

# EMPLOYMENT OF DISABLED PEOPLE AS A TOOL FOR DEVELOPING THE REGIONS OF THE NORTH CAUCASUS

Bella Tokaeva



North-Ossetian State University named after Khetagurov, Vladikavkaz, Russia  
[bel.to@yandex.ru](mailto:bel.to@yandex.ru)

## Abstract

*This article analyses the integration of disabled people into the labor market as a strategic tool for the socio-economic development of North Caucasian regions. The study aims to identify the key factors influencing the employment level of this demographic group, taking into account demographic trends such as population ageing and a shrinking working-age population. In the context of demographic change and the need to make better use of labor resources, employing disabled people is becoming important for maintaining regional economic activity. The study identified the main mechanisms and barriers hindering the professional development of disabled individuals. The results of the analysis showed that the successful employment of young disabled people requires a systemic approach involving the coordination of the efforts of all parties concerned. It is important not only to ensure the availability of specialized jobs, but also to provide comprehensive support at all stages of professional adaptation and work activity. Government agencies must recognize the need to select suitable work and subsequently monitor, support and evaluate the effectiveness of disabled people's adaptation to the work environment.*

**Keywords:** regional development projects; demographic dividend; disabled people, individuals with disabilities

## I. Introduction

Over the past decades, humankind has made active efforts to ensure inclusion and the implementation of basic rights and freedoms for disabled people and individuals with disabilities, including the right to work and education. "Disabled person" is a person who has a health impairment with a persistent disorder of body functions caused by diseases, consequences of injuries or defects, leading to a limitation of life activities and causing the need for his social protection. Disorders can be physical, sensory, and cognitive, and include physical, mental, and chronic diseases.

According to the World Health Organization (WHO), the number of people with disabilities exceeds 650 million people, which is about 10% of the world's population [1]. The Convention on the Rights of Persons with Disabilities, adopted by the UN General Assembly in 2006 [2], defines disability as "the interaction that occurs between persons with impairments and the environmental barriers that hinder their full and effective participation in society". Thus, the problem of disability is considered not only as a medical phenomenon, but also as a social phenomenon that requires a comprehensive approach to its solution.

The relevance of this study is due to the need to revise approaches to understanding the effective use of labor resources in individual regions of the country. Changes in the demographic composition of the working-age population lead to the need to restructure the employment system. The labor market is a fundamental element in the system of national and regional

economic development. Its evolution must be synchronized with the dynamics of social transformations, adequately responding to modern challenges and trends. The key task of business is to create an inclusive environment that provides access to jobs for people with disabilities, which facilitates the integration of this category of citizens into the labor activity.

In the early 2020s, there was an urgent need to update the system of job quotas for disabled people and individuals with health limitations (HL).

The problem of updating the system of job quotas for disabled people and persons with health limitations (HL) is multifaceted and requires a comprehensive approach. So, it was important to consider both regulatory and legal aspects and socio-economic factors influencing the effectiveness of employment of this population group. In this regard, it was necessary to develop methodological recommendations that would facilitate the creation of optimal conditions for the integration of people with disabilities into the workforce.

This included not only the adaptation of workplaces to the specific needs of this category of citizens, but also the development of comprehensive programs for professional training and retraining, which contributed to increasing their competitiveness in the labor market.

## II. Methods

The following methodological approaches were used in the study: a monographic method that allows for a detailed study of individual aspects of the problem; a comparative analysis to identify patterns and differences between the objects under study; and a logical analysis aimed at systematizing and generalizing the data obtained. The integrated application of these methods ensured a thorough study of the topic and made it possible to achieve the stated research goals. As an empirical base and analytical material data from the Federal State Statistics Service were used, including information on official disability for the period from 2019 to 2024, data on the employment of disabled people reflected in the state statistical accounting system, as well as the results of sample surveys conducted by Rosstat. In addition, the regulatory legal acts governing the area under consideration were analyzed.

## III. Results

The state policy of the Russian Federation in the area of promoting employment of disabled people and individuals with health limitations (HL) is aimed at ensuring that they have equal rights with other citizens in realizing their labor potential. Regardless of the current economic situation, in the medium and long term, the shortages of skilled workers remain the biggest brake on growth for Russia.

The introduction of comprehensive measures to increase the employment of disabled people can contribute to an increase in the growth rate of the Russian Federation's GDP by 0.5 percentage point annually [3]. This emphasizes the importance of this social initiative not only from the point of view of social justice, but also from an economic perspective.

In recent years, there has been a positive trend in the employment of disabled people, but the results achieved are still insufficient to fully use their labor potential.

The concept of disability, as a multifaceted phenomenon, has evolved in line with social, cultural and political changes. In historical retrospect, one can observe a transformation of approaches to defining disability, which reflects the dynamics of social norms and values. The modern paradigm of disability emphasizes a comprehensive analysis of the phenomenon, including objective medical disorders, functional limitations and social barriers that hinder the full integration of individuals into society.

In the context of the Russian Federation, where there is a significant number of people with disabilities and individuals with health limitations (HL), including young people with disabilities,

the urgent task of state policy is the development and implementation of programs aimed at promoting their employment and vocational education. One of such programs is the subprogram "Promoting employment of disabled persons, including young people with disabilities in obtaining vocational education and subsequent employment, as well as disabled persons in need of accompanied employment assistance" [4]. Along with this legislation, there was a concerted effort to improve the living conditions of people with disabilities. This led to the development of policies aimed at reducing institutional care and replacing it with community living. There are many questions and problems surrounding inclusion in the disabled and individuals with health limitations (HL) community. People with disabilities often have valuable qualifications and represent a good – and to date underutilized – resource. They are often better qualified than unemployed people who aren't severely disabled, although they have a poorer record in finding employment. If businesses, the federal employment agencies and the Job centers work more closely together in this area, more employers will be able to make use of their potential

From September 1, 2024, the following rule applies to the allocation of job quotas for disabled people and people with health limitations. If the number of employees exceeds 35 people, the quota for hiring disabled people is from 2 to 4 percent of the average number of employees (paragraph 1 of Article 38 of the Federal Law of 12.12.2023 No. 565-FZ "On Employment of the Population in the Russian Federation").

Employers can receive a subsidy for the employment of certain categories of citizens. Applications are now open for employers to receive a subsidy for disabled persons' employment. The program of state support for employers in the employment of certain categories of citizens is included in the federal project "Active Measures to Promote Employment" of the national project "Personnel" and is implemented in accordance with the order of the Social Fund of Russia dated 29.12.2024 No. 2714 [5]. The purpose of granting a subsidy is to partially compensate the employer's costs for paying wages to employees from among certain categories of employed citizens. Categories of citizens whose employment is eligible for subsidies: combat veterans; family members of combat veterans; disabled persons, etc.

Employers who are individual entrepreneurs or disabled persons can receive an increased subsidy when employing disabled individuals. The payment for one employed disabled person is 6 minimum living wages. Three payments are provided: after the first month – 1 minimum wage, after the third month – 2 minimum wages, after the sixth month – 3 minimum wages [4].

If the income of a person with disabilities is below the subsistence minimum, then he or she has every right to benefit from the privileges of the social contract for the "Job Search" event.

To conclude a social contract for "Job Search" it is necessary:

- to register with the employment authorities in order to find suitable work or be recognized as unemployed;

- to find a job;

- to be employed for at least one year after the end of the social contract.

The size of the social contract for the "Job Search" event in 2025 is:

- 19 522 rubles when concluding a social contract;

- from 300 to 3 000 rubles per month for the period of job search within the framework of the social contract;

- 19 522 rubles within 3 months from the date of employment confirmation.

In accordance with Article 20 of the Federal Law "On the Social Protection of Disabled Persons in the Russian Federation", disabled people are provided with guarantees of employment by federal government bodies and government bodies of constituent entities of the Russian Federation by implementing the following special measures to enhance their competitiveness in the labor market:

- establishment of quotas in organizations for hiring disabled people and a minimum number of special jobs for disabled people, regardless of organizational and legal forms and forms of ownership;

- reservation of jobs in professions most suitable for the employment of disabled people;

Despite the wide range of social support measures provided by Russian legislation, disabled people and individuals with health limitations (HL) continue to face serious barriers to their integration into the labor market. These barriers can be classified as follows:

1. Discriminatory practices in employment, expressed in the biased attitude of employers towards candidates with disabilities.

2. Physical and technical inaccessibility of most workplaces, which significantly limits employment opportunities for people with disabilities. Infrastructure limitations, such as the lack of ramps, elevators, specialized equipment and adapted workplaces, create insurmountable obstacles to employment for this category of citizens.

3. Limited access to quality vocational education and socio-cultural services. Insufficient development of inclusive educational programs and the lack of specialized vocational training centers lead to the fact that persons with disabilities do not receive the necessary competencies and skills for successful employment. This, in turn, worsens their social and economic situation.

These and other problems faced by young disabled people and individuals with health limitations (HL) at the stage of professionalization and employment highlight the need to conduct a comprehensive study of the youth segment of the labor market, considering its specific features and factors influencing its functioning.

According to Rosstat data for 2024, there are 11.1 million people with disabilities living in Russia. Among them, 1.2 million are disabled persons of group I, 4.5 million of group II, and 4.64 million of group III. 779 thousand of the total number are children. Since 2016, the total number of disabled people in the country has decreased by 85 thousand, but the number of children with disabilities has increased by 162 thousand.

According to Rosstat, since 2015, the employment of disabled people in Russia has significantly decreased, from 2.4 million to 1.6 million employed people with health limitations. The main diseases for all disability groups are neoplasms and diseases of the circulatory system – about 30% each. Diseases of the musculoskeletal system affect 7% of citizens recognized as disabled. Injuries (including industrial ones) and other external causes are the reason of disability of about 30 thousand people per year (4% of the total number of those recognized as disabled).

The main difficulties for Russians with disabilities are that a citizen can be recognized as disabled in Russia only if three conditions are met (incurability of a disease, limitation of life activities, need for rehabilitation). Accordingly, citizens who do not have at least one condition do not have the status of a disabled person, but systemic health disorders are already present, which is not considered and no work is being done to reduce the risk of further health deterioration of these citizens.

Based on data from the Federal State Statistics Service (Rosstat) for 2022, the employment rate of disabled people of working age was 15%. This index is significantly lower than the employment rate among the working-age population without disabilities, which reached 67.3%.

According to the results of 2023, the employment rate of disabled people of working age in Russia was 19.8%. In the countries of the Organization for Economic Cooperation and Development (OECD), the share of employed disabled people is significantly higher and amounts to approximately 30%, which indicates significant potential for improving the situation in Russia.

Analysis of the situation in the sphere of employment of persons with disabilities at the all-Russian level shows insignificant dynamics of changes. In 2020, the share of employed persons with disabilities of working age was only 26.7%, which indicates the persistence of significant barriers to their integration into the labor market. The leading position in terms of employment of this category of citizens is occupied by St. Petersburg, where 37.2% of disabled people of working age are employed. In six constituent entities of the Russian Federation, including Belgorod, Kursk, Moscow regions, as well as the Nenets, Khanty-Mansiysk and Yamalo-Nenets Autonomous areas, the share of employed disabled people exceeds 30%, which indicates more effective

implementation of employment support measures in these regions.

In the context of the implementation of quotas for the employment of disabled people, the number of citizens employed in 2023 reached 424.9 thousand people, including 34.2 thousand people employed in specially equipped workplaces. This index shows an increase of 3.1% compared to 2022, which amounts to 12.8 thousand people. It is important to note that the total number of organizations, which are subject to the obligation to establish quotas for the employment of disabled people increased by 4.6%, which amounts to 5.5 thousand organizations, compared to the previous year [6].

The occupancy rate of jobs allocated within the quota, as well as special jobs, has increased significantly by the end of 2023 compared to 2022. Thus, in 2023, compared to 2022, the absolute number of jobs occupied by disabled people increased by 24.3 thousand units (by 8.1%), including special ones by 3.8 thousand units (by 20.6 %). At the same time, the share of jobs filled under the quota in the total number of jobs allocated under the quota increased by 3.5 percentage points, amounting to 76.2 percent in 2023, and the share of special jobs occupied by disabled people in the total number of special jobs increased by 8.5 percentage points and amounted to 65.3 percent. In organizations with state (municipal) participation, the occupancy rate of jobs allocated under the quota amounted to 84.5 percent in 2023.

The most successful results in fulfilling the quota for hiring disabled people (the occupancy rate over 90 %) were achieved in the Republic of Dagestan, the Republic of Ingushetia, the Kabardino-Balkarian Republic, the Karachay-Cherkess Republic, the Republic of North Ossetia-Alania, the Chechen Republic, as well as in the Novosibirsk, Kursk and Penza regions.

Among the disabled people who were working as of January 1, 2024, the largest share of those employed was in manufacturing (13.2 %), education (12.7 %), healthcare and social security (11.9 %), wholesale and retail trade, and repair of motor vehicles and motorcycles (11.1 %). According to monitoring data, almost half of all working disabled people are concentrated in these types of economic activity.

The low level of employment of people with disabilities is influenced by many factors, acting both on the demand side and on the supply side.

Increasing the level of employment of disabled people is a promising direction for increasing the demographic dividend in the Russian Federation, which is especially relevant in the context of a reduction in the share of the working-age population. The demographic dividend, as an economic category, reflects the impact of changes in the age structure of the population on the dynamics of economic growth, expressed in the growth rate of real gross domestic product (GDP) per head of the population. Under global population aging and a similar trend in Russia, there is an annual decline in the share of the working-age population, which creates significant potential for compensating for losses in the labor market through the integration of people with disabilities into work activities.

According to the Social Fund of Russia, there are approximately 907 258 disabled people of working age living in the North Caucasian Federal District (NCFD), of which only 25% have jobs (see Table 1).

In the North Caucasus, the most common disability group is II group – more than 500 thousand of the disabled people. Then follows the group III – 252 163 thousand disabled people, and the number of disabled people of the group I is 114 545 thousand people. The age group of people with disabilities in the North Caucasian Federal District varies from 18 to 60 years. The largest group is 60 years old, more than 300 thousand disabled people. The category of disabled people goes in descending order: from 50 years old – 213 481 disabled people; from 40 years old – 152 300 disabled people; from 30 years old – 108 356 people with disabilities; from 18 years old – 85 561 young disabled people.

Today, three quarters of working-age citizens with disabilities are not involved in the labor market.

According to the results of the latest 2021 population census, only 25.2% of Russians live in

rural areas. To prevent people from leaving villages and countryside, the state introduces benefits and support programs for them.

The share of the rural population in the subjects of the North Caucasian Federal District (NCFD) exceeds the Russian average, and in some republics, it is twice as high. Thus, as of January 1, 2023, in all seven constituent entities of the Russian Federation that are part of the North Caucasian Federal District, the actual value of the indicator "Share of rural population in the total population of the Russian Federation" exceeds the Russian average (25.1%)," the report says. It is noted that in the Republic of Dagestan the share of the rural population is 54.8%, in the Republic of Ingushetia – 45.2%, in the Kabardino-Balkarian Republic – 48.2%, in the Karachay-Cherkess Republic – 58.6%, in the Republic of North Ossetia-Alania – 36.8% (see Table 1), in the Chechen Republic – 61.9%, in the Stavropol Territory – 39.3% [7].

**Table 1:** Number of disabled people by disability group in the constituent entities of the Russian Federation

	2019	2020	2021	2022	2023	2024
	Total excluding children with disabilities					
RF	11 277 668	11 188 902	10 928 989	10 601 586	10 210 793	10 285 405
NCFD	883 957	907 458	911 926	915 101	907 258	936 823
The Republic of Dagestan	291 892	302 080	307 505	311 189	304 508	316 384
The Republic of Ingushetia	51 627	57 338	59 049	60 472	60 664	62 739
The Kabardino-Balkarian Republic	56 478	57 272	56 439	55 341	52 749	54 195
The Karachay-Cherkess Republic	49 958	51 342	51 604	51 387	51 230	52 228
The Republic of North Ossetia-Alania	66 537	62 571	56 820	52 872	56 988	59 358
The Chechen Republic	154 743	165 663	172 965	180 746	184 004	195 826
The Stavropol Territory	212 722	211 192	207 544	203 094	197 115	196 093

According to data as of May 1, 2025, in Digora among permanent residents, 1 462 people have disabilities, which is 7.97% of the total population. 12% of disabled people are employed.

The number of disabled people living in the municipality of Chikola as of 01.01.2023 is 1 909; the number of people in need of employment is 36 people.

The number of disabled people living in the municipality of Elkhotovo as of 01.01.2023 is 832 people; the number of people in need of employment is 112 people.

There are more than 63 thousand disabled people living in the Republic of North Ossetia-Alania, of which 26 thousand are of working age. Almost 6 thousand are employed (22% in total).

In the future, disabled people as a social group of society will occupy a fairly large place in the structure of productive forces. For example, in the economy of Stavropol Territory, 26.5 thousand disabled people are currently employed, or 31.8% of their working age population. In particular, in the North Caucasian Federal District (NCFD) there is a shortage of effective personnel, as well as an increase in the labor mobility of the young working population. In this regard, there is a need to consider the model of employment of people with disabilities as a tool for developing the human resource potential of enterprises, including small and medium businesses.

This demographic group may have significant potential to meet the labor needs of a region experiencing labor shortage. In the context of the need to revise traditional approaches to the formation of labor resources and their diversification, this group represents a promising source of replenishment of the shortage of qualified specialists.

Particular attention should be paid to the integration of previously unused categories of human resources into the existing employment structure of the region, which will optimize the distribution of labor potential and increase the efficiency of human capital use. The most common vacancies for employment of people with disabilities who have recommendations for work in accordance with an individual rehabilitation or habilitation program are teacher, manager, educator, engineer, design engineer, programmer, storekeeper, picker, sales floor cashier, security guard, sales floor worker, cleaner, janitor.

People with disabilities in the NCFD have strikingly low employment rates compared to the rest of the population. As a comparison, in some parts of the United States working from home has already increased the number of people with disabilities in full-time employment by more than a quarter of a million. Given the aging of the population, the impact could be much greater in the long term as more workers become disabled as they age. Is the sharp increase in the number of people with disabilities in paid employment caused by the increase in working from home? It is difficult to assess causality for several reasons. First, there was a large influx of people diagnosed with cognitive dysfunction during the pandemic. If these people with health limitations who become disabled have higher work ability because they have less severe impairments, then this change in population composition may explain the increase in the number of disabled people in paid employment [5]. Hybrid and fully remote work could increase the labor supply by hundreds of thousands of people. Second, reverse causality may be present if workers with disabilities experience high demand for remote work. Analysis of statistical data on the choice of remote employment among disabled people and workers with health limitations (HL) provides an opportunity to study in detail the employment prospects of this social group. This approach allows not only to identify new employment models, but also to assess their influence on the socio-economic situation in regions characterized by high unemployment and employment difficulties. As a result, it can be assumed that the introduction of flexible forms of employment for persons with disabilities can help reduce social tension and improve the quality of life of this category of citizens in the North Caucasian Federal District. Third, let's not forget that the labor market strains caused by the pandemic could potentially lead to companies being more willing to hire workers with disabilities.

Remote work explains sharp rise in employment of people with disabilities.

One might wonder whether the significant increase in employment among disabled people and people with health limitations in 2024 is due to the supply of labor or the demand for it. In terms of supply, remote working reduces the burden of commuting and also allows for greater control over the work environment. This should increase the labor supply among people with disabilities who want to work. In terms of the demand, remote work can reduce companies' costs of accommodating employees, increase the productivity of workers with disabilities, and possibly make it harder for employers to discriminate if interviews are conducted on social media. This should increase companies' demand for workers with disabilities.

Rural areas of the NCFD are struggling to retain and attract young people for a number of reasons. The dual demographic trends of youth out-migration and aging of the population make it especially important for rural towns to implement strategies to retain and engage youth. The major part of the rural population (as well as the city population) in the Russian Federation is oriented towards wage employment. The share of employed disabled people in rural areas is usually lower than in cities. But, in 2024, for the first time this ratio changed in favor of rural areas. Based on Rosstat data for 2020, 47.1% of employed disabled people in rural areas are not employed in their specialty (in cities this index is equal to 45.3%). Only 32.1% of them were retrained (in cities – 39.1%) [7].

Among disabled people aged 15–72:

- 20.8% are employed in agriculture (5.8% of the total population);
- 12.6% – in manufacturing;
- 11.7% – in education;
- 10.9% – in trade and repair;
- 9.4% – in the field of health care and social services.

It is important to understand that rural youth and youth working in agriculture are not the same thing. Foremost, young people in rural areas are not necessarily employed in agriculture. For example, in some developed countries, the vast majority of people living in rural areas earn their income in the non-agricultural sectors of the economy.

High unemployment in rural areas is due to insufficient diversification of the economy. Disabled people and individuals with health limitations can contribute to the agro-industrial complex by participating in organic production, digitalization and precision farming. They are important for rural lifestyle, rural tourism and folk crafts. Further education should take their needs into account.

In less developed countries the process is slower, but nonfarm activities are expanding. Urban youth can also be involved in agriculture, especially in smaller towns.

To integrate disabled people into the economy, it is necessary to create conditions for education and employment, support traditional and innovative activities, and develop rural areas.

Globalization and urbanization are changing the socio-economic structure, making it difficult for people with disabilities to professionally integrate. In rural communities, they are often engaged in specialized tasks, but with the transition to mechanization of agriculture, their opportunities are narrowing.

This, in turn, reduces employment opportunities for disabled people who do not have the necessary skills and competencies to work under new economic conditions. Mechanization of agricultural production also limits opportunities for physical labor, making traditional forms of employment inaccessible for this category of the population [8].

The benefits of developing a model for employing people with health limitations in rural areas of the North Caucasian Federal District (NCFD) include:

1. Reducing the shortage of qualified personnel in key sectors of the regional economy.
2. Reducing dependence on shuttle migration of labor.
3. Reducing the level of economic tension in families of people with disabilities.
4. Creation of a favorable environment for living and career growth of this social group.

These measures contribute to the sustainable development of the region and improvement of the quality of life of the population. Optimization of the employment model considering the regional characteristics of the North Caucasian Federal District will lead to the formation of a new employment standard and improvement of socio-economic conditions in the region.

The individual employment program for persons with disabilities is a multifaceted approach based on a comprehensive analysis of the strengths, needs and interests of this category of citizens. This process includes the development and implementation of various strategies aimed at adapting workplaces, stimulating self-employment and entrepreneurship, as well as other restructuring and development methods that allow for the effective integration of people with disabilities into the workforce.

A key aspect of such programs is the provision of reasonable accommodations and necessary support, which allows for individualization of working conditions and minimization of barriers to the full performance of professional duties. Thus, individual employment programs are aimed at creating an inclusive work environment that promotes successful professional development of individuals with health limitations [9].

Thus, the integration of young people with disabilities into the labor market requires a comprehensive approach, including measures for professional training, creating conditions for employment and support in the workplace. Only through systematic interaction between all

participants in the process can we achieve significant results in increasing the level of employment of this category of citizens and contribute to the sustainable socio-economic development of the regions of the North Caucasus.

In modern Russia, the employment scenario for disabled people is rapidly changing (entrepreneurship, remote work, etc.). Combined with the abilities of young disabled people as a technologically savvy cohort who care about work-life balance, these are the conditions that can meet the needs of these young disabled people, which also meets the expectations of employers, helping to create dynamically developing regions for both work and life for healthy people and disabled people (see Fig. 1).

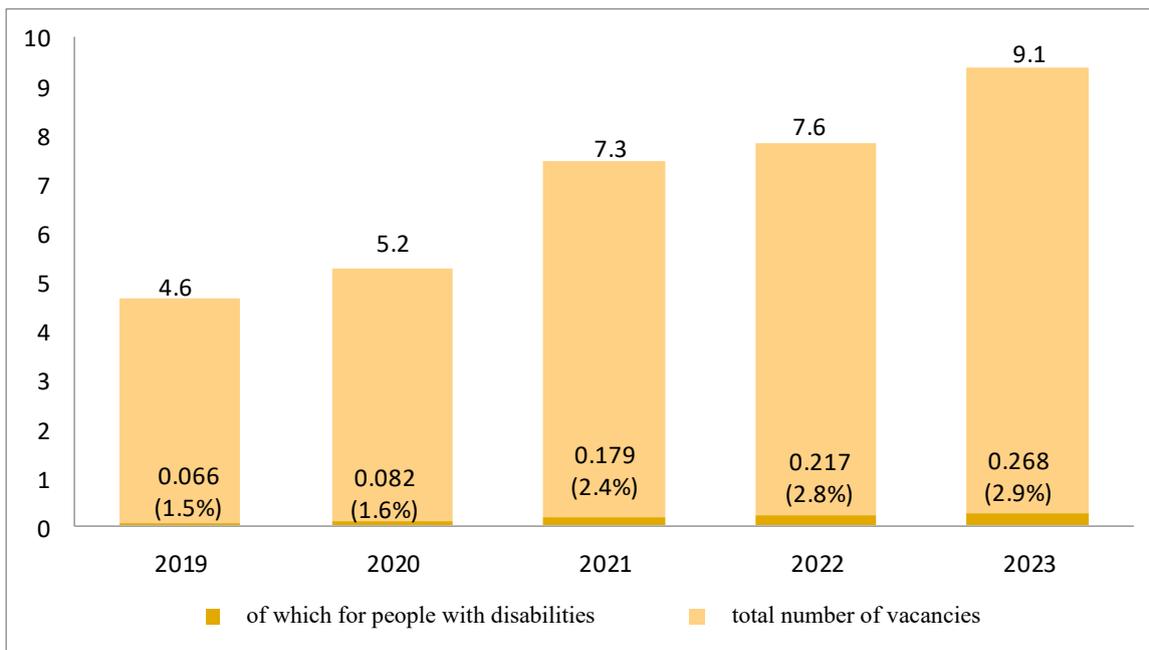


Figure 1.: Share of vacancies accessible to people with disabilities

Economists from the North Caucasian Federal District have determined that another factor in the sustainable employment of disabled people is the active cooperation of universities with executive authorities and employers. More than 80% of educational institutions in the NCFD interact with regional specialized ministries and departments, which allows for the development of interdepartmental target programs to support and facilitate employment. Also important is the proposal to provide career guidance support to 9th and 11th grade graduates with disabilities for admission to pedagogical specialties in universities and colleges [10].

There are positive examples in the region when graduates with disabilities get jobs in schools of the region. It is necessary to tell about such examples, as they can serve as an additional incentive for today's schoolchildren.

An important aspect is the participation of universities in the implementation of regional programs to support young disabled people, including career guidance activities, internships and practical training directly at enterprises. Most graduates with disabilities are employed or involved in business. So, 17 universities reporting annual employment of their graduates. However, it should be noted that, despite the positive dynamics, there are universities where the proportion of employed graduates remains low. There are also universities that do not have employed graduates with disabilities; there are 10 such universities in the North Caucasus.

Regional experts emphasize the need for further development of support programs and adaptation of curricula considering the specifics of the labor market in the regions. The list of organizations where graduates with disabilities and health limitations work after receiving their diplomas includes executive authorities, employment centers, educational organizations, industrial, agricultural and medical enterprises.

#### IV. Discussion

Thus, state policy regarding the employment of disabled people and persons with health limitations is based on the recognition of equal rights and opportunities for all citizens, regardless of their health status, which is an important step towards building an inclusive society.

Methodological recommendations should include an analysis of existing quota practices, an assessment of their effectiveness and the identification of problem areas.

The obtained data indicate that in the Russian Federation, disability is perceived as a multifaceted and complex problem with different approaches to the provision of services based on the understanding of health disorders and disabilities. Much attention is paid to the health problems of young able-bodied disabled people and the negative attitude towards them. Development of the employment capacity of people with disabilities and health limitations can not only contribute to raising awareness of the opportunities for urban and rural youth with disabilities, but also to the development of the region and thereby change the negative attitude towards people with disabilities to a positive one. A better understanding of the needs of young people with disabilities will help employers rethink disability in the broader context of equal opportunities.

#### V. Conclusion

Changes in the labor market, such as increased automation and new forms of employment, may negatively impact the employment prospects of people with disabilities. Major changes bring both risks and opportunities, and it is up to employers and regional leaders to realize the potential of a more efficient labor market that works for everyone, including people with health limitations. Regions should strive to improve the quality and flexibility of employment to reduce the wage gap for disabled people, better meet the needs of workers with disabilities, improve access to social protection for non-standard forms of employment, and use technological advances to integrate people with disabilities by promoting inclusive technologies.

Thus, the analysis of problems of employment and vocational education of persons with disabilities requires an interdisciplinary approach, including the study of social, economic, political and legal aspects, as well as the development of scientifically based recommendations for overcoming them.

The integration of persons with health limitations into society is a complex and multifaceted process, the key element of which is their work activity. However, this process, characterized by the wide involvement of significant human and natural resources, represents a significant economic burden for any society. In conditions of limited resource base, the issue of financing costly social programs to support people with disabilities not only remains relevant, but also shows a tendency to further increase in significance.

#### **CONFLICT OF INTEREST.**

Authors declare that they do not have any conflict of interest.

## References

- [1] Fact Sheet on Disability Issues [Electronic resource] Access mode: [https://www.un.org/ru/rights/disabilities/background\\_7.shtml](https://www.un.org/ru/rights/disabilities/background_7.shtml)
- [2] The Convention on the Rights of Persons with Disabilities [Electronic resource] Access mode: [https://www.un.org/ru/documents/decl\\_conv/conventions/disability.shtml](https://www.un.org/ru/documents/decl_conv/conventions/disability.shtml)
- [3] Kazbekova Z. G Promoting Employment of the Disabled as a Reserve for Increasing Demographic Dividend in Russia // Public Administration. E-journal. 2023 Issue 100. URL: <https://cyberleninka.ru/article/n/povyshenie-zanyatosti-invalidov-kak-rezerv-uvelicheniya-demograficheskogo-dividenda-v-rossii> (access date: 18.05.2025).
- [4] Order of the Ministry of Labor and Social Protection of the Russian Federation dated August 23, 2017 No. 625 "On approval of the Model program for supporting young disabled people in employment within the framework of measures to promote employment of the population" [Electronic resource] Access mode: <https://www.garant.ru/products/ipo/prime/doc/71655690/>
- [5] Active Measures to Promote Employment. URL: [https:// nationalprojects.RF /new-opportunities/](https://nationalprojects.RF/new-opportunities/) (access date: 18.05.2025).
- [6] Vasilyeva A. A. Current problems of disabled people employment in Russia // Society - Science - Innovations. Collection of articles of the All-Russian scientific and practical conference with international participation. Ufa, 2024. pp. 240-242.
- [7] Tokaeva B. Young specialists employment as a factor of sustainable rural development // Reliability: Theory & Applications. 2024. Vol. 19. No. S6 (81). pp. 1179-1187. <https://doi.org/10.24412/1932-2321-2024-681-1179-1187>
- [8] Basnukaev M., Musostov Z., Tokaeva A. Socio-economic aspects of sustainable development of the region // Reliability: Theory & Applications. 2024. Vol. 19. No. S6 (81). pp. 1609-1614. <https://doi.org/10.24412/1932-2321-2024-681-1609-1614>
- [9] Savin V. T. Some problems of legal regulation of employment of disabled people // Current issues of jurisprudence in the information space. Materials of the All-Russian scientific and practical conference with international participation. Krasnodar, 2024. pp. 188-197.
- [10] Bikbulatova A. A., Petrova E. A., Kozyakov R. V. Employment of people with disabilities: world experience and current state. // Scientific notes of the Russian State Social University. 2016. Vol. 15.No. 4(137). pp. 6-13.