ASEAN Journal of Community and Special Needs Education

Journal homepage: https://ejournal.bumipublikasinusantara.id/index.php/ajcsne

The Mechanism of Public-Private Partnership in Managing the Development of Inclusive Technologies and Professions of the Future in the Era of Technological Advancement

*Valery Vladimirovich Glushchenko**

Moscow Polytechnic University, Russia
*Correspondence: E-mail: valery.v.glushchenko@gmail.com

ABSTRACT

This study aims to strengthen the social well-being of persons with disabilities through employment in inclusive technologies and professions of the future. The research applies conceptual design methodology, system engineering, and heuristic analysis to develop a public-private partnership mechanism for inclusive technological development. Inclusive technologies can support social integration, expand employment opportunities, and create sustainable labor participation for individuals with disabilities. Coordinated cooperation among government, business, educational institutions, and social organizations is needed to build an inclusive innovation ecosystem. The study contributes to inclusive labor market management by proposing a structured model based on hierarchical levels of design and implementation. Its practical implication is the development of a framework for connecting technological progress, corporate social responsibility, and inclusive employment.

ARTICLE INFO

Article History:
Submitted/Received 10 Jul 2025
First Revised 23 Aug 2025
Accepted 15 Oct 2025
First Available online 16 Oct 2025
Publication Date 01 Mar 2026

Keyword:
Inclusion;
Inclusive technology;
Management;
Public-private partnership;
Social responsibility;
Technological development.

1. INTRODUCTION

Technological advancement is changing the structure of work, professions, and social participation. New technologies such as artificial intelligence, robotics, digital platforms, remote work systems, and adaptive devices create new opportunities for employment and professional development. For persons with disabilities, these technologies can reduce physical, communication, and organizational barriers that previously limited participation in the labor market. Therefore, inclusive technologies are increasingly important for building equitable employment systems and improving social well-being. Inclusive technologies refer to tools, systems, and work processes that allow persons with different physical, sensory, or cognitive abilities to participate effectively in education, employment, and social life. In the context of the future labor market, inclusive technologies are not only assistive instruments but also part of broader social and economic transformation. They can help create new professions, redesign existing jobs, and support more flexible forms of work. However, the development of such technologies requires systematic planning, institutional coordination, and long-term investment. Public-private partnership is one possible mechanism for managing inclusive technological development. The government can provide policy direction, regulation, incentives, and social protection. Private enterprises can contribute to technological innovation, investment, workplace adaptation, and employment opportunities. Educational institutions can prepare human resources, conduct research, and develop training programs for future professions. Social organizations can represent the needs of persons with disabilities and provide feedback on accessibility, usability, and social impact. Coordinated cooperation among these actors is necessary to ensure that technological progress contributes to inclusion rather than exclusion. Previous studies have discussed conceptual design, technological systems, corporate social responsibility, and sustainable development as important foundations for inclusive innovation. Conceptual design and system engineering are useful for organizing complex socio-technical systems because they help connect philosophical goals, institutional mechanisms, resources, and implementation processes (Sonin, 2021; Filippova, 2018). Studies on corporate social responsibility also show that business participation in social development can support sustainable and inclusive growth (Rustamova and Trapeznikov, 2019; Saliyenko and Sokolov, 2023; Zizhen, 2025).

Recent work has also expanded the idea of corporate social responsibility into the Environmental, Social, Governance, and Inclusion (ESG+I) concept, where inclusion becomes an explicit part of environmental, social, and governance responsibility.Inclusion should not be treated as charity or an additional social program, but as a strategic part of technological and organizational development within the ESG+I framework (Glushchenko, 2025a). The development of inclusive technologies and future professions also requires a public-private partnership mechanism that connects technological innovation with labor market inclusion (Glushchenko, 2025b). At the same time, the theory of technological orders explains that each stage of technological development changes labor organization, production systems, and social relations (Glazyev, 2016; Glushchenko, 2020). In this context, the emergence of new technological orders creates both challenges and opportunities for inclusive employment.

Despite the growing importance of inclusive technologies, there remains a need for a structured mechanism that can connect state policy, business innovation, education, and social responsibility. Without such a mechanism, inclusive technology development may remain fragmented, underfunded, or disconnected from the real needs of persons with disabilities. Therefore, this study aims to develop a conceptual and methodological

framework for a public-private partnership mechanism that manages the synthesis of inclusive technologies and professions of the future. By applying system engineering and conceptual design, the study contributes to inclusive labor market management and supports the development of human-centered technological progress.

2. METHODS

This study used a conceptual research design to develop a public-private partnership mechanism for managing inclusive technologies and future professions for persons with disabilities. The method combined conceptual design, system engineering, heuristic analysis, and institutional analysis. Conceptual design was used to formulate the philosophical, social, and managerial foundations of inclusive technological development. System engineering was used to view inclusive technologies, employment systems, government policy, business participation, education, and social organizations as interconnected parts of one socio-technical system. This approach helped identify how different actors can work together to support inclusive employment. Heuristic analysis was applied to explore possible forms of future professions and inclusive work arrangements. Inclusive technologies were understood as tools, processes, or sequences of operations that allow persons with different physical, sensory, or cognitive abilities to participate in productive work. The analysis focused on how work tasks can be adapted, redesigned, or supported by digital and assistive technologies. Institutional analysis was used to examine the roles of government, private enterprises, educational institutions, and social organizations in the proposed partnership mechanism. The study also considered how policy support, corporate social responsibility, financial incentives, training systems, and research infrastructure can strengthen inclusive technological development. The results were synthesized into a conceptual framework describing the hierarchical levels and structural components of the public-private partnership mechanism. This framework explains how inclusive technologies and professions of the future can be designed, implemented, evaluated, and sustained in line with technological progress and social responsibility.

3. RESULTS AND DISCUSSION

This section presents the proposed public-private partnership mechanism for managing the development of inclusive technologies and professions of the future. The discussion focuses on hierarchical design levels, structural components, institutional roles, ESG+I, education and training, and implications for inclusive employment.

3.1. Public-Private Partnership as an Inclusive Innovation Mechanism

Public-private partnership can function as a strategic mechanism for connecting technological development with social inclusion. In this model, the state, private enterprises, educational institutions, and social organizations work together to create employment opportunities for persons with disabilities. The state provides legal support, incentives, and social policy direction. Business organizations provide technology, investment, and workplace adaptation. Educational institutions support training and research, while social organizations represent the needs and rights of persons with disabilities. This partnership is important because inclusive technologies cannot be developed effectively by one actor alone. Government policy without business participation may remain normative, while business innovation without public regulation may ignore accessibility and social responsibility. Therefore, the Public-Private Partnership mechanism helps combine public goals with private

resources and technological expertise. This supports the development of inclusive professions that align with future labor market demands and social well-being. The mechanism is also consistent with the idea that technological development should not only increase productivity but also improve human participation. In the era of artificial intelligence, robotics, digital platforms, and remote work, many tasks can be redesigned. Thus, persons with disabilities can contribute meaningfully to production, management, monitoring, service, and knowledge-based work. Inclusion is not separate from technological progress; rather, it can become one of its core directions.

3.2. Hierarchical Levels of the Public-Private Partnership Mechanism

The analysis identified five hierarchical levels for designing and implementing the Public-Private Partnership mechanism. These levels show how inclusive technological development moves from conceptual foundations to practical implementation and long-term sustainability.

Table 1 summarizes the hierarchical levels of the public-private partnership mechanism. The Public-Private Partnership mechanism requires more than financial cooperation. It begins with conceptual design because inclusion must be treated as a guiding principle, not merely as an additional social program. Conceptual design defines the values of equality, accessibility, dignity, and productive participation. These values then guide the development of interaction technologies, organizational structures, resources, and education systems.

Table 1. Hierarchical levels of the public-private partnership mechanism design.

LEVEL	DESIGNATION	MAIN FUNCTION	EXPECTED CONTRIBUTION
1	Conceptual design	Defines the philosophy, values, and goals of inclusive technological development.	Establishes inclusion as a strategic and ethical foundation.
2	Interaction technologies	Develops digital and managerial tools for cooperation among government, business, education, and social organizations.	Improves coordination and information exchange.
3	Organizational embodiment	Creates pilot projects, partnerships, and institutional networks for inclusive employment.	Translates concepts into real employment practices.
4	Resource provision and evaluation	Provides financial, legal, material, and institutional support, including evaluation indicators.	Ensures sustainability, accountability, and scalability.
5	Education and training	Prepares specialists, workers, and managers through universities and training centers.	Builds long-term human capital for inclusive professions.

The second level, interaction technologies, is needed because inclusive innovation depends on coordination among multiple stakeholders. Digital platforms, communication systems, and management tools can support cooperation between state agencies, enterprises, universities, and disability organizations. This level is especially important because inclusive employment often requires matching individual abilities with suitable job tasks and technologies.

The third level is organizational embodiment. At this stage, the partnership becomes visible through pilot projects, inclusive enterprises, adaptive workplaces, and employment

networks. The fourth level ensures that these initiatives receive sufficient resources and are evaluated through clear indicators. The fifth level focuses on education and training, which is necessary because inclusive professions of the future require both technological competence and social sensitivity.

3.3. Structural Components of the Inclusive Partnership Mechanism

The Public-Private Partnership mechanism consists of several structural components that support inclusive technology development. These components include the philosophy of inclusive labor, the ideology of synthesis, state policy, corporate social responsibility, financial instruments, and educational infrastructure. **Table 2** presents the main structural components of the inclusive partnership mechanism. Inclusive employment requires both ethical and institutional foundations. The philosophy of inclusive labor establishes the moral direction of the system. It emphasizes that persons with disabilities should not be viewed only as recipients of social support, but as active contributors to economic and technological development. The ideology of synthesis then connects this ethical foundation with practical cooperation among the state, business, education, and civil society.

Table 2. Structural components of the inclusive partnership mechanism.

COMPONENT	CORE FUNCTION	EXPECTED IMPACT
Philosophy of inclusive labor	Establishes human dignity, equality, accessibility, and participation as guiding principles.	Promotes human-centered technological development.
Ideology of synthesis	Connects technological progress with social inclusion and shared responsibility.	Strengthens cooperation among stakeholders.
State policy and legislation	Provides legal frameworks, standards, incentives, and social protection.	Ensures legitimacy and public support for inclusive employment.
Corporate social responsibility and ESG+I	Integrates inclusion into business strategy, governance, and social responsibility.	Encourages ethical and competitive business participation.
Financial and tax instruments	Provides subsidies, tax benefits, grants, or preferential financing for inclusive initiatives.	Makes inclusive innovation economically sustainable.
Educational and research infrastructure	Supports training, research, technology design, and professional development.	Builds long-term capacity for inclusive professions.

State policy and legislation provide the formal basis for the system. They can define accessibility standards, employment rights, funding mechanisms, and incentives for inclusive enterprises. Corporate social responsibility and ESG+I help integrate inclusion into private-sector decision-making. Financial and tax instruments are also important because inclusive technology often requires initial investment in workplace adaptation, assistive devices, training, and digital infrastructure. Educational and research infrastructure plays a long-term role. Universities and training centers can prepare future specialists who understand both technology and inclusion. They can also become sites for designing, testing, and improving inclusive technologies. This makes education an important bridge between conceptual design and practical implementation.

3.4. ESG+I and Corporate Responsibility in Inclusive Employment

The ESG+I concept can strengthen the role of business in inclusive technological development. Traditional ESG focuses on environmental, social, and governance responsibility. The additional "I" emphasizes inclusion as a measurable and strategic part of corporate responsibility. This is important because inclusion should not be treated only as charity, but as part of innovation, competitiveness, and sustainable development (Glushchenko, 2025a; Saliyenko and Sokolov, 2023). Companies that adopt ESG+I can benefit in several ways. They may improve public trust, strengthen reputation, access social investment, and develop more diverse teams. Inclusion can also improve problem-solving because diverse employees bring different experiences and perspectives. In this sense, employment of persons with disabilities is not only a social obligation but also a source of organizational learning and innovation. At the same time, business participation requires incentives. Private enterprises may hesitate to invest in inclusive technologies if they perceive them as costly or uncertain. Therefore, government support through tax benefits, grants, preferential loans, procurement policies, and legal recognition is necessary. The Public-Private Partnership mechanism aligns public and private interests by making inclusion socially desirable and economically rational.

3.5. Education, Training, and Professions of the Future

Education and training are central to the sustainability of inclusive technologies and future professions. The development of inclusive employment requires workers with disabilities to receive appropriate training, but it also requires managers, engineers, designers, teachers, and policymakers to understand inclusive design. Universities, resource centers, and training institutions can support this process through curricula, seminars, research projects, and innovation laboratories. Professions of the future should be designed through task adaptation and technological support. Some jobs may be transformed through remote work, assistive communication, digital monitoring, artificial intelligence, robotics, or adaptive interfaces. For example, a person with limited mobility may participate in monitoring, analysis, communication, design, or digital coordination tasks if the work environment is properly structured. Future professions should be designed around human abilities rather than traditional physical limitations. This approach also changes the meaning of professional inclusion. Inclusion is not only about placing persons with disabilities into existing jobs. It is also about redesigning work itself. Thus, different abilities can be used productively. This requires cooperation between educational institutions and industry. Thus, training programs reflect real technological opportunities and labor market needs.

3.6. Example of Inclusive Profession: Remote Security Guard Partner

One practical example of inclusive professional design is the "remote security guard partner." In this model, an able-bodied security worker performs physical patrols, while a partner with limited mobility provides remote support through video monitoring, communication systems, and analytical observation. The remote partner can help identify threats, record incidents, communicate with the patrol worker, and support decision-making. This example shows how technology can transform a task that was traditionally physical into a shared socio-technical activity. The person with limited mobility contributes cognitive, communicative, and analytical skills without being required to perform physical patrols. The enterprise benefits from improved monitoring and safety, while the worker gains meaningful employment. Inclusive technology can create new forms of collaboration rather than simply

compensating for limitations. The example also reflects the broader logic of the Public-Private Partnership mechanism. The state can support regulatory standards and employment incentives. Business provides the workplace and technology. Educational institutions train remote monitoring specialists. Social organizations help ensure that the workplace is accessible and respectful of disability rights. Through this interaction, inclusive employment becomes a practical outcome of coordinated partnership.

3.7. Socio-Economic Implications of the Public-Private Partnership Mechanism

The Public-Private Partnership mechanism has important socio-economic implications. For persons with disabilities, inclusive employment can improve income, self-esteem, social participation, and life satisfaction. For enterprises, it can expand the workforce, improve social reputation, and support innovation. For the state, it can reduce social dependency, increase labor participation, and strengthen social cohesion. Inclusive employment benefits both individuals and institutions. The mechanism also supports sustainable development. Inclusive employment is connected to decent work, reduced inequalities, and social responsibility. When persons with disabilities are excluded from the labor market, society loses human potential. When they are included through appropriate technology and institutional support, their abilities contribute to economic and social development. This is why inclusive technologies should be considered part of a national innovation strategy, not only disability policy. However, several challenges remain. Some enterprises may still view inclusion as a cost rather than an investment. Some educational institutions may lack inclusive curricula and technical capacity. Some technologies may be inaccessible or too expensive. In addition, legal frameworks may not be strong enough to encourage inclusive innovation. Public-Private Partnership must be supported by continuous evaluation, policy incentives, and institutional learning.

3.8. Toward a Human-Centered Technological Order

Technological advancement should be guided by human-centered values. New technologies can either increase inequality or expand participation, depending on how they are designed and governed. If technology is developed without inclusion, persons with disabilities may be further excluded from the future labor market. If technology is designed inclusively, it can reduce barriers and create new professional opportunities. The proposed Public-Private Partnership mechanism provides a way to align technological progress with social responsibility. It connects philosophical principles, state regulation, business innovation, education, finance, and civil society participation. This integrated approach is necessary because inclusive employment is both a technical and social challenge. It requires accessible tools, supportive policies, trained professionals, and a cultural shift in how society understands disability and work. Public-private partnership can become a practical mechanism for building inclusive technologies and professions of the future. The model demonstrates that inclusion is not only a moral goal but also a strategic condition for sustainable technological development. By embedding inclusion into technological design and labor market management, societies can ensure that future progress serves all people, including persons with disabilities.

3.9. Implementation Strategy and Evaluation Framework for Inclusive Technological Partnerships

The proposed public-private partnership mechanism requires a clear implementation strategy. Thus, inclusive technologies and professions of the future can move from conceptual design to real employment practice. Inclusive technological development cannot depend only on innovation or goodwill. It requires legal protection, institutional coordination, financial incentives, educational preparation, and continuous evaluation. This is important because inclusive employment is connected not only to labor market participation but also to the broader recognition of human rights, including the right of persons with disabilities to participate in social and economic life (Glushchenko, 2018).

A practical implementation strategy should begin with policy alignment. The state needs to define inclusive employment as part of national technological development, not only as social welfare. Disability inclusion should be included in innovation policy, employment regulation, education planning, and corporate responsibility programs. Such alignment is consistent with the theory of technological orders, where each stage of technological development changes labor organization, production systems, and social relations (Glazyev, 2016; Glushchenko, 2020). In the current era of digital transformation, the state must ensure that artificial intelligence, robotics, digital platforms, and remote work systems reduce barriers rather than create new forms of exclusion.

The second step is institutional coordination. Public-private partnership should connect government agencies, business enterprises, universities, research centers, and organizations of persons with disabilities. Each actor has a specific function. The government provides regulations and incentives. Business provides workplaces, technologies, and investment. Universities provide training, research, and professional development. Disability organizations provide feedback about accessibility, usability, and social impact. Without this coordination, inclusive technology development may become fragmented and difficult to sustain. Conceptual design and system engineering are useful because they help organize these actors as parts of one socio-technical system rather than as separate institutions (Sonin, 2021).

As shown in **Table 3**, implementation should be organized as a staged process. Policy alignment provides the foundation, while institutional coordination ensures that the mechanism is not limited to formal regulation. Technology and job redesign are central because inclusive employment requires work processes that match diverse human abilities. Financial incentives help reduce the initial cost of workplace adaptation, while education and training create long-term human capital. Monitoring and evaluation are needed to ensure that inclusive technology produces real benefits for persons with disabilities.

The role of business is especially important in this strategy. Private enterprises often have the technological capacity and organizational flexibility needed to redesign work processes. However, they may not participate actively if inclusion is perceived only as a cost. This is why corporate social responsibility and ESG+I are important. ESG+I expands environmental, social, and governance responsibility by making inclusion a measurable and strategic business objective (Glushchenko, 2025a). When inclusion is connected to corporate reputation, innovation capacity, stakeholder trust, and market competitiveness, it becomes more likely that enterprises will invest in inclusive technologies (Saliyenko and Sokolov, 2023; Zizhen, 2025).

Financial and tax instruments are also necessary. Many inclusive technologies require initial investment in assistive tools, workplace modification, digital platforms, training, and accessibility assessment. If enterprises must carry these costs alone, participation may remain limited. Public incentives can reduce this barrier by making inclusive innovation economically feasible. This supports earlier views that corporate social responsibility can contribute to sustainable development when it is supported by institutional arrangements and public-private cooperation (Filippova, 2018; Rustamova and Trapeznikov, 2019).

Table 3. Implementation strategy for public-private partnership in inclusive technological development.

IMPLEMENTATION STAGE	MAIN ACTIVITIES	RESPONSIBLE ACTORS	EXPECTED OUTPUT
Policy alignment	Include disability employment, inclusive technology, and accessibility in national innovation and labor policies.	Government, policy agencies, disability councils	Clear legal and strategic direction for inclusive technological development
Institutional coordination	Build cooperation among state bodies, enterprises, universities, and social organizations.	Government, business sector, universities, NGOs	Coordinated an inclusive innovation ecosystem
Technology and job redesign	Adapt tasks, tools, workplaces, and digital systems to different physical, sensory, and cognitive abilities.	Enterprises, engineers, designers, and disability organizations	Inclusive professions and accessible work processes
Financial incentives	Provide tax benefits, grants, preferential loans, or procurement support for inclusive enterprises.	Government, financial institutions, private sector	Economic motivation for business participation
Education and training	Prepare workers, managers, engineers, and educators through inclusive curricula and professional training.	Universities, vocational centers, enterprises	Skilled human resources for inclusive professions
Monitoring and evaluation	Measure employment outcomes, accessibility, worker satisfaction, and institutional sustainability.	Government, universities, enterprises, and civil society	Evidence-based improvement of the Public-Private partnership mechanism

Education is another key part of implementation. Inclusive technologies and professions of the future require new skills from all participants. Persons with disabilities need access to training that matches future labor market needs. Managers need knowledge of inclusive employment and workplace adaptation. Engineers and designers need competence in accessibility and human-centered design. Universities and training centers can therefore become resource hubs for inclusive technological development. This is consistent with the view that conceptual design and professional preparation must support innovation in the digital economy (Sonin, 2021).

The evaluation of inclusive technological partnerships should also be systematic. Evaluation should not only count the number of persons with disabilities employed. It should

examine whether employment is meaningful, stable, accessible, and connected to professional development. A narrow evaluation system may create symbolic inclusion without improving real social well-being. Therefore, the Public-Private Partnership mechanism should use indicators related to accessibility, employment quality, worker satisfaction, income stability, training outcomes, and organizational sustainability.

As shown in **Table 4**, inclusive partnership evaluation must combine technical, economic, educational, and social indicators. Accessibility indicators show whether the work environment can be used by persons with different abilities. Employment indicators show whether the mechanism creates stable labor opportunities. Training indicators show whether human capital development supports inclusive professions. Business participation indicators show whether inclusion has become part of corporate strategy. Social well-being indicators are important because the final goal of the mechanism is not only employment but also improved dignity, independence, and participation.

Table 4. Evaluation indicators for inclusive technologies and professions of the future.

EVALUATION DIMENSION	SUGGESTED INDICATORS	PURPOSE OF EVALUATION	RELATED BASIS
Accessibility	Availability of assistive technologies, accessible digital platforms, adapted workplaces, and inclusive communication systems	To assess whether persons with disabilities can participate effectively in work processes	Glushchenko (2025b); Sonin (2021)
Employment outcomes	Number of inclusive jobs, retention rate, income stability, promotion opportunities, and job security	To measure whether inclusive technologies create sustainable employment	Glushchenko (2025a); Saliyenko and Sokolov (2023)
Training and human capital	Participation in training, skill improvement, certification, and professional readiness	To evaluate whether education systems support future inclusive professions	Sonin (2021); Glushchenko (2025b)
Business participation	Number of enterprises involved, ESG+I adoption, investment in inclusive technologies, and workplace adaptation	To assess private-sector commitment and economic feasibility	Glushchenko (2025a); Zizhen (2025)
Social well-being	Worker self-confidence, social participation, life satisfaction, and reduced dependency	To examine whether employment improves the quality of life	Glushchenko (2018); Rustamova and Trapeznikov (2019)
Institutional sustainability	Continuity of funding, policy support, stakeholder coordination, and evaluation feedback	To ensure that inclusive partnerships remain stable over time	Glazyev (2016); Glushchenko (2020)

The evaluation framework also helps prevent superficial implementation. Some organizations may claim to support inclusion without creating accessible workplaces or stable jobs. Evaluation indicators can make such gaps visible. For example, an enterprise may report employing persons with disabilities, but if workers have no professional development, low job security, or poor accessibility, the program cannot be considered successful. Therefore, public-private partnership must include accountability mechanisms that connect funding, incentives, and recognition to measurable, inclusive outcomes.

Another important issue is scalability. A pilot inclusive profession may work in one organization but fail in another if institutional support is weak. For this reason, the Public-Private Partnership mechanism should create feedback loops between implementation and policy learning. Universities and research centers can collect data from pilot projects, analyze barriers, and recommend improvements. The government can use this evidence to adjust regulations and incentives. Enterprises can use evaluation results to redesign work processes. Social organizations can ensure that the perspectives of persons with disabilities remain central in decision-making.

The proposed strategy also strengthens the link between inclusion and technological progress. New technologies should not be introduced only because they are advanced. They should be assessed based on whether they improve human participation. Artificial intelligence, remote work platforms, robotics, and digital monitoring can support inclusive employment only when they are designed with accessibility and dignity in mind. If technological systems ignore the needs of persons with disabilities, they may reproduce exclusion in more advanced forms. Therefore, inclusive design should be treated as a core requirement of the future technological order.

In this context, public-private partnership becomes a governance tool for human-centered innovation. The benefits of technological progress are distributed more fairly. It also helps align the interests of different actors. The state gains social stability and reduced dependency. Businesses gain innovation capacity and public trust. Educational institutions gain new research and training roles. Persons with disabilities gain access to meaningful work and social participation. This mutual benefit is the main reason why inclusion should be understood as both a moral principle and an economic strategy.

Inclusive technological development requires more than conceptual support. It requires coordinated action, measurable indicators, and continuous improvement. By combining policy alignment, business participation, educational preparation, financial incentives, and accountability, the Public-Private Partnership mechanism can transform inclusive technologies from isolated initiatives into a sustainable system of future employment. This makes inclusion a permanent part of technological modernization and supports the creation of labor markets that are more equitable, resilient, and socially responsible.

4. CONCLUSION

Public-private partnerships can serve as an effective mechanism for managing the development of inclusive technologies and professions of the future. The proposed mechanism connects state policy, business innovation, educational institutions, and social organizations to support employment opportunities for persons with disabilities. Through conceptual design and system engineering, inclusive technological development requires coordinated planning, institutional support, financial incentives, and continuous education. Inclusion should be understood as both a social responsibility and a strategic part of technological progress. Inclusive technologies can reduce barriers, expand labor participation, and create new forms of meaningful work for persons with disabilities. Therefore, future technological development should not only focus on efficiency and innovation, but also on accessibility, dignity, and human well-being. By embedding inclusion into public-private partnership systems, societies can build more equitable, sustainable, and human-centered labor markets.

5. AUTHORS' NOTE

The authors declare that there is no conflict of interest regarding the publication of this article. The authors confirmed that the paper was free of plagiarism.

6. REFERENCES

Filippova, I. V. (2018). Implementation of the concept of sustainable development through corporate social responsibility and the principles of the UN Global Compact in Russia. *Financial Economics, 7*, 232-235.

Glazyev, S. Y. (2016). World economic orders in global economic development. *Economics and Mathematical Methods, 52*(2), 3-29.

Glushchenko, V. V. (2018). General theory of human rights: The science of the rights of individuals and legal entities. *Bulletin of Science and Practice, 4*(8), 303-339.

Glushchenko, V. V. (2020). Scientific theory of technological orders and research of directions of its practical application. *Bulletin of Science and Practice, 6*(4), 488-504.

Glushchenko, V. V. (2025a). The ESGI concept is the expansion of corporate social responsibility based on the synthesis of inclusive technologies. *Modern Scientific Research and Innovation, 169*(5), 103299.

Glushchenko, V. V. (2025b). Synthesis of the paradigm of development of the mechanism of public-private partnership in the field of inclusive technologies and the labor market. *Modern Scientific Research and Innovation, 173*(9), 103686.

Rustamova, L. R., and Trapeznikov, V. P. (2019). Social responsibility of transnational business in the UN Global Compact: Implementation problems and opportunities for Russia. *The Eurasian Law Journal, 12*, 34-37.

Saliyenko, N. V., and Sokolov, G. A. (2023). Transformation of the concept of corporate social responsibility: From CSR to ESG. *Scientific Aspect, 4*(6), 393-401.

Sonin, Y. L. (2021). Conceptual foundations of innovative improvement of architectural and construction design in the digital economy. *Economics and Entrepreneurship, 4*(129), 1100-1103.

Zizhen, L. (2025). Social responsibility of business: The contribution of the Chinese participants of the UN Global Compact to sustainable development. *Sociology and Law, 17*(2), 196-210.