



Employment of persons with disabilities



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Due to the full-scale aggression of the Russian Federation against Ukraine, the situation in the country's economy and, therefore, in the labour market, has changed significantly over the February 24, 2022. Forced displacement of the working population inside the country as well as departure abroad (mainly women and children, people with disabilities, retired people – socially vulnerable categories of the population) naturally changed the already more or less established pre-war situation on the labour market.

The information and analytical system "Employment of persons with disabilities in Ukraine" collects and visualizes a large volume of data on the employment of persons with disabilities in 2022, 2023, 2024 and 2025. Quarterly data provided by the Pension Fund of Ukraine and refer exclusively to officially employed persons with disabilities

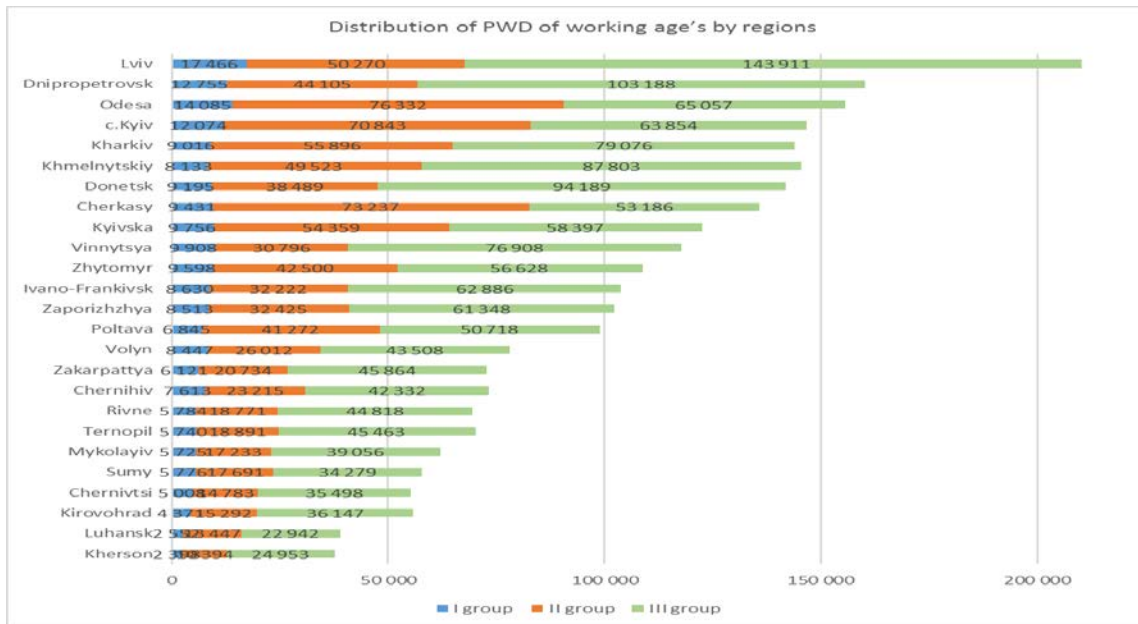
Since the beginning of the war, according to the special decision of the Government of Ukraine, the publication of economic, demographic and social statistics was suspended. Therefore most of the statistical data presented refers to the periods until January 1, 2024, except for the data of the Pension Fund of Ukraine and the State Employment Service which continue to provide the Institute of Professional Qualifications (IPQ) and the Confederation of Employers of Ukraine with statistical information on the situation on the official labour market, including on people with disabilities.

This review is devoted to issues of employment of persons with disabilities, therefore, the data does not take into account children with disabilities under the age of 18. The latest data on the number of working age persons with disabilities are available as of July 1, 2025. Of course, this data does not include a large number of persons who received disability as a result of injuries during the war with the Russian aggressor during 2022 - 2025.

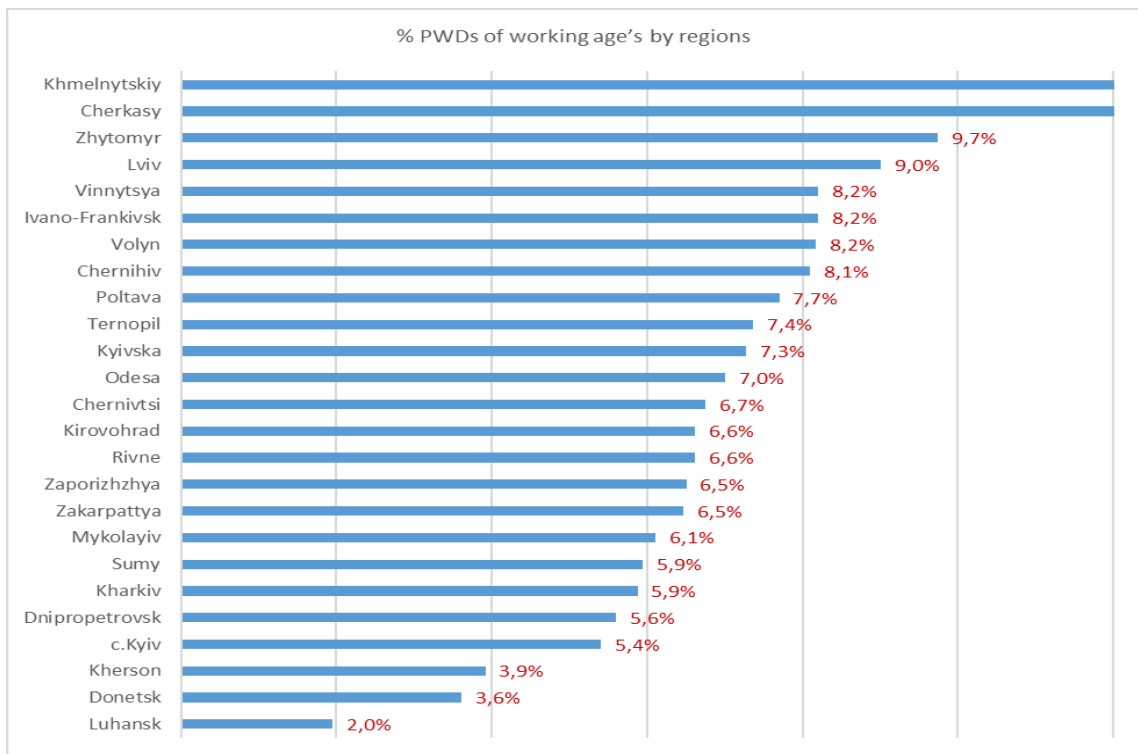


The total number of people with disabilities of January 1, 2023 is 2 721 691 people, including 156010 children with disabilities under the age of 18. The number of people with disabilities (PWDs) of working age's is 2 565 681.

Region	Area (square km)	People	Total PWDs	Including			
				of the I group	of the II group	of the III group	children with disabilities under 18 years
Vinnysya	20 135,3	1 507 738	123 746	9 908	30 796	76 908	6 134
Volyn	12 771,5	1 020 770	83 465	8 447	26 012	43 508	5 498
Dnipropetrovsk	31 900,5	3 093 151	173 211	12 755	44 105	103 188	13 163
Donetsk	26 505,7	4 056 405	146 547	9 195	38 489	94 189	4 674
Zhytomyr	29 819,2	1 177 564	114 757	9 598	42 500	56 628	6 031
Zakarpattia	26 501,6	1 243 721	80 473	6 121	20 734	45 864	7 754
Zaporizhzhya	27 168,5	1 636 322	106 412	8 513	32 425	61 348	4 126
Ivano-Frankivsk	13 894,0	1 350 565	110 682	8 630	32 222	62 886	6 944
Kyiv	28 118,9	1 795 542	130 708	9 756	54 359	58 397	8 196
Kirovohrad	24 577,5	902 275	59 695	4 371	15 292	36 147	3 885
Luhansk	26 672,5	2 101 653	41 033	2 552	13 447	22 942	2 092
Lviv	21 823,7	2 476 113	223 141	17 466	50 270	143 911	11 494
Mykolayiv	24 587,4	1 090 492	66 632	5 725	17 233	39 056	4 618
Odesa	33 295,9	2 349 749	164 527	14 085	76 332	65 057	9 053
Poltava	28 735,8	1 350 564	103 999	6 845	41 272	50 718	5 164
Rivne	20 038,5	1 140 902	75 431	5 784	18 771	44 818	6 058
Sumy	23 823,9	1 034 364	61 474	5 776	17 691	34 279	3 728
Ternopil	13 817,1	1 020 953	75 167	5 740	18 891	45 463	5 073
Kharkiv	31 401,6	2 596 250	152 532	9 016	55 896	79 076	8 544
Kherson	28 449,0	1 000 370	39 180	2 398	10 394	24 953	1 435
Khmelnyskiy	20 636,2	1 227 474	151 141	8 133	49 523	87 803	5 682
Cherkasy	20 891,0	1 159 200	140 641	9 431	73 237	53 186	4 787
Chernivtsi	8 093,6	889 928	60 056	5 008	14 783	35 498	4 767
Chernihiv	31 851,3	957 665	77 501	7 613	23 215	42 332	4 341
c. Kyiv	839,0	2 950 702	159 540	12 074	70 843	63 854	12 769
Total	576 349,2	41 130 432	2 721 691	204 940	888 732	1 472 009	156 010



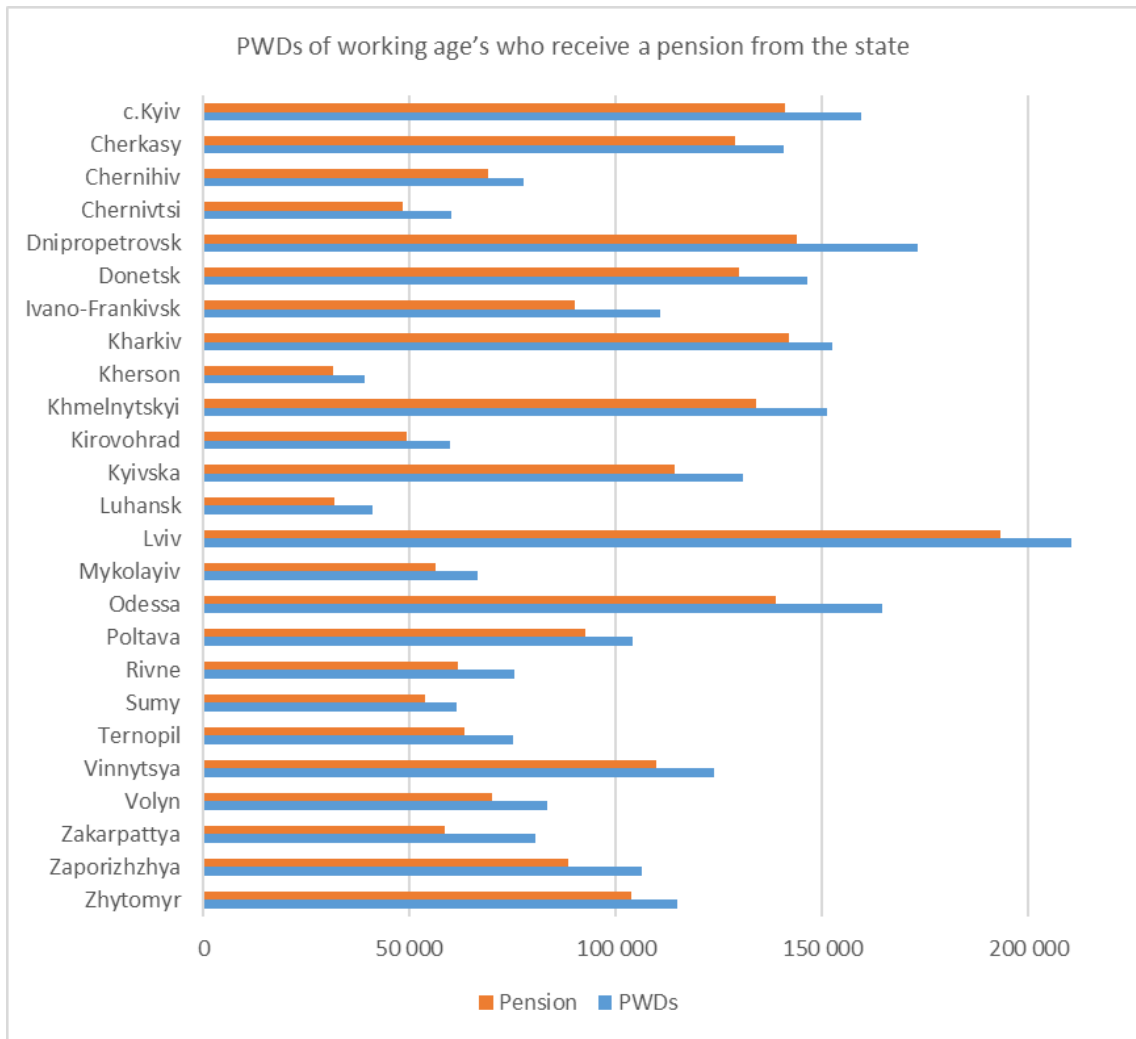
But the distribution of persons with disabilities in relation to the population in the respective region looks somewhat different. The highest percentage of PWDs is observed in Khmelnytskyi, Cherkasy and Zhytomyr regions.





The State Statistics Service of Ukraine did not publish similar data as of January 1, 2024. At the same time, the State Statistics Service of Ukraine as of January 1, 2024 published the following data regarding the number of pensioners of all categories with disabilities by disability groups and region:

Region	Total	of the I group	of the II group	of the III group	children with disabilities under 18 years
Vinnycja	109 653	8 681	30 966	70 005	1
Volyn	69 844	6 470	24 496	38 861	17
Dnipropetrovsk	143 860	9 199	39 482	95 179	0
Donetsk	129 829	6 980	35 877	86 972	0
Zhytomyr	103 879	7 864	41 772	54 233	10
Zakarpattia	58 406	3 818	18 287	36 298	3
Zaporizhzhya	88 428	6 638	28 887	52 896	7
Ivano-Frankivsk	90 062	6 020	30 157	53 881	4
Kyiv	114 369	7 998	52 844	53 522	5
Kirovohrad	49 374	3 337	13 669	32 366	2
Luhansk	31 837	1 884	10 499	19 453	1
Lviv	193 213	12 991	49 237	130 979	6
Mykolaiv	56 417	4 503	16 722	35 190	2
Odesa	138 873	9 671	73 125	56 077	0
Poltava	92 593	5 601	41 018	45 972	2
Rivne	61 831	4 089	17 653	40 075	14
Sumy	53 621	5 343	16 740	31 536	2
Ternopil	63 163	4 210	19 110	39 843	0
Kharkiv	141 919	7 234	59 259	75 413	13
Kherson	31 596	1 828	8 051	21 717	0
Khmelnysk	134 151	5 913	48 554	79 684	0
Cherkasy	128 803	7 871	72 026	48 906	0
Chernivtsi	48 400	3 700	15 632	29 064	4
Chernihiv	69 111	6 684	23 082	39 345	0
city Kyiv	141 005	9 716	69 699	61 583	7
Total	2 344 237	158 243	856 844	1 329 050	100



And additionally number of persons with disabilities among the recipients of state social assistance who are not entitled to a pension by disability group and regions:

Region	Total	of the I group	of the II group	of the III group
Vinnysya	6 045	422	1 567	4 056
Volyn	3 983	287	1 249	2 447
Dnipropetrovsk	9 310	584	2 958	5 768
Donetsk	4 481	224	1 189	3 068
Zhytomyr	5 325	347	1 740	3 238
Zakarpattya	11 422	627	2 763	8 032
Zaporizhzhya	5 884	339	1 898	3 647
Ivano-Frankivsk	10 375	513	2 821	7 041
Kyiv	4 995	397	1 782	2 816
Kirovohrad	3 458	225	933	2 300



Region	Total	of the I group	of the II group	of the III group
Luhansk	0	0	0	0
Lviv	11 381	659	2 971	7 751
Mykolaiv	5 048	340	1 364	3 344
Odesa	12 463	1 754	4 516	6 193
Poltava	4 796	310	1 688	2 798
Rivne	4 330	262	943	3 125
Sumy	2 480	218	754	1 508
Ternopil	4 899	222	1 158	3 519
Kharkiv	941	41	364	536
Kherson	2 877	104	743	2 030
Khmelnysk	6 468	223	1 661	4 584
Cherkasy	6 032	418	3 359	2 255
Chernivtsi	7 058	303	1 778	4 977
Chernihiv	3 401	228	975	2 198
city Kyiv	5 841	484	2 822	2 535
Total	143 293	9 531	43 996	89 766

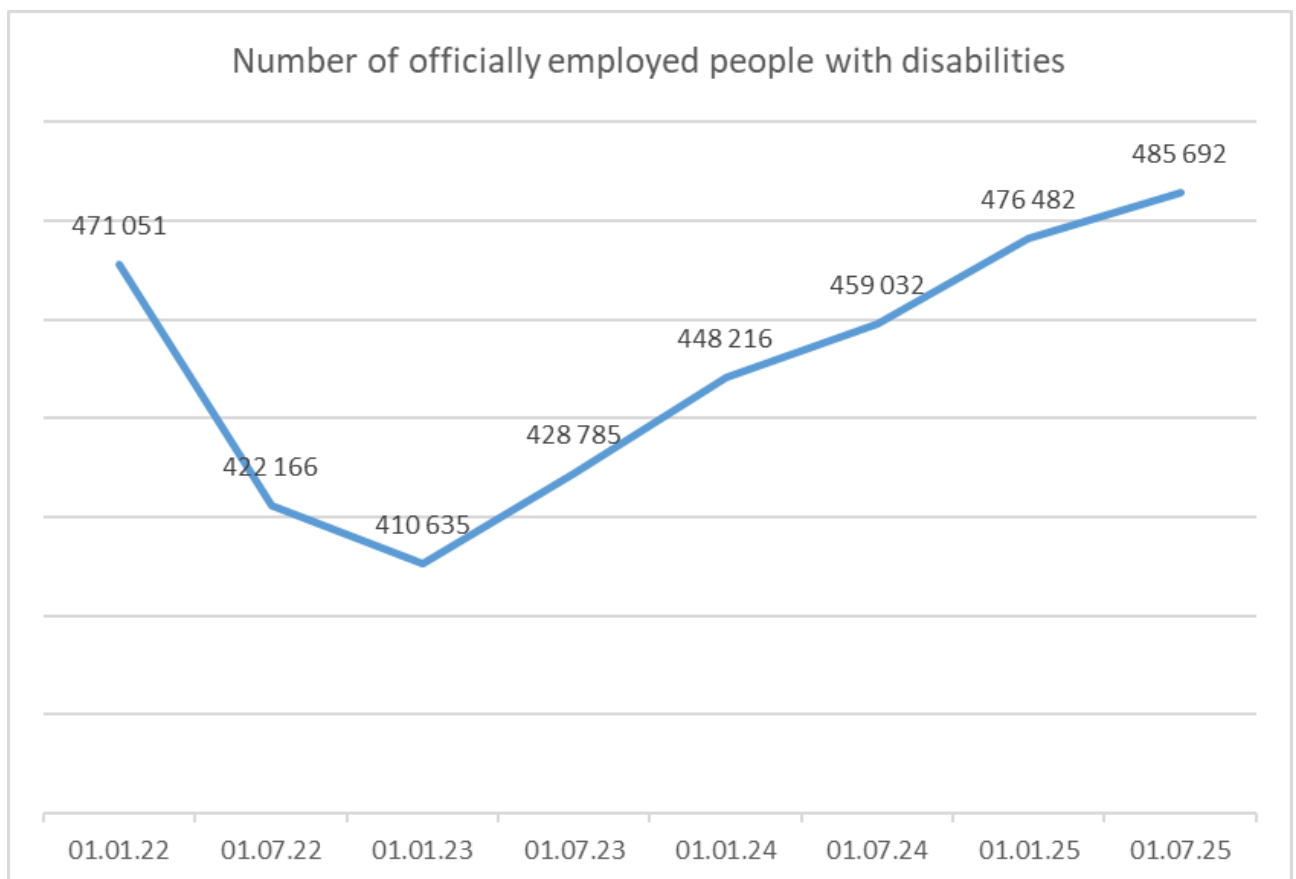
The number of newly recognized persons with disabilities by region (01/01):

Region	2021	2022	2023
Vinnitsa	5 308	7 155	12 801
Volyn	3 110	3 632	5 715
Dnipropetrovsk	8 875	10 783	15 307
Donetsk	6 145	2 112	4 031
Zhytomyr	5 021	6 184	11 094
Zakarpattia	3 846	7 345	9 262
Zaporizhzhya	6 341	7 728	10 383
Ivano-Frankivsk	4 672	6 543	9 782
Kyiv	5 313	6 568	10 474
Kirovohrad	2 631	3 233	4 768
Luhansk	1 414	79	268
Lviv	10 476	14 787	22 046
Mykolaiv	3 101	3 777	7 777
Odesa	7 705	12 530	17 381



Region	2021	2022	2023
Poltava	6 402	7 305	9 618
Rivne	3 395	3 929	5 980
Sumy	2 980	3 732	6 239
Ternopil	3 669	4 609	7 570
Kharkiv	7 462	6 947	16 113
Kherson	2 476	1 141	802
Khmelnysk	3 355	3 373	5 315
Cherkasy	3 635	3 650	7 688
Chernivtsi	2 945	5 376	8 454
Chernihiv	3 308	4 030	7 358
city Kyiv	7 464	8 695	14 459
Total	121 049	145 243	230 685

According to the data of the Pension Fund of Ukraine, provided at the special request of the Institute of Professional Qualifications, the number of officially employed people with disabilities as of the last reporting date (01.07.25) amounted to 485,692 people.



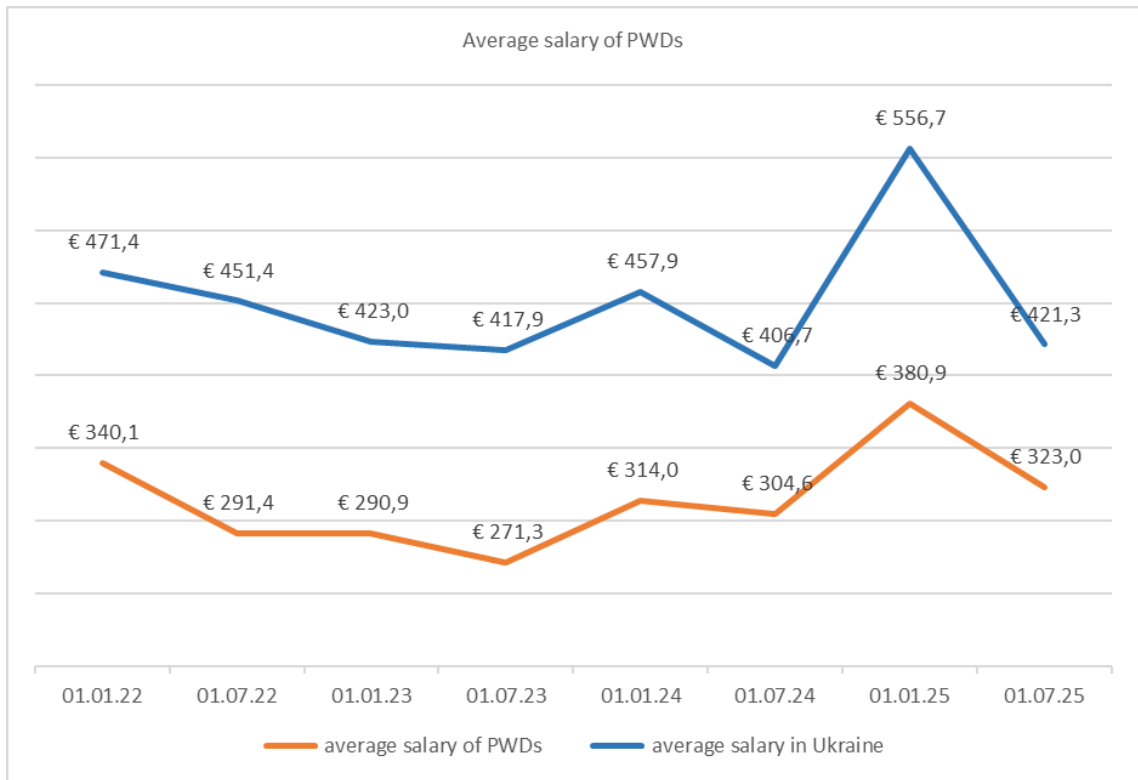


The distribution of employees **by region** is given in the table.

Region	01.01.22	01.07.22	01.01.23	01.07.23	01.01.24	01.07.24	01.01.25	01.07.25
c.Kyiv	78 932	71 615	69 391	72 589	76 181	78 589	82 550	86 073
Cherkasy	22 410	21 568	21 636	22 588	23 284	23 914	24 715	25 451
Chernihiv	10 797	9 689	9 611	10 096	10 554	10 859	11 392	11 708
Chernivtsi	5 437	5 167	5 200	5 503	5 927	6 147	6 491	6 745
Dnipropetrovsk	42 927	39 663	38 096	38 342	39 218	39 420	39 670	39 188
Donetsk	15 784	9 437	7 637	7 758	8 028	7 653	6 350	5 696
Ivano-Frankivsk	12 639	12 112	12 082	12 938	14 045	14 466	15 258	15 462
Kharkiv	37 133	28 414	27 125	29 383	30 590	31 203	32 473	32 011
Kherson	5 732	2 923	1 503	1 882	2 160	2 186	2 121	2 065
Khmelnyskiy	21 045	20 294	19 821	19 852	20 705	21 197	21 695	21 973
Kirovohrad	7 879	7 585	7 365	7 940	8 351	8 526	8 873	9 093
Kyivska	18 324	16 716	16 343	17 653	19 365	20 217	21 112	21 894
Luhansk	3 907	1 173	858	879	914	853	760	678
Lviv	40 268	38 937	40 411	41 156	42 535	43 458	45 678	46 954
Mykolayiv	7 646	6 356	6 094	6 637	7 225	7 537	7 971	8 322
Odesa	28 162	26 191	26 637	28 286	28 879	29 785	31 013	31 898
Poltava	17 180	16 651	16 381	17 292	17 767	18 422	19 056	19 149
Rivne	9 789	9 426	9 267	9 512	9 645	10 002	10 364	10 516
Sumy	8 368	7 745	7 552	7 834	8 376	8 382	8 679	8 576
Ternopil	9 399	9 197	9 202	10 064	10 646	11 204	11 720	12 184
Vinnytsya	16 542	16 187	15 966	16 465	17 264	17 631	18 312	18 320
Volyn	11 270	10 659	10 585	10 829	11 336	11 654	12 219	12 572
Zakarpattya	7 637	7 456	7 440	7 924	8 545	8 762	9 539	10 213
Zaporizhzhya	14 134	10 546	8 708	9 175	9 557	9 482	10 001	10 215
Zhytomyr	17 710	16 459	15 724	16 208	17 119	17 483	18 470	18 736
Total	471 051	422 166	410 635	428 785	448 216	459 032	476 482	485 692



The average salary (in euro) of people with disabilities is approximately **76,6%** of the average salary in Ukraine. The dynamics of average wages of people with disabilities is shown in the figure.



The distribution of the average salary (in euro) of people with disabilities **by regions** is as follows:

Region	01.01.22	01.07.22	01.01.23	01.07.23	01.01.24	01.07.24	01.01.25	01.07.25
c.Kyiv	€ 402	€ 330	€ 352	€ 343	€ 405	€ 381	€ 496	€ 416
Cherkasy	€ 346	€ 301	€ 299	€ 275	€ 299	€ 295	€ 350	€ 308
Chernihiv	€ 335	€ 262	€ 263	€ 249	€ 286	€ 261	€ 319	€ 274
Chernivtsi	€ 296	€ 263	€ 248	€ 227	€ 270	€ 261	€ 333	€ 279
Dnipropetrovsk	€ 298	€ 255	€ 241	€ 231	€ 262	€ 269	€ 322	€ 293
Donetsk	€ 322	€ 266	€ 292	€ 254	€ 333	€ 288	€ 390	€ 302
Ivano-Frankivsk	€ 318	€ 321	€ 281	€ 265	€ 280	€ 273	€ 352	€ 304
Kharkiv	€ 307	€ 219	€ 236	€ 222	€ 260	€ 256	€ 333	€ 285
Kherson	€ 279	€ 272	€ 306	€ 225	€ 277	€ 240	€ 312	€ 271
Khmelnyskiy	€ 363	€ 303	€ 280	€ 264	€ 293	€ 294	€ 354	€ 295
Kirovohrad	€ 308	€ 278	€ 260	€ 232	€ 258	€ 258	€ 318	€ 262
Kyivska	€ 380	€ 295	€ 328	€ 269	€ 319	€ 310	€ 403	€ 359



Region	01.01.22	01.07.22	01.01.23	01.07.23	01.01.24	01.07.24	01.01.25	01.07.25
Luhansk	€ 332	€ 362	€ 532	€ 408	€ 465	€ 383	€ 547	€ 340
Lviv	€ 359	€ 329	€ 304	€ 291	€ 332	€ 329	€ 401	€ 352
Mykolayiv	€ 285	€ 227	€ 243	€ 223	€ 250	€ 242	€ 303	€ 243
Odesa	€ 342	€ 273	€ 291	€ 247	€ 296	€ 287	€ 368	€ 291
Poltava	€ 336	€ 280	€ 284	€ 250	€ 321	€ 326	€ 367	€ 310
Rivne	€ 315	€ 283	€ 268	€ 248	€ 261	€ 270	€ 323	€ 265
Sumy	€ 324	€ 245	€ 242	€ 224	€ 259	€ 260	€ 395	€ 284
Ternopil	€ 332	€ 299	€ 292	€ 272	€ 304	€ 277	€ 344	€ 298
Vinnitsya	€ 313	€ 283	€ 266	€ 244	€ 277	€ 278	€ 335	€ 285
Volyn	€ 343	€ 313	€ 268	€ 254	€ 320	€ 305	€ 356	€ 299
Zakarpattya	€ 312	€ 317	€ 298	€ 279	€ 310	€ 306	€ 400	€ 317
Zaporizhzhya	€ 287	€ 260	€ 226	€ 213	€ 252	€ 240	€ 301	€ 250
Zhytomyr	€ 331	€ 333	€ 339	€ 339	€ 380	€ 343	€ 398	€ 327

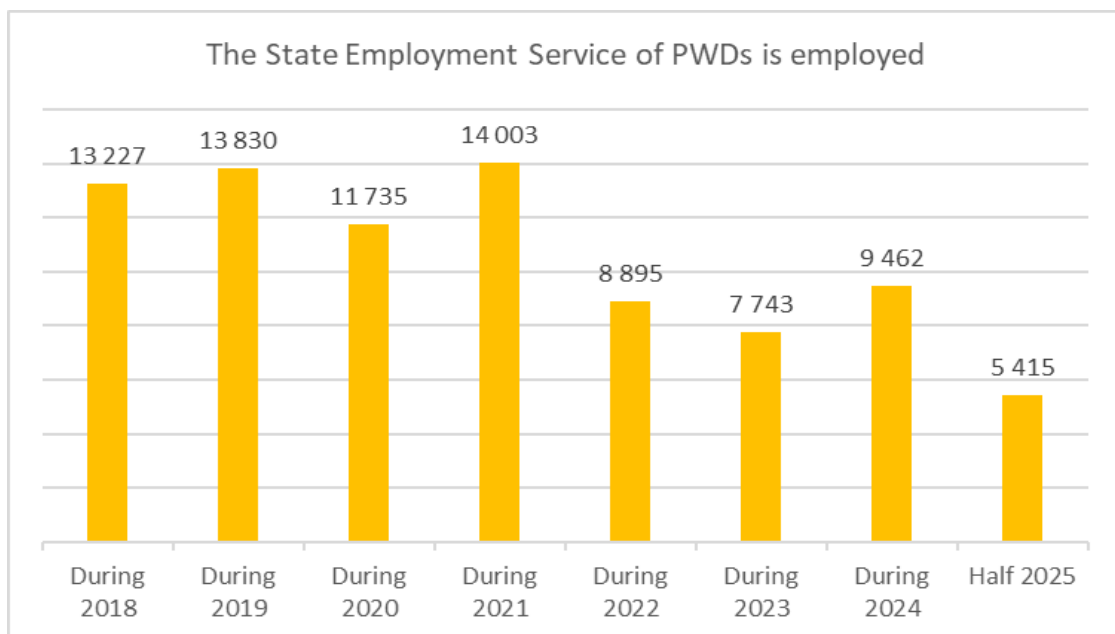
According to the State Employment Service, the number of **unemployed** persons with disabilities in 2025 was:

Region	Had unemployed status since the beginning of the year	Had unemployed status on 01.07.25
Vinnitsya	1 160	421
Volyn	940	303
Dnipropetrovsk	1 136	320
Donetsk	545	265
Zhytomyr	1 749	708
Zakarpattya2	409	127
Zaporizhzhya	677	294
Ivano-Frankivsk	881	279
Kyiv	1 254	462
Kirovohrad	661	199
Luhansk	113	62
Lviv	1 573	439
Mykolayiv	608	216
Odesa	1 080	367
Poltava	1 546	553
Rivne	973	365
Sumy	686	276



Region	Had unemployed status since the beginning of the year	Had unemployed status on 01.07.25
Ternopil	641	261
Kharkiv	901	340
Kherson	148	72
Khmelnyskiy	1 091	387
Cherkasy	1 601	542
Chernivtsi	436	152
Chernihiv	916	386
c.Kyiv	751	218
Total	22 476	8 014

The State Employment Service **employed** the following number of persons with disabilities:



We can see a significant decrease in the number of employed persons with disabilities in 2022 and 2023. This trend is not entirely clear, since the number of persons with disabilities of working age in 2023 has increased as a result of the war, and the State Employment Service has introduced special employment programs for war veterans and disabled people. However, so far these efforts of the State Employment Service are not reflected in statistics.

This material was prepared within the framework of the project “Establishing a Consultative System for the Integration of Persons with Disabilities into the Workplace”. The project is implemented with the support of the International Labour Organization’s initiative funded by the Government of Belgium, titled “ILO Support to Ukraine: Prevention of Labour Exploitation and Human Trafficking, Support to Entrepreneurship Development and Social Partners”, as well as the ILO RBSA project “Promoting Inclusive and Sustainable Reconstruction in Ukraine”.