

## **Russian Disability NGO Perspektiva runs survey on labor market for persons with disabilities with support of Citi Foundation**

- The survey used data collected by Perspektiva over the last 4.5 years
- 51.9% of surveyed people with disabilities said that Perspektiva helped them find their dream job
- 83.3% of respondents mentioned that they would not be able to find that or similar job on their own
- 62.6% of respondents named a friendly work environment the key factor of their loyalty to employer followed by salary (52.3%) and how interesting is the job they do (43.9%)
- Over the course of 4.5 years, most job openings were posted by retail companies (60), IT industry (32) and companies specialized on business services (26)
- 87.5% of employers surveyed saw no difference in quality of work performed by people with and without disabilities

**Moscow, October 1, 2018.** The Russian Disability NGO Perspektiva has presented a survey on labor market for persons with disabilities conducted with the support of Citi Foundation. The survey is based on data collected by Perspektiva over the period from January 2014 to July 2018. Denise Rosa, general director of Perspektiva: "We are already 21 years old. Over 13 years we have been focusing on employment of disabled people. Today we can see that the attitude towards disabled people has changed dramatically over this period of time. There are wider opportunities for the disabled, more universities admit such students, more employers are ready to take on this category of employees. We provide the initial boost as it is really important to demonstrate that a disabled person just as other people wants to live independently, to travel, to get a family and to fulfill oneself."

The survey was conducted to identify trends in the employment of persons with disabilities emerged over the past few years, analyze factors affecting employment, identify the industries that employ persons with disabilities, and find out what set of skills they need in order to be successful.

"A majority of our workers are persons with disabilities who are very familiar with the problems these people and their families are facing," said the Chairman of Perspektiva. "We are regularly approached by people of all ages, from 18 to 50, with various disabilities. On a daily basis, we try to help them find a job, overcome their fears and insecurity, develop and grow professionally to change their life for the better. We collaborate with more than three hundred companies in Russia and have successfully filled more than 40% of their job openings. We appreciate the support that Citi Foundation has been providing to us in our efforts for many years. Today, we are pleased to share the results of our work summarized in the survey on labor market for persons with disabilities, which continues to grow in Russia."

For the past five years Perspektiva has been working with 316 employers, including 249 Russian and 67 foreign companies. Over the course of the last 4.5 years the most job openings have been posted by small business (131) and large corporations (116), while the mid-size enterprises posted 69 openings. The most openings were posted by retail companies (60), IT industry (32) and companies specialized on business services (26).

As many as 87.5% of employers said that their employees with disabilities do just as good job as their healthy colleagues.

Of more than 1,800 job seekers with disabilities who asked Perspektiva for help finding a job over the period from January 1, 2014 to July 31, 2018, 444 (24.6%)\* have been employed. 51.9% of those surveyed said that Perspektiva helped them find their dream job while 83.3% of respondents mentioned that they would not be able to find that or similar job on their own.

A majority of those surveyed (65.7%) continue to work at the companies where they were hired through Perspektiva. 62.6% of respondents named a friendly work environment the key factor of

their loyalty to employer followed by salary (52.3%) and how interesting is the job they do (43.9%). Among other factors affecting loyalty the respondents mentioned a voluntary health insurance (41.1%), how professional is the team (34.6%), an additional training opportunity (27.1%), bonuses and remunerations (25.2%) and how close to home is the workplace (19.6%). According to Polina Serebryakova, Cluster Human Resources Head at Citi Russia, Ukraine and Kazakhstan, Citi's mission is to enable growth and progress, including in social and public life. For the past 17 years, Citi Foundation has been supporting youth employment programs in Russia and equal opportunity for professional growth regardless of gender, social status, ethnic origin or religion. "Perspektiva is one of our key partners in this endeavor. It promotes the interests and protects the rights of people with all kinds of disabilities. We believe that the number of companies working with such organizations will continue to grow making the employment process for persons with disabilities easier and faster," she said.

*\* The number of employees who was trained and employed through Perspektiva, excluding those who found a job on their own.*

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Perspektiva is a regional disability non-governmental organization, founded in 1997. We are one of the leading organizations defending the rights of persons with disabilities in Russia. Our mission is to achieve full inclusion of persons with disabilities in all areas of society and improve their quality of life.

Our official website is <https://perspektiva-inva.ru/>.

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