

June 17, 2021

employment opportunities for persons with disabilities: Ukraininan case

Nataliia Bovkun,
State Expert at the Ministry of
Social Policy of Ukraine

Key facts

1 2.7 million PWD

2 80% of PWD are of working age

3 799.000 PWD working

4 1,5 million PWD unemployed

Ukraine has established an employment standard for PWD jobs

June 17, 2021

mandatory for all enterprises, institutions, organizations, including the budget sphere

1

4% for employers with more than 25 employees

2

one job for employers with more than 8 to 25 persons

Benefits and compensations for employers:

June 17, 2021

1

single social contribution for PWD is set at 8.41% of the minimum wage

2

compensation for actual expenses

3

compensation for actual costs in the amount of a single contribution during the year for small businesses

4

tax free for the organisations of PWD where 50% are employed PWD

Sanctions in case of non-compliance with the employment standards of PWD jobs:

June 17, 2021

in case of non-fulfillment of the quota - employers annually pay to the Fund for Social Protection of PWD administrative and economic sanctions for each job place



The main barriers faced by PWD during employment:

- 1 unequal opportunities in the labor market due to disability;
- 2 barrier-free access to the workplace;
- 3 providing the employer with opportunities for training, development and promotion;

The draft law includes and introduce:

- 1 strengthen responsibility of enterprises
- 2 a differentiated approach of the PWD employment (severe disabilities)
- 3 electronic form
- 4 "administrative and economic sanctions" concept
- 5 mechanisms for employment of PWD in public administration
- 6 universal design and reasonable accommodation

June 17, 2021

**Thank you for
your attention!**