

People with Disabilities in the Russian Labor Market: State and Prospects



Svetlana G. Babich, Olga A. Makhova, Natalia A. Sadovnikova

Abstract: *The existing system of social support and employment of people with disabilities has undergone significant changes in connection with the transition to the market model of the Russian economy, which necessitated the development and adoption of a new model of social policy in the field of employment of people with disabilities. The involvement of people with disabilities with a sufficient level of education in the work is of great importance as it contributes to the socialization of the person and understanding of their importance in society. Moreover, the employment of people with disabilities in the context of the country's declining working-age population will contribute to the saturation of the labor market and the filling of available vacancies by workers.*

Keywords: *people with disabilities, disability, employment, job placement, unemployment.*

I. INTRODUCTION

According to the "Convention on the Rights of People with Disabilities", which Russia ratified in 2012, "People with disabilities include those who have long-term physical, mental, intellectual or sensory impairments, which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others" [1]. The Convention covers all areas of interaction between people with disabilities and society. The states that have ratified the Convention undertake to ensure accessibility and equality for people with disabilities [2]. For a person, labor activity is a prerequisite for a full life. Work allows every citizen to respect themselves, realize their individuality and be a full part of modern society [3]. In this regard, it is relevant to conduct a study of the employment of people with disabilities to identify existing trends and assess the prospects for development.

II. PROPOSED METHODOLOGY

A. Study subject

The state policy regarding people with disabilities has substantially changed with the adoption in Russia of Federal Law No. 181-FL "On the Social Protection of People with Disabilities in Russia", the purpose of which is to provide

people with disabilities, along with other categories of the population, with the opportunity to realize civil, economic, political and other rights and freedoms provided for by the Constitution of Russia [2].

The situation of people with disabilities in modern Russia is characterized by the presence of many problems of material, financial, psychological, medical and domestic nature. Social relations are dominated by the practice of social exclusion, which limits the access of people with disabilities to resources and life opportunities [4].

E.R. Yarskaya-Smirnova notes that one of the main directions of support for the people with disabilities is professional rehabilitation, which is an important part of the state policy in the field of social protection of the disabled [5]. The work of people with disabilities in modern conditions acquires a special social, socio-psychological and economic significance, contributing to the establishment of the individual, the elimination of radical stratification of society, improving the financial situation of people with disabilities and their families and contributing to the development of the Russian economy [2, 6].

B. Methods and analysis tools

The analysis of existing trends in the employment of people with disabilities was carried out using analytical indicators of time series. The structure of people with disabilities employed and unemployed in the economy was considered using various criteria. In order to determine the employment prospects of people with disabilities, the article presents the forecast values for the following indicators.

The basis for forecasting was the information base of the Federal State Statistics Service (Rosstat), characterizing the work and employment of people with disabilities for the period from 2012 to 2018.

The method of trend extrapolation was the methodological basis for constructing forecast models.

It should be noted that the forecast estimates were obtained for 2020 due to the limited initial information base for the forecast.

III. RESULT ANALYSIS

The total number of people with disabilities in Russia (including children with disabilities) for the period from 2012 to January 2019 decreased by 1,242 thousand people (9.4%) and, according to Rosstat, amounted to 11,947 thousand people. The number of people with disabilities of working and older than working age in the country decreased by 1,352 thousand people (10.7%) to 11,277 thousand people and their share in the total number of people with disabilities decreased over the same period from 95.8% to 94.4%.

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The number of employed people with disabilities during the period under review decreased by 752 thousand people (31.2%) and, according to Rosstat, by the beginning of 2019 had amounted to 1,655 thousand people (Figure 1).

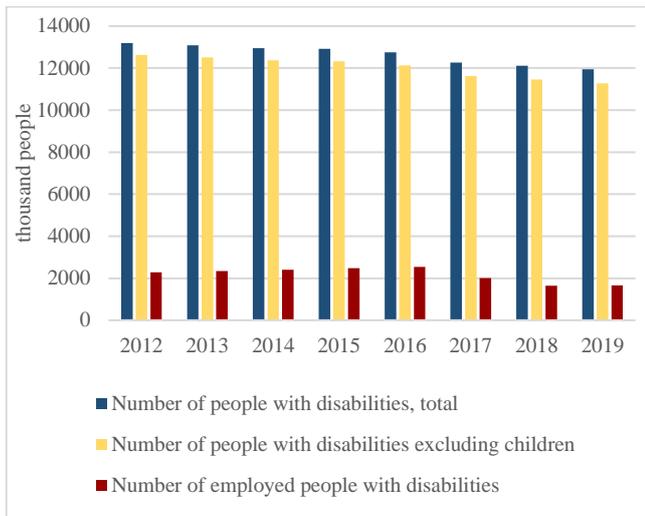


Fig. 1. Dynamics of the number of people with disabilities in Russia at the beginning of the year, thousand people.

Source: Compiled based on [7].

The downward trend in the number of people with disabilities (excluding children with disabilities) is due, in our opinion, to two circumstances. First, a stricter approach of the relevant authorities to assessing the health status of a citizen with

certain diseases. Second, the desire of individuals not to be recognized as disabled with a view to the possibility of further employment. It should be noted that by the beginning of 2019, compared to the same period of 2012, the number of people with disabilities of the first and second groups had decreased respectively by 82 thousand people (5.4%) and 1,720 thousand people (24.3%) and the number of people with disabilities of the third group had increased by 450 thousand people (11.1%).

A significant part of the total number of people with disabilities of working age and older than working age is made up of citizens who have the second and third disability groups. During the period under review, the proportion of people with disabilities of the first disability group increased from 12.0% to 12.7%, the second group – decreased from 56.0% to 47.5%, the third group – increased by 7.8 percentage points up to 39.8%.

At the beginning of 2019, only 14.7% of the total number of people with disabilities (excluding children with disabilities) were employed, which is 3.3 percentage points less than the same indicator in 2012.

As of January 1, 2019, 65.2.1% of people with disabilities in Russia are citizens older than working age. Analyzing the structure of persons aged 15-72 years with disabilities in 2018, it can be concluded that a significant part of the disabled employed in the economy is citizens over 50 years. The largest share of unemployed people with disabilities are those aged 40-54 years (Fig. 2).

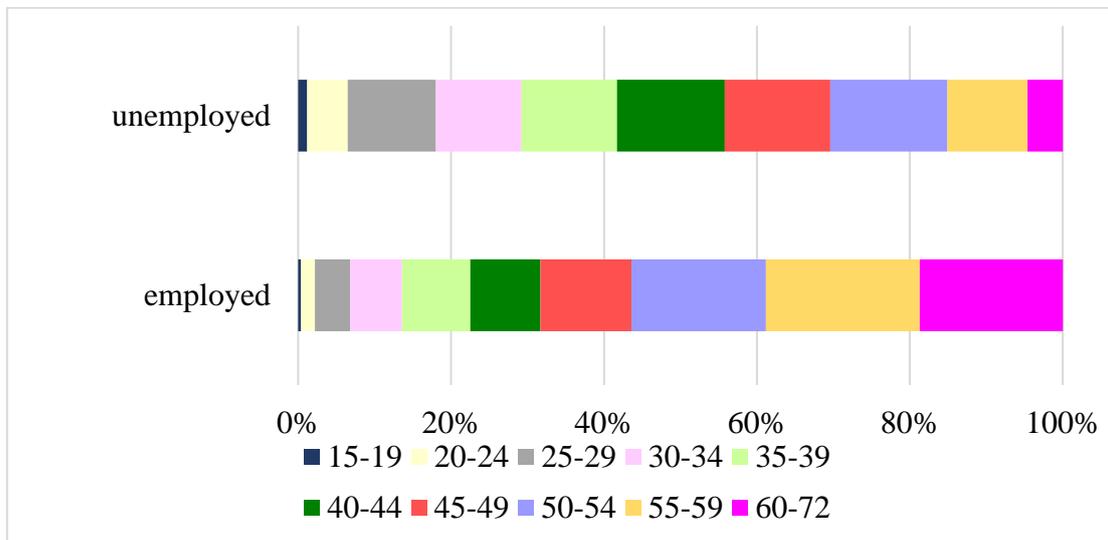


Fig. 2. The age structure of people with disabilities employed and unemployed in 2018, % of the total.

In 2018, the average age of an employed disabled person was 49.6 years; the median age, which is half of the employed persons in this category, was 51.5 years. The average age of an unemployed person with disabilities reaches 42.1 years and the median age is 44.9 years. A significant part of the total number of people with disabilities is made up of citizens with secondary vocational education (41.5%) and general secondary education (26.0%). The structure of employed people with disabilities is dominated by citizens employed in agriculture, forestry, hunting, fishing and fish farming (25.2%), manufacturing enterprises (12.5%), wholesale and retail trade (11.4%), education (9.7%), healthcare and social

services (8.0%) and transport (5.9%). According to data for 2018, of the total number of employed people with disabilities, more than 46.1% are citizens with secondary vocational education, 26.3% – with general secondary education, 16.8% – with higher education and 8.7% – basic general education.

The overwhelming majority of employees with disability status work full-time working day or full-time working week (89.8%), 6.0% – part-time working day or part-time working week; 3.0% have a flexible work schedule and 1.2% work on the basis of a civil contract. A significant portion of people with disabilities (85.4%) work based on an employment contract for an indefinite period; 9.6% of people with disabilities work without documents according to a prior oral arrangement and 3.6% are employed based on an employment contract for a specified period [7].

The transition to market relations has undermined the existing system of employment and work of people with disabilities. The resulting unemployment in the country affected the disabled to the greatest extent, revealing their low competitiveness in the labor market in the new conditions [8]. According to Rosstat, in 2018, the levels of employment and unemployment of the population with disabilities aged 15-72 years amounted to 12.6% and 17.8%, respectively. The employment rate of people with disabilities of the third group was 21.1% and of the second group – 8.6%. Moreover, a rather high level of unemployment was noted in groups of citizens with the second and third disability groups (17.5% and 17.2%, respectively) [7].

In comparison with other categories of the population, people with disabilities who have a sufficient level of education remain unclaimed in the labor market for various reasons. These are difficulties in transportation of people with disabilities to the workplace, lack of special conditions at the workplace, low motivation for work, in some cases, negative attitude towards people with disabilities, insufficient job quotas for people with disabilities.

Among unemployed people with disabilities, 43.0% are people with secondary vocational education, 25.9% – with general secondary education, 14.6% – with basic general education and 11.9% – with higher education. Unemployed people with disabilities in need of employment use various methods to find work. According to the Rosstat survey, a significant part of them (75.6%) turn to friends and relatives. 48.6% look for work using the media and the Internet, 26.7% apply directly to the administration of an enterprise or organization, about a quarter of unemployed people with disabilities apply to state employment services and only 2.5% – to commercial employment services [7].

The most important task in the sphere of social security of people with disabilities is to assist in their employment. As noted by the Minister of Labor and Social Protection of Russia M. Topilin, "from the beginning of 2016, medical and social examination institutions began to send data on all people with disabilities to the employment service so that the employment service would know, which disabled person is having difficulty finding a job" [9]. The number of people with disabilities who applied to state employment services for a job search in 2018 compared with 2012 increased by a factor of 2.2 times, amounting to 8.2 thousand people. It should be noted that if in 2012, 36.3% of the total number of people who applied to state employment services intending to seek work for people with disabilities were employed, then in 2018, their share increased to 54.5%. State employment services assist not only in the employment of people with disabilities but also in the organization of their vocational guidance, which, according to the Federal Service for Labor

and Employment of Russia, in 2018 was used by 116.2 thousand people.

At the same time, it should be noted that despite the measures taken by the government of Russia concerning the employment of people with disabilities are a complex and lengthy process. In 2018, according to Rosstat, 32.3% of the total number of unemployed people with disabilities had been searching for jobs for from 3 months to 1 year and 44.3% – for 12 months or more; the average duration of a job search was 9.2 months [8].

There is no doubt that the social adaptation of people with disabilities is necessary. As the Minister of Labor and Social Protection M. Topilin noted, one of the measures is to establish a quota for hiring people with disabilities in the amount of not more than 3% of the average number of employees in enterprises, the number of employees of which is not less than 35 people and not more than 100 people [10].

According to the Federal Service for Labor and Employment, in 2018, 77.2% of the total number of citizens employed on the basis of quotas are people with disabilities. The number of people with disabilities employed on the basis of quotas in 2018 compared with 2012 increased by a factor of 2.2, amounting to 8,184 people. Of course, this is not a very significant figure on a national scale, but it gives hope to all those who need employment for people with disabilities and who are interested in their abilities and skills

A. Predicted estimates of the number of people with disabilities

Considering the dynamics of the number of people with disabilities employed in the economy, it can be noted that in general, there was a positive trend in their number until 2016 and a subsequent decrease.

To predict the dynamics of this indicator, we considered the accuracy of several models (Table 1).

Table 1. Accuracy indicators for forecast models for the main indicators of the number of people with disabilities in Russia.

| Indicator | Model | Accuracy rates |
|--|-----------------------------------|----------------|
| Number of employed people with disabilities | $Y(t)=-106.69t+2,649.4$ | 53.4 |
| | $Y(t)=2,727.1*\exp(-0.054t)$ | 56.2 |
| | $Y(t)=-40.667t^2+259.31t+2,039.4$ | 84.4 |
| Number of people with disabilities employed on the basis of quotas | $Y(t)=-735.86t+4,207.3$ | 0.493 |
| | $Y(t)=4,819.8*\exp(0.0891t)$ | 0.441 |
| | $Y(t)=341.74t^2-1,998t+8,308.1$ | 0.812 |

The existing dynamics of the number of employed people with disabilities is best approximated by the model of the following form:



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$$Y(t) = -40.667t^2 + 259.31t + 2,039.4$$

The obtained forecast estimates of the number of people with disabilities employed in the economy suggest a 95%

probability that by the beginning of 2020 the number will amount to 1,079.16 thousand people.

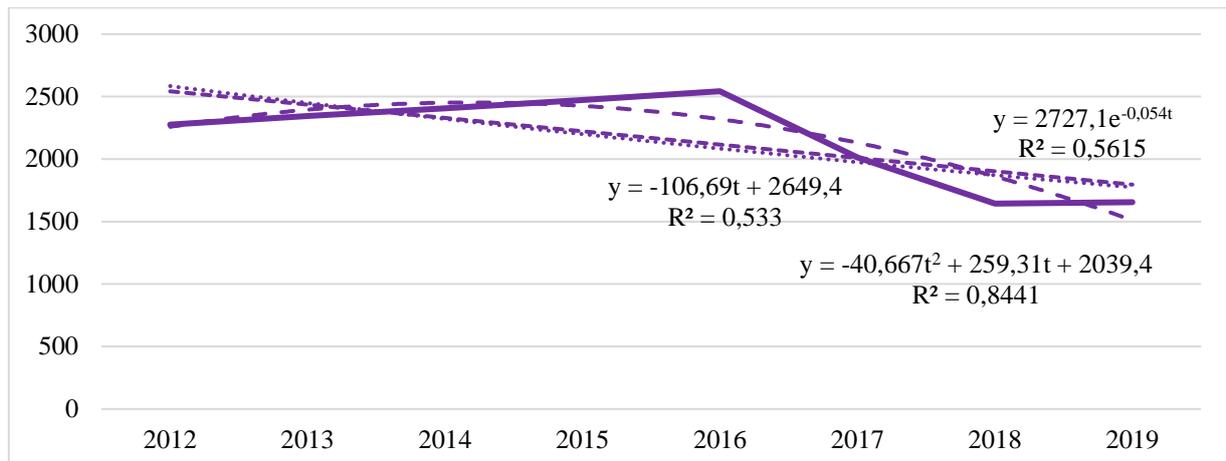


Fig. 3. Dynamics of the number of disabled workers in Russia, thousand people.

The number of people with disabilities employed based on allocated quotas during the period under review had a mixed trend. Until 2016, there was a decrease in this indicator and then – a significant increase.

The existing dynamics of the number of employed people with disabilities is best approximated by the model of the

following form:

$$Y(t) = 341.74t^2 - 1,998t + 8,308.1$$

The obtained forecast estimates of the number of people with disabilities employed on the basis of quotas suggest with a probability of 95% that by the beginning of 2020 will amount to 18,007 people (Figure 4).

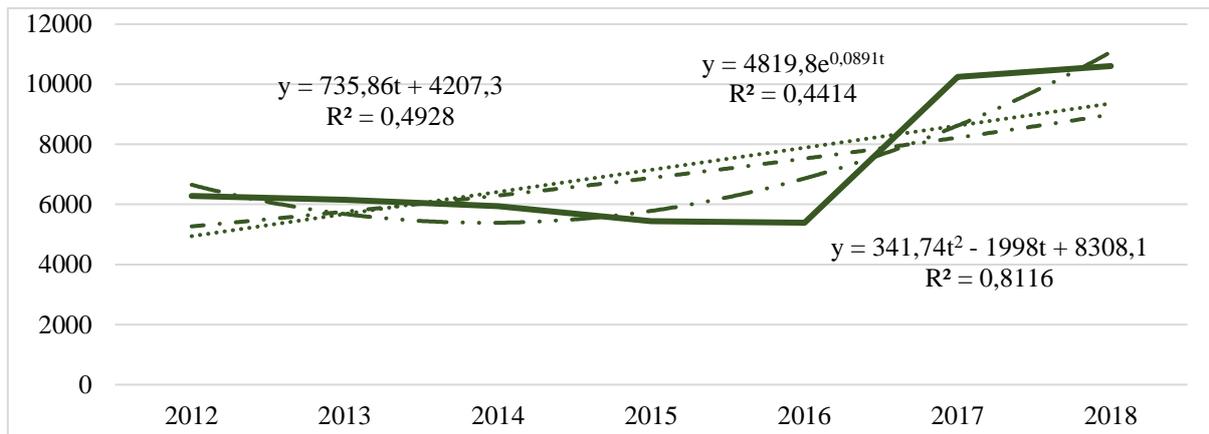


Fig. 4. The number of people with disabilities employed based on quotas, people

IV. CONCLUSION

As the Minister of Labor and Social Development M. Topilin noted, within the framework of the State Program "Accessible Environment", it was established that by 2020 the share of employed people with disabilities of working age in the total number of people with disabilities of working age in Russia will be 40%. It will not be the share of employed people with disabilities from the number of those who applied to the employment service, but the share of people with disabilities of working age, information about whom is contained in the Pension Fund [9].

Participation of people with disabilities in employment is not charity – it affects the interests of people with disabilities, employers and the state and changes the situation in the competitive labor market [11].

Although State programs for the employment of people with disabilities have been developed and implemented over the

years, they do not lead to an improvement in the employment situation of people with disabilities and do not help people with disabilities to maintain their jobs [12].

Social policy must be formed as a set of measures aimed at improving the quality and standard of living of people with disabilities [13].

State policy, providing social protection of people with disabilities and people with health limitations must contribute to the creation of the necessary conditions to achieve the same standard of living other citizens in various fields possess and the removal of barriers to their participation in the life of society [14]. However, it is income from work, not social benefits, that must become the main means of livelihood for people with disabilities.

Full integration of a person into society is achieved only through effective professional rehabilitation and employment, by increasing the material security of a disabled person and members of their family [15-18].

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