ramps have handrails. In accordance with the requirements of state regulations in the field of architecture, urban planning, and construction, the maximum height of one rise (march) of the ramp does not exceed 0.8 meters with an inclination of not more than 8%. With a difference in floor heights on the movement paths of 0.2 meters or less, the inclination of the ramp increases to 10%. In exceptional cases, screw ramps are provided;

2) traffic paths:

the width of the traffic lanes with the doors of the offices open - at least 90 centimeters;

width of doorways - at least 90 centimeters;

threshold height - no more than 2.5 centimeters;

if necessary, a ramp with a non-slip coating with a width of at least 90 centimeters is mounted in the building, handrails at a height of 70-90 centimeters;

location of the workplace provides a minimum need for movement;

3) placement of a workplace on the second and higher floors:

when placing workplaces on the second floor and above, passenger elevators are equipped with a cabin of at least 140x110 centimeters, with a doorway width of at least 90 centimeters;

stair individual lifting device in the absence of an elevator.

19. Sanitary and household services for persons with disabilities are provided in accordance with the requirements of state standards in the field of architecture, urban planning, and construction.

At least one universal cabin is provided in public restrooms, accessible to all categories of citizens, including those moving in a wheelchair.

The universal cabin has dimensions: width – 1.65 meters, depth – 1.8 meters. The cabin provides:

space for a wheelchair, as well as hooks for clothes, crutches and other accessories; the possibility of installing handrails, swivel or folding seats, if necessary.

Appendix 2 to the order  
of the Minister of Healthcare  
and social development  
of the Republic of Kazakhstan  
dated June 14, 2016 No. 519

## **The standard for a workplace of a disabled person with complete loss of vision**

**Footnote. Appendix 2 is in the wording of the order of the Minister of Labour and Social Protection of Population of the Republic of Kazakhstan dated 14.09.2022 No. 367 (shall be enforced upon expiry of ten calendar days after the day of its first official publication).**

### **Chapter 1. General provisions**

1. This standard for a workplace of a disabled person with complete loss of vision (hereinafter-the standard) has been developed in accordance with subparagraph 8) of Article 7 of the Law of the Republic of Kazakhstan "On Public Employment".

2. This standard shall establish the requirements for the workplace of a disabled person with complete loss of vision.

3. This standard uses the following basic concept:

tiflocomplex - a computer that is equipped with special equipment and software for visually impaired and blind users, as well as braille printers.

### **Chapter 2. Requirements for the workplace of a disabled person with complete loss of vision**

4. The workplace of a disabled person with complete loss of vision includes basic and auxiliary equipment that meets the basic ergonomic requirements.

5. When equipping the workplace, the individual requirements and limitations of a disabled person with complete loss of vision shall be taken into account.

6. The main elements of the workplace of a disabled person with complete loss of vision, which are used and taken into account in its organization:

special equipment and devices designed to compensate for the physiological limitations of a disabled person caused by his/her blindness;

provision of a specially designed embossed font, taking into account the characteristics of a disabled person with complete loss of vision;

the main control elements of the typhlocomplex, materials used in the work, devices are located within the working area, taking into account the characteristics of the body of a disabled person with complete loss of vision;

additional equipment for identifying the environment in the working area (acoustic, tactile, visual) to ensure the efficiency of the work process and labor safety for a disabled person with complete loss of vision.

7. When arranging production equipment, furniture, the provision of unimpeded passage for a disabled person with complete loss of vision shall be taken into account. It also provides for the installation of tactile guide signs (floor and wall) on the movement paths.

8. Arrangement of equipment and furniture, lighting of the workplace of a disabled person with complete loss of vision ensures the safety and comfort of work.

9. Sanitary and hygienic requirements for the organization of a workplace for a disabled person with complete loss of vision:

microclimate class 1;

noise does not exceed 80 decibels;

lack of local vibration;

lack of ultrasound, infrasound;

harmful substances within the maximum allowable values;

hypothermia of hands is not allowed.

10. The workplace of a disabled person with complete loss of vision shall be equipped with a typhlocomplex with tactile, auditory, visual landmarks, which are designed to provide an orientation system at the workplace.

11. All technological devices shall be equipped with typhlmarks, which allow a disabled person to use them without visual control. Also, these typhlmarks shall ensure the safety of using the tool.

If necessary, the workplace of a disabled person with complete loss of vision shall be equipped with radio stations. If several persons with disabilities with complete loss of vision work in the premises, then a common source of radio notification shall be installed.

12. The requirements for the workplace of a disabled person with complete loss of vision shall be:

computer typhlocomplexes designed to provide the ability to perform work without visual and auditory control;

typhlo organizer and Braille printers, keyboards that allow connection to a Braille display, for working with computers and office equipment.

13. The layout of the workplace shall be carried out taking into account the minimum spatial movements of the employee in the process of work.

14. The ways of movement of the worker and intra-shop transport shall be separated. Industrial premises shall be placed directly at the entrance, not higher than 3 floors. Anti-slip materials shall be used to cover floors and stairs. Safety barriers shall be installed on windows, stairs, and guide rails.

The working area and the ways of movement of the blind shall be equipped with systems of reference points ("sound beacons"), relief inscriptions on the equipment of workplaces, at the entrances to sanitary facilities, in elevators, corridors, and other places).

Appendix 3 to the order  
of the Minister of Healthcare  
and social development  
of the Republic of Kazakhstan  
dated June 14, 2016 No. 519

## **The standard for a workplace of a disabled person with complete hearing loss**

**Footnote. Appendix 3 is in the wording of the order of the Minister of Labour and Social Protection of Population of the Republic of Kazakhstan dated 14.09.2022 No. 367 (shall be enforced upon expiry of ten calendar days after the day of its first official publication).**

### **Chapter 1. General provisions**

1. This standard for a workplace of a disabled person with complete hearing loss ( hereinafter- the standard) has been developed in accordance with subparagraph 8) of Article 7 of the Law of the Republic of Kazakhstan "On Public Employment".

2. This standard shall establish the requirements for a workplace of a disabled person with complete hearing loss.

### **Chapter 2. Requirements for the workplace of a disabled person with complete hearing loss**

3. The workplace of a disabled person with complete hearing loss, the design of elements of production equipment in the work area shall comply with ergonomic requirements.



4. Disabled persons with complete hearing loss shall not be allowed to work in conditions of intense noise and local industrial vibration, with moving mechanisms, in the production of substances that are toxic.

5. When equipping the workplace, the individual requirements and limitations of a disabled person with complete hearing loss shall be taken into account.

6. The main elements of the workplace with complete hearing loss, which are used and taken into account in its organization, shall be special equipment and devices designed to compensate for the anthropometric and anatomical and morphological limitations of a disabled person with complete hearing loss.

7. Arrangement of equipment and furniture, lighting of the workplace of a disabled person with complete hearing loss shall ensure safety and comfort of work.

8. Production facilities with permanent presence of people shall be provided with natural and artificial lighting. When performing medium-precision works, the combined illumination at the workplace is provided for at least 500 lux, for low-precision and rough works - at least 300 lux in accordance with state standards in the field of architecture, urban planning, and construction.

9. Light sources have sufficient light output, full-fledged distribution of the light flux with a clear designation of the light boundary. The surface of the elements of the workplace and surrounding objects do not have bright reflections.

10. The workplace of a disabled person with complete hearing loss shall be additionally equipped with:

equipment that converts sound signals into light signals, into a text running line;  
light (visual) indicators that convert speech into text.

11. The requirements for the workplace of persons with disabilities with simultaneous hearing and vision impairment shall be:

tactile tiflocomplexes designed to ensure the performance of work without visual and auditory control;

typhlo organizer and Braille printers, keyboards that allow connection to a Braille display, for working with computers and office equipment.

12. An enterprise that employs persons with disabilities with complete hearing loss will provide a room for a sign language interpreter. The specified office shall be equipped with special technical means of communication for persons with disabilities with hearing impairments: telephones with text messages or telefaxes.

13. Flashing light signals shall be additionally installed at the workplace to inform about the danger and evacuation.