**Disability:IN Global Directory**

**Russian Federation**

**Disability Definition**

The Federal Law about Social Protection of Disabled People in the Russian Federation, approved in late 1995, defines a ‘Disabled Person’. A disabled person according to the law is – “person who has the violation of health with a permanent disorder of functions of organs caused by diseases, consequences of injuries or defects, leading to restriction of activity and causing the necessity of its social protection”.

Reference: [Disability in Russia](https://wecapable.com/disability-in-russia-social-stigma-denialism-disability-laws/)

**Legislation**

[Act No. 181-FZ of 24 November 1995 on Social Protection of the Disabled](https://natlex.ilo.org/dyn/natlex2/r/natlex/fe/details?p3_isn=44981&cs=1WA1DTXHQISkJAiOKE1sAX3UAvETDZo2EtP6E74HET97bUN4gojxnI-Bhi90Gle-aM9AdibQAja_UI2yF3WL3Hw)

The act provides for equality of opportunities of the invalids with other citizens in the realization of civil, economic, political and other rights and liberties provided for by the Constitution. And deals with medical and social expert evaluation, rehabilitation and social assistance.

Ratified the UN Convention on the Rights of Persons with Disabilites on 25 SEPT 2012

Constitution of the Russian Federation, Article 39

The decree of the President of the Russian Federation of 22 December 1993, No. 2254, on measures of state support for the activity of all-Russian associations of persons with disabilities.

The Federal Law on social services for older citizens and citizens with disabilities of 2 August 1995, No. 122.

The Federal Law on social protection for persons with disabilities in the Russian Federation of 24 November 1995, No. 181.

**Employer Requirements**

Quota exists for Federal Subjects, with over 100 persons employed being subject to 2-4% of its average number or workers and an organization that employees between 35-100 employees is subject to no higher than 3% of its average number of workers.

May ask Disability Status during Application stage, After Offer and After Employment Commences: yes, but only provided the employee has provided written consent to collect and process their personal data

After offer has been made: In all cases, the employee has legal right to refuse to provide such information to the employer.

**Accessibility Requirements**

National Accessibility Standard in the Russian Federation: A First Step Toward Creating a Barrier-Free Internet

**Cultural Norms**

Many disabled individuals face poor provision of facilities, and disabled children are commonly institutionalized as disability is considered shameful and must be hidden

Discrimination is rampant despite ratification of the UN CRPD.

“Nearly 30 percent of all children with disabilities in Russia live in state orphanages, though 95 percent of them have at least one parent, according to a Human Rights Watch (HRW) report

**Insights**

According to official statistics, at least 13 million people with disabilities live in Russia, or approximately 9 percent of the population.

Approximately 32 percent of the 2.5 million people with disabilities who of working age are employed.

**Supplier Diversity**

Certification is in place for LGBT-owned enterprises (NGLCC Network: East Meets West)

Part of the Out and Equal Global Network

**Talent Sourcing Resources**

[Perspektiva](https://perspektiva-inva.ru/) is a Russian disability non-governmental organization (NGO), founded in March of 1997. From 1994-1997, Perspektiva served as the representative office of the World Institute Disability (WID), a US-based NGO. Perspektiva aims to promote independence and an improved quality of life for persons with disabilities in the Russian community.

Social Integration program at the “So-edinenie” (Connection) support fund that helps people who are both deaf and blind connect with employers.

**Additional Resources**

[Ministry of Labour and Social Protection of the Russian Federation](http://government.ru/en/department/237/events/)

**References**

[Where do people with disabilities work in Russia?](https://www.rbth.com/politics_and_society/2016/04/15/where-do-people-with-disabilities-work-in-russia_585299)

[ILO Russia](https://natlex.ilo.org/dyn/natlex2/r/natlex/fe/details?p3_isn=44981&cs=1WA1DTXHQISkJAiOKE1sAX3UAvETDZo2EtP6E74HET97bUN4gojxnI-Bhi90Gle-aM9AdibQAja_UI2yF3WL3Hw)

[Disability in Russia](https://wecapable.com/disability-in-russia-social-stigma-denialism-disability-laws/)

**NGOs**

[HH](https://hh.ru/) – focuses on professional job candidates with disabilities. The platform features a “I want to work for you” service. This allows candidates to express direct intention and provides the company recruiter with a unique file composed of interested candidates