**Information of Russian Federation regarding relations between rights for work and use all human rights for disabled persons**

REFERENCE: OHCHR/TESRPD/DESIB/HRESIS/PH/JS/ST

In the Russian Federation, there is work (labour) and health protection for people, an establishment guaranteed minimum salary, state support is provided for separate categories of citizens, including the disabled and elderly, development of social services system, state pensions are being established, as well as benefits and other guarantees of social protection (part 2 of the article 7 of the Constitution of the Russian Federation).

According to the Article 37 of The Constitution of the Russian Federation, every citizen has the right to work in conditions that meet health and safety standards, to remuneration for work without any discrimination, and no lower than the minimum wage, this is established by federal law, as well as by the right to protection from unemployment.

Federal Law of the Russian Federation of 24 November 1995, no. 181-FZ “on social protection of disabled persons in the Russian Federation” (hereinafter “Federal Law”), defines the state policy in the field of social protection of disabled persons in the Russian Federation, one of the aims being the creation of rights for disabled persons’ employment opportunities and social integration, equal to other citizens. In particular, Article 20 of the Federal Law provides the following guarantees of disabled persons’ employment, in order to increase the competitiveness of persons with disabilities: establishment of a quota for admissions for persons with disabilities in organizations employment and a minimum number of work places for them; creation of jobs by professions most suitable for the employment of disabled people; stimulating the creation by enterprises, institutions, and organizations of additional jobs (including specialized jobs), for the employment of disabled people; creation of working conditions in accordance with individual rehabilitation programmes for disabled persons, and habilitation; creation of conditions for their entrepreneurial activities; organizing trainings of the disable people in new professions.

This year, the implementation of the Action Plan for Increasing the Employment of Disabled Persons, of 10 May 2017, no. 893-r, is being completed for 2017-2020 (hereinafter referred to as the Plan), providing a comprehensive and systematic approach to organizing the work of employment services, social protection of the population, education, institution of medical and social expertise, public organization of disabled people and employers in order to increase employment the efficiency and employment rate of disabled people.

In 2020 alone, 2.8 thousand unemployed disabled persons underwent professional training, receiving additional professional education, including 2.4 thousand people in professional training or retraining, and 0.4 thousand people in improving qualifications. Of those who completed their studies in January- June 2020, by the end of September 2020, 25 per cent of the people with disabilities were employed. With the assistance of the employment service, 12 000 agreements were concluded between the employer and disabled people for temporary employment. So, for example, the employment rate of disabled persons between January and September 2020 amounted to 23.5 per cent, and the level of employment of citizens without disabilities – 22.4 per cent.

To take into account the results of the implementation of the aforementioned Plan ordered by the Government of the Russian Federation of 15 October 2020, no. 2655-r, the Action Plan to increase the employment rate of disabled people was approved for 2020-2024. This document sets out measures aimed to develop remote forms of interaction of the employment service with disabled people, promoting the employment of graduates of secondary and higher levels of education programmes from among the disabled people, approving targets of the employment of disabled persons and ensuring their achievement, as well as measures for organizing detailed monitoring of the employment of people with disabilities, taking into account the nature of activity , industry, age of working disabled persons, and level of wages. Such measures will provide an objective analysis of the employment of people with disabilities, including workers in public sector and young people coming on the work market of the first time.

Currently, the Ministry of Labour and Social Protection of the Russian Federation has developed a project in law to improve the mechanism for establishing and implementing quotas for hiring people with disabilities. One of the goals of this law project is to create working conditions for disabled people in accordance with individual programmes for rehabilitation and habilitation. At the same time, for refusing to hire a disabled person within the established quota, it is envisaged to hold the administration responsible to be accountable, in accordance with the Code of the Russian Federation on administrative offenses.

A pilot project is being planned to try out employment mechanisms in multiple regions for people with disabilities, planned for the period of 1 January – 31 December 2025.

THE COVER LETTER:

Permanent Mission of the Russian Federation to the United Nations and other International Organizations in Geneva, present its complements to the Office of the United Nations High Commissioner for Human Rights, and has the honour of transmitting the information about the Russian Federation in responding to the raised request REFERENCE: OHCHR/TESRPD/DESIB/HRESIS/PH/JS/ST, dated on 20 November 2020.

The Permanent Mission avails itself of this opportunity to renew the assurance of its highest consideration.

Attachment: as stated above, in 3 pages

Geneva, 4 December 2020