

A Feasibility Study

# DISABLED PEOPLE EMPLOYMENT *possibility* DEVELOPMENT





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## Key concepts

**Working capacity** – a person's possibility to carry on working with the previously acquired professional expertise or acquiring a new professional competence or doing a job requiring less professional competence.

**MW** – Ministry of Welfare .

**NCDA** – National Council of Disability Affairs.

**LLE** – Lithuanian Labour Exchange.

**LUPD** – Lithuanian Union of People with Disabilities.

**DWCAO** – Disability and Working Capacity Assessment Office at the Ministry of Social Security and Labour of the Republic of Lithuania.



**Disability** – Decrease in social life and operational capacity caused by long-term bodily function and /or structure disorder and/ or long-term health status deterioration caused by the adverse environmental factors.

**Disability level** – the complexly assessed extent of the person's loss of independence in daily activities and opportunities to develop.

**A disabled person** – a person with an assessed disability level, or a working capacity level less than 55 %, and (or) assessed as a person with special needs to be satisfied.

**A disabled youngling (DY)** – a disabled person who hasn't reached the age of 18.

**A disabled child (DC)** – a disabled person who hasn't reached the age of 16.

**Professional rehabilitation** – a person's working capacity, professional competence and possibility to

compete in the labor market restoration or increase with the help of: educational, social, psychological, rehabilitation and other means.

**MSSL** – Ministry of Social Security and Labor of the Republic of Lithuania.

**DS** – The Department of Statistics by the Government of the Republic of Lithuania.

**Social rehabilitation** – an entity of all social impact measures which promote the disabled person's independence, increase his possibilities to participate in everyday live and decrease his restrictions in order to provide equal rights and possibilities to participate in social life.

**SSIFB** – State Social Insurance Fund Board of the Republic of Lithuania.

**Professional rehabilitation** – a process of restoring the disabled person's working capacity, professional competence and ability to participate and compete in the labor market, with the help of: educational, social, psychological, social rehabilitation and other means. Professional rehabilitation means target the education of a disabled person or restoring his previous working capacity resulting in an increasing employment chance.



Professional rehabilitation services are offered only to the unemployed disabled people.

**RLE** – Regional Labor Exchange.

**GEA** – Government Employment Agency.

**STI** – State Tax Inspectorate.

**SSIA** – State Social Insurance Agency.

**SSIA** – State Social Integration Agency.





# 1. CURRENT SITUATION ANALYSIS



The aim of this section of the study is to provide the most accurate statistics data regarding the situation of the disabled people in Lithuania. This section provides you data and it's analysis on the people with disabilities (the type of disability, the disability level, education, age, motivation etc.) their distribution on the labor market, professional rehabilitation, entrepreneurship etc. Quite a lot of attention is being drawn to the social enterprises, social enterprises for disabled people and other companies who employ people with disabilities. In this section we also analyze the distribution of working disabled by different criteria, such as: the type of disability, education, level of disability, general legal framework for the State's help to the disabled and the environment accessibility to the disabled.

The current situation analysis provides structured data which will help you to create an objective view on the disabled people's situation in Lithuania, and see the problems, which influence the successful disabled people's integration to the labor market and social life.

In this study we have used information obtained from the earlier studies, laws, information supplied in reports of different government institutions. We also used Public Institution "Valakupiu reabilitacijos centras"



(Valakupiu Rehabilitation Center) data from their study "Labor market position and the need of professional rehabilitation services for people with move, sight, hearing disabilities, and/or people suffering from psychic or internal sicknesses" and "European Union member state experience in providing professional rehabilitation services to people with move, sight, hearing disabilities, and/or people suffering from psychic or internal sicknesses". In order to obtain the most detailed information on the position of disabled people on the labor market we have surveyed four target groups.

During the *Disabled people's survey* we have surveyed 214 respondents suffering from different disabilities. The survey was conducted in all of Lithuania. This survey had the aim to uncover the disabled people's educational markers, help them in the labor market, distribute them by age, sex, type of disability, work capacity. We also have studied the disabled people's labor motivation or the causes of it's absence, the ways these people search employment. The survey has been conducted via e-mail by sending the questionnaires to the disabled people.

During the *Disabled people's social enterprise survey* we tried to survey all of the disabled people's social enterprises (there were 102 during the time of the survey), but not all of them have agreed to participate. Most of the survey's questionnaire's questions were answered by 79 companies, although some of the questions were answered only by 33 companies. During the survey we asked questions about the general actions of the disabled people's social enterprises, the total number of employees vs. the number of disabled ones, their education and working capacity. We also asked questions on what would motivate the heads of the businesses to employ more disabled people. The survey was conducted via telephone in accordance with the LDB (Lithuanian labor exchange) provided social businesses list.

The *Other company survey* was conducted by picking out 201 business. During the survey we tried to make a few questions clear, like: how many disabled people are working in the company, what is the type of business that employs disabled people. We also asked what motivates employers to employ disabled people. This survey has been conducted via telephone by randomly picking out businesses around the country.

The Public opinion survey was conducted by questioning 195 people. During this survey we tried to find out the public opinion on the disabled and are they being treated as full-fledged members of the society. This survey was conducted via e-mail.

## 1.1 DISABLED PEOPLE STATISTICS

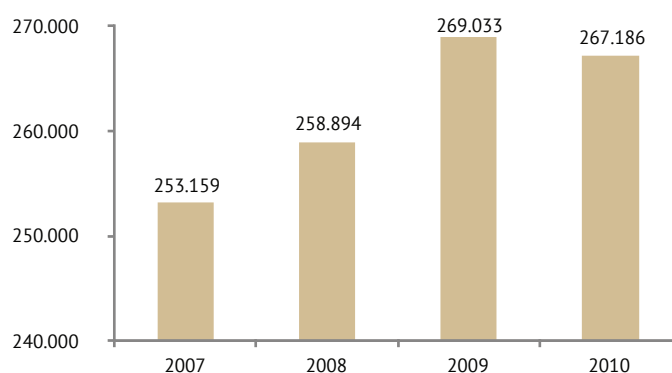
In this section of the study we have collected the throughout statistic data on the disabled people, their distribution by regions, type of disability, education level. This work was difficult because of the lack of statistic information on disabled people in Lithuania. The data which is normally collected is the total number of disabled people, their distribution by different disability groups and their regional distribution, but there is a clear lack of more detailed information on their distribution by age, education, type of disability, employment etc. While collecting statistic data on the situation of disabled people in Lithuania, we have confronted not only the lack of information, but also, with information comparison problem, because different sources provide different data on the same topic or criteria, with different classification distribution. These were the main obstruction causes while making a whole objective overview of the real situation with disabled people on the labor market

### 1.1.1 The number of disabled people in Lithuania

By the data of the Department of Statistics there approx. 3.329 thousand people living in Lithuania, and 8,03 % of them or 267,2 thousand were people with different disabilities.

From 2007, the number of disabled people constantly grew and during 2009 it was 5,9 % higher comparing to 2007 (see ex. 1.1.1.1). During 2010, the number of disabled people slightly decreased comparing to 2009 (0,7 %). This was caused by the implementation of more strict rules on assessing disability.

**Ex. 1.1.1.1 Disabled people number in Lithuania during 2007-2010, ppl.**

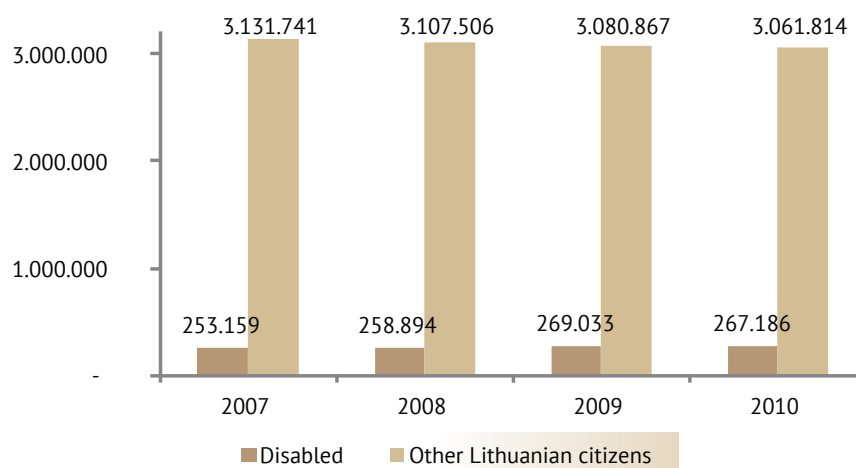


Source: MSSL



The disabled people ratio to people without disabilities changed by 0,55 % during the period of 2007-2010 (see ex. 1.1.1.2). This is related to waves of Emigration from Lithuania during 2007-2010, thus even if the number of disabled people grew – the ratio stayed almost the same.

**Ex. 1.1.1.2 Healthy and disabled people ration during 2007-2010 ppl.**



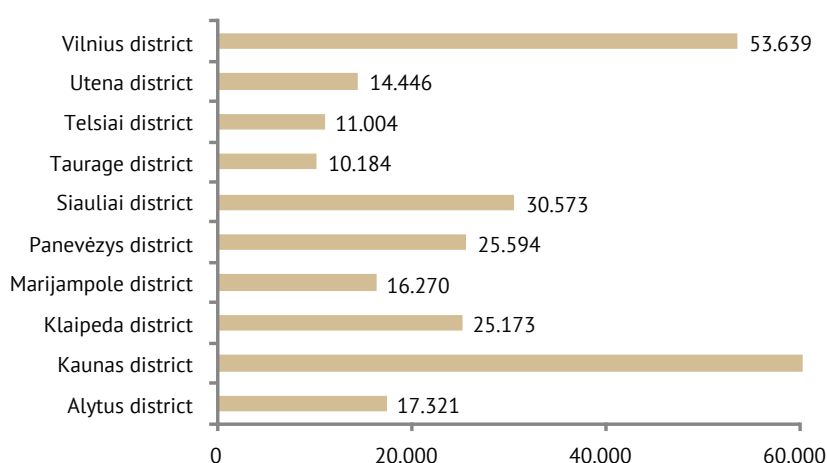
Source: MSSL; DS

During the period of 2007-2010 the number of disabled people grew, but the amount of disabled children was the same and was equal approx. 6,5 % from the total amount of disabled people.

In accordance with SSIFB's data on the disability pension recipients, these people are 87,44 % of all of the disabled. These people are distributed by sex in such a manner: approx. 118 thousand women and 108,4 men (52,4 and 47,6 %). This information gives us the right to assume, that the distribution by sex will be similar for all of the disabled people in Lithuania.

Disabled people's distribution by Lithuanian regions for the year 2010 is shown in the 1.1.1.3 ex. The graph shows us, that the most people with disabilities live in Kaunas (23,6 %) and Vilnius (20,1 %), the least in Telsiai (3,8 %) and Taurage (4,1 %) districts.

**Ex. 1.1.1.3 Disabled people's distribution by Lithuanian districts, 2010, ppl.**



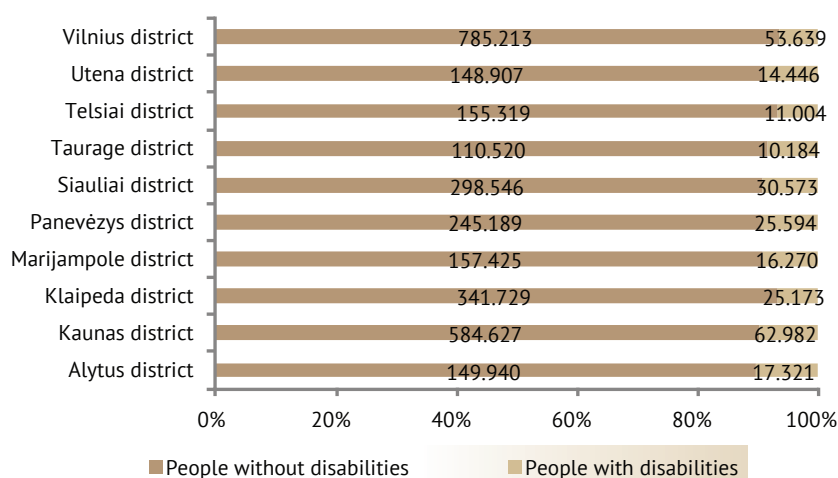
Source: MSSL

If counting the disabled people to the number of all people in the district ratio in different districts, in 2010 Alytus and Kaunas districts were the leaders. The disabled people were 10,4 % and 9,7 % accordingly. The least part of the disabled (6,4 %) was in the Vilnius district, thus the disabled people's ratio to all people in the



district are very similar and change between 6,39 and 10,36 % (ex. 1.1.1.4).

**Ex. 1.1.1.4 People with and without disability ratio in Lithuanian districts, 2010, plp., %**



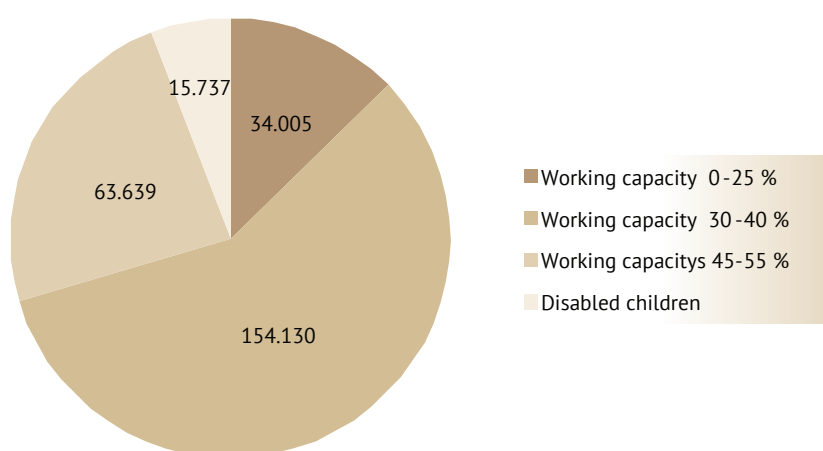
Source: MSSL; DS

In Lithuania, disabled people have different working capacity, it depends on the type of the disability, how damaging is the disability to the body and the personal professional skills and education of the disabled.

The working capacity is assessed for disabled people from the age of 18 and until the old-age pension time. The working capacity which was crippled because of an accident in the work place or a profession-related sickness are assessed for people of any age. The working capacity is assessed on the basis of the reports of the disabled person's doctor, documents provided by professional rehabilitation or other specialists, after evaluating the person's health status and his possibility to carry on with his professional duties or work outside of his profession and/or qualification after all possible medical, special and professional rehabilitation means have been used<sup>1</sup>.

As it is shown in example 1.1.1.5, during 2010 the largest part of the disabled persons were the ones who are assessed with 30-40 % working capacity – their make 57 % of all the disabled people. The heaviest levels of disability (0-25 % working capacity) are assessed for 13 % of the disabled. The disabled people who were assessed with 45-55 % working capacity was 24 % as of year 2010.

**Ex. 1.1.1.5 Disabled people's distribution by their work capacity, 2010, ppl.**



Source: MSSL

### 1.1.2. Disabled people's education

The general disabled people's educational tendencies can be reviewed by the DWCAO data (according to the educational information about the people who addressed the office for assessment of the need in professional rehabilitation) and conducted disabled people and disabled people's social enterprise surveys.

Judging by the result of the disabled people's survey the largest part of them have professional or college (higher) education (73,3 % of the questioned), unfinished school education – 7,9 %. The number of questioned men and women is almost the same – 105 men and 109 women. Judging by their position on the labor market, 43 disabled persons or 20,1 % of the questioned were employed. Most of the employed disabled had Higher, Higher non-university and professional education (18,2 %) of the disabled people.

While comparing male and female distribution by education and their position on the labor market – we have not found any sufficient differences, the percentage by all criteria are pretty much the same.



While conducting the survey, we were asking people does it make a difference in terms of employment and education if the disability was inherited or acquired later. The information on the type of disability (acquired or inherited) and professional activities is in table 1.1.2.1. It has become clear, that 31,8 % or 68 disabled people have the inherited disability and 68,2 % we're the one who became disabled.

In accordance with the education of the disabled people – the ones with inherited disabilities usually had school education (36,8 %) and professional education 29,4 %), 8,5 % studied in colleges and 13,2 % had higher education. 11,8 % didn't even had full school education. In the inherited disability group, 20,6 % of the people were employed, where the larger group of those (13,2 %) had professional education. In the group of inherited disability people with school education there was 5,9 % of employed, and 1,5 % employed of those who finished college. There was no employed inherited disability person with higher university education. In the non-employed part most of the people had school education – 30,9 %, 16,2 % finished professional schools, 7,4 % finished college and 13,2 % have graduated in a university.

Among the disabled people with acquired disabilities – most had professional and higher university education (both groups 22,6 %). A large part of the group where people who studied in colleges (21,2 %) and 8,21 % had a magister diploma.

People with acquired disabilities were employed in 19,9 % of all cases, of them: 17,1 % had college and the same % – university education, 15,8 % – college education.

**1.1.2.1 Graph: People with acquired or inherited disability distribution by education and position on the labor market, 2011, ppl.**

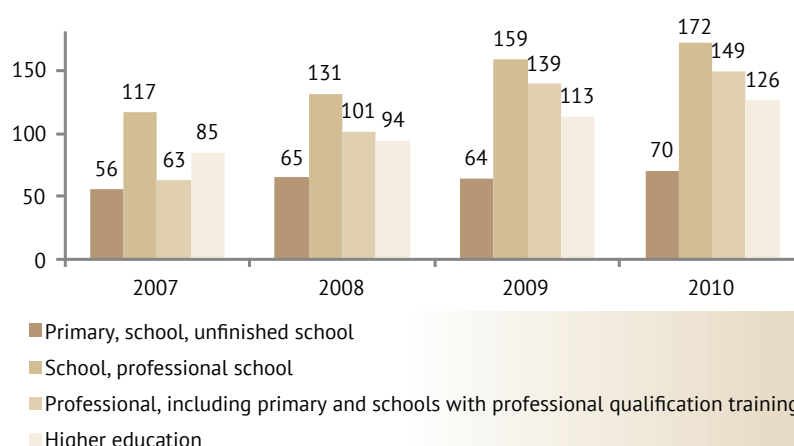
Education	Acquired disability		Inherited disability	
	Employed	Unemployed	Employed	Unemployed
Unfinished school	0	8	0	9
School graduate	4	21	0	15
Professional school	9	11	8	25
Higher (college)	1	5	8	23
Higher (university)	0	9	8	25
Master's diploma	0	0	3	9
Other	0	0	2	11
<b>Total:</b>	<b>14</b>	<b>54</b>	<b>29</b>	<b>117</b>

Source: Disabled people survey data

In accordance with this data, we can assume, that people with acquired disabilities are more educated. This happens because of natural reasons – there is a high chance, that they became disabled after graduating their educational facilities. The lower education levels of the people with inherited disabilities show, that it is harder to get education and graduate higher and higher university educational facilities for people who are disabled from birth. The cause of that can be found in these reasons: the inherited disability is very hard and it greatly limits the possibility to obtain higher and higher university education because the physical and social environment there is not adapted for people with moving and/or sensory disabilities. The lower education marks themselves influence the possibility to take your place in the labor market.

After analyzing the DWCAO provided documents (see ex. 1.1.2.1) the disabled people's educational tendencies became clear. The most of the disabled had school and professional education (34 % and 26,5 % accordingly). Approximately 13,73 % of the questioned didn't even have school education. It should be noted, that 51 % of the disabled, who addressed the state institution for providing them with professional rehabilitation, had higher or professional education.

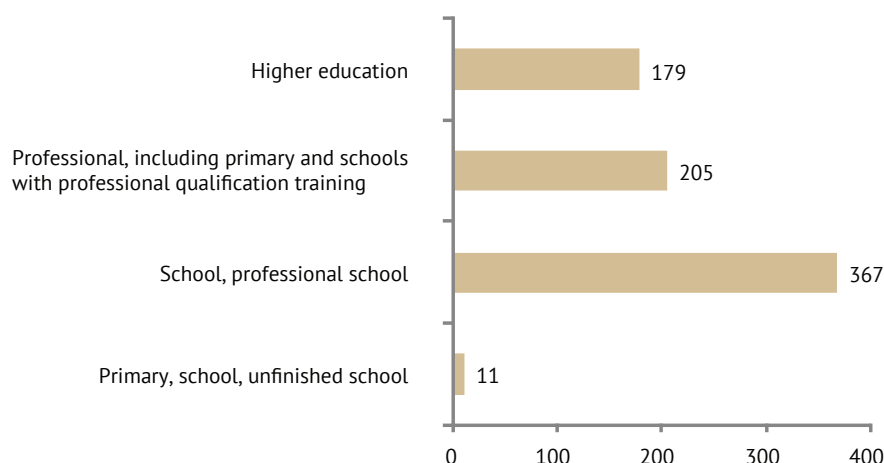
**Ex. 1.1.2.1 Disabled people with assessed professional rehabilitation needs during 2007-2010 distributed by their education, ppl.**



Source: DWCAO

According to the disabled people's social enterprise survey data (28 companies replied), there were 762 disabled people working there, with approximately half of them (48,2 %) graduating school. The disabled who had professional education (or finished professional rehabilitation programs), higher (or higher university) education resulted in 26,9 % and 23,5 % accordingly. The disabled people, who didn't graduate school was only 1,4 %.

**Ex. 1.1.2.2 People working in disabled people's social enterprises distributed by their education, 2011, ppl.**



Source: DWCAO

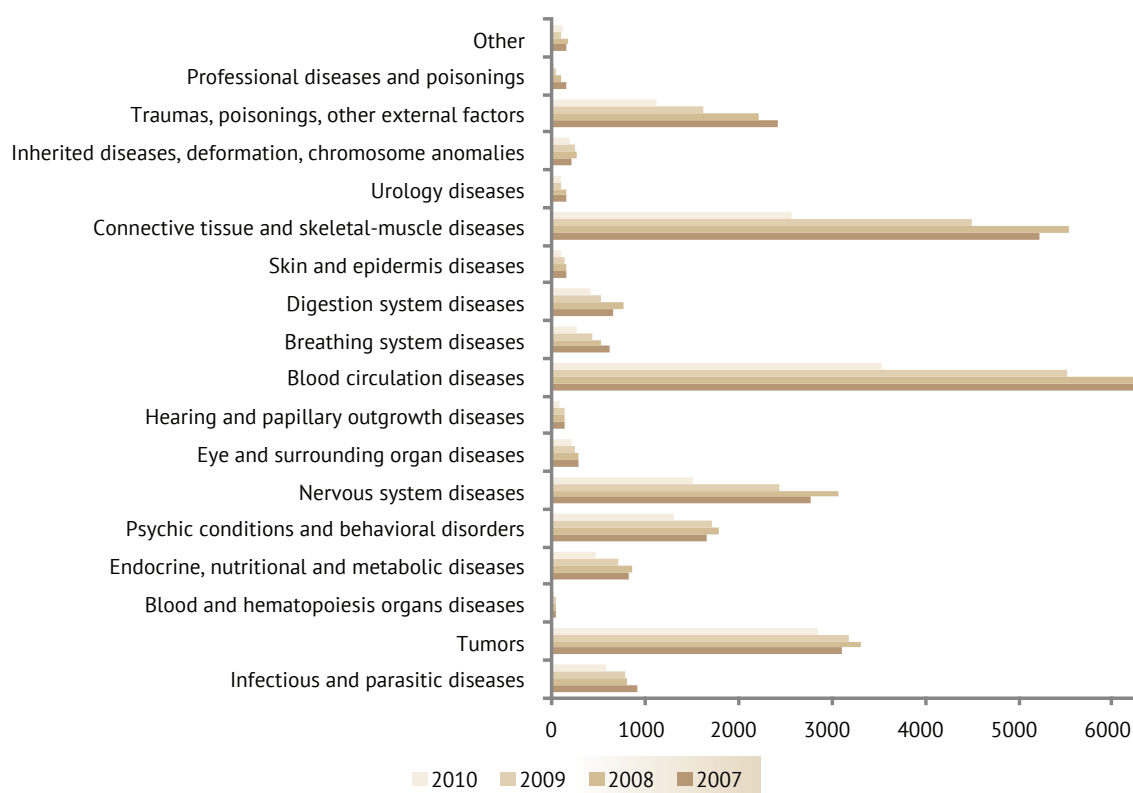
Therefore after analyzing the disabled and the disabled people's social enterprises surveys, DWCAO data, we can fight a clear tendency – the low education level of the disabled people.

### 1.1.3 Distribution of disabled people by the type of their disability

By basing our assumptions on the information provided by DWCAO on the distribution of disabled people by the type of their disability, we can specify tendencies explaining what sicknesses are assessed as a partial or full work capacity. Each sick person is assessed with a partial working capacity, taking the type of his sickness, the hardness of the sickness, his physical condition and education in count. After assessing all of that – work recommendations are being issued, they are to be taken in mind by the employer who employs a disabled person.

During 2007-2010 the most common partial working capacity status was given to people with heart and blood circulatory systems disease (approx. 24,04 %), connective tissue and skeletal-muscle disorders (approx. 19,8 %), tumors (approx. 13,89 %) and nervous system diseases (approx. 10,35 %). People suffering from these diseases made up a total of 68,08 % of all disabled people. While analyzing other sickness and disease groups we can see that the amount of people suffering from psychic conditions and behavioral disorders is increasing. The number of such cases increased 23 %. During the 2007-2010 period. the amount of disabled people who acquired their disability because of trauma, poisonings and other external factors decreased by 23 % during the same time period. People suffering from other diseases form a number of 0,1-3,81 % of all people assessed as being disabled.

**Ex. 1.1.3.1 Disabled people with assessed partial working capacity distribution by diseases, 2007-2010, ppl.**

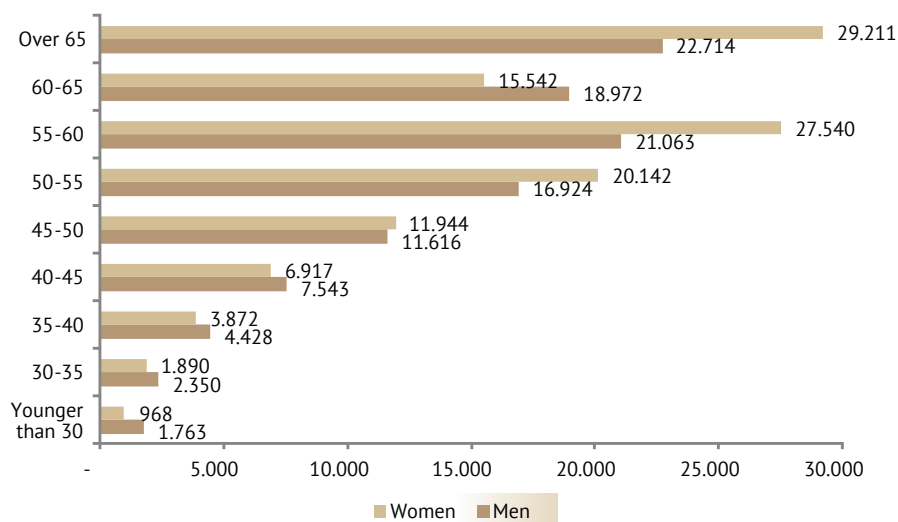


Source: DWCAO

#### 1.1.4. Distribution of disabled people by their age

By SSIFB's information, 88,74 % of all disabled people are recipients of disabled and working capacity loss pensions. As we can see from the presented data (see ex. 1.1.4.1) most of the disabled people are older than 55 years (59,9 %). Men and women have almost equal numbers in the age group of up to 50 years, but there are approx. 5 % more women in the post-50 years old group. By using this data we can assume, that partial working capacity loss status is more commonly assessed with the elderly people because of the age-related diseases and health problems. People of this age group find it very difficult to find a job, this is related to the general employers attitude towards all elderly and near-pension age people, their possibility and capability to use new and innovative technology (computers), the knowledge of foreign languages (English, German etc.) and their physical condition.

**Ex. 1.1.4.1 Disabled people's distribution by age and sex, 2010, ppl.**



Source: SSIFB

## Summary

1.1.1. The number of disabled people in Lithuania	<ul style="list-style-type: none"> <li>Disabled people make up approximately 8,03 % or 267,2 thousand of all the people of Lithuania.</li> <li>The disabled people ratio to all other Lithuanian citizens has increased by 0,55 % during 2007-2010.</li> <li>Disabled people's distribution by sex: women 52,4 % and men 47,6 %</li> <li>Most of the disabled people live in Kaunas, Vilnius and Siauliai district (a total of 55,1 %), the least in Taurage, Telsiai and Utena districts (total of 13,3 %)</li> <li>There are more disabled people in large cities than in smaller ones.</li> <li>The disabled people's ratio to all other citizens is fluctuating from 6,4 % to 10,4 % in 2010.</li> <li>The bigger part of the disabled people have 30-40 % working capacity level (57 %), a quarter of them (24 %) have 45-55 % working capacity level, the smallest part (13 %) had 0-25 % working capacity level.</li> </ul>
1.1.2. Education of the disabled people	<ul style="list-style-type: none"> <li>By the collected disabled people's survey, the largest part of the disabled people have professional and higher education (a total of 73,3 % of questioned), unfinished school education – 7,9 % of questioned.</li> <li>43 or 20,1 % of the questioned disabled people had a job, where most of the employed people had a higher of professional education (18,2 %), the highest unemployment rate was also within these groups (approx. 55,2 %).</li> <li>All questioned disabled people who had unfinished school education were unemployed (7,9 % of all questioned).</li> <li>Most of the disabled people have graduated professional schools, approx. 57,3 %, the least – colleges, about 18,2 %; universities – 24,5 %. People with acquired disabilities are more educated, because in a number of cases they acquired the disability after graduating.</li> <li>The lower education data in the inherited disability group shows, that people who have inherited disabilities from their birth time have a much harder time trying to graduate a high-school or a university.</li> </ul>
1.1.3. Distribution of disabled people by the type of their disability	<ul style="list-style-type: none"> <li>In most of the cases the limited working capacity (68,08 %) is assessed because of the blood circulatory diseases (approx. 24,04 %) connective tissue and skeletal-muscle disorders (approx. 19,8 %), tumors (approx. 13,89 %) and nervous system diseases (approx. 10,35 %).</li> <li>During the period of 2007-2010 the amount of people sick with mental and psychic conditions and behavioral disorders increased by 23,7 % but the amount of people who have limited working capacity because of traumas, poisonings and other external causes has decreased by 23 % during the same time period.</li> <li>During the period of 2007-2010 the disabled people were mostly assessed with 30-55 % working capacity (approx. 92 % of all disabled people), where there was 10,8 % more men than women</li> <li>In the disabled people group, who were assessed with the least working capacity of 0-25 %, there were 38 % more men.</li> </ul>
1.1.4. Distribution of disabled people by their age	<ul style="list-style-type: none"> <li>Most of the disabled people are older than 55 years (59,9 %).</li> <li>In the age groups of below 50 years, men and women are in approximately equal numbers, but in the age groups older than 50 years, there are 5 % more women, except the 60-65 years age group, where there is 10 % more women.</li> </ul>



## 1.2 CURRENT SITUATION WITH DISABLED (SELF) EMPLOYMENT

In this part of the study we examine the position of the disabled people on the labor market, the reasons behind their unemployment, the number of disabled people working, their distribution by regions, districts and working capacity levels. Much attention is dedicated to professional rehabilitation services and its quality parameters. We are also analyzing the entrepreneurship level, dynamics, and popular fields of professional expertise of people with disabilities.

During the analysis of the situation we have confronted lack of information, the data we were able to acquire was not systematized, which made the job of evaluating the disabled peoples' place on the labor market quite harder. The government institutions do not supply information about the most of the working people with disabilities. The collected data gives the ability to create assumptions and assess the general tendencies of the disabled people's (self)employment.

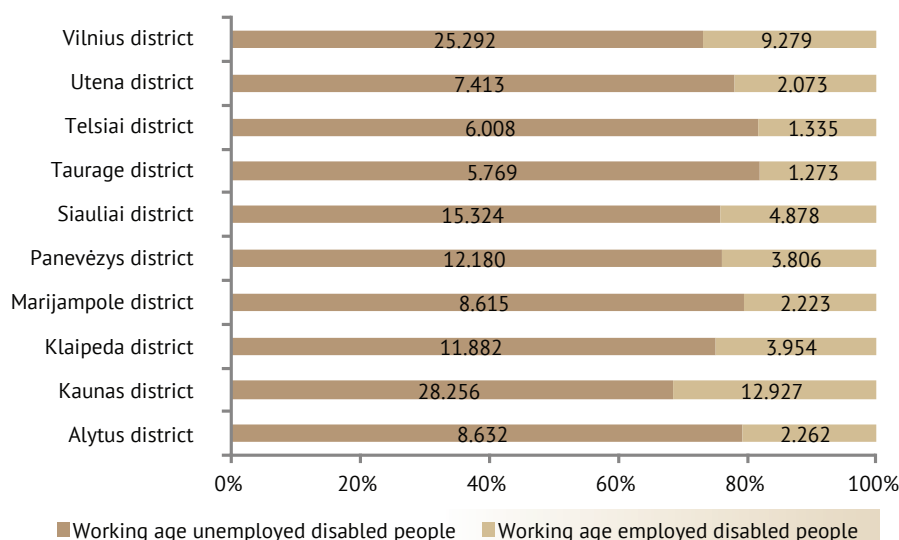


### 1.2.1 Working and non-working disabled people

According to MSSL data, during the year 2010 there were approximately 267,2 thousand people with disabilities with 64,8 % or 173,3 thousand of them being of a working age. 44 Thousand or 25,4 % of them were employed. In general, we can assert, that only one of the four disabled people who can work, is working. 2010 the general level of unemployment in Lithuania was 17,8 %, but the disabled people unemployment rate was 74,6 %.

Judging by the example 1.2.1.1 we can seem that most of the employed disabled people live in the biggest districts of Vilnius, Kaunas and Klaipeda. This data is corresponding with both general population and disabled people employment territorial distribution tendencies in Lithuania. The presence of a larger number of employed disabled people in large cities and their districts is influenced by the economical situation and the fact that there is a larger amount of social enterprises in larger cities, also, large city/district employers are much more eager to accept disabled people as their employees and use state support that comes with it.

**Ex. 1.2.1.1 Working age employed disabled people distribution by districts, 2010, ppl, %.**



Source: MSSL

There is approximately 24,5 thousand disabled women and 19,5 thousand disabled men working in Lithuania. There is a strong tendency seen here, on average, there are 11,4 % more employed disabled women than men. These larger numbers can be explained not only by the fact that the sheer number of disabled women is larger by 4,8 %, but also by the fact, that women have the worst disability level 0-25 % of working capacity (see 1.1.3) less often. In general it improves their chances to educate and be employed.

## 1.2.2 Disabled people in accordance with their disability level (working capacity)

Each disabled person aged 18 and up is assessed with a working capacity level, the percentage of the level mean that the disabled person is partially capable of working and can work the jobs and in a way prescribed by the doctors and / or specialists. Most of the working age disabled people are not working. This situation is caused by a list of causes: general Lithuanian economic situation, people's and employers' negative attitude towards disabled people, welfare and pensions which are not motivating people to get employed the lack of the disabled people's motivation.

There are three disability levels determined by a person's working capacity level. 0-25 % Working capacity level (first disability level according to the older specification) are the people who suffer from the hardest and worst disabilities. These are often disabled, who suffer from great motility disorders, 100 % blind, heavy communication disorders etc. 30-40 % Working capacity level (Second disability level according to the older specification) is usually assessed when patients suffer from light motility disorders, internal organ function disorders, deafness, shortsightedness, different psychical disorders. The largest (by number) disability level is the former third disability level, meaning that a person has 45-55 % working capability these are people with light bodily dysfunctions.

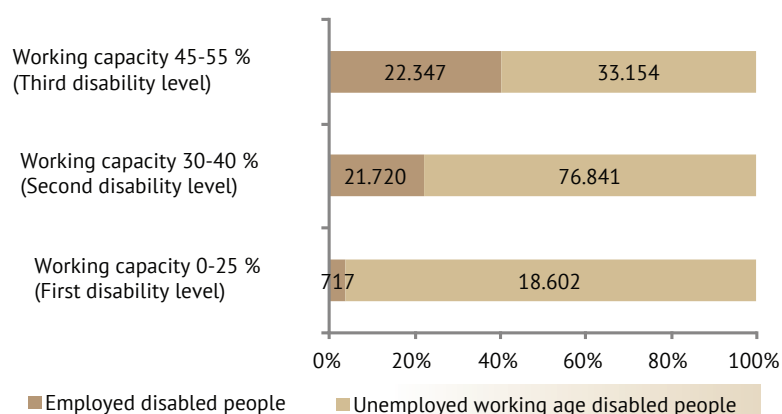
From here on we are discussing the distribution of employed and unemployed working age disabled people. The largest group (56,9 %) is the second disability level people with 30-40 % working capacity. Almost a third of the working age disabled people suffer from the third disability level, meaning they have 45-55 % working capacity. The smallest group is the first disability level people with 0-25 % working capacity.

While analyzing the working age employed disabled people distribution by working capacity it is clear, that most of the working people fall in to groups of 1 and 2 disability levels. They are account for almost a half of all employed disabled people 49,9 %. In their own group, between all of the people with the second disability



level (45-55 % working capacity), there are 40,3 % of employed people. In the largest disability level group of 30-40 % working capacity – only 22 % of disabled people are working or 48,5 % of all working disabled. The smallest group of disabled people with the hardest disabilities (0-25 % working capacity) has the smallest number of employed people, which accounts for only 1,6 % of all employed disabled people.

**Ex. 1.2.2.1 (Un)Employed working age disabled people distribution by working capacity (disability level) 2010, ppl., %.**

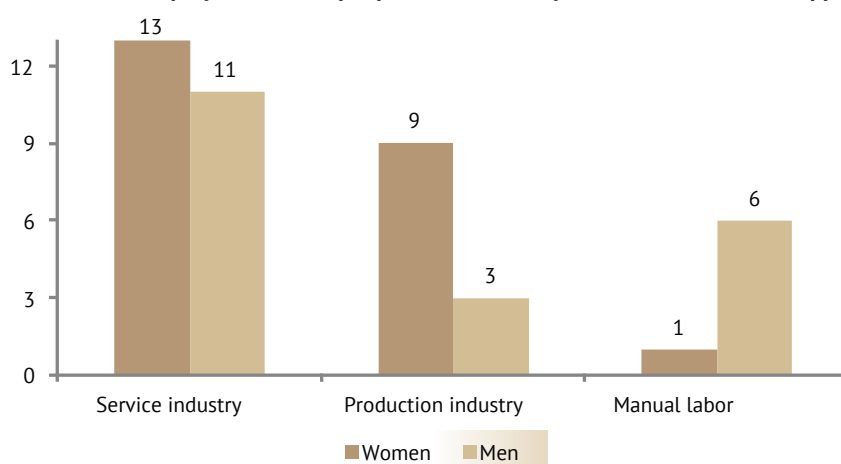


Source: MSSL

### 1.2.3 Employed disabled people distribution by types of employment

During the disabled people's survey we have formed a task – to find out, which type of employment or entrepreneurship hosts the most employed disabled people. The distribution by types of business is as follows: the top answer is services (IT, finance, education, medical sector, video surveillance, business) – more than half of the respondents, approx. 55,8 %, and manual labor (all types of construction workers, warehouse workers) was chosen by the least – approx. 16,3 %. There were more women respondents than male ones (53,5 %) who mostly participated in the service business sector (30,2 and 20,9 % correspondingly). Manual labor sector has mostly been chosen by men, who accounted for approx. 90 % of the survey response. Only approx. 7 % of men had industrial professions. The results vary the least in the service industry – 45,8 and 54,2 % to men and women accordingly.

**Ex. 1.2.3.1 Employed disabled people distribution by business sectors, 2011, ppl.**



Source: Disabled people's survey

More information on the working disabled people distribution in according with industries will come out when we will analyze the companies who employ disabled people.

### 1.2.4 Professional rehabilitation

On July 1<sup>st</sup>, 2005, the disabled integration law of the Republic of Lithuania came into full legal force and is creating conditions for disabled people to take advantage of professional rehabilitation services.

As of now, there are 11 professional rehabilitation facilities in 10 different cities. The number of training and educational programs in each of them varies greatly from 3 up to 64 in each. Although there are 284 different educational programs, as it is stated by the DWCAO, but most of them are identical, for example: the only difference between two programs can be the amount of hours dedicated to one program, different adaptation level for people who already have school or high school education. The main professional rehabilitation programs which can be found in above mentioned facilities are: accountant, cook, hotel chambermaid, administrative worker, baker, cashier, tile fitter, supermarket worker, secretary-referent, janitor, Personal computer basics programs.



In accordance with the Valakupiai Rehabilitation Center study Labor market position and the need of professional rehabilitation services for people with move, sight, hearing disabilities, and/or people suffering from psychic or internal sicknesses data, people who suffer from a motion disability usually pick jewelers, accountant, business organizer, artistic leather products creation, rehabilitation programs. People with internal organ diseases usually go for more active professions, such as: nursing assistant, supermarket worker, accountant and business organizer, which they learn during the educational program. People with sight disabilities usually choose accountant's and computer basic rehabilitation programs, people with hearing disorders – go for artistic leather products creation, accountant, jeweler's programs, people with psychic disabilities choose wicker weavers, internal construction finisher's, computer basics programs.

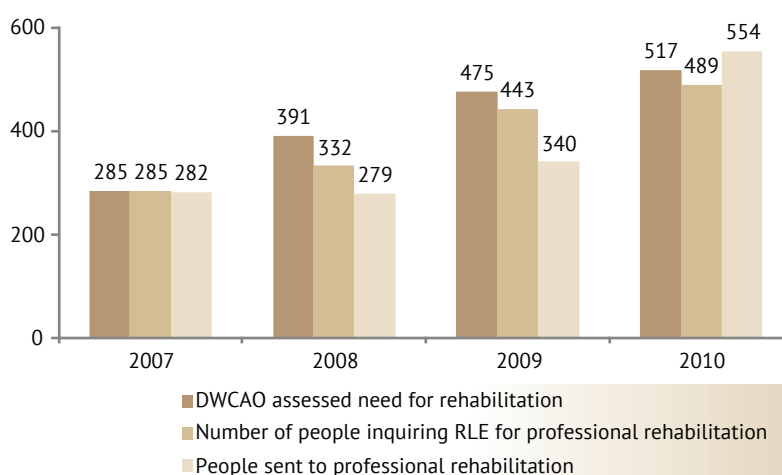
In accordance with data, presented in example 1.2.4.1, the number of disabled people who finished the professional rehabilitation program showed a definite tendency to grow during years 2007-2010. Their number stayed almost the same only during the period of 2007-2008 (282 and 279 people accordingly). Starting from 2008 this number only grew and 2010 there was 98,6 % more disabled people who got their rehabilitation

courses than 2008. There were a total of 554 people with disabilities who participated during 2010.

There is another very important aspect of this situation – the ratio of people who asked for the professional rehabilitation courses and people who actually got it. In accordance with the data of the graph shown below we see that the above mentioned ration is the lowest in 2007 – professional rehabilitation services were offered for 99,9 % of all the disabled people who asked for them, but the ratio is only 77 % during 2009. During year 2010, professional rehabilitation services were offered to more people than there was initial inquiries, this situation happened, because there was 65 disabled people in professional rehabilitation which were assessed as legit receivers of the free courses in 2009, but there was not enough money in the budget to service them in the same year.

The difference between the assessed need in professional rehabilitation services and disabled people inquiring for them is because some of the disabled people, assessed with a need for professional rehabilitation never come to the RLE. The reasons remain unknown. There is also a notable difference between the amount of people addressing the RLE and the amount of people actually sent to professional rehabilitation. This happens because the State budget doesn't have enough money for everybody who would like to use the service.

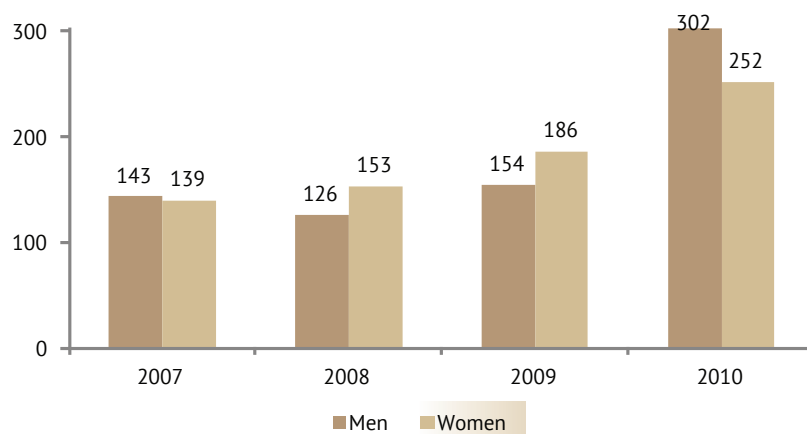
**Ex. 1.2.4.1 Assessment, distribution and the amount of people using the professional rehabilitation courses, 2007-2010, ppl.**



Source: DWCAO; LLE

If we analyze the distribution by sex (see example 1.2.4.2), there was an almost equal number of men and women participating in the rehabilitation programs during 2007 143 and 139 accordingly). During the year 2008 there was a generally smaller number of people participating in the programs (1,1 % less) than 2007, and there was 9,7 % more women than men. 2008 there was 20 % more participants than in 2008, 9 % of women out of that number. 2010 there was a 38,6 % increase in the number of participants, comparing to 2009, there were 9 % more men than women then.

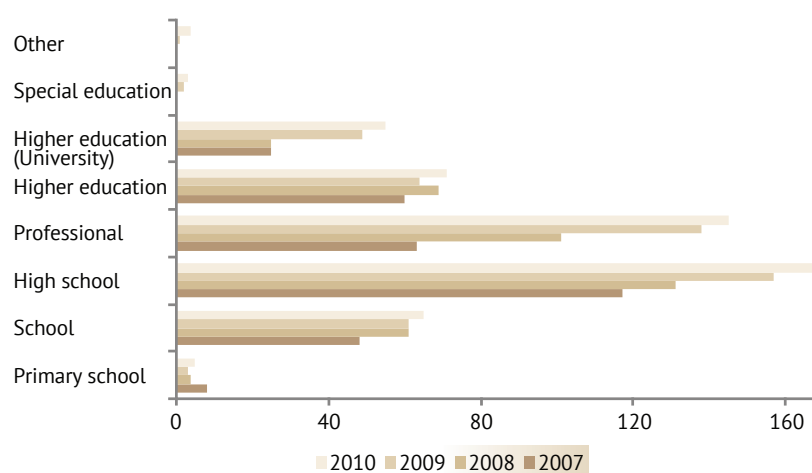
**Ex. 1.2.4.2 Disabled participants of professional rehabilitation programs according to their sex, 2007-2010, ppl.**



Source: DWCAO

While we were analyzing the education of the disabled people who used the professional rehabilitation services during 2007-2010, we found out, that most of the people going for the professional rehabilitation courses had high school or professional education (33,9 and 25,6 % accordingly). An average of 1,3 % had only primary school education, 14 % had school education. Approximately 8,8 % of people had higher education during 2007-2010, but we can clearly see (example 1.2.4.3.) that the number of people with higher education who would like to take advantage of the rehabilitation always increases.

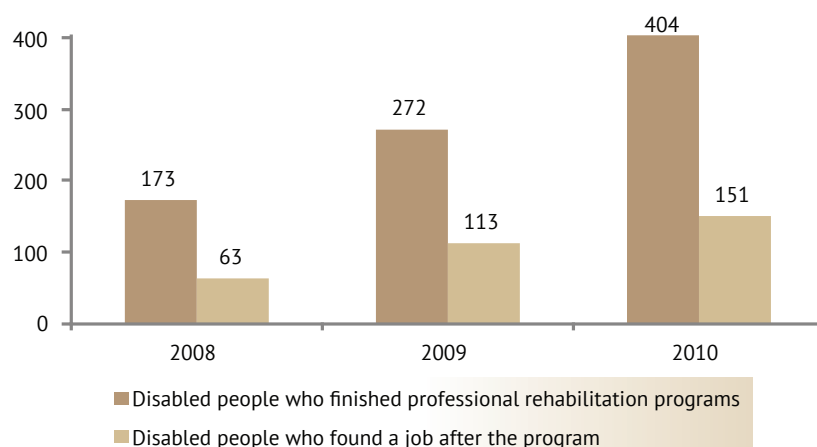
**Ex. 1.2.4.3 People assessed with the need of professional rehabilitation during the period of 2007-2011 II qtr., distributed by education, ppl.**



Source: DWCAO

If we analyze the 1.2.4.4 graph we can see, that approximately 38,4 % of all people who finished professional rehabilitation programs have been employed. This percentage changed without a certain pattern between 2008 and 2010. Although the amount of people of program participants grew quickly (approx. 34,6 % annually), the percentage of people actually finding a job stayed almost the same. There was 36,4 % of people finding employment after the program in 2008 and 41,5 % in 2009, but the 2010 results are still 4,1 % less than 2009.

**Ex. 1.2.4.4 Number of people with disabilities employed after professional rehabilitation programs, 2007-2010, ppl.**



Source: LLE

According to the LLE information, most of the jobs offered to people with disabilities at the labor exchange were in the services sector (approx. 51 %). The most popular professions:

**Ex. 1.2.4.1 The most wanted professions 2010, in thousands**

Most wanted professions	Job offers
Shop salespersons and demonstrators	10,5
Painters and related workers	5,7
Tailors, embroiderers and related workers	4,4
Cooks	4,0
Car, taxi, van drivers	3,6
Sales managers	3,5
Construction workers and carpenters	3,4
Motor vehicle mechanics and fitters	2,1
Bakers and confectioners	2,0
Administration secretaries	1,9

Šaltinis: LDB

If we compare the professional rehabilitation programs offered by the rehabilitation facilities with the list of most wanted professions we can see that they do not match and that people with disabilities are offered inadequate training. We can therefore come to a conclusion that is the cause for the small number of people employed after finishing the professional rehabilitation programs.

## 1.2.5 Disabled people's entrepreneurship

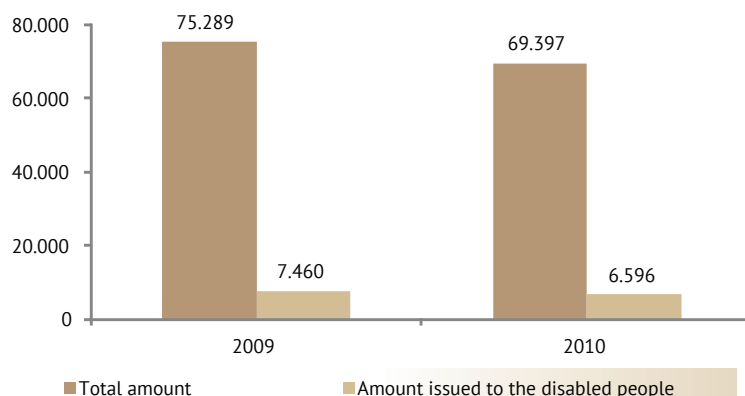
Business certificates are issued to people who would like to engage in production or trade. A person who bought a business certificate can provide services, manufacture goods and sell them or engage in trade for the time specified in the certificate. The certificate clearly states what kinds of entrepreneurship is permitted. If the person is helped by his family members, he can write them in the certificate. Usually, people who bought a business certificate are not obliged to complete any type of accountancy. A person pays for the business certificate without any restrictions on turnover or profit, only the person's age, working capacity, type of business and place of business is taken in account. When the business certificate issue term ends, and if the man did not renew it, it's being considered that the person has quit that business.

The Republic of Lithuania grants tax benefits to disabled people who are working under the business certificate. The amount of the benefits is different because the disabled person's working capacity, type of

business and time of business are taken in account. Each municipality has the right to determine their own benefits for disabled people. STI provides data on how many disabled people have used the possibility to work under the business certificate.

If we compare the ratio of business certificates issued to disabled people to the total amount of business certificates issued during 2009-2010 (see ex. 1.2.5.1), the disabled people were issued 9,9 and 9,5 % of all certificates correspondingly. There is no clear difference, the decline in issued certificates matches the general economic tendencies and the decreasing people's purchasing possibilities, so there was a decline in all certificates issued to disabled and people without disabilities.

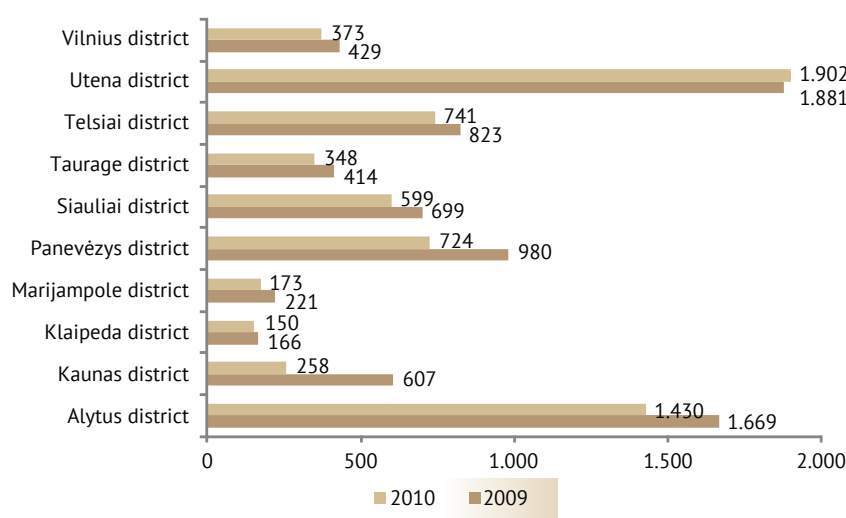
**Ex. 1.2.5.1 Ratio of business certificates issued to disabled people to the total amount of certificates, 2009-2010, pcs.**



Source: STI

It should be noted, that the amount of business certificates issued to the disabled people is larger than the total number of all disabled people (see ex. 1.2.5.2). It shows that some of the disabled people acquired multiple business certificates during the years, or acquired different types of business certificates at the same time. During year 2009, the disabled people took 7889 business certificates, 2010 it's approximately 15 % less certificates (6.698). Business certificates were most usually acquired in Kaunas and Vilnius districts, these two districts account for approximately 47,4 % of all certificates issued to the disabled people. An average of 11,2 % of all certificates were issued in Siauliai and Klaipeda districts. The least certificates were issued in Telsiai and Taurage districts – an average of 2,2 %.

**Ex. 1.2.5.2 Amount of business certificates issued to disabled people distributed by districts during 2009-2010, ppl.**



Source: STI

While analyzing the STI information on the top 10 most popular businesses that disabled people have

bought certificates for, we can see that approx. 72,3 % of them took business certificates for trade business. Trade in marketing places including the right for outside and delivery trade is the most popular form of entrepreneurship. This form of business is popular with 32,7 % of all disabled people working on a business certificate basis. The other popular type of business is trading in all products except foods in markets or marketplaces. IT accounts for approx. 25 % of all certificates. Other business actions including trade account for 2,6-4,5 % of all business certificates issued to the disabled people. Provision of services accounts for approx. 27,7 % of certificates , most of those being renting premises – approx. 11,4 %. Other activities included: barbershops, beauty parlors, solariums – 7,8 %, recovering and/or construction works in already built houses – 3,5 %, motor vehicle technical maintenance and repair – 3,5 %.

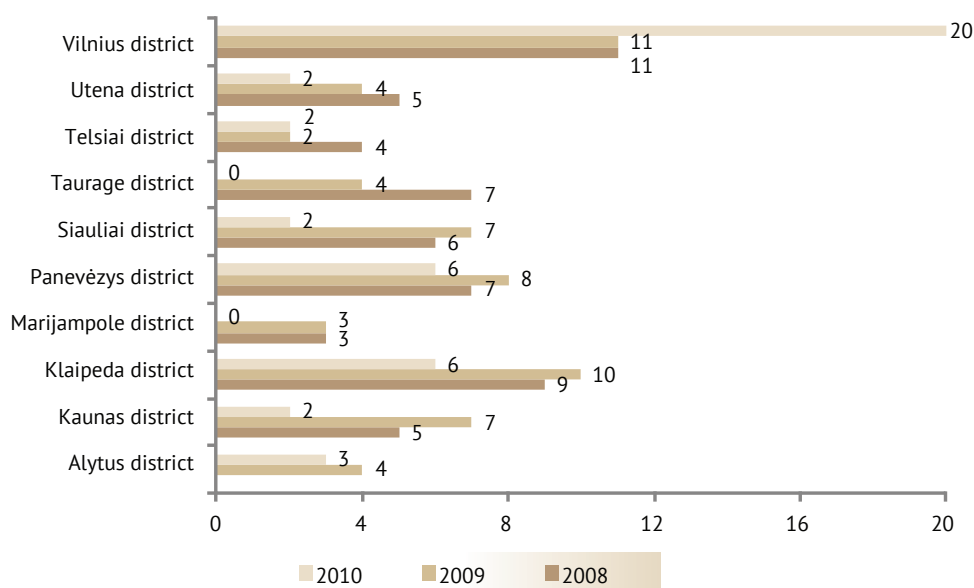
So the most popular type of activities under the business certificates falls in the mainstream tendencies. The above mentioned activities are the usual most popular one with other groups of people using the same business certificates.

After the 2006 Republic of Lithuania employment support law came into full legal force, disabled people got the opportunity to access self-employment possibilities. By using this possibility disabled people can “create” their own employment and acquire state support equal up to 40 Government approved minimal monthly wages. The subsidy is aimed at financing: purchasing work and technical assistance means needed for the workplace to function; installation and customization; trainings, when getting the job done requires qualifications or competency, which labor exchange does not provide professional training for; owned premises rebuilding or maintenance work in order to adapt them as a workplace; fixed assets insurance.

By LLE data on years 2008-2010, there were 57 people using the above mentioned support in 2008, 60 in 2009 and only 43 in 2010 (28,3 % less). Such a decrease in state support could be motivated by harder support acquisition conditions.

During years 2008-2009 most of the workplaces created by disabled people were situated in Vilnius, Klaipeda and Panevezys districts, accounting for 47,9 % of all established workplaces (see ex. 1.2.5.3.). During 2010, most of the people getting the state support were situated in the Vilnius district with Marijampole, Alytus, Telsiai districts disabled people getting the less state support for their workplaces.

**Ex. 1.2.5.3 Disabled people benefitted from the workplace establishment state support during 2008-2010, ppl.**

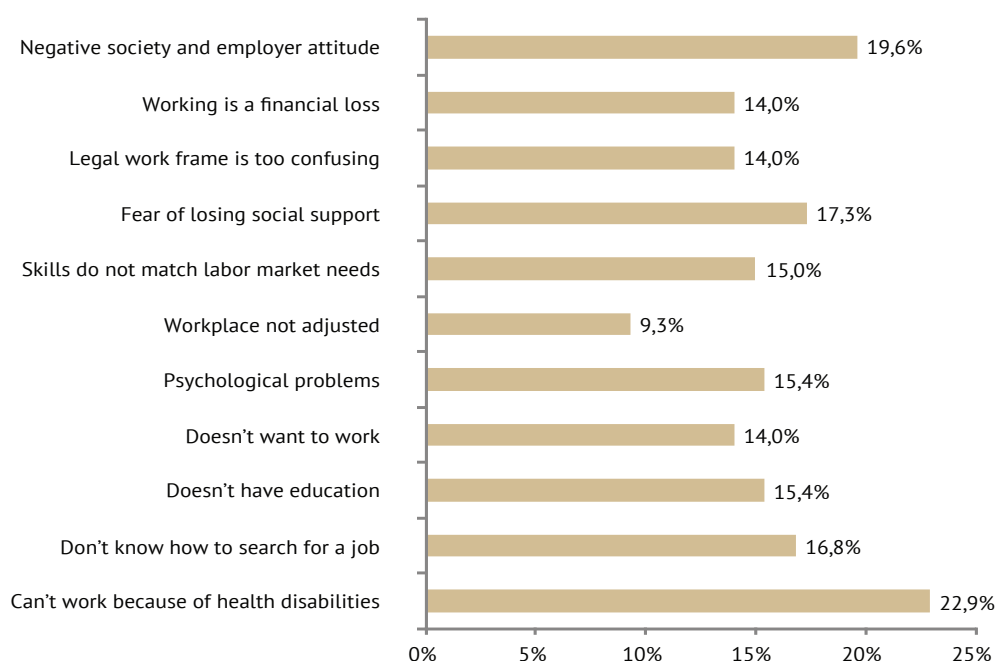


Source: LLE

## 1.2.6 Reasons of disabled people's unemployment

In order to find out the reasons of disabled people's unemployment we have included the “*why you are not working?*” question in our disabled people's questionnaire. The most common response was that the people can't work because of their physical disability – 22,9 %, negative employer and society attitude towards disabled people – 19,6 %, fear of losing their social support – 17,3 %. The data showed in example 1.2.6.1 show us, that 34,4 % of respondents are not employed because of lack of education. Respondents think, that their existing working skills are unneeded in the labor market – 15 % other major issue is inappropriate education – 15,4 %. Working environment not adjusted for the needs of the disabled was the response of only 9,3 %. And finally, 14 % of the respondents thought that working will bring only financial losses to them and didn't want to work at all. As we can see from this survey – there are many varying reasons of disabled people's unemployment, but all of them can be divided in three groups: psychological, financial and educational problems.

**Ex. 1.2.6.1 Reasons of disabled people unemployment, %.**

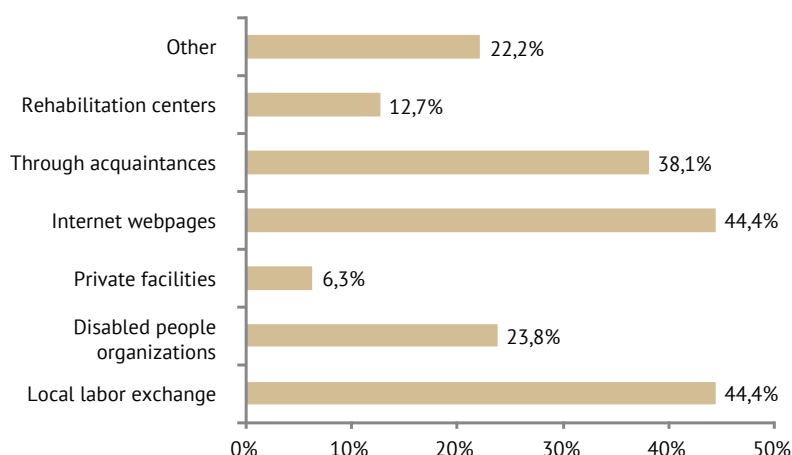


Source: Disabled people's survey

63 out of 171 questioned disabled people noted that they are searching for employment at the moment. The most frequently mentioned way to do so was the internet and territorial work exchange offices. These means of searching for a job were used by 44,4 % of the respondents (see ex. 1.2.6.2). More than a third of respondents (38,1 %) looked for a job through their relatives, friends and acquaintances, and 23,8 % addressed disabled people organizations seeking help in employment. The smallest group (approx. 6,3 %) addressed private facilities in order to find a job.



**Ex. 1.2.6.2 Disabled people ways of searching for a job, %**



Source: Disabled people's survey

## Summary

1.2.1 Working and non-working disabled people	<ul style="list-style-type: none"> <li>In the year 2010 there were approximately 267,2 thousands of disabled people out of whom, 64,8 % or 173,3 thousands were people of working age.</li> <li>Only 1 out of 4 disabled people work in Lithuania (approx. 44 thousands or 25,4 %).</li> <li>During 2010 the average national unemployment rate was 17,8 %, but the disabled people unemployment rate was 74,6 %.</li> <li>Most of the working disabled people are employed in Vilnius, Kaunas, Klaipeda districts.</li> <li>There is approx. 24,5 thousand disabled women and approx. 19,5 thousand disabled men working in Lithuania..</li> </ul>
1.2.2 Disabled people in accordance with their disability level (working capacity)	<ul style="list-style-type: none"> <li>Working age disabled people are distributed by disability levels as follows: 56,9 % are people with moderate disabilities and accordingly 30-40 % working capacity, 32 % have 45-55 % working capacity which is considered a light disability, and the smallest group is the people with the hardest disabilities and 0-25 % working capacity.</li> <li>Most of the working disabled people (49,9 %) are from the first group of 40-55 % working capacity, 40,3 % of the group's disabled people are working.</li> <li>The biggest, 30-40 % working capacity disabled people group has 22 % of the disabled or 48,5 % of all working disabled people.</li> <li>The smallest group, with the hardest disabilities (0-25 % working capacity) has the least working disabled people, a mere 3,7 %. People belonging to this group account for only 1,6 % of all working disabled people.</li> </ul>
1.2.3 Employed disabled people's distribution by types of employment	<ul style="list-style-type: none"> <li>After conducting the disabled people's survey, their distribution by sectors of activity became clear: service sector (IT, finance, education, medicine, surveillance, business etc.) accounted for more than a half of the respondents i.e. approx. 55,8 %, the least disabled people have chosen the manual labor sector (different types of construction related jobs, warehouse workers etc.).</li> </ul>
1.2.4 Professional rehabilitation	<ul style="list-style-type: none"> <li>During years 2007-2010 the number of people who received professional rehabilitation services remained almost the same (282 and 279 disabled people accordingly).</li> <li>In 2010 the professional rehabilitation service was given to 98,6 % more disabled people than in 2008.</li> <li>The ratio of disabled people addressing the facilities for the professional rehabilitation service and the ones who acquired those, was the smallest in 2007 – 99 % of the people who asked for professional rehabilitation were given the service, and only 77 % in 2009.</li> <li>During 2008-2010 an approximately equal number of men and women participated in the professional rehabilitation programs, when during 2007-2008 there were 9 % more women, and 2009-2010 on the opposite – 9 % more men.</li> <li>The main training programs, which are most frequently offered in rehabilitation facilities are: accountant, cook, hotel chambermaid, administrative worker, baker, cashier, tile fitter, supermarket worker, secretary-referent, janitor, Personal computer basics.</li> <li>People who suffer from <i>motility disorders</i> usually pick jewelers, accountant, business organizer, artistic leather products creation, rehabilitation programs.</li> <li>People with internal organ diseases usually go for more active professions, such as: nursing assistant, supermarket worker, accountant and business organizer, which they learn during the educational program.</li> <li>People with <i>visual disabilities</i> usually choose accountant's and computer basic programs, <i>people with hearing disorders</i> – go for , artistic leather products creation, accountant, jeweler's programs, people with psychic disabilities</li> </ul>

	choose wicker weavers, internal finisher's, computer basics programs. <ul style="list-style-type: none"> <li>During 2008-2010 there was an approximate rate of 38,4 % of people finding employment after they finish professional rehabilitation programs.</li> </ul>
1.2.5 Disabled people's entrepreneurship	<ul style="list-style-type: none"> <li>The Republic of Lithuania employs tax exemptions for disabled people who are working under a business certificate, with the exact exemptions are determined by calculating the disability level, the type and the time spent for the business activity.</li> <li>The ratio of business certificates issued to the disabled and non-disabled during 2009-2010 is corresponding with the general drop of issued business certificates, where disabled were issued 9,9 and 9,5 % of all certificates correspondingly.</li> <li>The disabled people used several business certificates per year or used certificates for different types of business activities.</li> <li>The most disabled people's personal business activities were registered in Kaunas and Vilnius district: during 2009-2010 these districts account for an average of 47,4 % of all business certificates issued to the disabled; and an average of 11,2 % of certificates were issued in Siauliai and Klaipeda districts</li> <li>The most unpopular districts by the issue of business certificates for disabled people were the Taurage and Telsiai districts – an average of 2,2 %.</li> <li>The most popular business activities among disabled people who got business certificates were in the trade sector (approx. 72,3 %)</li> <li>The services sector accounted for approx. 27,7 % of all certificates, of which the most popular was the premises rent business certificate – approx. 11,4 %.</li> <li>The business sectors unpopular among the disabled people are: barbershops, beauty parlors, solariums – 7,8 %, recovering and / or construction works in already built houses – 3,5 %, motor vehicle technical maintenance and repair - 3,5 %.</li> </ul>
1.2.6 Neigalijų nedarbo priežastys	<ul style="list-style-type: none"> <li>According to the survey's data the disabled people's unemployment is influenced by: health problems (22,9 %); negative attitude from the society and employers (19,6 %); fear of losing social support payments (17,3 %).</li> <li>According to the survey's data 34,4 % of respondents are unemployed because of educational problems: their working skills are not adequate to the labor market demand (15 %); inappropriate education (15,4 %).</li> <li>9,3 % of the disabled people stated that the reason for their unemployment is that the workplaces are not fit for the needs of the disabled, and 14 % of respondents said they don't want to work at all.</li> </ul>

## 1.3 BUSINESS STATISTICS

This part is devoted to analyzing companies with disabled employees. There are three types of such companies: social companies, disabled people's social companies and other businesses. They all differ by types and amounts of state support they get by employing disabled people. In the business statistics part of the study we identify the size of the companies and the key sectors where these disabled people employing businesses work in; we examine the distribution of employed disabled people by the type and level of their disability, education and age. The analysis of these companies is very important in determining the capacity companies have to employ disabled people while distinguishing the main business sectors where disabled people could work, in accordance with the type of their disability, it's level and their education.

In this part we relied on LLE, disabled people's social companies and other business surveys data.

### 1.3.1 About social companies

In 2004, the Seimas (Parliament) of the Republic of Lithuania has adopted the Social Company Law of the Republic of Lithuania which aims at employing people who lost their professional or general working capacity, are economically inactive and/or are not capable to compete on the labor market on general terms. These are disabled people with their working capacity at 0 to 55 %, long-term unemployed, pre-retirement age people, people who just returned after imprisonment, lonely parents raising their young children. The law sets the concept of the "social company", the legal ways of obtaining such a status, target groups of people who, when employed, could give the company the right for state help, social company's rights and obligations, special labor relations in such a company, sets the standards for state help to social companies and their control regime.

In accordance with the Social Company Law, such a status can be earned by a company of any juridical registration form if it falls into such criteria:

- The company has no less than 40 % of the law's target group employees, but not less than 4.

- The company develops employees' labor and social skills as well as helps them in terms of social integration.
- The maximum income level of a social company does not exceed 20 %.

The disabled people's social company has a social company's attributes, but it has not less than 50 % of the annual average employee amount employed from the disabled people target group. The disabled, who are assessed with medium or hard levels of disability or the ones whose working capacity is not higher than 40 %, or the ones assessed with medium or high levels of special needs, make up not less than 40 % of the annual average employee amount. Disabled people's social companies can have more expenses because of the disabled people working there, so there are more types of state aid for such companies.

Types of state aid. Social companies can acquire such types of state aid:

- A partial compensation of the employee wage or social security payments;



- Subsidies for establishing new workplaces, adjusting established workplaces for the needs of disabled and/or buying and/or adjusting the equipment for their work;
- Subsidy for education of employees who fall into the law's target group.

Apart from these mentioned state aid types, disabled people social company (enterprise) can be appointed to such types of state aid:

- A subsidy for the adjustment of the disabled working environment, working and relaxation spaces;
- A subsidy to compensate for additional administrative and transport costs;
- A subsidy to compensate expenses for an assistant (sign language translator).

Wage and social security payment partial compensation is aimed at compensating additional employer's expenses caused by the lack of professional skills of the law's target group employees, their smaller work

efficiency and/or their limited working capacity. This compensation paid to the social disabled people's company or a social company is paid indefinitely for every disabled person and for 1 year for all other people who fall into the target group of the law.

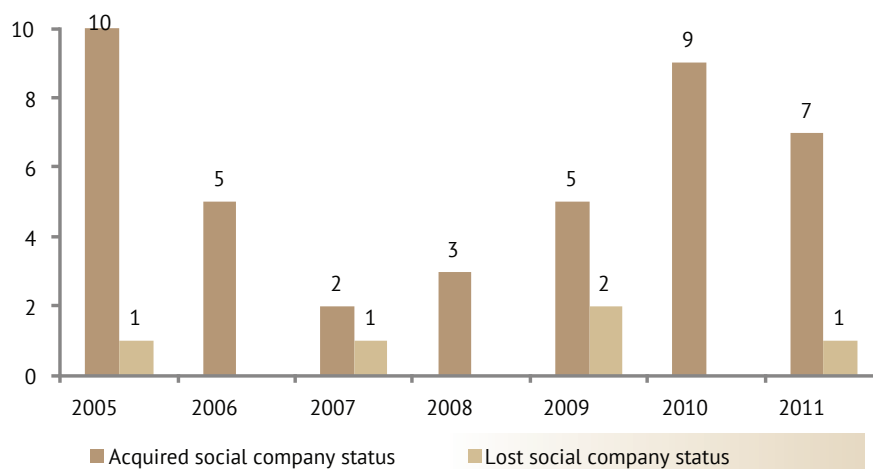
Without the above mentioned types of state help and aid, disabled people's social companies and social companies are also entitled to other types of state aid. The profit tax law states, that social companies have a 0 % profit tax tariff. Social companies can also use the benefits described in articles 13 and 91 of the Law on Public Procurement of the Republic of Lithuania.

### 1.3.2 Social companies

From the day the LR Social company Law came into legal force, the social company status was acquired by 43 companies, 5 of them lost the status later. Information provided by LLE shows that by the 31st of December, 2011, there are 38 social companies.

The change in social company quantity in Lithuania during the years 2005-2010 was influenced by the same tendencies (see ex. 1.2.3.1) as the disabled social companies. The largest amount of companies who acquired the status was noted in 2005 and was 24,4 % of all the companies. After 2005 the number of newly registered social companies was decreasing (2006 – 5 companies, 2007 – 2 companies). The breaking point was in 2008, when the number of registered social companies started to increase. As with the disabled social companies, this could be caused by the economic surroundings (economic crisis, migration of the working force, state aid). The number of such companies was increasing up to 2010 (9 companies) and the annual amount of social companies registered reached the 2005 level (10), that made up 22 % of all the social companies. Although there were four times less disabled social companies registered than in 2010, the tendency was not the same with social companies – there was only a slight decrease to 7 social companies.

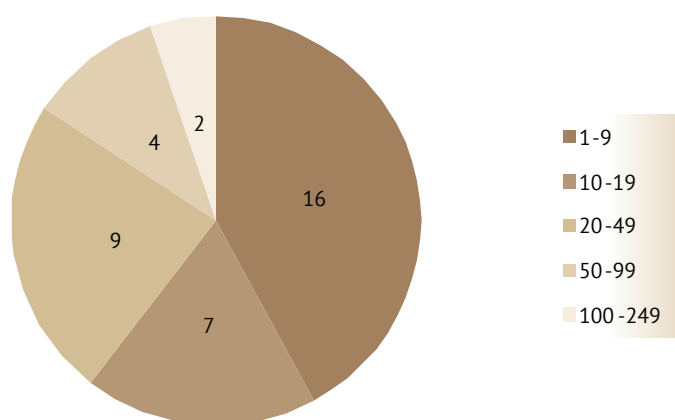
**Ex. 1.3.2.1 Change in social companies' number during 2005-2011, pcs.**



Source: LLE

According to the data provided by LLE (ex. 1.3.2.2) there are 42.1 % of social companies who employ 1–9 workers, they belong to the micro-company group. There is almost the same amount of companies which employ 10-19 and 20-49 workers (small company group) – 18,4 % and 23,7 %. The medium size company group (50-99) employees is 10,5 % strong. The smallest group of companies is the 100-249 employees group. Only 2 companies fall in that criteria. So the micro company and the small company groups collectively account for 42,1 % of all social companies.

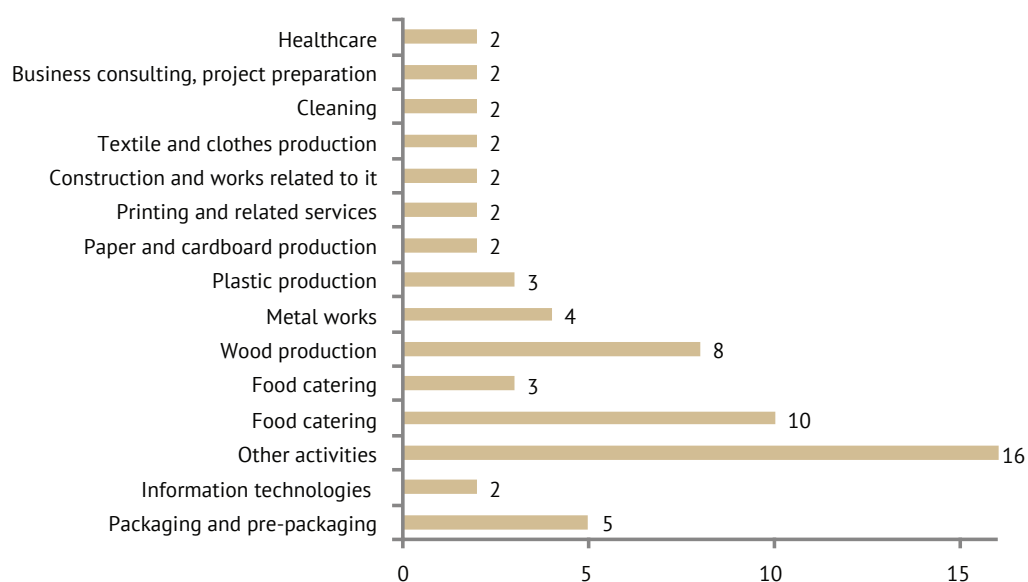
**Ex. 1.3.2.2 Disabled people's social company distribution by size, 2010**



Source: LLE

According to the LLE data, social companies carry out approximately 30 different types of activities. Just as the disabled people's social companies, most of them carry out a couple of interdependent activities. By analyzing ex. 1.3.2.3, we can see that the largest part of business activities is marked as "Other activities", this category includes business activities carried out by one company and accounts for 25,4 % of all companies. Out of all the activities we can note out producing pharmaceutical products, glass painting and packing, providing legal support, children day-care. Other companies belong to the greater activity groups. The largest group companies are producing food products – 15,9 %, producing wood products – 12,7 %, a smaller part of the activity groups is the packing an prepackage activities – 7,9 %; metal works – 6,3 %; plastic industry works and food catering are equally represented – 4,8 %. We can clearly see, that social companies have almost the same amount of presence both in services and manufacturing activity business sectors (ex. 1.3.2.3).

**Ex. 1.2.2.3 Social companies distributed by type of activity, 2011, pcs.**

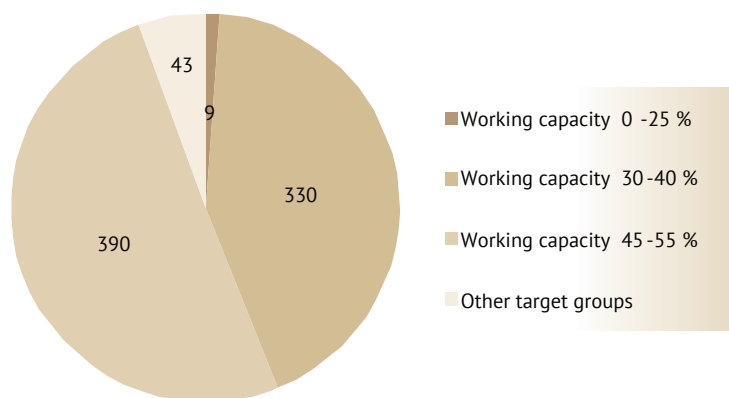


Source: LLE

By the LLE provided information on October 1, 2011, there were 722 people belonging to the target groups working in 38 social companies, with 94,4 % of them (or 729) being people with disabilities. Ex. 1.3.2.4 shows us how the people from the target groups distributed between companies in accordance with their disability level. Although social companies can acquire state aid by employing not only disabled people, but also people

from the other target groups, such as: long time unemployed, pre-retirement aged people, people who just came back from custody, single parents raising young children; disabled people are still highly preferred. The LLE data shows us, that law's target groups other than the disabled people account for a mere 5,6 %. While analyzing the disabled people distribution according to their disability level we can see, that people with 30-40 and 45,55 % working capacity quantity is almost the same, 42,7 and 50,5 % of all disabled people, accordingly. People with hardest disabilities (0-25 % working capacity) account for a mere 1,2 % of social companies employees.

**Ex.1.3.2.4 Social companies disabled employees distributed by disability level, 2011, ppl.**



Source: LLE

### 1.3.3 Disabled people's social companies

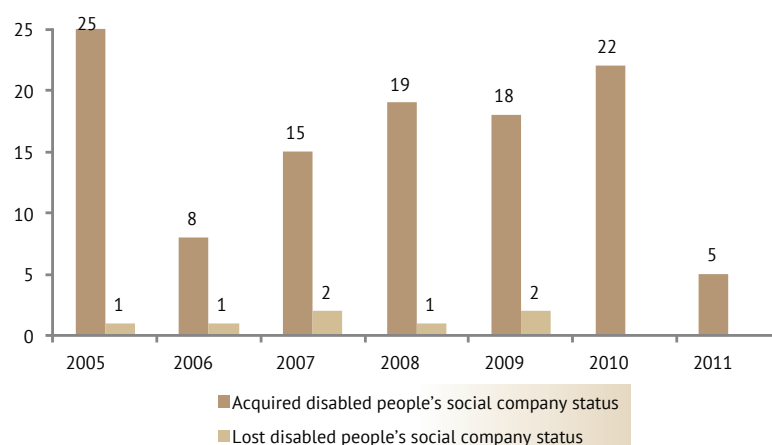
Since the Social Companies Law coming into full legal force in 2004, the disabled people's social company status has been acquired by 111 companies, of which 7 has lost the status afterwards. In accordance with LLE information, dated 31st of December, 2011, there were 105 disabled people's social companies status wielding companies.

During 2005-2011 the number of disabled people's social companies increased in a single fashion (except 2005 and 2011) and was accounted for as a tendency (see ex. 1.3.3.1). The 2005 great social disabled people's company registration number was caused by great interest and the possibility to acquire the tax exemptions and state aid, and the 2011 exceptionally small registration amount is caused by the newly implemented stricter rules on acquiring the status. The main cause of that could be the general economic situation and the shortage of funds in the state treasury, suspicion that some of the companies are abusing the disabled people's social company status also may be the cause.

During 2006 there were only 8 companies who acquire social company status (7,1 %), since 2006 the number of disabled people's social company number only grew. That was influenced by the economic hard time and active work force immigration. More and more employers have found the idea to employ disabled people and use state aid and tax exemptions. In 2010, the number of disabled people's social companies in Lithuania was similar to 2005, there were 22 organizations in total, or 19,6 % of all the companies. 7 Companies lost their disabled social company status during between 2005 and 2009, 2 companies during 2007 and 2009, one during 2005, 2006 and 2008. There was a couple of companies which changed their status from social companies to disabled people's social company status.



**Ex. 1.3.3.1 Disabled people's social company status acquisition by companies, 2005-2011, pcs.**

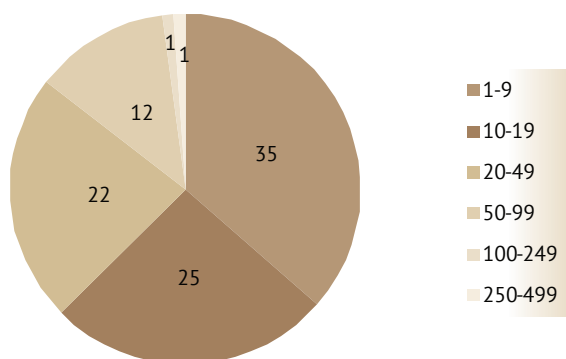


Source: LLE



In example 1.3.3.2 we can see the distribution of 105 disabled people's social company distribution by size (the amount of employees). By LLE information for the year 2010: micro companies (1-9 employees) accounted for 36,5 %; companies employing 10-19 and 20-49 people (small company group) were 26 % and 22,9 %; medium size company group (50-99 employees) accounted for 12,5 % of all companies and the smallest group was the large company ones (100-249 and 250-499 employees) with 1 company in each group accordingly. In summary, we can state, that the most disabled people's social companies (48,9 %) are in the small business group (10-49 employees).

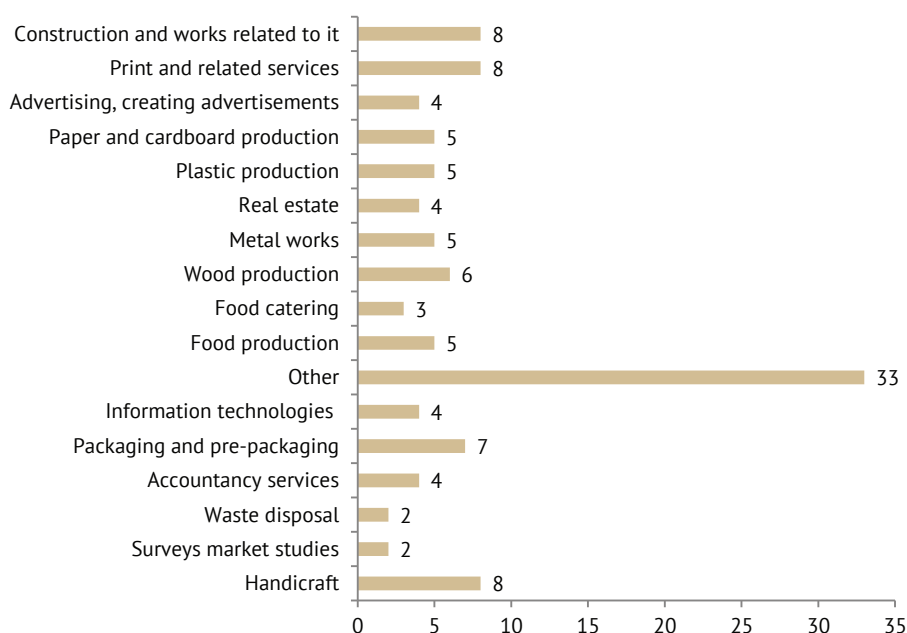
**Ex. 1.3.3.2 Disabled people's social companies by the amount of employees, 2010, pcs.**



Šaltinis: LDB

According to the LFB data, the disabled people's social companies are currently involved in 54 business activities. Most of the companies are involved in a couple of mutually connected types of activities. While analyzing example 1.3.3.3 we can see that the largest part of activities is classified as "Other activities". This category involves activities, which are carried out by one company and it accounts for 24,6 % of all disabled people's social companies. We can mention such activities belonging to the above mentioned group: wheelchairs; library and archive work, security services, social services, dentist services, ritual services; communication device production, fur clothing production, broom and brush production, wash and dry clean services. Other companies belong to the larger activity groups. Business consulting and project creation is the activity of 9 % of the companies, textile and clothing manufacturing – 7,5 %, cleaning services – 6,7 % of companies. Companies which activities are print and printing related services, handicraft, construction and construction related services – took the same position of 6 % of all the disabled social company, each. This information shows us, that the largest part of disabled people's social companies work in the services area. Such companies account for 61,1 % of all the companies. Such a distribution is related to the fact, that most of the disabled people can not work as hard manual labor workers or any type of work related with health risk factors. But a high percentage of disabled people's social companies are working in sectors where high qualification and specialization is no required (cleaning, pre-package and packaging services, constructions, waste disposal).

**Ex. 1.3.3.3 Disabled people's social company distribution by type of activity, 2011, pcs.**

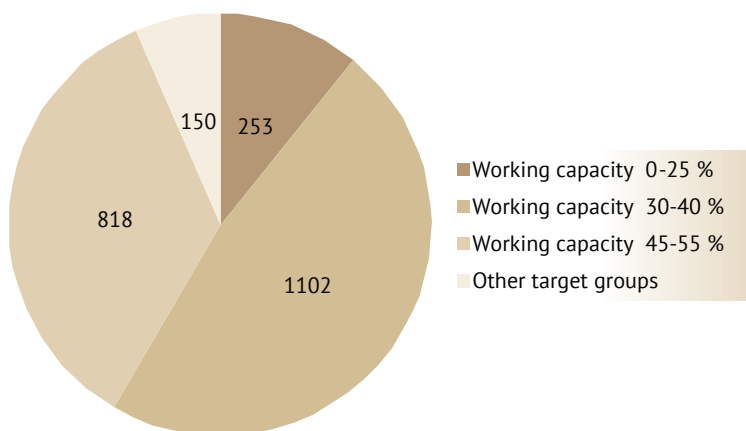


Source: LLE



According to the 2011 October 1st LLE data, there were 2.323 target group people (disabled people, long time unemployed, pre-retirement age people, people released from custody, single parents with little children) working in 101 disabled people's social company. 94,5 % of them (2172) were disabled people. Example 1.3.3.4 shows how those disabled people are distributed by levels of disability. All of the other target groups account for a mere 6,5 % of people.

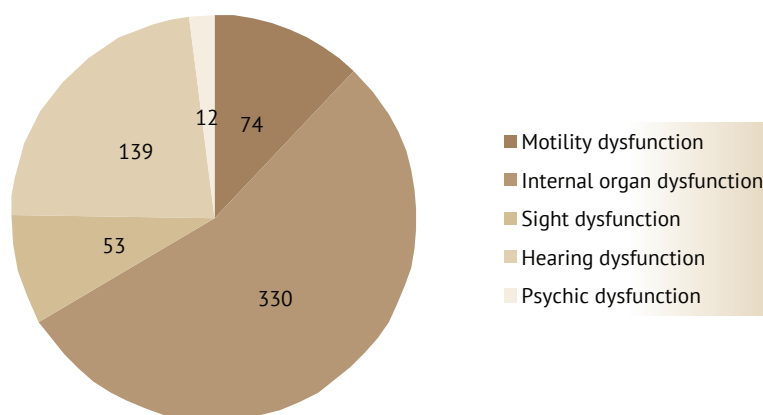
**Ex. 1.3.3.4 Disabled people disability level in disabled people's social companies 2011, ppl.**



Source: LLE

During the disabled people's study we have questioned the companies on the topic of type of disability, their workers have (we've got 33 responses). It as become clear that usually it is the people with internal organ dysfunctions – 54,3 % (see ex. 1.3.2.5). A similar part was people with hearing (22,9 %) and motility (21,2 %) disabilities. The company respondents stated that the least of their disabled employees have sight (8,77 %) or psychic (2 %) disabilities.

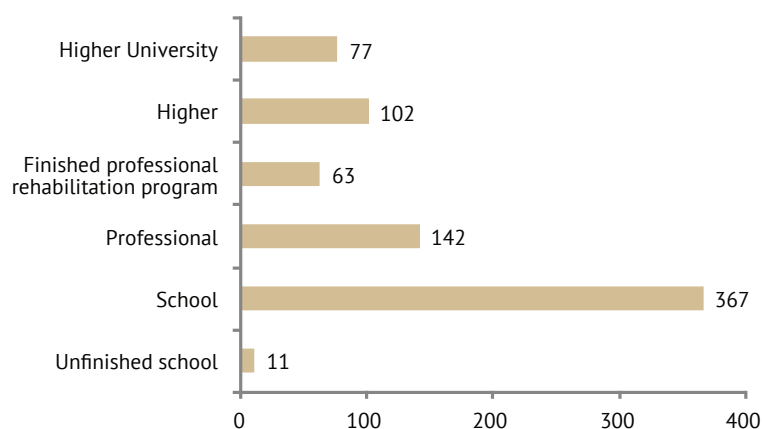
**Ex. 1.3.3.5 Disabled employees distributed by the type of their disability, 2011, ppl.**



Source: Disabled people's social company survey data

While analyzing the disabled people's social company survey data regarding distribution of employees by their education (33 company respondents), we can see (ex. 1.3.3.6) that 48,2 % of the disabled have school education, 18,6 % have professional education, even less disabled people have higher or higher university education (13,4 % and 10,1 % accordingly). The smallest part of the disabled employees are the ones with unfinished school education – only 1,4 %. This data lets us say that the disabled people are usually employed to do work that doesn't require education or high qualification.

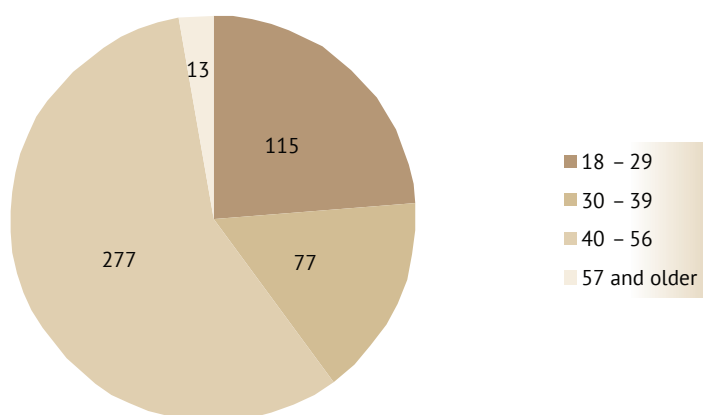
**Ex. 1.3.3.6 Disabled people's social companies employees distributed by education, 2011, ppl.**



*Source: Disabled people's social company survey data*

If we analyze the disabled people's social company disabled employees by their age (33 companies respondents, see ex. 1.3.3.7), we see, that 57,5 % of employed disabled people are aged 40-56, 23,9 % - aged 18-29, and 16 % - aged 30-39. Employees older than 57 years accounted for only 2,7 %. This data corresponds with the general tendencies of disabled people distribution by age.

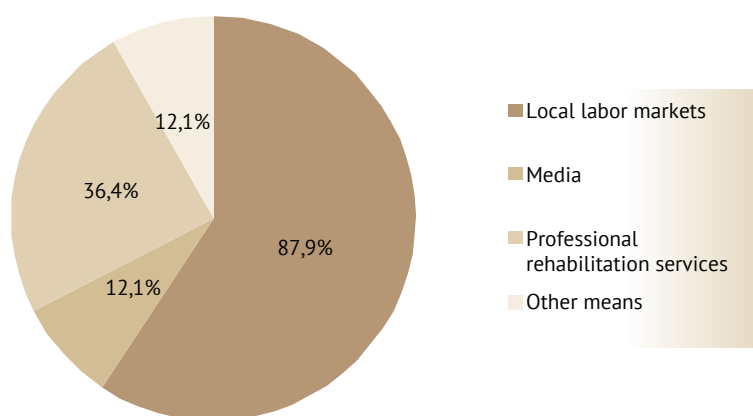
**Ex.1.3.3.7 Disabled people's social companies disabled employees' distribution by age, 2011, ppl.**



*Source: Disabled people's social company survey data*

87,9 % employers answered that they are looking for workers with disabilities in local labor exchange. More than a third (36,4 %) social welfare enterprises are using the professional rehabilitation services. The media and other means are being used by 12,1 % respondents (ex. 1.3.3.8).

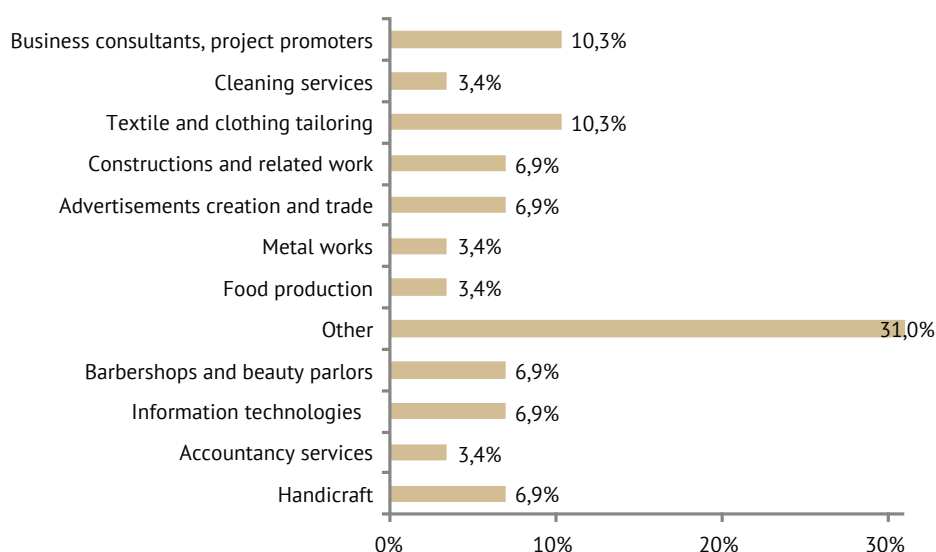
### 1.3.3.8 Ways in which disabled people's companies are looking for employees, 2011, %.



Source: Disabled people's social company survey data

The survey responses (29 companies responded) state that the most demanded professions for disabled people's social companies would be tailors, business consultants and project promoters. The other (quite large) group would be barbershop and beauty parlor workers, construction (and related) workers, informatics, handicraftsmen, advertisement sector workers (see ex. 1.3.3.9). But only few of the above mentioned professions are taught in the professional rehabilitation facilities.

### Ex. 1.3.3.9 What is the profession of the workers, that social disabled people's companies would search for in the future, %



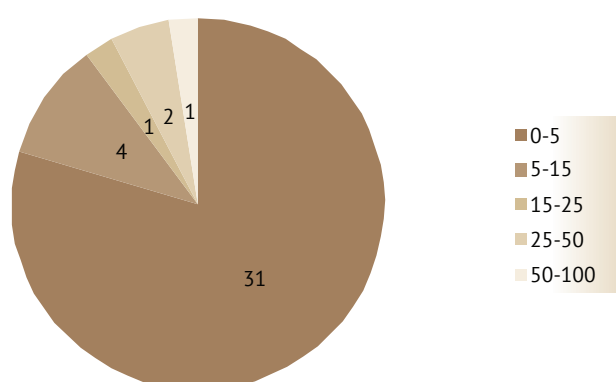
Source: Disabled people's social company survey data

## 1.3.4 Other businesses

As it was already said in 1.2.1 Working and non-working disabled people, there about 44 thousand disabled people, and only 6,8 % of them are working in social companies.

During the regular company survey, we found out that 39 of them employed disabled people (that's 19,4 % of all surveyed companies). As we can see from example 1.3.4.1., the least number of employed disabled people (1-5) is the most frequent situation (31 company), 4 companies employed 5-15 disabled people, 3 companies employed 15-50 disabled people, and one company had a whole 50-100 disabled people.

**Ex. 1.3.4.1 Number of disabled employees in regular companies, 2011, pcs.**



Source: Regular company survey data

As it is shown in the 1.3.4.1 graph, the most (38,5 %) of the disabled people are employed by micro companies, employing 1-9 people and small companies who have 10-49 employees 20,5 %). Medium size companies (50-249 employees) are employing 28,2 % of the disabled people, large companies employ 12,8 %. While analyzing the type of work the companies which employ disabled people do, we found out that most of them are working in food catering services sector – 15,4 %, food and advertisement production and trade sectors – 10,3 %; companies that were in the accountancy service, IT, cleaning services, construction and construction related services and paper / cardboard product sectors, got 7,7 % each. We also find a tendency of micro companies employing disabled people to work in the service area (food catering, accountancy, IT services), medium sized companies to be oriented for production (wood, meta, paper and cardboard product trade, construction and construction related works). The large companies usually provided cleaning services.

**Table 1.3.4.1 Distribution of companies employing disabled people by their area of business and the amount of disabled people employed, 2011, pcs.**

Type of business	No. of employees					Total
	1-9	10-49	50-99	100-249	250 and more	
Surveys, market analysis					1	1
Furniture production		1				1
Accountancy services	3					3
Information technologies	2	1				3
Barbershops and beauty parlors	1					1
Food production	2	1		1		4
Food catering	4	2				6
Wood products manufacturing			1			1
Metal products manufacturing	1		1			2
Paper and cardboard production			2	1		3
Advertisement production, trade	1	1	2			4
Printing and related services					1	1
Construction work and related services	1		1	1		3
Textile products and clothing tailoring				1	1	2
Cleaning services		1			2	3
Business consulting and project promoting		1				1
<b>Total</b>	<b>15</b>	<b>8</b>	<b>7</b>	<b>4</b>	<b>5</b>	<b>39</b>

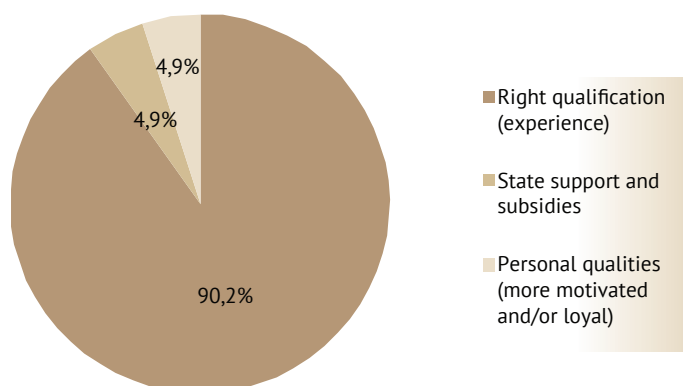
Source: Regular company survey data

State support dedicated to disabled or social companies was used by 12 organizations or 30,8 % of 39

companies where disabled people were employed. Half of those companies (6) used a partial disabled employees wage and social security payments compensation. 5 companies used subsidies for buying tools, creating and adjusting working space, for the disabled, the last two companies used working skill support subsidies.

During the survey we tried to explore the reasons of why the regular companies decided to employ disabled people. 90,2 % of the respondents said that they did it because the disabled person possessed the needed qualification and/or experience, 4,9 % of the respondents said that they employed the disabled person because of his personal qualities and state support (see ex. 1.3.4.2).

**Ex. 1.3.4.2 Reasons to employ disabled people in regular companies, 2011, %.**



Source: Regular company survey data

As we have already mentioned, 39 companies out of the total 201 surveyed – employ disabled people. Other 162 companies were questioned if they know about the state support for disabled people employment, and would they employ target group people if they would have the right qualifications. 82,7 % of the companies knew about the state benefits to companies employing the disabled and 63,6 % of the companies would employ the disabled if they would have the right qualification. The biggest part of companies welcoming the thought of employing disabled people were the food catering and services companies (16,5 % each), and information technology area companies. 10,7 % of the advertisement creation and trade sector would employ disabled people, and an average of 7 % of companies in the metal works, handicraft, print and related services sectors.

**Ex. 1.3.4.3 Regular companies who employed disabled people distributed by their business sector, pcs.**



Source: Regular company survey data

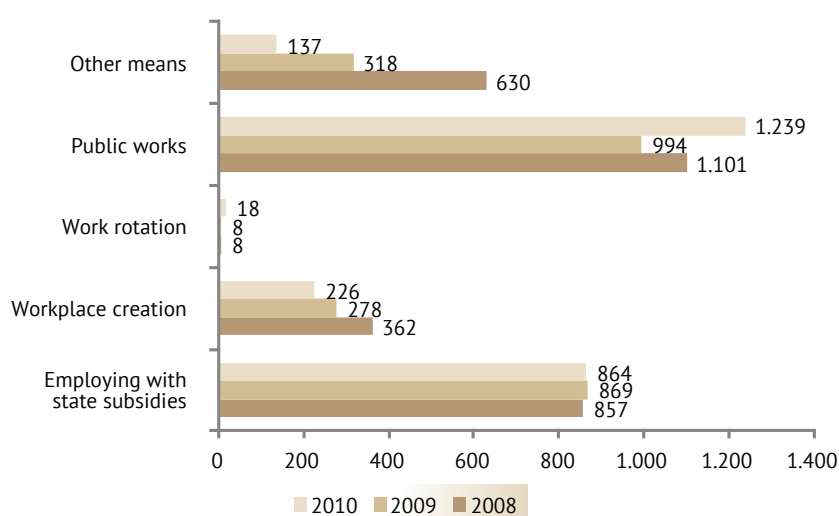
### 1.3.5. State help for disabled people's (self) employment

In order to integrate disabled people to the labor market, LLE uses active labor market policy means. The main one are state subsidies for disabled people's workplace creation, work rotation, public works and other. Example 1.3.5.1 shows us how the number of disabled people sent out to active labor market policy means changes. During 2008, the number of employed disabled people was 2.958, but during 2009 it decreased by 15,6 % ( 2467). During 2010 this number slightly increased to 2484 people, sent to active labor market policy means. The distribution by employment means types almost didn't change during 2008-2010. The most disabled people were employed through public works, the percentage of this mean among all other disabled employment types ranged from 37,2 % in 2008, to 49,9 % in 2010. The other active labor market policy mean, which helped to employ almost a third of the disabled people, was the subsidies paid to the employer for employing a disabled person (ex. 1.3.5.1). The amount of disabled people employed by this scenario almost didn't change. Less and less workplaces for disabled people are being created since 2008. Work rotation, as a way to employ disabled people helped 8 persons in 2008 and the same amount in 2009, 2010 the amount of employed increased 55,6



% Each year there is a constant decrease in the use of other methods of integrating disabled people to the labor market. For example, if there were 21,3 % of disabled who were employed by other means in 2008, then it's only 5,5 % in 2010.

**Ex. 1.3.5.1 Active labor market means used to employ the disabled, 2008-2010, ppl.**



Source: LLE

## Summary

1.3.1 About social companies	<ul style="list-style-type: none"> <li>There are approximately 44 thousand working disabled people, only 6,8 % out of which are employed in social companies</li> <li>Main criteria which differs a regular company from a social company: partial compensation of wage and social security payments; subsidies for workplace creation, training and educational possibilities. Disabled people's social company organization is close to a social company's one, but the disabled people's company benefits from partial administrative, transportation cost and assistant (gesture language translator) compensation from the state.</li> <li>The support common for both social company types is: partial profit tax exemption and LR Public Procurement Law granted benefits.</li> </ul>
1.3.2. Disabled people's social companies	<ul style="list-style-type: none"> <li>In years 2005-2011 disabled people's social company status acquired company number was changing corresponding to the general tendencies (except 2005 and 2011) and resulted in constant growth. There were 105 disabled people's social companies in Lithuania as on 31st of December, 2011.</li> <li>In 2010 the companies were distributed as follows: micro companies (1-9 employees) – 36,5 %; companies employing 10-19 and 20-49 (small company group) had almost equal presence of 26 % and 22,9 %, medium size company group (50-99) employees were 12,5 % of all disabled people's social companies and there were two large companies employing 100-249 and 250-499 people accordingly.</li> <li>Business consulting and project creation is the activity of 9 % of the companies, textile and clothing manufacturing – 7,5 %, cleaning services – 6,7 % of companies. Companies which activities are print and printing related services, handicraft, construction and construction related services – took the same position of 6 %</li> <li>Activities which have been chosen by one or two companies are very different: wheelchairs; library and archive work, security services, social services, dentist services, ritual services; communication device production, fur clothing production, broom and brush production, wash and dry clean services. Such companies account for 24,6 % of all disabled people's social companies.</li> <li>According to the 2011 October 1st. LLE data, there were 2323 target group people (disabled people, long time unemployed, pre-retirement age people, people released from custody, single parents with little children) working in 101 disabled people's social company. 94,5 % of them (2172) were disabled people.</li> <li>We know how disabled people are distributed in accordance with their disability levels, the largest group is people with 30-40 % working capacity, there are 47,4 % of them. A smaller part (35,2 %) is the largest – 45-55 % working capacity people, and the ones suffering from hardest disabilities (0-25 % working capacity) – only 10,9 % of employed disabled people.</li> <li>The survey data showed that the most frequently employed disabled people are the ones with internal organ dysfunctions – 54,3 %. A similar part was people with hearing (22,9 %) and motility (21,2 %) disabilities. The company respondents stated that the least of their disabled employees have sight (8,77 %) or psychic (2 %) disabilities.</li> <li>48,2 % of disabled people have school education, 18,6 % - professional, and even less disabled people with higher or higher university education (13,4 and 10,1 % accordingly). The smallest group of working disabled people are the ones who didn't finish school – only 1,4 %. 57,5 % of employed disabled people are 40-56 years old, 23,9 % - are 18-29 years old; 16 % - are 30-39 years old, and only 2,7 % of working disabled people older than 57 years.</li> <li>The survey responses (29 companies responded) state that the most demanded professions for disabled people's social companies would be tailors, business consultants and project promoters. The other (quite large) group would be barbershop and beauty parlor workers, construction (and related) workers, informatics, handicraftsmen, advertisement sector workers.</li> </ul>



1.3.3 Social companies	<ul style="list-style-type: none"> <li>• There were 38 social companies working in Lithuania as of December 31, 2011.</li> <li>• The amount of companies acquiring social company status was corresponding to the disabled social company status number during 2005-2010.</li> <li>• Social companies employing 1-9 employees account for 42,1 %, they form a micro company group.</li> <li>• Companies employing 10-19 and 20-49 (small company group) had almost equal presence of 18,4 % and 23,7 %.</li> <li>• Medium size company group (50-99 employees) had 10,5 % of all social companies.</li> <li>• The smallest group is 100-249 employee companies. There is only 2 such companies in Lithuania.</li> <li>• Most of the business activities are classified as "other activities": producing pharmaceutical products, glass painting and packing, providing legal support, children day-care.</li> <li>• The largest group social companies are producing food products – 15,9 %, producing wood products – 12,7 %, a smaller part of the activity groups is the packing and prepackage activities – 7,9 %; metal works – 6,3 %; plastic industry works and food catering are equally represented – 4,8 %.</li> <li>• There were 38 social companies employing 772 part group workers, with 94,4 % (729) of those being disabled.</li> <li>• People with 30-40 and 45,55 % working capacity quantity is almost the same, 42,7 and 50,5 % of all disabled people, accordingly. People with hardest disabilities (0-25 % working capacity) account for a mere 1,2 % of social companies employees..</li> </ul>
1.3.4 Other businesses	<ul style="list-style-type: none"> <li>• 39 of surveyed companies (19,4 %) employed disabled people.</li> <li>• The smallest amount of disabled people (1-5) was employed by 31 companies, 4 of them employed 5-15 disabled, 3 of them employed 15-50 disabled, and one company employed over 50 disabled.</li> <li>• State support dedicated to disabled or social companies was used by 12 organizations or 30,8 % of 39 companies where disabled people were employed. Half of those companies (6) used a partial disabled employees wage and social security payments compensation. 5 companies used subsidies for buying tools, creating and adjusting working space, for the disabled, the last two companies used working skill support subsidies.</li> <li>• 82,7 % of companies knew about the state support for disabled people employers.</li> <li>• 63,3 % of the surveyed said they would employ disabled people if they met the qualification and / or experience requirements.</li> <li>• The biggest part of companies welcoming the thought of employing disabled people were the food catering and services companies (16,5 % each), and information technology area companies. 10,7 % of the advertisement creation and trade sector would employ disabled people, and an average of 7 % of companies in the metal works, handicraft, print and related services sectors.</li> </ul>
1.3.5 State help for disabled people's (self)employment	<ul style="list-style-type: none"> <li>• LLE uses active labor market policy means. The main are: disabled people employing subsidy for the creation and adjustment of the workplace, work rotation, public works and others.</li> <li>• In 2008 there were 2.958 employed disabled people, but this number decreased by 15,6 % in 2009 (2.467).</li> <li>• Most of the disabled people were employed with the help of public works. Each year, the %age of this method (comparing to all disabled people employed by LLE that year) was between 37,2 % in 2008 and 49,9 % in 2010.</li> </ul>

## 1.4 OTHER INFORMATION

The main purpose of this section is to provide full information on the factors affecting the disabled people's life: the legal framework, physical surroundings, and education possibilities. Here we provide information on the non-government disabled people's organizations and public survey results on the attitude of the society towards the disabled we also provide information about the purchasing organizations.

### 1.4.1 Legal regulation of disabled people's work

Disabled people are one of the hot spots in the lists of most countries' problems, because disabled people have troubles taking a strong social foothold in almost any society. Every state tries to create regulations and rules for protecting and helping this group of people to integrate to the social life of the society in an easy and comprehensive way.

In order to re-establish disabled people's working capacity, enhance their professional competence and the possibility to compete on the labor exchange, DWCAO assesses a person's need in professional rehabilitation. When a person addresses his local labor exchange in accordance with his declared living place, an individual rehabilitation plan is designed and realized in professional rehabilitation facilities. When a person is participating in a professional rehabilitation program, he is insured with all types of social insurance and he is paid professional rehabilitation allowance. When the person is not insured by social insurance, he acquires two government social security basic pension size professional rehabilitation allowance. The above mentioned

allowance is paid out each month, but for not more than 180 calendar days. When the professional rehabilitation program ends, the persons working capacity level is being assessed again.

The disabled people's rights and help addressed to them is a subject to a lot of laws, which main aim is to ensure the disabled people's equal rights and possibilities in the society, to determine the disabled people's social integration principles, to define the social integration system and its prerequisites and conditions, define the status of facilities ensuring the social integration of the disabled, assessment of the disabled person's working capacity and disability level, define providing professional rehabilitation services, special needs assessment and satisfaction principles, social welfare accountancy and payment, subsidies administration when buying assets or needed equipment etc.

One of the biggest problems related to the disabled people is high rate of unemployment. According to the data provided by DWCAO, the disabled people's employment is approximately 25 % which is not very good, i.e. only one of four disabled people has a job. That is the reason for many governments of different countries to promote their employment by adopting different laws aimed to help employ disabled people.

The main law which helps disabled people to come back to the working force is the Employment support Law of the Republic of Lithuania No. X-694, adopted June 15, 2006, and the new version of this law No. XI-334 which came into legal force on August 15, 2009. This law determines the legal framework of a system built to support the people searching for employment (employment support from here on), its aims, tasks, employment support policy, functions of the institutions (facilities) trusted with this task, employment policy implementation and labor market service organization and financing. Not only does this law promotes employing the disabled amongst employers, but also promotes the disabled people's entrepreneurship. Registered unemployed people who would like to start a business and are suffering from hard disabilities or medium disabilities are subjects to a subsidy for one workplace creation when they start a micro company (with the definition of a micro company concurrent to the LR Small and medium size business Law). But the employers, when they are employing a disabled person should first look in the DWCAO and MSSSL defined conditions for different work types. These conditions defy risk factors which could affect a disabled person's health status, if these conditions are not met, the disabled person can't be employed. There are also recommendations to employ such people for a part-time job without the need to work full daily hours or full weeks. In order to help the lightly disabled and unemployed to find a job and set a foothold in the labor market, and to create special conditions for the people suffering from medium or hard disabilities to stay on the labor market, in accordance with the article 24, p 1 (1) of the Employment Support Law of the Republic of Lithuania, the employers are encouraged to employ disabled people.

In accordance with the Employment Support Law of the Republic of Lithuania there are subsidies for disabled people's wages and social security payments:

- 75 %, when the employed person is suffering from a hard disability and his working capacity is 0-25 %;
- 60 % when the employed person is suffering from a medium disability and his working capacity is 30-40 %;
- 50 % when the employed person is suffering from a light disability and his working capacity is 45-55 %.

Subsidies cannot exceed two Government assessed minimum wages.

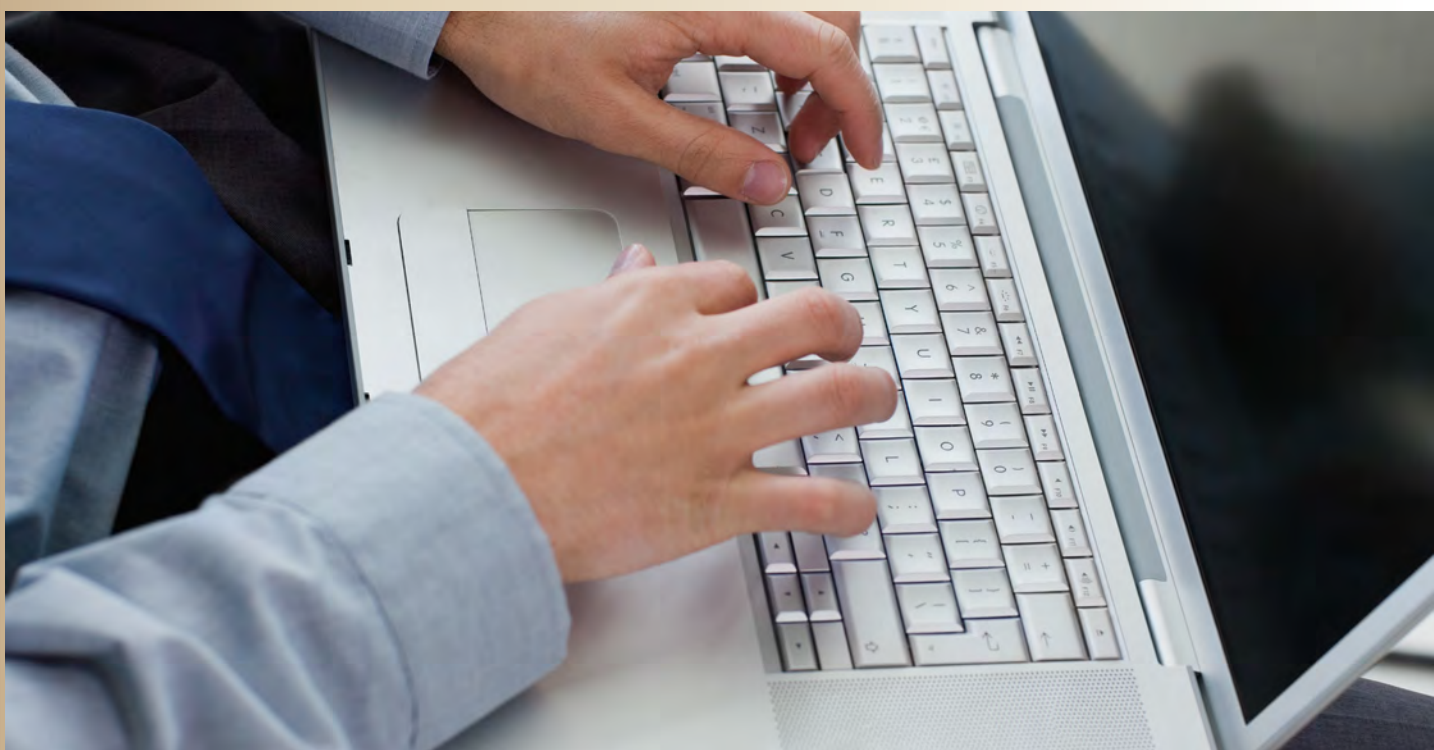
The employment support law also grants the possibility to subsidize workplace creation or adjusting for the needs of the disabled person, if he is being employed for an indefinite period. A subsidy can be designated for working tools, trainings aimed at increasing the disabled person's qualification or competency, and premises reconstruction or adjustment. The size of the subsidy cannot exceed 40 minimum wages. The workplace must be maintained for not less than 3 years. If it's eliminated during the first year the employer is obliged to return 100 % of the subsidy to the local labor exchange, 80 % if it was eliminated during the 1-2 years and 50 % if it was eliminated during the period of the 2<sup>nd</sup> and 3<sup>rd</sup> years.

Employers who wish to take advantage of the subsidies must meet the following criteria: they can't restructure their business, they shouldn't be facing a bankruptcy, their company should not have the eliminated company status and should not have any contractual obligations to the labor exchange.

PTThere are also additional requirements for those who would like to benefit from workplace creation subsidies: you should have property rights or any other rights to control the premises where you would like to create the workplace and you shouldn't be indebted to state or municipality funds or budgets.

Companies offering employment to the disabled people can seek to obtain a disabled people's social company status. Disabled people's social company status is being granted upon the company's compliance with the following criteria:

- Disabled people suffering from heavy, medium or light disabilities should account for no less than 50 % of the company's annual average staff list; people with heavy or medium disabilities should account for no less than 40 % of the company's annual average staff list. The annual average staff list can only contain disabled people who are working at least half-time. Legal person's business activities, stated in its establishment documents, should be connected with employing disabled people, social skill development and social integration.



- The company's business activities can't be in the list of business activities which are not supported.
- The disabled people's social company support does not end with the wage and social security payment subsidies, disabled people's workplace creation and adjustment subsidies, training and tool subsidies, the company can also benefit from subsidies aimed at adjusting working environment and relaxation rooms for the disabled employees, subsidies for additional administrative and transport costs and a subsidy for costs related with assistants (gesture language translator). Disabled people's social companies are also free from paying the profit tax.

The disabled people's working conditions and surroundings are stated in the Labor Code of the Republic of Lithuania, it contains legal framework for the disabled people's working conditions and surroundings, work and relaxation time, and other work-related guarantees. The Law grants benefits for working disabled people. They are granted preference in keeping their job when there the employee number is reduced because of economic or technological reasons and when the company's structure is being changed. The preference is granted to

people suffering from medium or hard disabilities whose qualification is no less than the other employees. The disabled people are also granted longer (35 calendar days) annual holidays and they can get additional 30 days of unpaid holidays, included in their working experience history, at their request. The employer wants the disabled person to work overtime, during night hours or remain on duty, it can be done only with the disabled person's consent.

In accordance with the Social security pension law of the Republic of Lithuania, working disabled people do not get less social disability payments, they are even getting higher ones, given the working experience and wage earned. But the working disabled people lose their other benefits, obtained only by the unemployed disabled person:

- A partial compensation for hot water and heating payments..
- Social services at home.
- Single-time social help and care department payments.



- A partial compensation for social housing rent, if he lives in one.
- If the disabled person is employed and his annual income is higher than the municipality assessed level (different in all municipalities), he loses the right for social housing and can be evicted if he lives in one.
- Unemployed disabled people can address different social support and charity organizations for food, clothing and other type of help.

This social support system does not encourage the unemployed to seek employment. Unemployed people usually don't have good qualification and usually work low wage jobs (cleaning, tailoring, packing etc.) and the income they generate from their labor does not compensate the social support and benefits they lose when they start working. We would also like to note, that a working person is subject to extra costs (travel to the work and back, eating in the workplace), which also influence the disabled person's decision.



## 1.4.2 The environment affecting the education and life of people with disabilities

One of the main criteria affecting the disabled people's integration in the society and the labor market is adjusted public physical environment. Public environment accessibility for disabled people is regulated by the principles of the Disabled people Social Integration Law of the Republic of Lithuania. In accordance with those principles, the disabled people are guaranteed to have equal rights and possibilities of all-round participation, independence, environment accessibility and the right to choose<sup>2</sup>.

In accordance with the Ministry of Environment approved Construction Regulation STR 2.03.01:2001 and STR 2.03.01:2001 1st Annex, all public environment should be adjusted for the use of the disabled people, including: residential, public and administrative, trade and service, healthcare, nourishment, studying, relaxation, sport and other types of buildings. In accordance with this regulation, all of the new-built, capital reconstructed or repaired buildings or transport/ communication systems should be adjusted for the use of the disabled<sup>3</sup>. Those who do not obey these regulation are being persecuted in accordance with the Civil Code and the Code of Administrative offences of the Republic of Lithuania.

The public environment adjustment and accessibility is also regulated by the United Nations disabled people's rights convention signed by the Lithuanian Government, where the 9th article clearly states that the State should take adequate and corresponding actions in order to secure the disabled people's equal physical environment, transport, information and connection and other public object or service accessibility in both cities and rural areas<sup>4</sup>.

Although all of the above mentioned laws should secure the disabled people's accessible and safe environment, but these regulations are not taken seriously everywhere, making urban environment and transport inaccessibility one of the biggest and hardest problems preventing disabled people's integration in the society and the labor market of Lithuania. There is no public information of the state institution, infrastructure and public transport accessibility for the disabled. You can orient only by mass-media, public announcements and commentaries regarding the problems which disabled people have to endure in the public environment. Taking those sources of information into account, we can assume that the situation in bigger city is somewhat better than the smaller cities or the rural area, where the public environment is not adjusted for the needs of the disabled. Most of the public use objects – parish buildings, schools and other educational facilities, healthcare facilities, local labor exchange, cultural objects are not adjusted for people with different disabilities: there are no ramps, wide and safe doors, special tracks and signs for the blind, special hygiene rooms for the disabled. So a lot of the disabled people can't get the help, service or information they need.

Some more detailed information on the Lithuania's university adjustment for the needs of the disabled. During 2009, the Lithuania's student association made a study called "Disabled students in the higher education facilities of Lithuania 2008-2009", where they gathered data on the higher educational facility environment adjustment to the needs of the disabled students. During this study it has become clear, that 19 higher education facilities are partially adjusted to the needs of the disabled students with movement disabilities, only 4 of such educational facilities are accessible by people with sight disabilities, 7 are adjusted for people with hearing disabilities, and 10 university dorms are adjusted for people with movement disabilities. Additional services are offered to disabled students in 13 higher education facilities, 16 analyze the needs of such students, and 13 consult such students on career possibilities. Educational events on disability topics for the academic society are being organized only by 3 higher education facilities. Representatives of the larger part of the higher education facilities stated, that their public environment is only partially adapted to the needs of students with disabilities, i.e. they have ramps installed, sanitary blocks, a couple of rooms or faculties adapted for disabled.

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2 Disabled people social integration Law of the Republic of Lithuania..  
3 Construction technical requirement regulation STR 2.03.01:2001 Constructions and territories. Requirements for the needs of the disabled people.  
4 United Nations disabled people's rights convention.

### 1.4.3 Public attitude towards people with disabilities

195 People were questioned during the survey, 50 men and 145 women.

Respondent age distribution: most of the questioned were 18-30 y.o. (50,77 %), 30-40 years old – 23,59 %, respondents younger than 18 years – 20 %, 40-50 year old – 2,56 %, respondents older than 50 years – 3,08 %.

Most of the questioned (149) live in cities, others (46) in rural areas.

In according with the submitted data – 46,66 % of the respondents are employed, 32,31 % are studying in school, 10,77 % are studying in higher education facilities and 10,26 % are unemployed.

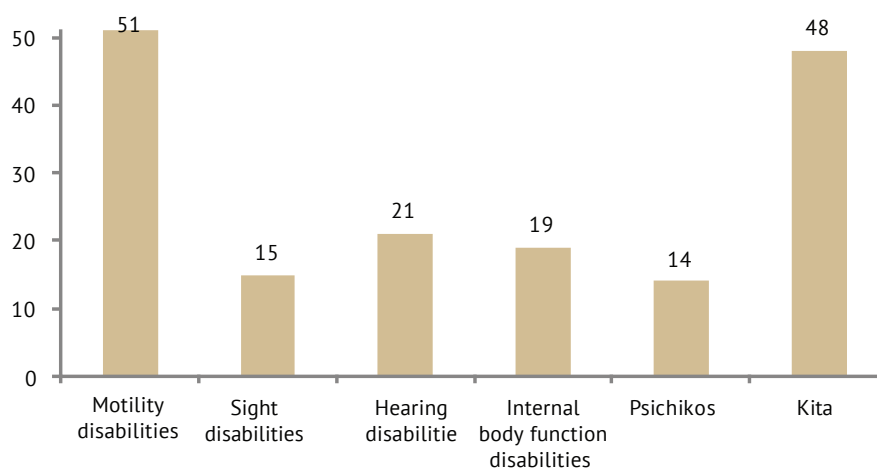
5 of the questioned were disabled, 4 did not answer this question and other respondents stated they are healthy.

Respondents distribution by education: Higher university education: 83, higher non-university education – 12, high school and professional – 48 and 16 correspondingly, uneducated – 32.

73 % of the respondents knew a person with disabilities, the other 28 % - stated they don't know such a person, there were 70 % of women and 78 % of men who knew a person with disabilities. Approximately 72,9 % of the questioned in the under 18 and the 18-40 y.o. age groups knew disabled people, all of the respondents in the 40-50 y.o. knew at least one disabled person and 50 % of the people aged 50 and more knew a disabled person. Respondents living in cities and rural areas that knew disabled people account for 72 and 74 % correspondingly. The least people who knew a disabled person was in the studying group (52 %) and the most – pupils (72 %). During this survey it has become clear that not all disabled people have acquaintances amongst other disabled people, 2 out of 5 questioned disabled people stated they don't know other disabled people. By analyzing the amount of respondents who knew disabled people in accordance with their education, we see that there are the least people with higher university education who know disabled people (69 %) and the most – amongst the ones who finished high school (77 %).

Respondents who stated they know a disabled person also said what type of disability their acquaintance has. The most common was – motility disabilities – 30,36 %, hearing disabilities account for 12,5 %, internal body function disabilities accounted for 11,31 %. 28,57 % of the respondents chose "other" as their answer.

**Ex.1.4.3.1 Disabled known to the respondents distribution by the type of their disability, ppl.**

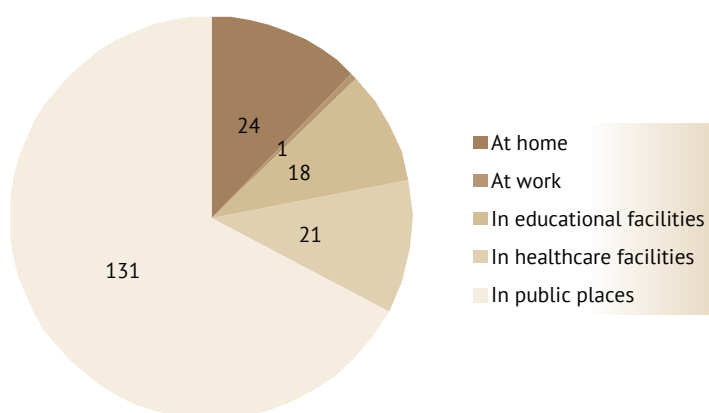


Source: Public survey data

The respondents usually meet disabled people in public places – 67,18 %, 12,31 % live with disabled people, 10,77 % meet disabled people in healthcare facilities, 9,23 % - meet them in educational facilities, and only 1 respondent meets a disabled person at work.



#### Ex. 1.4.3.2 Places where the respondents meet disabled people, ppl.

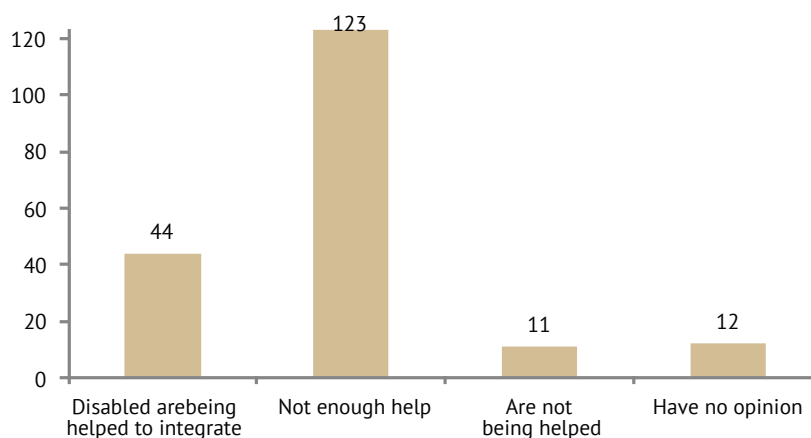


Source: Source: Public survey data

As it was mentioned before, most of the people meet disabled persons in public places, i.e. in the city, shops, public transport etc. The only exception are the elderly people (older than 50 years), 50 % of them meet disabled people at home, 33,33 % in public places, and 16,67 % in healthcare facilities. The disabled respondents usually meet other disabled people in the healthcare facilities (60 %), and the remaining – in public places (40 %). Out of all the questioned respondents, the larger part of men and women meet disabled people at home and healthcare facilities. Family members or close ones who suffer from disabilities were mostly mentioned by students, pupils and people with higher education. Disabled people being met in educational facilities is more common for rural areas, and respondents who meet disabled people in healthcare institutions are usually people under 18 years (15 % of all questioned under 18) and people who are older than 50 years (17 % of all people older than 50).

When asked about disabled people's social integration to society, a large number of respondents said that disabled people are insufficiently integrated (64,74 %), 23,16 % said that disabled people are being helped to integrate in the society and the rest (5,79 %) said that disabled people are not being integrated in society.

#### Ex. 1.4.3.3 Respondent thoughts on helping the disabled to integrate in society, ppl.



Source: Public survey data

The positive opinion, that disabled people are being helped to integrate in our society is usually given by younger people (younger than 18 – 22,7 %, 18-30 – 52,3 %, 30-40 – 22,7 %) and mostly from cities (75 %). This opinion was also supported by 2 (out of 5) disabled respondents. People who have higher university education and people who haven't finished any educational facility are more optimistic. This opinion distributed equally between people who know disabled people (52 %) and who don't 948 %). While analyzing disabled people's integration with our society in accordance with the type of their disability, such a distribution became clear:

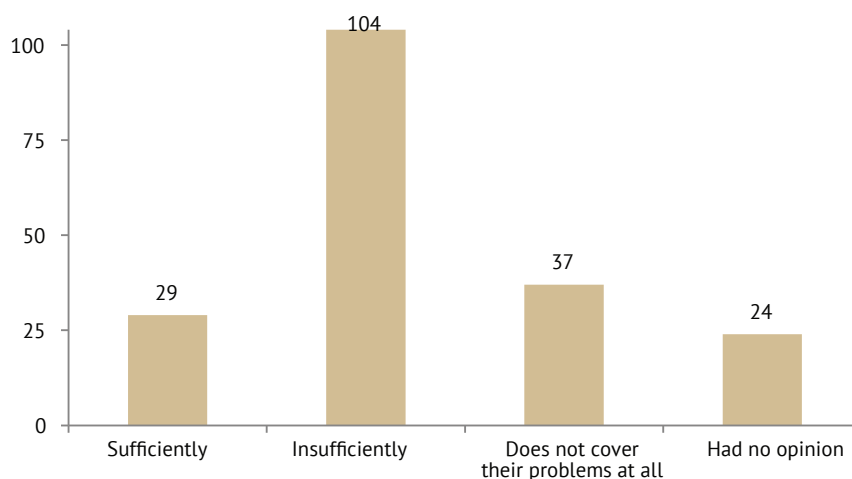
respondents who know people with hearing disability, think that those people are integrated enough – 33,3 %, in case of internal body function disability – 31,6 %. The group least supportive to this opinion was the people who know a person suffering from sight disability – 13,3 %. 39 % of the respondents who meet disabled people in their educational facilities agree that the disabled are being helped to integrate in our society, 25 % of those who have disabled relatives or close ones, 24 % of people who meet the disabled in healthcare institutions and 20 % of those who meet disabled people in public places.

The opinion, that the disabled people are not being integrated in our society enough was the most popular answer. The most supportive were the disabled people, 60 % of whom (3 respondents) said that they are not integrated in our society enough. This opinion was supported by the people who know disabled people (68,8 %). By analyzing the integration of disabled people in our society in accordance with the type of their disability we can notice that most chose the opinion that people with sight disabilities are not being integrated enough 80 % of people who know such disabled people said so). 72,6 % Of the people said that people with motility disabilities are not being integrated in the society enough. This opinion was supported the least by people who know disabled ones with psychical disorders 50 %. The opinion that disabled people are not being integrated in our society enough was shown by 67 % of people who deal with disabled people in their homes, 66 % of those who meet them in public places, 56 % of those who meet them in educational and 48 % of those who meet them in healthcare facilities.

The opinion, that the disabled people are not being helped to integrate in our society was mostly shown by people under the age of 30 (under 18 – 7,7 %, 18-30 – 8,1 %). This opinion was shown more by the citizens living in rural areas (rural areas – 8,7 %, cities – 4,7 %) and people who have high school (8,3 %) and higher university education (7,2 %). 21,4 % of the questioned who know disabled people with psychical disabilities also have shown this opinion, people who know disabled with motility disabilities (5,9 %) and internal body function disabilities (5,3 %).

The respondents gave these opinions on the topic of Mass-media covering the problems of the disabled people: insufficiently: 53,6 %, does not cover their problems at all: 19,1 %, sufficiently – 14,9 %. Had no opinion – 12,4 % of the respondents.

#### Ex. 1.4.3.4 Opinions on the topic of mass-media covering the problems of the disabled people, ppl.

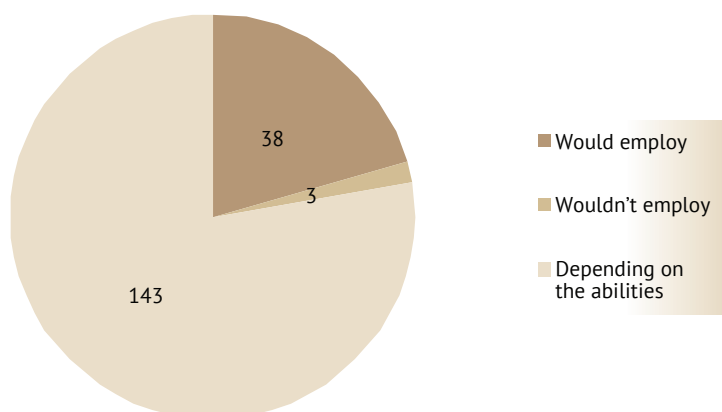


Source: Public survey data

People who think that mass-media spends sufficient time to cover the problems of the disabled, proportionally: people living in rural areas (17,4 %), pupils (20,6 %) and people who don't know disabled people (22,2 %). The opinion, that mass media is insufficiently covering the problems of the disabled people was supported by: elderly respondents (40-50 years – 60 %, older than 50 - 66,7 %), students (66,7 %), unemployed (65 %). This opinion was supported by 3 out of 5 disabled respondents and 75 % of respondents who meet disabled people in their homes. The opinion, that mass media doesn't cover the problems of the disabled people at all was mostly popular pupils (23,8 %), people living in cities (20,8 %), people graduated from high school (22,9 %), professional education facility (25 %) and people who are both educated and know disabled people (23,4 %).

The question: “Would you employ a disabled person in your business” was responded in such a manner: Yes I would – 20,7 %, no I wouldn’t – 1,6 %, depending on his abilities – 77,7 %.

**Ex.1.4.3.5 Respondent's opinion on employing disabled people in their business, ppl.**

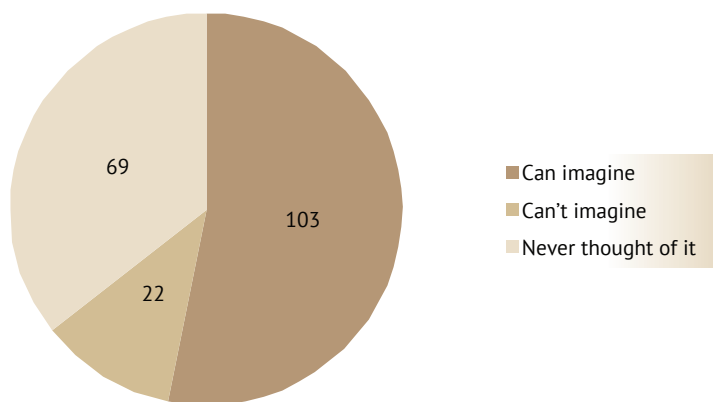


Source: Public survey data

The strict opinion on not employing the disabled was shown by 3 respondents who knew disabled people. Two of them were unemployed and they all fitted in the age group of 18 to 30.

When the people were asked the question of: “Can you image yourself as a disabled person”. Most of the respondents answered positively (53,1 %). 35,6 % haven’t thought about it and 11,3 % can’t imagine this happening.

**Ex. 1.4.3.6 Respondent's opinion on imagining themselves being disabled, ppl.**

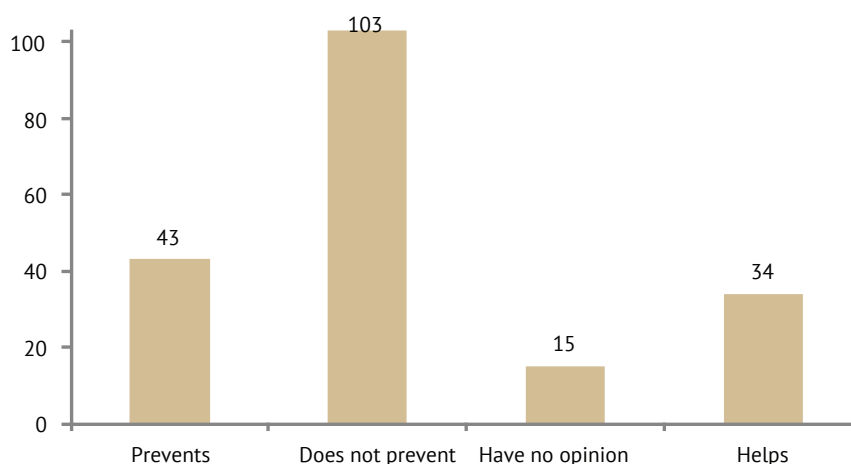


Source: Public survey data

Among those who can’t imagine themselves being disabled are mostly young people (5 people aged under 18, 12 people aged 18-30). People who can imagine themselves as being disabled are mostly of elder age: all respondents aged 40 to 50, 83 % of aged over 50 and 59 % of respondents aged 30-40. The higher % of people who can’t imagine themselves as being disabled is amongst the unemployed: 25 % and pupils: 11,1 %. Respondents who know disabled people can’t imagine themselves being with people who suffer from: psychical disabilities (21,4 %), motility disabilities (15,7 %).

Respondents answered the question: “Does disability help to uncover artistic or working abilities?” like this: 52,8 % said it doesn’t disturb, 22,1 % said that disability prevents them from uncovering artistic or working abilities, 17,4 % said that it even helps. The remaining 7,7 % did not have a clear opinion on this matter.

**Ex. 1.4.3.7 Respondents opinion on disability as a factor that helps uncover artistic or working abilities, ppl.**

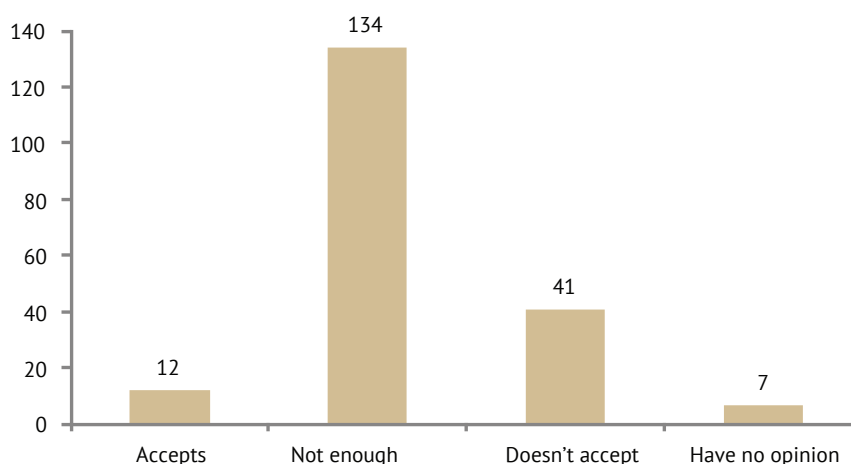


Source: Public survey data

The opinion, that disability prevents people from revealing their artistic or working abilities was mostly supported by pupils (30,2 %), people without finished graduation (31,3 %), professional schools graduates (37,5 %) and people who graduated from universities (33,3 %). This opinion was also supported by 23,4 % of respondents who know disabled people. The opinion, that disability helps to reveal artistic and working skills was mostly displayed by people with high school education (22,9 %) and respondents who know disabled people (19,1 %).

The majority of respondents (69,1 %) thought that the society doesn't welcome disabled people well enough. 21,1 % of people thought that disabled people are not welcomed at all by society, and 6,2 % thought on the contrary – that they are absolutely welcome. The disabled respondents (five) thought that they are not integrated in society enough (80 %) and the rest thought, that they are not integrated at all (20 %). The opinion, that disabled people are treated by society like full-right members was mostly popular amongst respondents who meet disabled people in their educational facilities – 11,1 % and respondents who know disabled people – 7,1 %. People who supported the opinion, that disabled people are not treated as full-right society members were mostly the respondents who know disabled people (22,7 %). If we distribute the respondents who supported this opinion and know disabled people by the type of disability it would look like this, respondents who know people with psychic disabilities (42,9 %), sight disabilities (26,7 %) internal body function disabilities (26,3 %). This opinion was also supported by a large number of people living in cities (22,8 %).

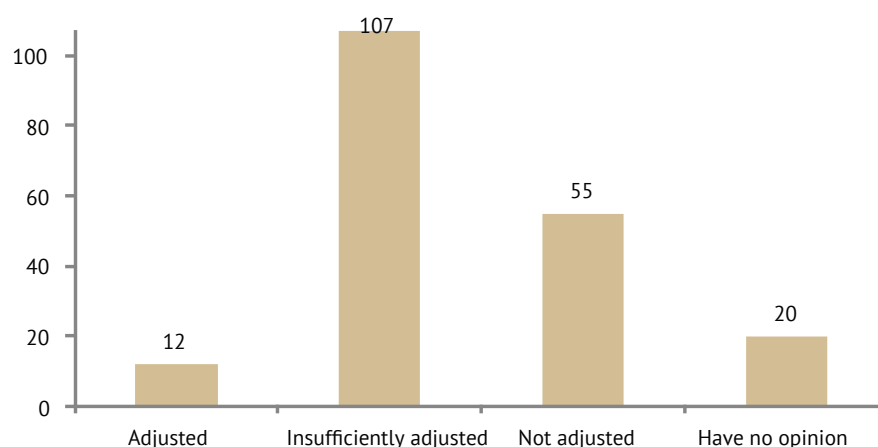
**Ex. 1.4.3.8 Respondents' opinion on modern society welcoming disabled people as full-right members, ppl.**



Source: Public survey data

Respondents' opinion on public environment adjustment to the needs of disabled were as follows: public environment is adjusted to the needs of the disabled – 6,2 %, adjusted not enough – 55,2 %, not adjusted – 28,4 %, didn't have an opinion – 10,3 %.

**Ex. 1.4.3.9 Respondents' opinion on public environment adjustment to the needs of disabled, ppl.**



*Source: Public survey data*

8 respondents who know disabled people said the public environment is adjusted for the needs of the disabled. All who said it is were healthy people. The disabled said that: the environment is insufficiently adjusted (2 respondents) and not adjusted at all (2 respondents). 29 % of respondents who know disabled people said that the public environment is not adjusted to their needs. If we distribute their known disabled people by the type of disability it would be: 42,9 % knew people with psychic disabilities, 31,6 % - internal disabilities, 28,6 % - hearing disabilities.

## 1.4.4 Disabled people's organizations

There is a lot of disabled people's associations, communities and other organization depending on the disability or sickness. There are also organizations uniting all of the disabled or their associations, i.e. "Lithuanian Disabled People's Forum" association, "Lithuanian Disabled People's Union", "Lithuanian Disabled People's Community". There were 14 organizations working through their associated members in Lithuania, with their number ranging from 6 (Lithuanian special art companionship "Guboja") up to 64 ("Lithuanian Mentally Ill People's Care Community" and "Lithuanian Disabled People's Community"). They are all united in one cause – to decrease the level of isolation, which disabled people have to experience every day, to integrate disabled people in the society, represent and protect the civil, social and economic rights of disabled people. The main range of the organizations' activities are representing disabled people while creating or amending legal framework and laws, helping disabled people in their reach for education, information accessibility, transport and premises adjustment for the needs of the disabled, by co-working with the municipalities and other institutions. There are also summer camps, marches, marathons organized for the disabled, they are being invited to different art, music and other courses, etc. Organizations carry out projects which help the disabled people find employment, spread information about the problems of the disabled in society. Projects which are carried out now are: "All different – all equal", "Against discrimination and intolerance: search for and possibilities of a more effective cooperation" and others.

There is also a lot of sport federations in Lithuania, who welcome disabled people to take up sports, giving them motivation to educate, be happy and benefit from participating in team-based or individual sport. Sport federations unite the disabled people by the type of their disability (blind, deaf, etc.) and by the type of sport (volleyball, orientation sport, etc.). There are also organizations which unite all of the disabled, i.e. "Lithuanian Disabled People's Sport Federation", "Lithuanian Special Olympics Committee". The main aim of the sport federations is to help disabled people to integrate in society. Athletes who achieve best results can



participate in special Olympics and continue their regular sport activities in a special Olympic movement or continue participation in sports or other environment amongst the healthy.

The above mentioned organizations unite all people with disabilities, but there are also a lot of clubs, associations, who unite people with specific sicknesses. These organizations seek to spread information about the symptoms of the sickness, ways of treatment, provide social and psychological help for the sick and defend their rights in different state institutions.

People suffering from nephrologic (kidney) diseases are united by Lithuania's nephrologic patient associations "GYVASTIS" ("Living") and "Donoryste" ("Donorship"). These organizations' main objective is to promote becoming a donor amongst people so that there would be more donors and more lives could be saved.

Families which encountered deafness or hearing problems are also invited to unite in organizations: Lithuanian community of families with children suffering from deafness or hearing problems "PAGAVA", "Lithuanian Hard Hearing People's Association", "Lithuanian Deaf People's Association", "Lithuanian Youth



with Hearing Problems Association" and a "Lithuanian Cochlear Implant Using People's Association". These organizations provide information about the sickness or disease and about ways of integrating people suffering from it to the society, they also provide psychological help. Organizations develop projects connected with these diseases: "We want to be safe and sound", "Professional orientation specialists, working with deaf people, qualification training" and other.

Blind and partially sighted people are being united by Lithuanian blind and partially sighted people's association, Lithuanian blind and partially sighted diabetic people's association. The main cause of these organizations is to integrate blind and partially sighted back into society. The main activities include: protecting the rights of these people, raise awareness about problems of partially sighted, implement social and cultural activities and integrate partially sighted back in the labor market.

There are 3 organizations uniting people suffering from diabetes. Their main cause is to unite all of the groups related to the disease, i.e. medics, patients and their families, raise sugar diabetes awareness not



only amongst the interested or risk groups but in all of our society, protect the patients' right and provide psychological and social help. Since 1989, Lithuanian diabetes association has reached 100 % compensation for all types of insulin, anti-diabetes pills, treatment in sanatoriums and lots of other types of compensation for people suffering from sugar diabetes, there are also trainings being completed, camps, other educative activities for the patients, people participation in international activities.

The organization caring for people suffering from leukemia has one specific cause, which is not usual amongst other organizations of such type – to accumulate funds for the treatment of patients. Leukemia treatment is long and expensive, and it is not available to every citizen, so organizations like Oncohematologic patients community "Kraujas" ("Blood") and Lithuanian children's suffering from Oncohematologic diseases parents' and caretakers fellowship "Paguoda" ("Solace") help the patients.

It should also be noted, that Lithuanian mentally retarded people's care community "Viltis" ("Hope") aims at integrating mentally retarded people to full pledged social life. This community is developing these projects: "Empower the youth. Mentally retarded people and youth are working together", "Friendship bridges in



abandoned yards of the past", "Disabled people's and Vilnius art academy students' partnership" and other.

Lithuanian special art community "Gubojas" which unites mentally disabled people (the priority goes to disabled children and youth) and tries to integrate them in society through art and creative activities. This organization has created the national "Spalvu muzika" ("Color music") orchestra, which prepares cultural events.

Lithuanian association of epilepsy patients integration aims at integrating these patients in our society. This association developed and implement these projects: community disabled people service project and disabled people's association activity support project.

Lithuanian multiple sclerosis association provides social and psychological help to the sick and represents their interests in state facilities. Organization prepares and implements seminars, meetings and other events. Some of the events for people suffering from multiple sclerosis became annual: "A day without multiple sclerosis", there is also an active busyness camp during summer time.

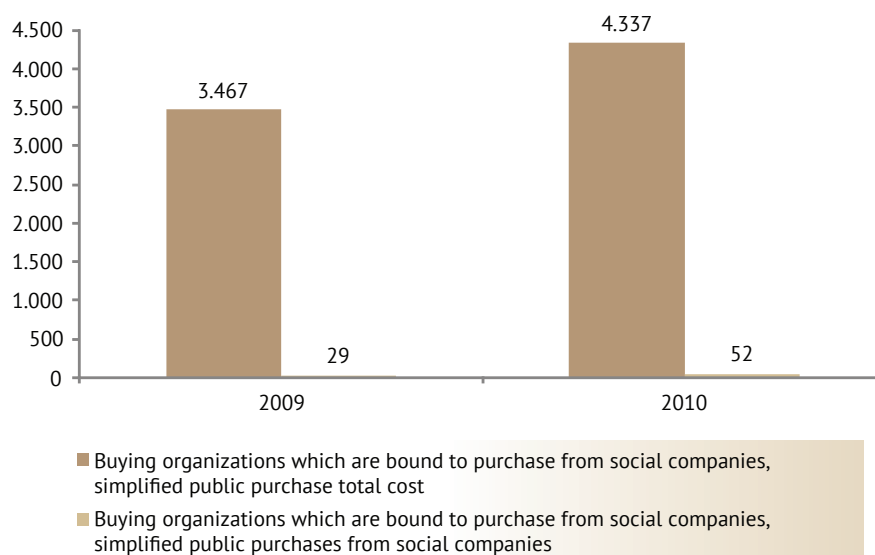
In summary, all of the organizations are based around one specific sickness and their actions are aimed at helping only the people who suffer from it. It should also be noted, that a lot of organizations have their own webpages, where they are not only sharing information, but create forums which help interested groups of people to communicate.

### 1.4.5 Purchasing organizations statistic

In accordance with article 91 of Procurement Law of the Republic of Lithuania, the buying organization while making simplified purchases, must make at least 5 % of the simplified public purchases from the disabled social companies or social companies, companies who employ more than 50 % of formerly convicted, or companies which are healthcare facilities and where not less than 50 % of the patients are working on therapy basis. The company is obliged to make the above mentioned amount of purchases by buying goods created by them, use their services or work, or implement employment programs for supported people, most of whom are disabled, except the cases when these facilities do not supply the goods that need to be bought, don't offer the needed services or works.

In accordance with the procurement office 2010 report, the total cost of simplified public purchases made from social companies in 2010 was 61,2 million LTL, and it was two times more than in 2009, when the number was 30,6 million LTL. Organizations which fall under article 91 of Procurement Law of the Republic of Lithuania are responsible for 51,2 million LTL in 2010, which accounts for 1,2 % of these organizations' simplified public purchase costs (4.336,9 LTL). Though in 2009, the total cost of all simplified public purchase was 34.446,6 LTL and the social companies account only for 0,84 % of that (29,4 million LTL).

**Ex. 1.4.5.1 Buying organizations which are bound to purchase from social companies, simplified public purchase data for 2009-2010, in millions of LTL.**

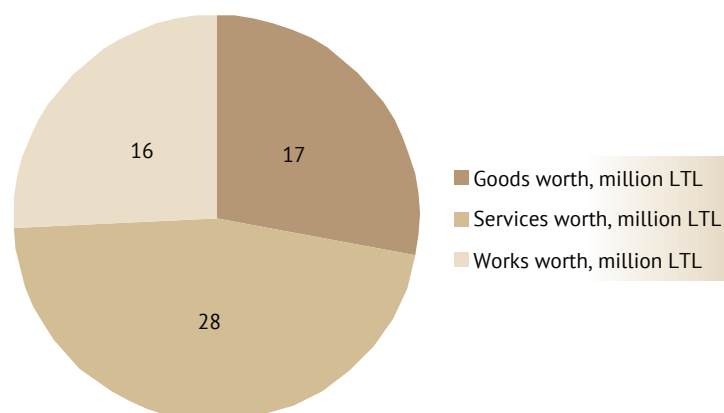


Source: State Procurement Office

During 2010, public purchases from social companies have been made by 506 organizations and this number is 37,3 % more than 2009, when there were only 317 such organizations.

During 2010, the most popular purchase from the social companies were services, which were worth 28,4 million LTL (46,3 %). The goods were worth 17,1 million LTL (27,9 %), of the total 61,3 million LTL.

**Ex. 1.4.5.2 Public purchases from social companies, 2010, millions of LTL**

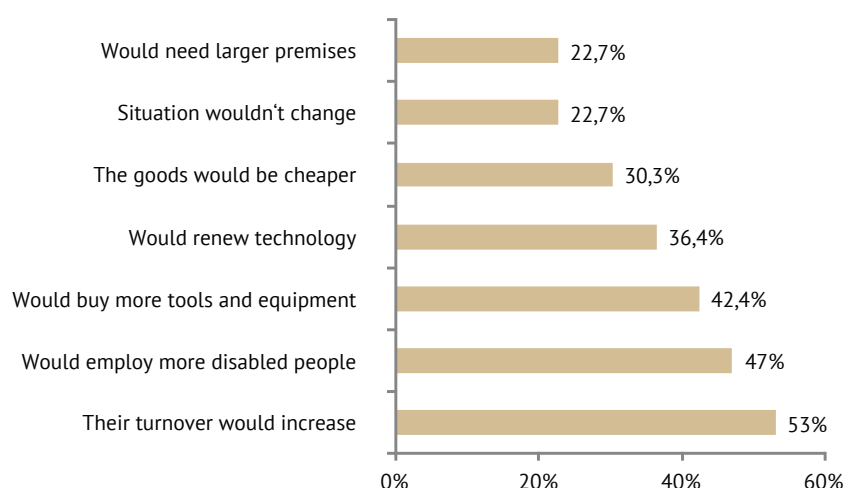


Source: State Procurement Office

We can see from this data, that part of the buying organizations fail to comply with article 91 of the Procurement Law of the Republic of Lithuania, and it is an obstacle for the development of social companies.

In order to know would the position of social companies change if buying organizations would comply with article 91 of the Procurement Law of the Republic of Lithuania we conducted a disabled people's social company survey. We have questioned 70 companies and got 66 replies. More than a half of the companies (53 %) state, that their turnover would increase, 45,5 % said they could have employed more disabled people, almost the same amount of company representatives (42,4 %) said that they could have bought more tools and equipment, 22,7 % would search for bigger premises and 30,3 % of the respondents stated that their goods would be cheaper. 22,7 % of the respondents said, that the situation would not change, if the buying organizations would act in accordance with the law.

**Ex. 1.4.5.3 How would the position of social companies change if buying organizations would comply with article 91 of the Procurement Law, %.**



Source: Disabled people's company survey data

With our opinion based on this survey, we can clearly state that if all of the buying organizations would comply with article 91 of the Procurement Law of Lithuania, the turnover of the disabled social companies would increase. Additional funds would encourage the companies to expand their activities, increase the amount of workplaces and employ more disabled people. The increase of employees would lead to searching for larger premises, and new working tools and equipment.

## Summary

1.4.1 Legal regulations of disabled people's work	<ul style="list-style-type: none"> <li>The main Law helping the disabled people to return to the labor market is the Employment support Law of the Republic of Lithuania. This law determines the legal framework for the employment support system, its aim, tasks, policy, the functions of institutions (facilities) who implement the law, support implementation and labor market service providing organization and financing.</li> <li>Workplaces created for the disabled employees are also a subject to subsidy from the state for wage and social security payment compensation, with subsidies being adequate to the level of the employee's disability.</li> <li>Lithuanian Employment support law also determines subsidies for the creation of a work place (adjusting the existing to his needs) for a disabled person, when he is employed with an open-ended contract. Subsidies can be paid for special tools, trainings to improve qualification or competency and to adjust or reconstruct the premises for the disabled. Subsidies cannot be larger than 40 minimum state determined wages. The workplace must be kept for at least three years.</li> </ul>
1.4.2 The environment affecting the education and life of people with disabilities	<ul style="list-style-type: none"> <li>The public environment accessibility to disabled people is regulated by the Disabled people's social integration law of the Republic of Lithuania and the Lithuanian Ministry of Environment approved construction regulations with the United Nations disabled people's right convention.</li> <li>One of the hardest obstacles for disabled people's integration to our society and labor market in Lithuania is the lack of law implementation causing physical public environment and transport infrastructure inaccessibility by disabled people</li> <li>Higher education facility infrastructure is only partially adjusted to the needs of the disabled: 19 of higher education facilities premises are adjusted only for people with motility disabilities, people with sight disabilities would feel comfortable only in 4 such facilities, deaf people – 7 and only 10 dorms are adjusted for students with motility disabilities.</li> </ul>
1.4.3 Public attitude towards people with disabilities	<ul style="list-style-type: none"> <li>As the public survey showed, respondents usually knew people with motility disabilities and such disabled people are usually the most visible in public spaces.</li> <li>The public survey data showed, that the disabled people's integration to society is insufficient, as the mass-media coverage and awareness raising for the needs of the disabled.</li> <li>Respondents positively evaluate the disabled people in their surroundings and would agree to employ them (or work together with them), if their skills would meet the standards.</li> <li>The public opinion, is that disabilities are not an obstacle to the disabled people's artistic or handicraft or working abilities.</li> <li>The public survey data showed that there is a lack in opinion, that the disabled person is a full-pledged part of the society, as is with the lack of adjustment of public environment.</li> </ul>
1.4.4 Disabled people's organizations	<ul style="list-style-type: none"> <li>There is a lot of non-government organizations which unite disabled people by their disabilities or sicknesses.</li> <li>There are 14 organizations which implement their activities through their associated members with their number ranging from 6 (Lithuanian special art companionship "Guboja") up to 64 ("Lithuanian Mentally Ill People's Care Community" and "Lithuanian Disabled People's Community").</li> <li>The main aim of the disabled people's organizations is raising awareness, promoting disabled people's employment and tolerance towards them, consulting them, mediating, helping them to integrate in our society, implementing different ways of mutual help between the disabled.</li> </ul>
1.4.5 buying organization statistics	<ul style="list-style-type: none"> <li>In accordance with article 91 of the Procurement Law of the Republic of Lithuania, the buying organization while making simplified purchases, must make at least 5 % of the simplified public purchases from the disabled social companies or social companies.</li> <li>Buying organizations 2010 public purchases from social companies reached 51,2 million LTL, which accounts for 1,2 % of these organizations' simplified public purchase costs.</li> <li>If article 91 of the Procurement Law of the Republic of Lithuania would be fully implemented, the turnover of social companies would increase and there would be positive motivation to create new workplaces.</li> </ul>





2.

## PERSPECTIVE ANALYSIS





In this part of the study we analyze and present the information (statistical data, all information collected during surveys) in a correct way by presenting a scientifically formed analysis regarding the main work and employment sectors where disabled people can participate. All of this is formed while paying attention to the disability level and type, education, professional skills, living place, the need and ability of business to employ the disabled people, the situation of social companies and their possibility to develop.

## 2.1 FOREIGN STATES EXPERIENCE IN (SELF)EMPLOYMENT OF PEOPLE WITH DISABILITIES

In this part of the study we describe foreign experience in (self)employment of people with disabilities, review foreign legal framework, employment tools, professional rehabilitation system.

### 2.1.1 People with disabilities situation in Latvia

This part of the survey is dedicated to analyze the situation in which disabled people are in Latvia. Great attention is aimed at disabled people's unemployment, it's reasons, legal acts and laws which affect the benefits and social securities of disabled people and their employers are widely reviewed.

#### 2.1.1.1 Latvia's people's with disabilities general description

At this time the most comprehensive information regarding the number of disabled people in Latvia is presented by the SSIA (State Social Insurance Agency), which divides disabled people in 4 groups by pensions and benefits they receive:

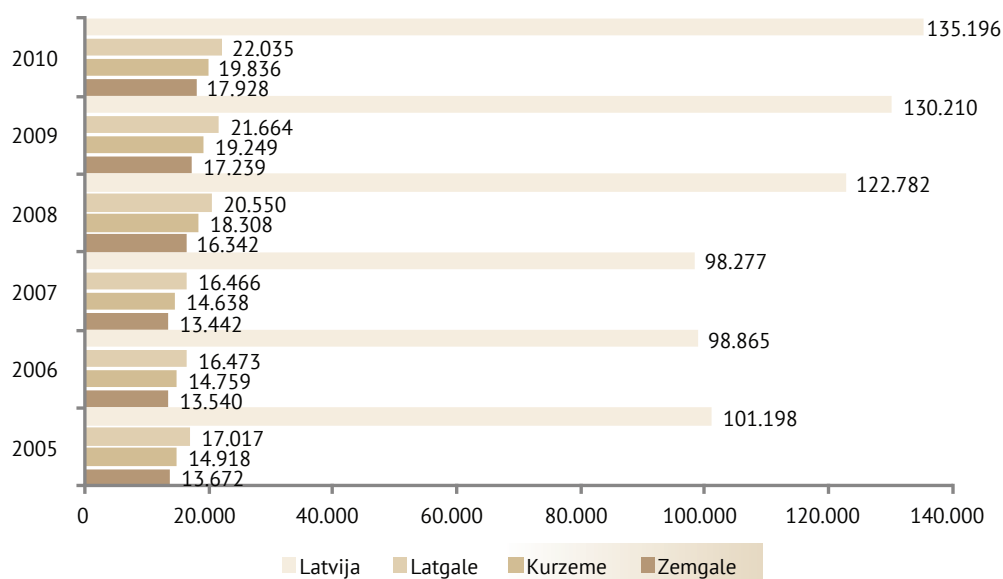
- Disability pension recipients.
- Other pension disabled recipients (mostly age pension).
- State social support disabled recipients (mostly disabled people who don't have enough working experience needed to get the disability pension).
- Disabled children (the number is calculated by the amount of people who get additional support paid for the child).

Holding in mind the case of our study, which is disabled people and labor market, it is necessary to note, that out of all those four groups, disability pension recipients deal with employment and labor market the most, while other groups have less business with it.

##### 2.1.1.1.1 The number of disabled people

During years 2005-2007 the number of disabled grown-ups has decreased both generally in Latvia and in each region, but it greatly increased starting 2008. It would be wise to note, that all of Latvia's regions show the same equal tendency and proportion in this increase. There are different public opinions about the cause of the increase of disabled people. One of the explanations could be the rise of age needed for the age pension, which in it's turn increases the amount of disability pension recipients. Disabled people's organization "Apeirons" opinion, the cause of this increase are limited rehabilitation possibilities, other think that people tend to use all possibilities to ensure their financial stability during the economical crisis.

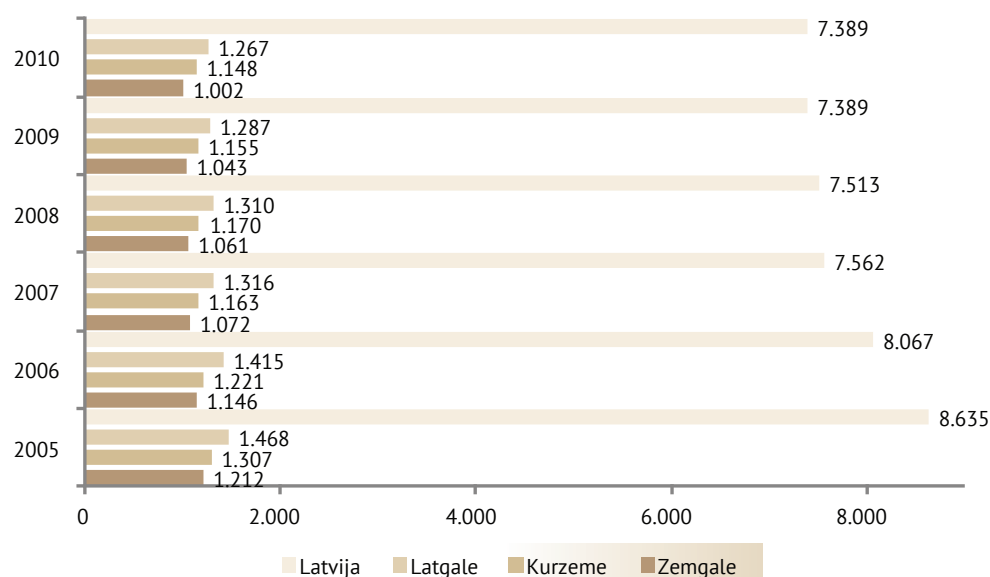
**Ex. 2.1.1.1.1.1 Change in the number of disabled people (16. and older) during 2005-2010, ppl.**



Source: SSIA (State Social Insurance Agency)

The number of grown-up disabled people in Latvia increased, but the amount of disabled children decreased (see ex. 2.1.1.1.1.1). The least disabled children are situated in Zemgale region and the most in Latgale region. The decrease of the amount of disabled children is explained by low fertility rates and better healthcare.

**Ex. 2.1.1.1.1.2 Number of disabled children during 2005-2010, ppl.**

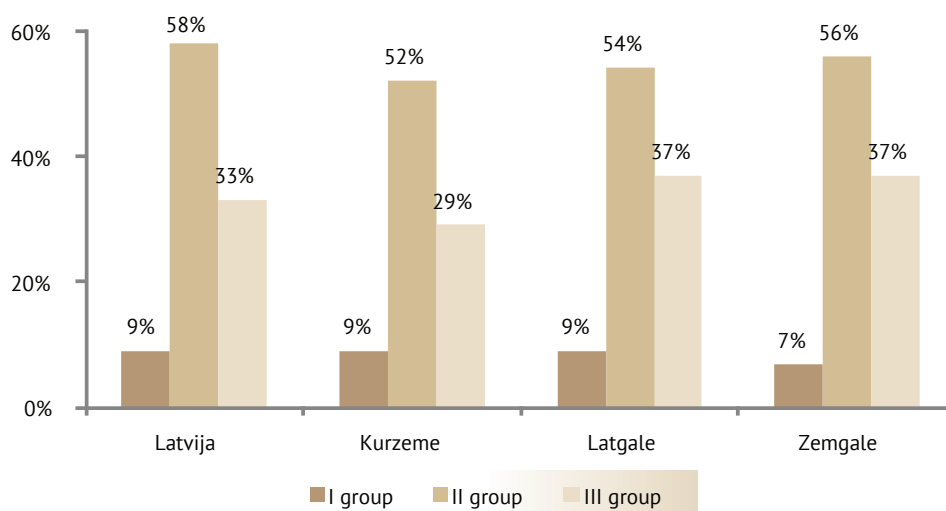


Source: VDSA

## 2.1.1.1.2 Disabled people distribution by disability groups and sex

During the last five years, in Latvia, there are statistically least people of I st disability group – 9 %, and the most disabled people are assessed with the second disability group – average of 58 %. If we compare average results by looking at different regions, we can see that there are more second disability group people in Kurzrme and more of the third group people in Zemgale.

**Ex. 2.1.1.1.2.1 Disabled people distribution by their disability group average and regions, %.**



Source: VDSA

The amount of people with first and third group disabilities increased greatly during years 2008 and 2009, but dropped during 2010 to 2007 average. The amount of second disability group people increased mostly during 2009 and 2010, this tendency can be spotted in all regions.

If we analyze the collected data by sex, we can see a tendency, that the amount of men and women suffering from 1st group disabilities is almost equal, there are more women in the second one, but more men in the third one. This pattern remains the same during the last 3 years.

### 2.1.1.1.3 First-time and repetitive disabilities

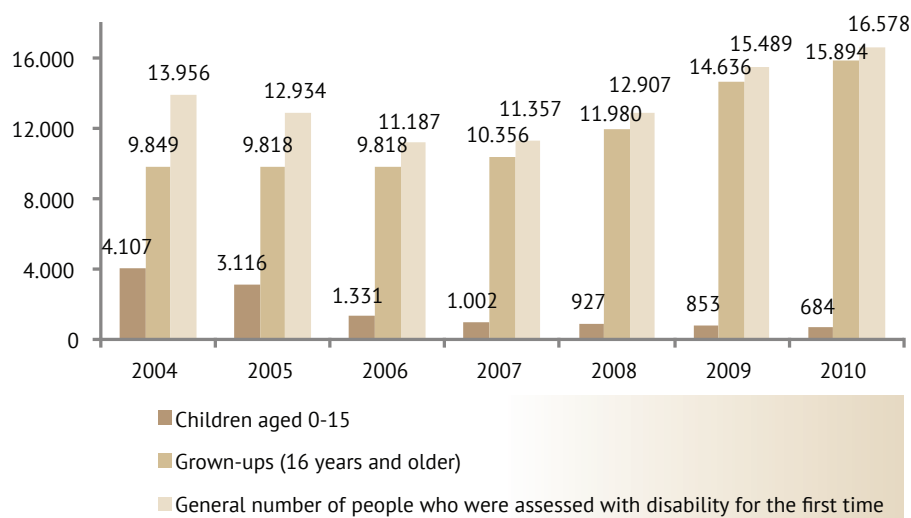
It is the first time when the number of people with first-time assessed disability increased in Latvia during the last 3 years. This tendency is the most clear amongst the grown ups, because the number of children with first time assessed disability decreases since 2004.

There are more tumor-related sicknesses in Latvia each year, most of the time those tumors are diagnosed too late, so the disease is the leading cause of disability amongst Latvian citizens for a couple of years.

During the last two times the number of people who are assessed disabilities because of their blood vessel system diseases increases. During years 2008-2009 more than half of such cases were connected with cerebrovascular diseases, which, usually, cause hard and long-time disabilities.

During 2005-2008, the most frequent children first-time assessed disability cause were psychic and behavioral disorders, people in this group were mostly assessed disabilities because of their mental retardation. Children, suffering from psychic or behavioral diseases, are usually disabled hard and their disabilities last until they grow up. But during 2009, the most usual children's inherited disabilities were abnormalities and deformations. 25,7 % of them – inherited blood vessel system diseases. Children who were assessed disability because of inherited deformations usually tend to get better after successful treatment.

**Ex.2.1.1.1.3.1 First-time assessed disabilities during 2004-2010 ppl.**

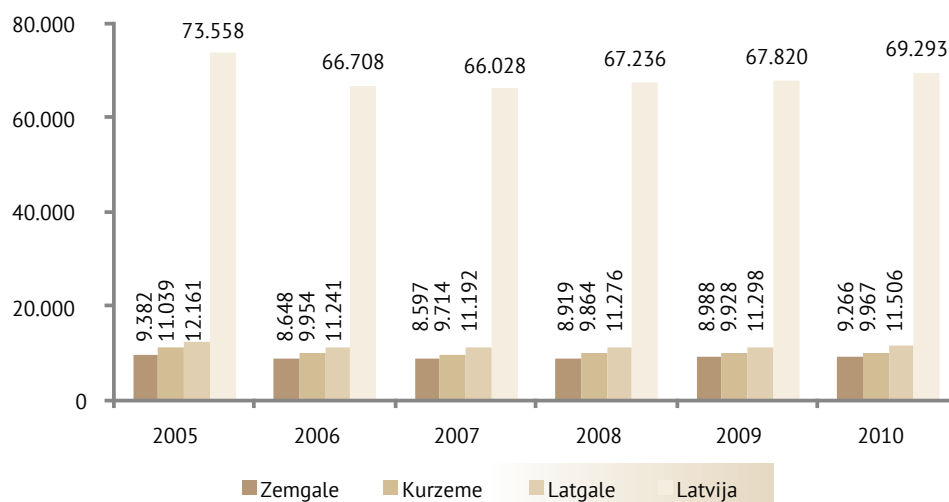


Source: VDSA

#### 2.1.1.1.4 Disability pension recipients

During 2005-2007 the general number of disability pension recipients generally in Latvia and it's regions has decreased. Starting 2008, this number has increased as the general amount of disabled people.

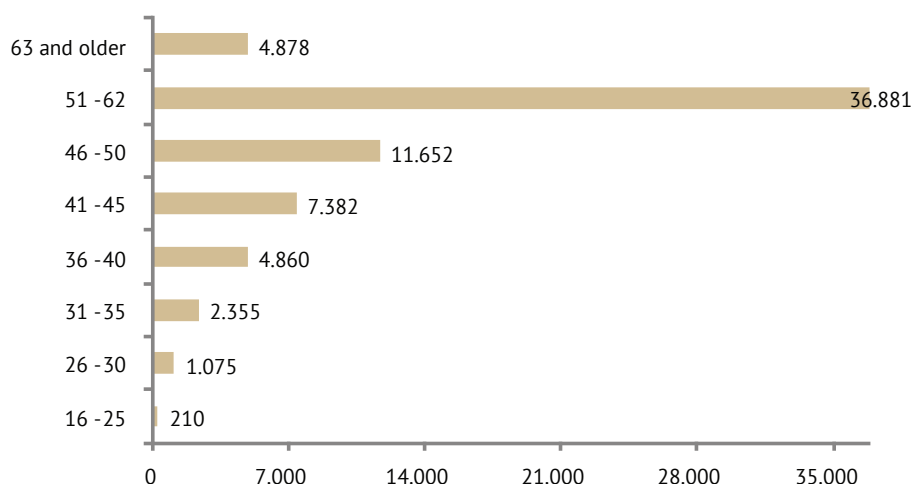
**Ex. 2.1.1.1.4.1 Disability pension recipients by regions, 2005-2010, ppl.**



Source: SSIA (State social insurance agency)

Second group disability pension recipients are usually people aged 51-62 (53 %). The second largest disability pension recipient group are people aged 41-50 (27 %).

**Ex. 2.1.1.1.4.2 Disability pension recipients by age, 2011, ppl.**



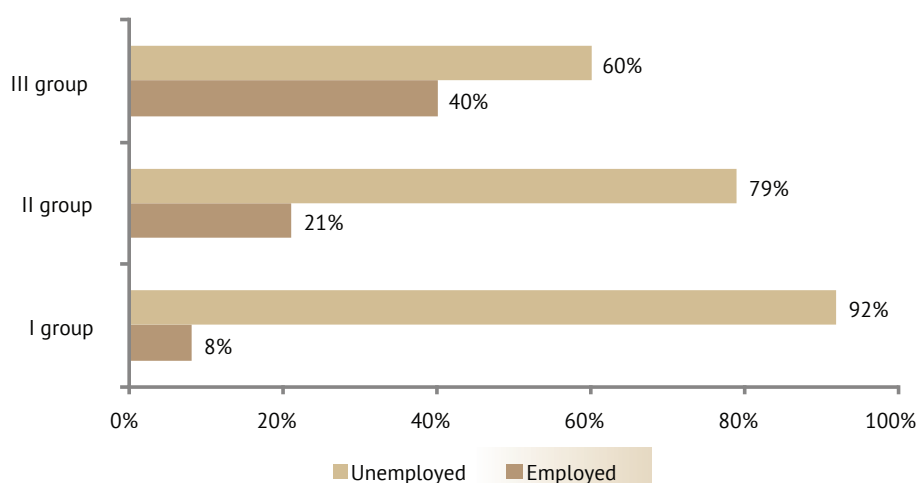
Source: SSIA (State social insurance agency)

Disability pension in Latvia is given to:

- People who can't get age pension.
- People, who are assessed as disabled.
- People, who worked and paid taxes for not less than 3 years.
- Disability pension is paid only until the person gets his age pension.
- Employed disabled people, do not lose the right for their disability pension.

As we have mentioned already, from all of Latvia disabled people, the disability pension recipients are mostly connected with employment questions and labor market. That's why we observe working and unemployed people ratio in this particular group. We can see a strong connection between the disability group and possibility to work. People who suffer from harder disabilities are unemployed more frequently.

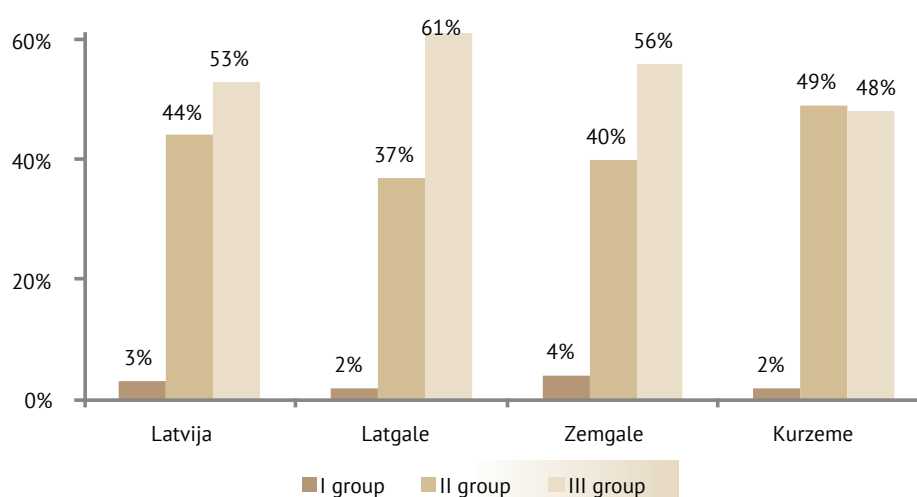
**Ex. 2.1.1.1.4.3 Employed and unemployed disability pension recipients, December 2010, %.**



Source: SSIA (State social insurance agency)

In accordance with the state tax inspection, there were 24053 disabled people working during 2010 with each of the regions responsible for 13-15 % of that amount. No other differences between regions spotted.

**Ex. 2.1.1.1.4.3 Working disabled people, 2010, %.**



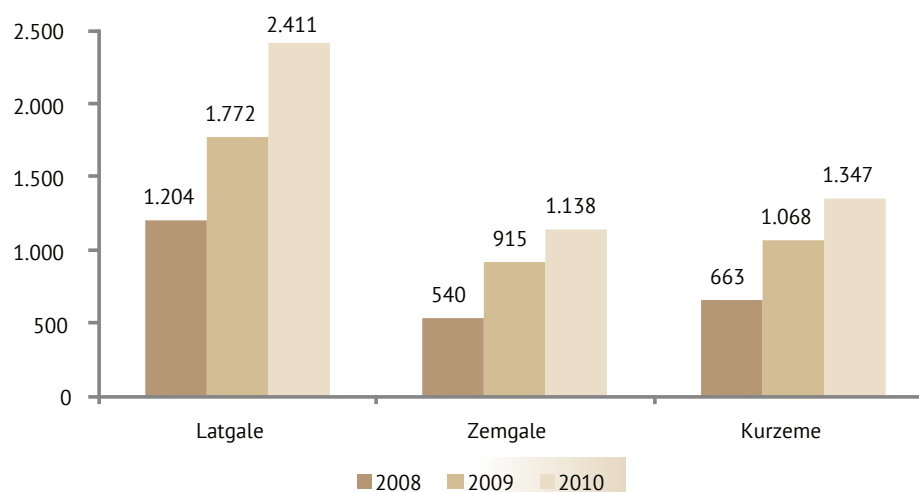
Source: SSIA (State social insurance agency)

During the last three years the amount of unemployed people have increased. Latvia's Latgale region still hosts the largest amount of disabled unemployed people, comparing to other regions. Information on the disabled demographic is provided by the VIA 2010 report:

- There are no major differences in the unemployed sex, men account for 51 % and women for 49 % of unemployed.
- During 2010, most of the disabled unemployed people had professional education (42 % of all unemployed disabled people).
- The largest group of disabled unemployed people were people aged 55 to 59 (23 % of all unemployed disabled people).
- 44 % of all unemployed disabled people are long-term unemployed (usually not working for 1-3 years).

At the end of year 2010, the disabled unemployed people's statistics looked like this: auxiliary staff – 855, retail shop salespersons – 470, cleaning staff – 410, sweepers – 254, drivers – 199, security watch staff – 180, tailors – 145, cooks – 134, construction workers – 116, heating system/ furnace staff – 114.

**Ex. 2.1.1.1.4.4 Unemployed disabled number by regions, during 2008-2010, ppl.**

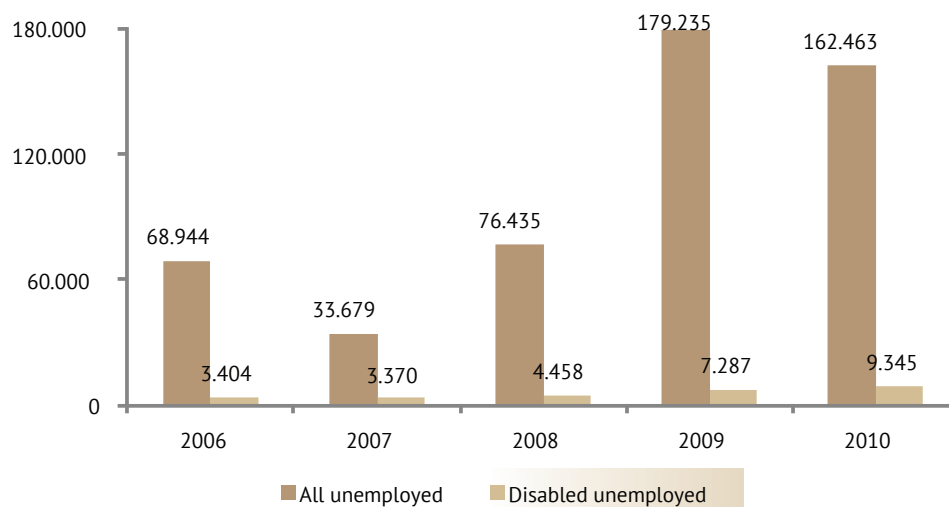


Source: SSIA (State social insurance agency)



It is important to note, that although the general unemployment numbers decreased during 2010, the number of unemployed disabled people grew. Disabled people are usually unemployed from 1 to 3 years, such a situation inevitably increases the number of long-term disabled unemployed people. This is also backed by VIA 2010 study.

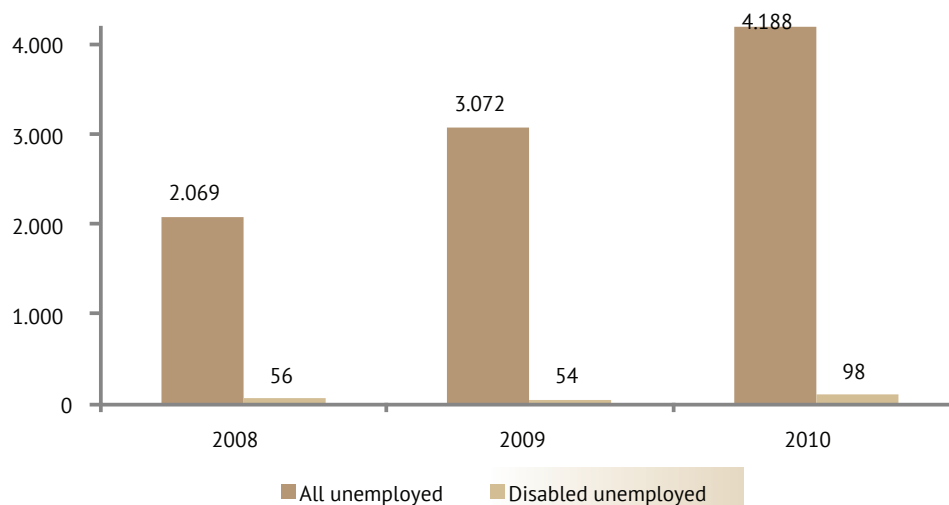
**Ex. 2.1.1.1.4.5 Healthy and disabled unemployed people ratio, 2006-2010, ppl.**



Source: SSIA (State social insurance agency)

The general number of employed disabled people decreased. The number of disabled who found a job increased during 2010, but the general amount of disabled unemployed people also grew.

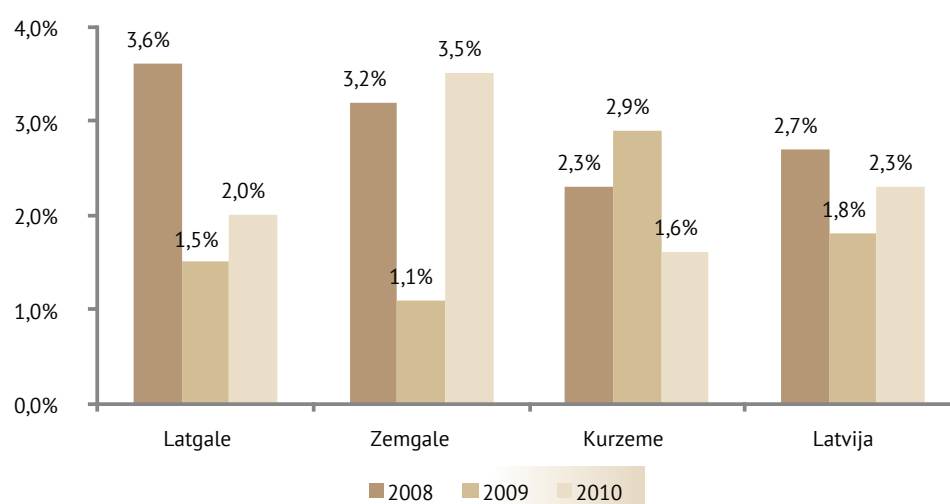
**Ex. 2.1.1.1.4.6 The amount of disabled people who found a job in 2008-2010, ppl.**



Source: GEA

By comparing the amount of disabled people who found a job with the general state numbers, we need to note, that this rate is highly unstable in different regions and the state itself. It was easier to find a job in Zemgale and Latgale regions in 2008, but there was a decrease there in 2009. During 2010, there were more employed disabled people in Kurzeme region than in 2008 and 2009.

**Ex. 2.1.1.1.4.7 Unemployed disabled people who found a job to healthy people ratio, 2008-2010, %.**



Source: GEA

#### 2.1.1.1.5 Unemployed disabled people activity while searching for a job

2010 GEA study provides information about unemployed people suffering from a disability attempts at active search for employment:

- Professional trainings, change of qualification or making it higher, this helped 3,8 % of the disabled unemployed.
- Employer arranged trainings were attended by 3,8 % of disabled unemployed people.
- Non-formal studies helped 4,7 % of disabled unemployed people.
- Competitive level trainings helped 4,1 % of disabled unemployed people.
- Commercial company or individual business start” program were attended by 2,1 % of the disabled.
- Programs for targeted groups were attended by 39,3 % of disabled unemployed people (48 % women and 52 % of men).
- Complex support programs were attended by 3,4 % disabled unemployed people.
- “Work practice with scholarship” program was attended by 4,5 % of disabled people.

#### 2.1.1.1.6 Disabled people’s professional rehabilitation

Professional rehabilitation services are offered to disabled people who would like to acquire a new profession or upgrade their own professional knowledge. Professional rehabilitation program can be attended by: disabled people of working age who have Health and working capacity assessment board issued expert recommendation. Professional rehabilitation courses in Latvia are situated in MW SSIA (State Social Integration Agency) college and in Jurmala city professional high school. These facilities are certified as general professional school education, professional high school education, first stage professional higher education (college), professional level upgrade program facilities. Specialists are trained and prepared for disabled people social support sectors.

Professional rehabilitation includes professional suitability assessment, studies in college or professional high school, specialist also provide psychological support and help in finding employment during the program. People can register for professional suitability program and studies all year long. Studies, facility owned hotel

accommodation and food for disabled people are free in State social integration agency educational facilities. State social integration agency has 8 support facilities in Kurzeme, Cirava, Zemgala – Jelgava and Viesyte, Latgale – Rezekne and Daugpil.

During 2010 there were 1455 disabled people registered in SSIA (State Social Integration Agency) and it's support facilities. Support facilities consult and inform the disabled about SIC services:

- 905 people were consulted on qualification change and further study possibilities, professional rehabilitation services and other;
- 526 people were informed during group consultations;

38 Potential workplaces were found by cooperating with employers. 72 disabled people worked and practiced. "Using the Personal computer" courses were offered in Daugpil, Rezekne and Jelgava support facilities in accordance with working capacity assessment results. There were a total of 77 disabled people studying to gain information input operator's qualification.



Professional suitability was assessed for 458 disabled people (186 of them in regional support facilities) of them:

- 252 women;
- 206 men;
- 25 – 1<sup>st</sup> disability group;
- 178 – 2<sup>nd</sup> disability group;
- 252 – 3<sup>rd</sup> disability group;
- 5 Children.

352 of them were recommended to address SSIA (State Social Integration Agency) for professional rehabilitation services: 259 were recommended to attend Jurmala professional high school and 93 people were recommended to attend the College.

### **Education (2010)**

In 2010, Jurmala professional high school has prepared 33 professional education programs, 5 of them with middle school education, 5 – professional education, 6 – professional high school education, 15 – further education programs and 4 professional rehabilitation programs.

During 2010, 287 people were benefited from professional education services offered by Jurmala professional high school, 80 of them finished the school.

During 2010, 7 first stage higher professional education study programs were prepared.

Professional rehabilitation services were given to 194 students, 44 of them have graduated.



### **Help in employment (2010)**

In order to promote employment amongst those disabled people who can work, SSIA (State Social Integration Agency) offers support to those, who are searching for employment (2010):

- Individual career plans were written for 30 Jurmala professional high school students and 57 College students.
- Study trips to 15 Latvian companies, participation in “open doors” days.
- Qualification practice was attended by 112 Jurmala professional high school and 75 College students.



### 2.1.1.2 Latvia's disabled people's survey

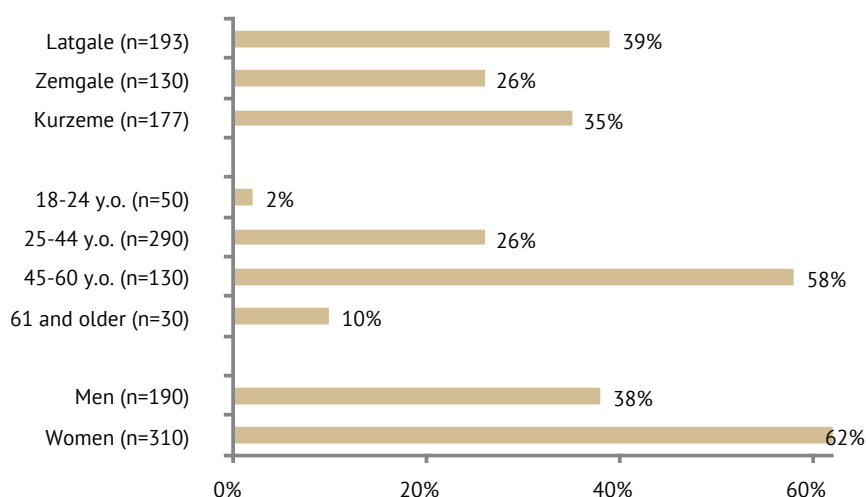
This survey has been done as a part of the “Disabled people's employment possibility development” project (Be-Able), in accordance with the Lithuanian-Latvian program. Latvian statistic information is looked upon in the first part of the project and the second one – is the disabled people's survey. The main goal of the survey – providing characteristics of employed disabled people and getting to know the opinions of the unemployed disabled people on possibilities of finding a job.

This survey has been done from August to November of 2011. There were a total of 500 disabled respondents in Kurzeme, Zemgale, Latgale. Survey method – voluntarily filled e-mail response or answering questions on an interview. Respondent selection method – self-selection method, which resulted in some demographic data distribution not always matching the available statistical information. The data obtained during the survey is used to represent the most popular opinion tendencies. We can surely say, that this survey provides more information about the target group than statistical information studies.

#### 2.1.1.2.1 Survey respondent's description

There were more women respondents than men, the age group of the larger part of the respondents was the 45-50 years group. Most of the respondents were questioned in the Latgale region, and the least in Zemgala region. Respondent's distribution by regions matched the statistical disabled people's distribution.

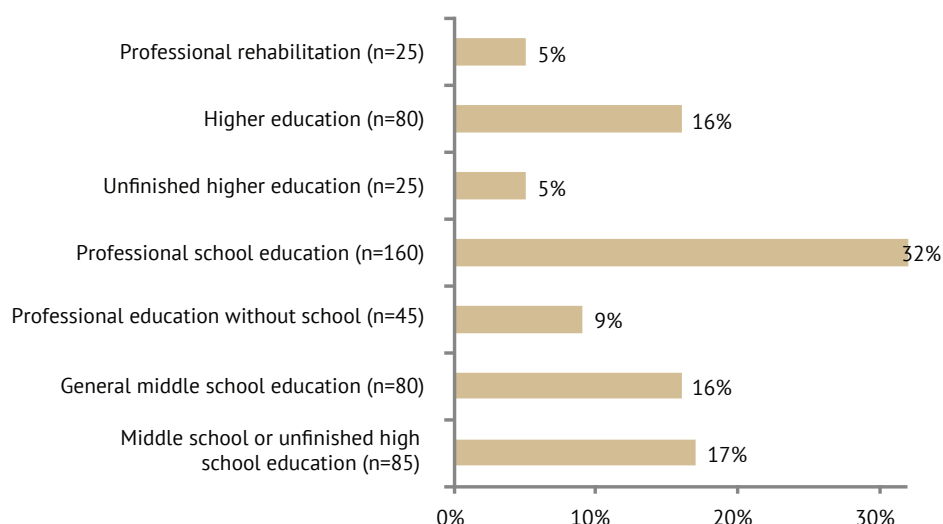
**Ex. 2.1.1.2.1.1 Disabled people's demographic description, 2011, %.**



*Source: Disabled people's survey*

31 % of all respondents had professional school education, 16 % graduated higher education facilities. By analyzing the education rate we can spot a tendency of younger respondents having higher education and school and unfinished professional school education is more common amongst older people. Only 5 % of respondents stated their education is professional rehabilitation.

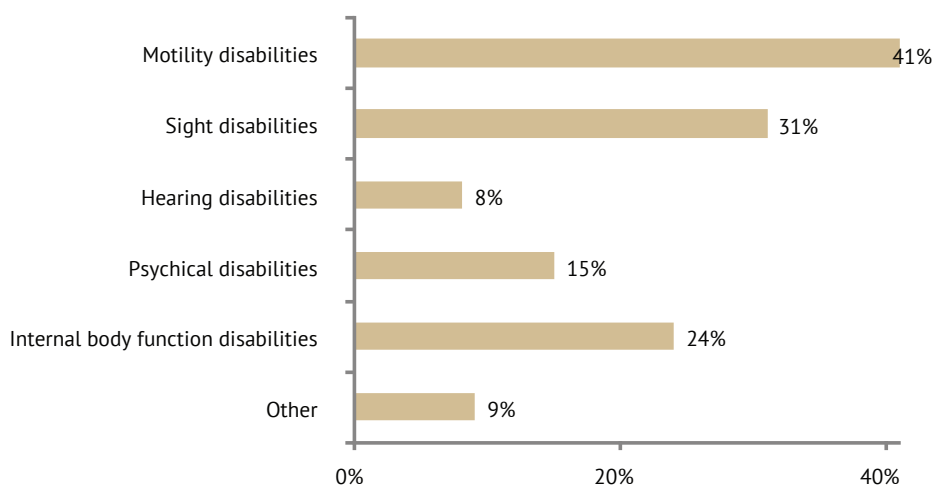
**Ex. 2.1.1.2.1.2 Disabled people's education, 2011, %.**



*Source: Disabled people's survey*

This survey's questionnaire contained a question regarding the type of disability that respondents are suffering from. It has become clear, that almost half of respondents are suffering from motility disabilities, third – from sight and a quarter is suffering from internal organ caused health disabilities. But we need to take into consideration, that some people may have more than one disability.

**Ex. 2.1.1.2.1.3 Disabled people by the type of their disability, 2011, %**



*Source: Disabled people's survey*

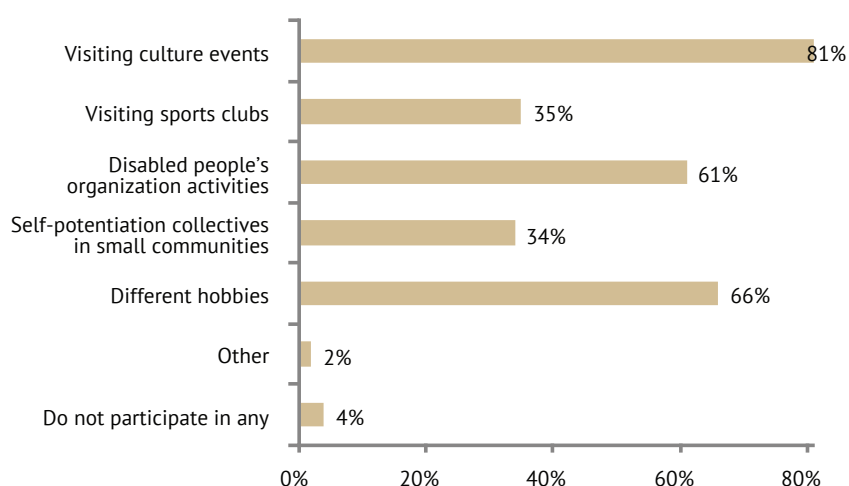
Respondents were asked to mention their working capacity, which in this case is a self-assessment. In Latvia, working capacity is assessed only in rare cases, usually, only the disability group is determined. Although we need to note, that Latvian laws say, that all disabled people's working capacity will be assessed starting from January 1st, 2013.

Taking in account, that Latvian authorities have never yet assessed working capacity of the disabled people, most of the respondents did not answer this question, we should also note, that working disabled people are more likely to be able to assess their working capacity.

When asked about their favorite leisure time activities, disabled people mentioned culture events and their hobbies, as well as activities in disabled people's organizations.



**Ex. 2.1.1.2.1.4 Disabled people leisure time busyness, 2011, %.**

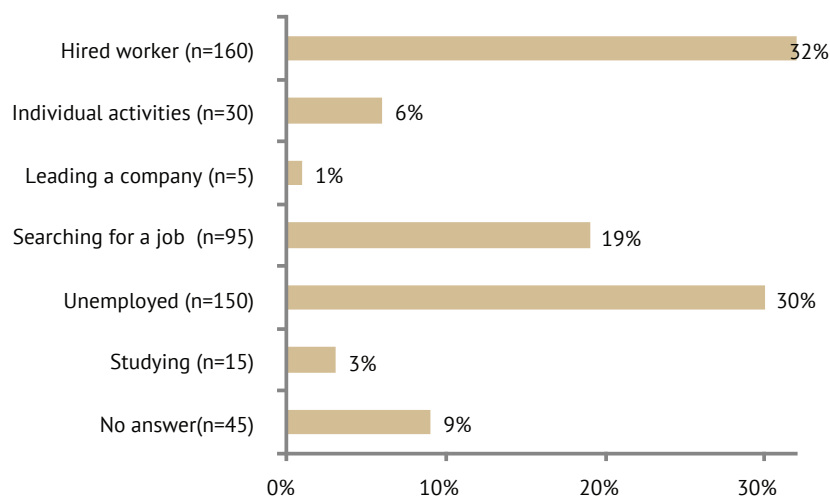


Source: Disabled people's survey

## 2.1.1.2.2 Employment description

A quarter of the disabled respondents were employed at the moment, most of them were hired workers and 6 % were engaged in individual activities. Correspondingly, one third of the respondents were unemployed and 20 % of them were searching for a job.

**Ex. 2.1.1.2.2.1 Disabled people's employment, 2011, %**



Source: Disabled people's survey

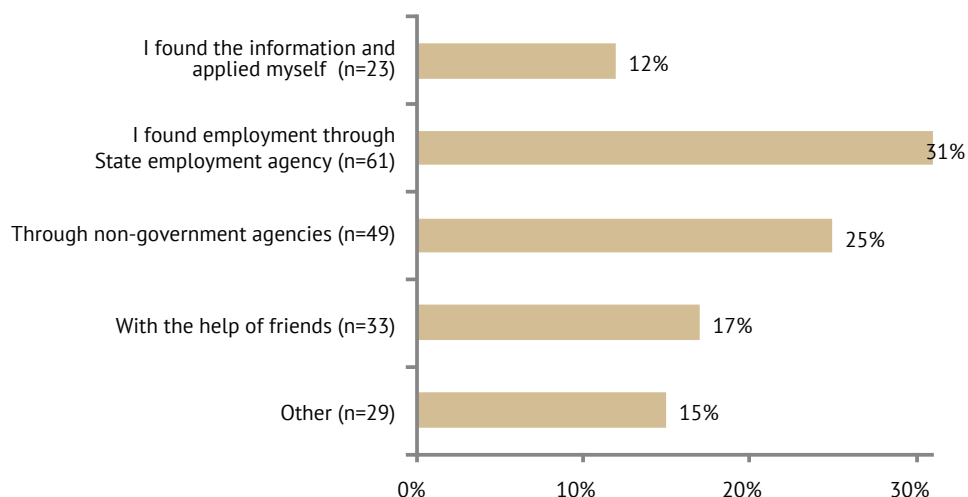
It is important to note that people who had higher education were leading their companies and engaging in individual activities, correspondingly, people who are hired workers are more likely to have professional school or higher education. People looking for employment usually had professional school or professional (without school) education.

Working disabled people were asked to specify their rank and/or the place they were working at and the company's business sector. The results of the survey showed that disabled people are more likely not to work in state sector, they work in: trade, social care, accountancy companies, florist business, beauty parlors, state positions etc. The disabled people working in the above mentioned positions, usually worked as office

administrators, cleaners, social workers, accountancy professionals, data processing specialists, barbers, salespeople, clerk, florist and other jobs.

As employed respondents specified, they usually found jobs through the VIA non-government organizations or with the help of friends and relatives. It should be noted, that only a small portion of the respondents found employment individually.

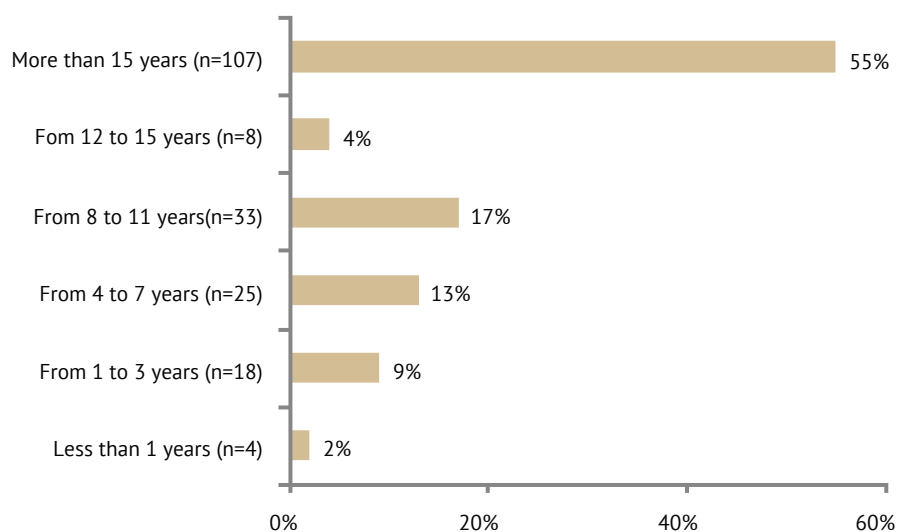
**Ex. 2.1.1.2.2.2 Disabled people's ways of searching for a job, 2011, %.**



Source: Disabled people's survey

The larger part of the respondents have more than 15 years of working experience. Only 11 % of the respondents have less than 3 years of working experience. As we can see from example 2.1.1.2.2.3, less and less people with disabilities take up work.

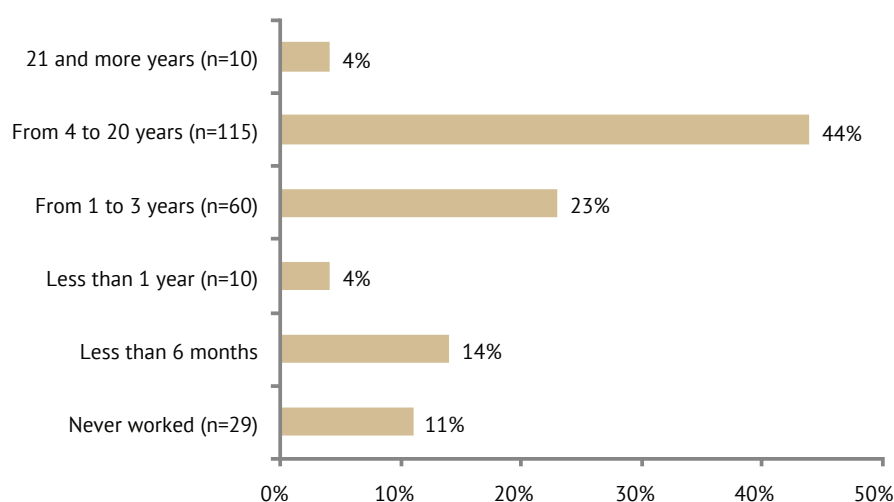
**Ex.2.1.1.2.2.3 Disabled people's working experience, 2011, %.**



Source: Disabled people's survey

A total of 260 respondents were either not working or searching for a job at the moment. Almost half of them (48 %) of the above mentioned have not worked for more than 4 years, 23 % of them were unemployed from 1 to 3 years. These people are considered to be long-term unemployed. But 14 % of the respondents can't find a job during the last 6 months and 4 % – during a year.

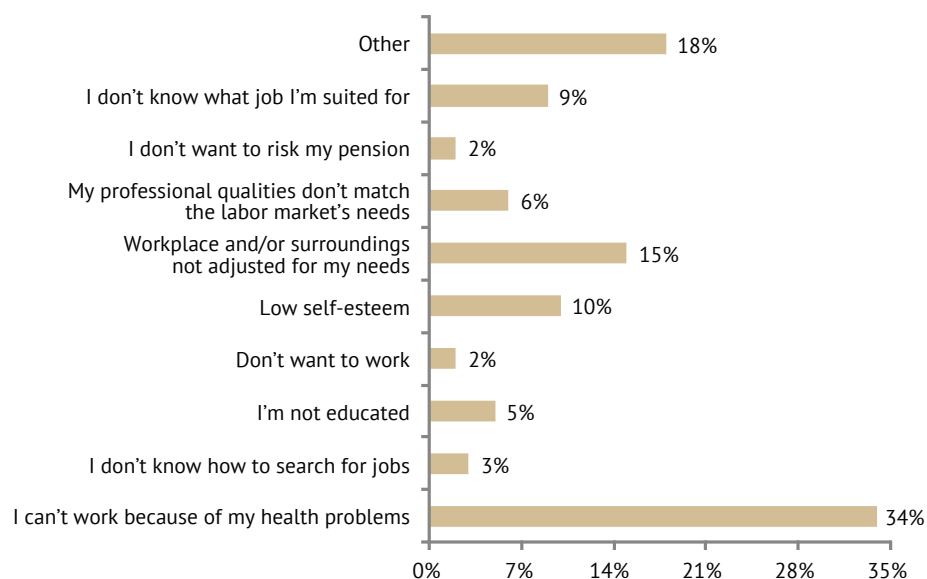
**Ex. 2.1.1.2.2.4 Disabled people's time of unemployment, 2011, %.**



Source: Disabled people's survey

After we analyzed the responses of the unemployed disabled respondents to the question of why aren't they employed, we can see, that most of the respondents see their health problems as the main cause. Other reasons include: working space not adjusted to disabled people, low self-esteem, no education or working experience, no knowledge on how to find jobs. A part of the respondents mentioned other unemployment reasons, which were not offered by the questionnaire. The main reason was "project has ended". This cause shows us, that a part of the employed disabled people were working in some temporary projects. After the project was ended, these people need to find employment again.

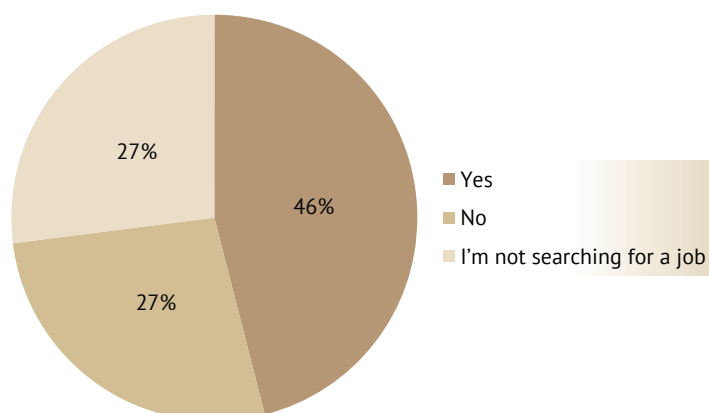
**Ex. 2.1.1.2.2.5 Disabled people's unemployment reasons, 2011, %.**



Source: Disabled people's survey

Almost half of the respondents said they are actively looking for employment, but usually it's happening only once a month – by sending CV or going to a job interview.

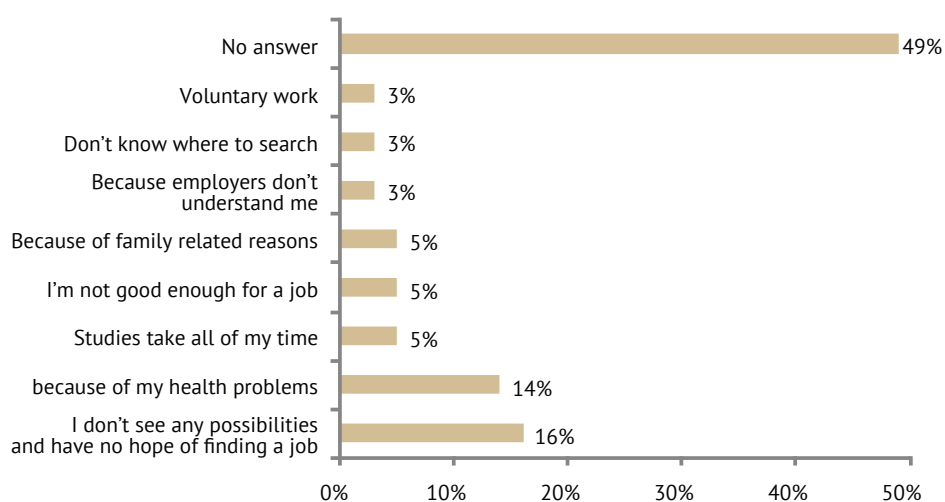
**Ex.2.1.1.2.2.6 Disabled people's activity in searching for employment, 2011, %.**



Source: Disabled people's survey

The question: "Why aren't you actively searching for a job" had different answers with the popular ones stating that there are no possibilities and small faith in being able to find employment, one of the popular answers was "because of health problems". But the most just couldn't answer why aren't they actively searching for a job.

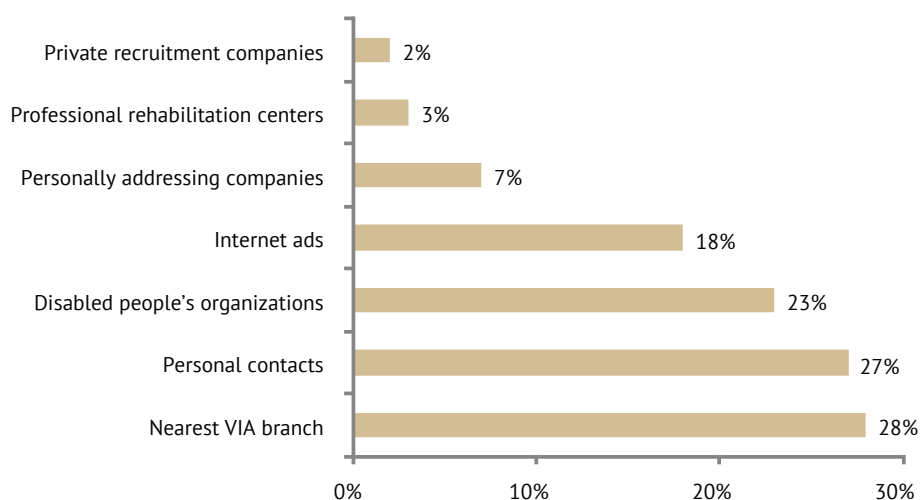
**Ex. 2.1.1.2.2.7 Disabled people's activity in search for employment, 2011, %.**



Source: Disabled people's survey

Respondents frequently stated that GEA help as one of the ways to find a job. Not only personal contacts are important while searching for a job, non-government organizations and internet work ads are also important. The least of disabled used private HR recruitment companies and intermediaries' help to find a job.

**Ex. 2.1.1.2.2.8 Ways disabled people are looking for employment, 2011, %.**



*Source: Disabled people's survey*

Almost half of all unemployed would be ready to improve their knowledge and skills, the same number of respondents are ready to use the help of intermediaries.

**Ex. 2.1.1.2.2.9 Would you like to ... (Answered "yes")**



*Source: Disabled people's survey*

### 2.1.1.3 The business survey

This survey has been done as a part of the "Disabled people's employment possibility development" project (Be-Able), in accordance with the Lithuanian-Latvian program.

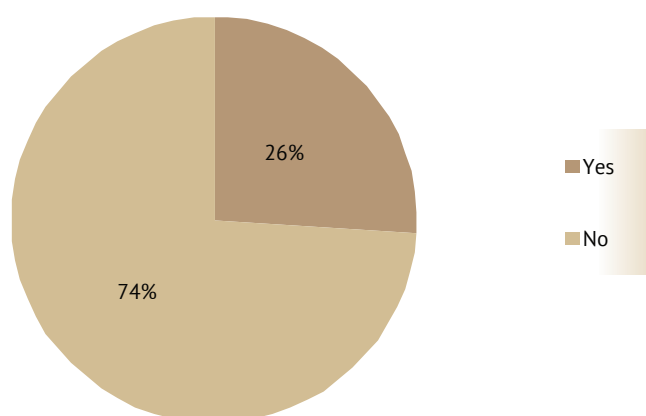
During the second stage of the project we were questioning Kurzeme, Zemgale, Latgale project region businessmen. This survey has been conducted during the time between August and November 2011. A total of 500 businessmen was questioned (Zemgale – 66, Kurzeme 72, Latgale – 62). Survey method – telephone interview.



### 2.1.1.3.1 Description of businesses employing disabled people

Twenty six % of all respondents stated that they employ disabled people, it is important to say, that there is no difference in distribution by sex.

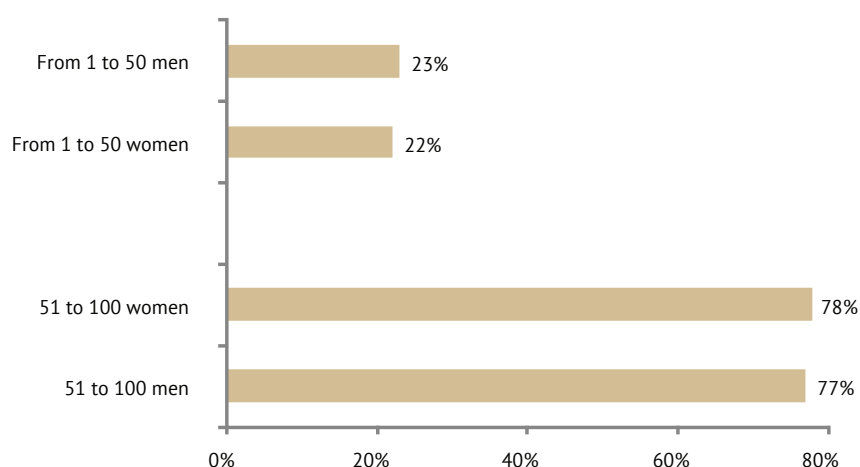
**Ex. 2.1.1.3.1.1 What part of businesses employ disabled people, 2011, %**



Source: Business survey

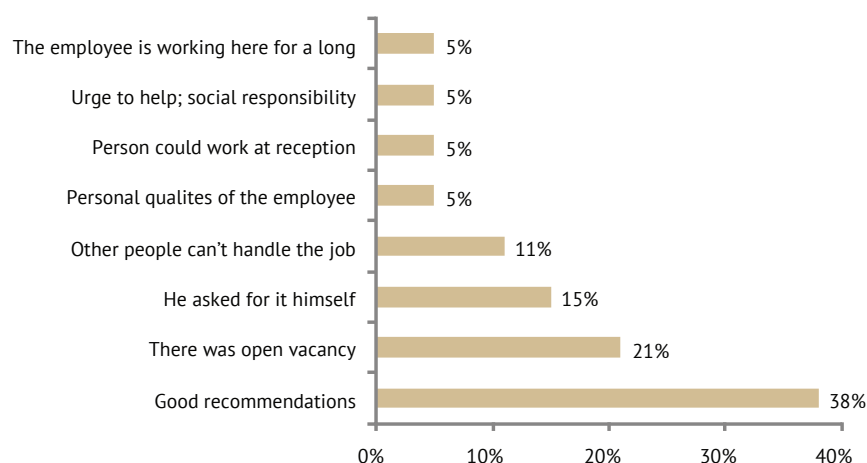
There were two types of companies, employing disabled people which were the most numerous: those which have from 51 to 100 disabled employees, and those which have up to 50 disabled employees (see ex. 2.1.1.3.1.2). Larger production companies sometime have employees who became disabled during their work there and they keep working in the same companies. This conclusion is also backed by businessmen answers to the question of : “*what motivated you to employ a disabled person?*” (ex. 2.1.1.3.1.3).

**Ex. 2.1.1.3.1.2 Disabled people distribution by sex and company size, 2011, %.**



Source: Business survey

#### Ex. 2.1.1.3.1.3 Company's motivation to employ disabled people, 2011, %



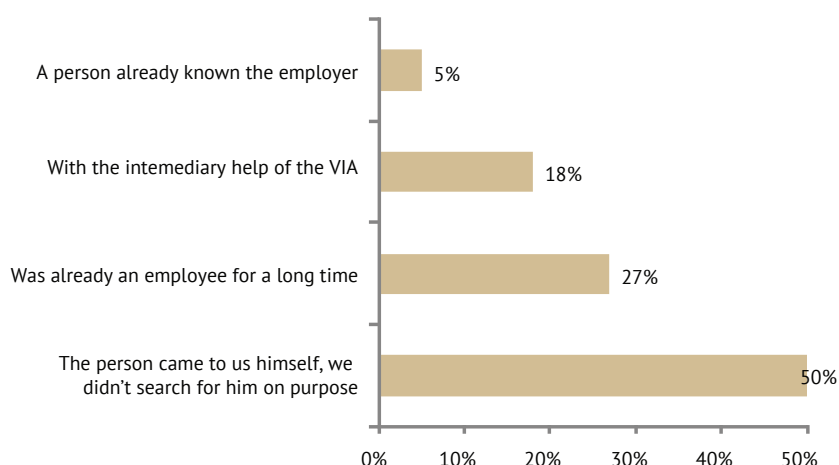
Source: Business survey

By analyzing what type of work did the disabled do in the companies we questioned, we found out, that it was usually the following: computer specialist, IT technician, construction worker, driver, salesman, tailor, sweeper, painter, accountant, security related work, knitter.

The respondent companies, which employ disabled have only a quarter of their disabled employees from the GEA (24 %), which grants the employer benefits and grants. The most frequently state support used by the employers of disabled people was partial wage compensation and subsidies to adjust the workplace for the disabled.

When we questioned companies on how did they find or searched for disabled employees, the most frequent answer was, that nobody searched for a disabled person on purpose: he came himself, or was already working at the same company when he became disabled, almost every fifth (18 %) person who came to GEA, 5 % of businessmen personally knew the disabled person and that was the main reason to employ them.

#### Ex. 2.1.1.3.1.4 Ways to find disabled people as possible employees, 2011, %.



Source: Business survey

Company representatives were asked are they planning on employing more disabled people and we've got the following answers: 22 % were positive about that, usually it was a company with 10 to 49 employees. The ones who responded negatively, were asked of the reason why aren't they planning to employ more disabled people. One of the most popular responses was – "We don't need more employees at all" and that the type of work is demanding and does not match disabled people possibilities.

### 2.1.1.3.2 Description of businesses where disabled people are not employed

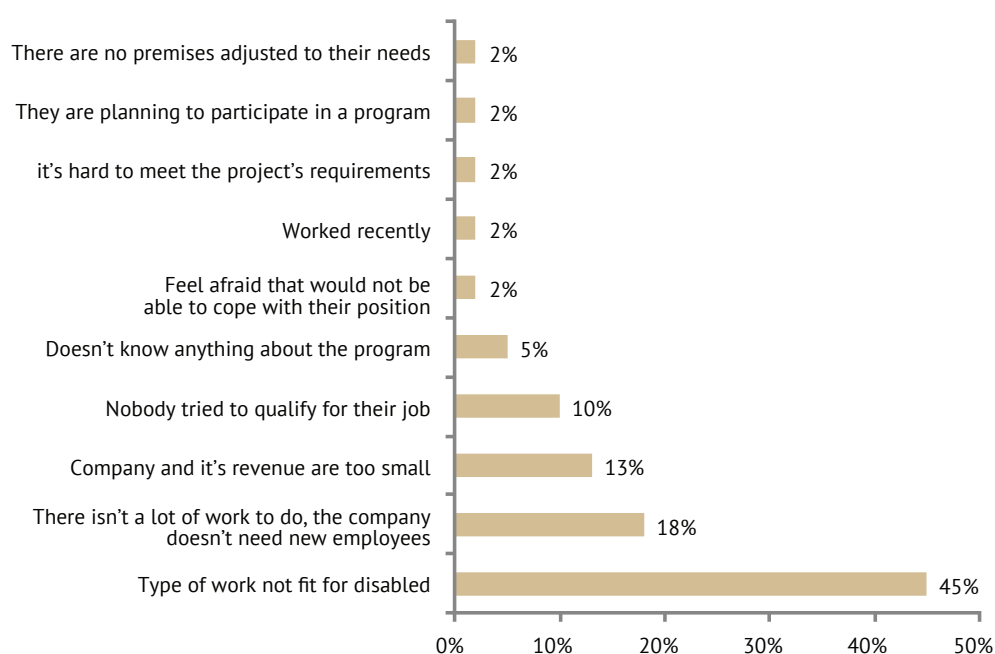
74 % of all questioned companies did not employ a single disabled person, 68 % of all companies knew of the state benefits for the employers of disabled people.

The question: “*Why wasn’t your company interested in employing disabled people*”, was mostly answered, that company business type is not suitable for disabled. The second most frequent answer was, that company doesn’t need any additional employees because the turnover is not rising, the third most popular answer was that the company is too small.

A part of the businessmen (10 %) said, that there wasn’t a single disabled person interested in the offered work position, this businessmen reply showed us, that disabled people should be more interested and search actively for employment possibilities.

It is also important to note, that 5 % of all businessmen feel they are not informed enough and 2 % don’t have a clear understanding about the state support program conditions for people who employ disabled workers. Only a small part – 2 % employed and 2 % are planning to employ disabled people.

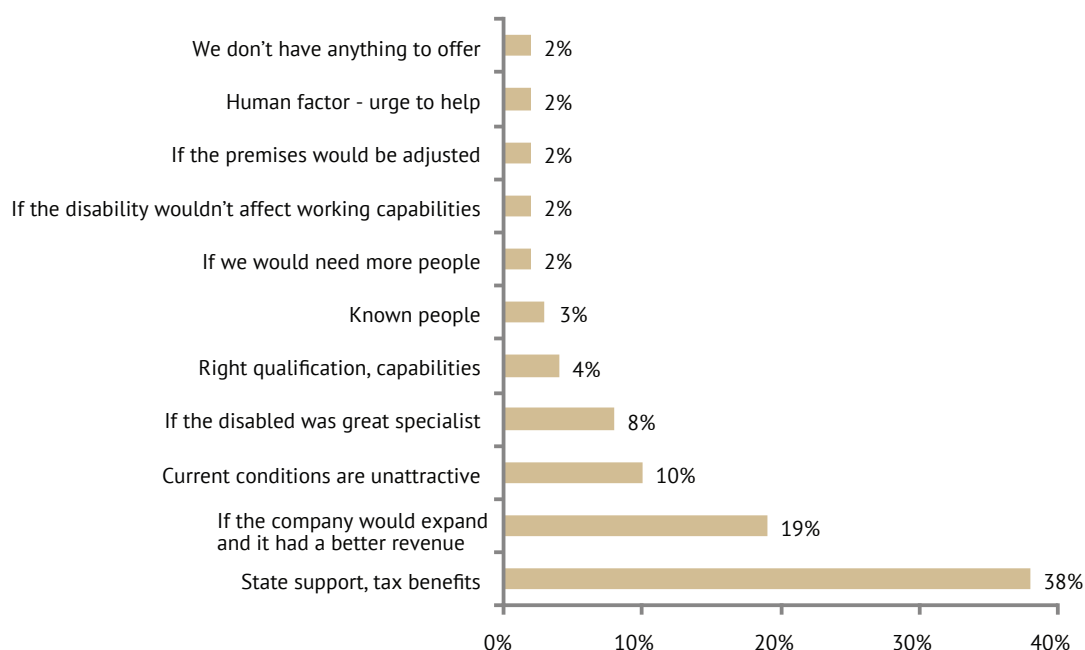
**Ex. 2.1.1.3.2.1 Disabled people unemployment reasons, 2011, %.**



Source: Business survey

Businessmen who are not employing disabled people at this time were asked to explain, what could motivate them to start employing. The most frequent motivation was “*State subsidies, grants and support*” (38 %). We would also like to note, that 8 % of the businessmen think, that the government should fully support disabled people’s employment, this opinion is backed by the answer that current conditions are not motivating enough to employ disabled people, which accounts for 10 % of the respondents. The second most frequent answer is that employment of the disabled people is correlated with the companies own possibility to expand, the third one is the employees qualification, specialization. Some of the respondents in a specific type of business gave such replies: “*if the disabled was a great specialist*”, “*right qualification, capabilities*” (a total of 12 %).

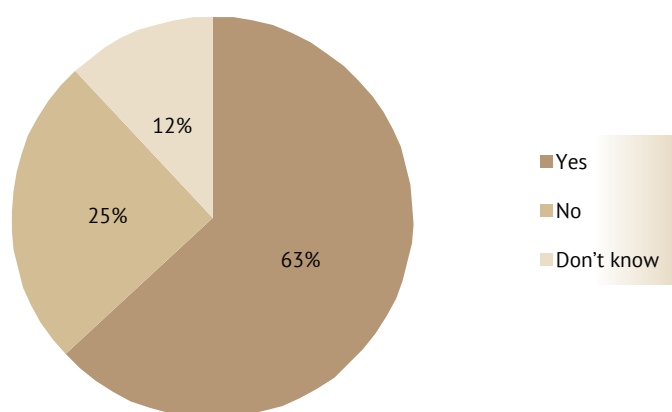
**Ex. 2.1.1.3.2.2 What would motivate a company to employ a disabled person, 2011, %.**



Source: Business survey

It is important to note, that the largest part of respondents (68 %) who are not employing disabled people at the time, would be willing to do so, if the disabled had the right qualification, even if he would not be able to work full hours.

**Ex. 2.1.1.3.2.3 Would the company employ the disabled person if he had the right qualification? 2011, %.**



Source: Business survey

## 2.1.1.4 Legal framework for the surroundings of the disabled people in Latvia

In this part of the study we analyze Latvian legal framework and Laws which regulate physical and social surroundings of the disabled people.

#### 2.1.1.4.1 Convention on the Rights of Persons with Disabilities

On July 1<sup>st</sup>, 2008, Latvia has signed and on March 1<sup>st</sup>, 2010, ratified the United Nations **Convention on the Rights of Persons with Disabilities**. It means that according to the procedure, the UN Convention comes into full legal force in 30 days from the day of signing, i.e. March 31, 2010.

According to this convention, each state member has to define its actions to gradually implement the disabled people's economic, social and cultural rights by fully using all of the means possible to the country.

MW has prepared for the 2013-2019 Convention implementation project. The plan is to prepare the main conditions as a program document, a base, which would let to deal with disabled people's life improvement questions in a constructive manner.

According to the Law "Of the Disabled People's Rights Convention" which came into legal force on the



17th of February, 2010, the introduction of this convention is coordinated by MW and the implementation is controlled by the Rights protection bureau. The Convention states, that civil organization and especially the disabled people's organizations and organizations representing the disabled are expected to participate in convention implementation oversight.

#### 2.1.1.4.2 Disability Law of the Republic of Latvia

On the first of January, 2011, the "Disability Law" of Latvia came into full legal force. Before that, the disability and disabled people's status was regulated by the 1992 accepted "Disabled Medical and Social Care" law, which did not comply with the EU disabled people's policy principles.

EU disability strategy has changed much during the last 10 years. Disabled people changed their status from passive support, compensation and service recipients to active social life and labor market participants.

The disability policy changed from a medical model to a social disability support model, where medical support, prevention and rehabilitation questions are being taken care of as well as social and professional rehabilitation. During the rehabilitation, people are encouraged to participate in social life and take responsibility for their health status.

The work in preparing the new Disability law project started as early as 2005, when the Ministers Cabinet, issued a august 10<sup>th</sup> order No. 544, which confirmed "Disability and it's consequences reduction policy formulas during 2005-2015". On July 19<sup>th</sup> 2006, by their order No. 541, an "Action plan, regarding Disability and it's consequences reduction policy formulas during 2005-2015" has been formulated. These political planning documents contained disability policy development principles which were incorporated in the new Disability law. The new law is fully compliant with EU disability policy principles.

The "Disability law" aims at providing disabled people equal possibilities, to eliminate or reduce the risk of disability for people where such a risk exists. It also aims at reducing the disability caused consequences for people who have inherited or acquired a disability.

The law contains an order which is used to carry out predictable disability and disability expertise. There is also a list of actions needed to reduce the risk of disability and disability consequence reduction.

#### 2.1.1.4.3 Essential changes related with the new "Disability law"

Starting from the year 2013 disability would be assessed by disability group criteria only from the age of 18 and not 16 as it is now.

Starting from 1<sup>st</sup> of January, 2013, all disabled people's working capacity loss will be assessed in percentage.

Disability type distribution depending on physical or psychical capability limitation level, work and social factors and the possibilities the disabled person has to integrate in society:

- A very hard disability – 1st disability group – integration in society is impossible without social support. Working and self-care possibilities are highly limited: physical or psychical possibility limitation in 80-100 %.
- A hard disability – 2nd disability group – integration In society is highly limited. Working and self-care possibilities are limited: physical or psychical possibility limitation in 60-79 %.
- A light disability – 3rd disability group – integration in society is hardened. Working and self-care possibilities are lightly limited: physical or psychical possibility limitation in 25-59 %.
- 25 % working capacity loss is not considered a disability.

Working capacity loss in percentage in cases of health problems is a reference type and its level depends on people having other (multiple) hard health problems. Working capacity loss percentage depends on the effect the disability has on the patient's everyday life activities, the person's age, education, working experience, working relations, competitiveness on the labor market and employment prognosis.

#### 2.1.1.4.4 Social rehabilitation

Social rehabilitation means renewing a person's social possibilities or education. Social rehabilitation brings back a person to social life by renewing or teaching subjects, which were forgotten or weren't taught before for some reasons. Such social rehabilitation services are free of charge for the disabled and are paid for by the state.

Social rehabilitation for people with sight related disabilities – The provider of social rehabilitation services while providing such to people with sight related disabilities takes action that reduce the effects the



loss of sight has on a person. The facility helps with the patient's social functionality. Such services are provided in the patients home or at the social service provider's premises.

Social services provider creates a social rehabilitation program and, depending on the patient's personal social rehabilitation plan, provides:

- Psychological adaptation trainings;
- Orientation and motility skills training;
- Self-care skills training;
- Braille writing and reading training;
- Tiflotechnic usage training;
- Specially adapted computer and communication technology usage training;
- Physical and intellectual work basic skills training;
- Communication and artistic expression skills training;
- Adjusted sports training;
- Consultations and help in solving the clients social problems.

In accordance with the client's personal social rehabilitation plan, the social service provider provides different rehabilitation services to improve the client's independent functionality skills training (not more than 30 hours a year). It also provides a whole range of rehabilitation services to help the client function independently while living at the clients residence (not more than 150 days once in 5 years). When providing social rehabilitation services, the provider works on a team basis by appointing a worker responsible for the client.

Social rehabilitation for people with hearing related disabilities – Social rehabilitation service provider takes actions which reduce the effects of hearing loss on the patient's functional capabilities. Social services are being provided at the client's residence or at the provider's facility.

Social service provider creates social rehabilitation programs and provides the following in accordance with the client's personal rehabilitation plan:

- Latvian gesture language translator and communication services.
- Latvian gesture language use courses.
- Communication and artistic expression skills training.
- Psychological adaptation training.
- Help and support in client's social problem solution.

In accordance with the client's personal social rehabilitation plan, the social service provider provides different rehabilitation services to improve the client's social integration (not more than 150 hours a year). He also provides social rehabilitation service complex to train the client's independent functionality skills (not more than 150 days per 5 years). When providing social rehabilitation services, the provider works on a team basis by appointing a worker responsible for the client.

The people with functional disorders, are granted a social rehabilitation course by the state. It is a training course where they will be taught how to live with functional disorders, participate in social life etc. It contains preparing the personal social rehabilitation plan, special trainings in adaptation to the surroundings, usage of special aid instruments, improvement of mobility and independent life skills. These services are offered by the State social integration agency. People should register in their municipality's social service for this course.

#### 2.1.1.4.5 Professional rehabilitation of disabled people

It is important to note, that some Minister cabinet regulations are also being changed because of the “Disability law”. While answering the question on disabled people’s employment, it is important to look at the new regulations of the Minister Cabinet “The order of providing professional rehabilitation to disabled people” (came into legal force 2012-04-21).

These regulations determine that disabled people of working age, including the predicted disabled, can acquire budget funded professional rehabilitation services from the state.

Professional rehabilitation services include professional compliance assessment, acquiring professional qualification, individual social rehabilitation and help in finding a job after the person acquires professional qualification.



Professional rehabilitation services can be offered to people during the period of their assessed disability or they are given predicted disabled person’s status.

Professional rehabilitation services are offered repeatedly if the State health and working capacity assessment doctors committee assess repeated predicted disability and the patient’s treating doctor notes that such services are needed in the repeated rehabilitation plan. At the same time it is appropriate to establish the rules of providing repeated services for the disabled.

The disabled person, or a person who was assessed with repeated disability, who would like to benefit from these services, has to show the service provider – the State social integration agency these documents: a statement where he asks for these services, treating or family doctor’s conclusion regarding his health status (acquired not earlier than a month before the statement is handed over), a copy of the rehabilitation plan, issued by the treating doctor, in case the person is diagnosed with predicted disability, and municipality prepared individual rehabilitation plan copy – If the person is disabled. The person should also hand over his passport

and documents which provide information regarding his education and qualification.

If the person is assessed as not having a disability during the time he is in the program he is still entitled to finish the course.

The providing of services can be delayed in case the person undergoing treatment in the hospital, or one of his first-degree relatives died at the time of social rehabilitation.

MW estimates, that at least 10 % of people with predicted disabilities could have state budget funded rehabilitation services (approximately 640 people annually).

#### 2.1.1.4.6 Disabled people employment

Latvian state policy in unemployment reduction and supporting people who are searching for employment and people in the unemployment risk group is implemented by VIA. This agency organizes and provides support in employment for the unemployed, people who are searching for a job and people who are in unemployment risk groups.

GEA provides different services to its clients, it registers the unemployed and people searching for employment, grants them official status, consults on employment possibilities in Latvia and abroad, finds out about professional capabilities and requests of the people, takes actions in the field of employment and unemployment prevention.

The main active employment action aim is to provide support for people, who lost their jobs, improve a person's competitiveness and participation in the labor market.

Employment action types are determined by the Unemployed and job seeker support law of Latvia. The detailed description is in the Minister Cabinet issued January 25th, 2011 regulations No. 75 "Regulations of Active employment measures and preventive unemployment decrease measures organization, financing order and principles of choosing the responsible for their implementation", where the order of employment measure implementation and organization is clearly stated.

Active employment measures are as follows:

- 1) Professional trainings, qualification change or improvement.
- 2) Temporary hiring for social works – measures which help the unemployed to improve their skills creating social benefits for the society and which are carried out by municipalities, communities or non-profit organizations.
- 3) Measures to improve competitiveness, especially measures which increase social and functional skills and psychological support measures, skills and knowledge demanded by the labor market, teaching job seeking methods, non-formal education, national language skill improvement and further education, employment during summer holidays for people studying in schools, specialized or professional schools, other measures which motivate people's competitiveness at the labor market while searching for a job.
- 4) Measures for some groups of people, especially for people aged 15 to 24 (inclusive).

People who were assessed with a disability level; people who care for their babies for six months after the baby care holidays end (time to look for the babies especially hard); people who are less than five years away from the state pension age; people who are registered in State Employment Agency for more than one year (hereinafter – long-term disabled); people, who were former convicts; people who are addicted to alcohol, narcotic, psychotropic or toxic substances; people who are caretakers of a family member; people who are unemployed for more than one year; other unemployed people, depending on the local labor market situation; and other target groups mentioned in policy planning documents.

- 1) Measures to help commerce or individual business activities.
- 2) Work practice in the workplace which helps to determine professional compliance.
- 3) Trainings at employer's facilities.
- 4) Complex support measures.
- 5) Other measures mentioned in the European Union structural funds.

Of all the above mentioned employment measures, these are especially aimed at the unemployed target group:

*a) Measures for some groups of people.*

Aim at employing the unemployed in workplaces partially funded by the state, where the unemployed could understand labor market demands better, which would promote the target unemployed group participation in social life and would help to find a long-term job (participation for up to 2 years).

*b) Complex support measures.*

These are psychological, consultation and employment, law regulated, support measures to help the unemployed and the ones who are seeking for a job in a special target group exposed to special risk of being repelled (i.e. disability, low education level – basic education or even lower), people with personality and addiction issues, motivation and stability strengthening and supporting/motivating these people to participate in the labor market (participation for up to 2 years):

- 1) Expenditures to pay for unemployed social situation and individual needs assessment.
- 2) Expenditures to pay for specialist (i.e. psychologists, psychiatrists, psychotherapists, drug addiction doctors) services provided in accordance with the unemployed personal needs plan.
- 3) Expenditures to pay for the unemployed social functionality possibility improvement programs.
- 4) Expenditures to pay for programs aimed at renewing the unemployed person's working skills, their improvement and trainings.
- 5) Expenditures to pay for unemployed people health checks which are stated in laws and regulatory acts connected with mandatory health checks.

#### 2.1.1.4.7 Legal framework supporting businessmen who employ disabled people

Active employment measures for some target groups includes employing the unemployed in workplaces partially financed by the state, promoting the unemployed target group participation in social life and finding a long-term job.

Course of actions: Unemployed people of working age who wish to work in accordance with their working experience or their profession, or a new profession where they don't have any experience or education in, are employed to partially state funded workplaces in accordance with education and work experience demands of the employer.

A person can participate in this program for a time no longer than 36 months (including paid holidays), if the participant is disabled.

The agency provides such financial support to the employers employing disabled people:

- Annual unemployed worker's wage grant for employees with assessed disability. The grant can't be smaller than the state assessed minimum monthly wage. State social security payments are also covered by the agency if the person who created the workplace is a company or an organization which aim is to help the disabled.
- Annual wage grant for managers who are working with disabled employees. Grant size is 50 % of the state assessed minimum monthly wage.
- A one-off grant for adjusting a workplace for the needs of an unemployed disabled person, the grant is given to purchase tools and equipment and support equipment production and purchase. The grant is given on presenting the workplace estimate which is approved by the ergotherapist, but can not exceed 500 Latvian Lats for one workplace.
- Gesture language assistants, translators, ergotherapists and other specialists services are paid for by the state, if they are needed to employ an unemployed disabled person.
- Expenses for unemployed disabled people health checks if they are covered by laws and state regulator acts regarding mandatory health checks.

#### 2.1.1.4.8 Environmental access possibility for disabled people

On July 1st, 2008, Latvia has signed and on March 1st, 2010, ratified the United Nations Convention on the Rights of Persons with Disabilities. In accordance with this document Latvia accepts, that there is a definite need to take responsible actions to improve the accessibility of social environment for the disabled people, including public environment, transport, information and communication, Information technologies and systems and other objects and services accessibility for the disabled to live freely and independently.

To create measures aimed at identifying and removing the obstacles of disabled people's access to the public environment, including: buildings, roads, transport and other indoor and outdoor objects including schools, flats, healthcare facilities and workplaces.

European Union countries are also taking actions in order to:

- a) Prepare, install and control minimal standards and guidelines for public objects and public services to be accessible by disabled;
- b) Make publicly accessible private objects fully accessible for the disabled people;
- c) Educate all interested people on the topic of accessibility problems which disabled people face every day of their life;
- d) Ensure that buildings and other residential public objects would be marked, and other information provided in Braille;
- e) Provide different helpers and intermediaries, including escorts, readers and professional gesture language translator services, which could ease the accessibility of buildings and other public objects for the disabled.
- f) Promote other information and accessibility help and support for the disabled.
- g) Promote accessible information and communication technology and system design, production, installation and distribution in such a way, that these technologies would be accessible for minimal costs.

MW created a couple of working task groups to implement the convention. NCDA created a working

group to solve environment accessibility issues for people with functional disorders. Ministries, social partners, law enforcement bureau and non-government organizations are all participating in this working group. The questions and issues of the convention's implementation are regularly discussed in NCDA meetings and MW monthly meetings with UN organization representatives.

Other Latvian legal framework documents regulating the accessibility of the public environment:

- Construction law;
- General construction rules;
- Regulations on construction rules implementation in public buildings;
- Regulations on construction rules implementation in apartment houses.

After evaluating the current regulations, the disabled people's and their friends' association "Apeirons", made this statement:

"... everything is ok with the legal framework of public environment accessibility, the ministry of economic affairs has prepared quite a lot of laws and Minister Cabinet regulations, which determine on how to design and build. They determine what type of exits should be built, how wide the doors should be, how to install water closets and lots of other questions. But when we are checking newly built or older houses we can still see, that all of this was built unscientifically or even maliciously".

#### 2.1.1.4.9 Disabled people's organizations.

The most active non-government organization of Latvia, which deals with environmental accessibility and other questions the Disabled people's and their friends' association "Apeirons". This is a public association which unites people with disabilities and their friends. Organization works in order to achieve it's aims of fully integrating disabled people in Latvian society. "Apeirons" is actively working since 1994, and is officially registered as a public organization since 1997.

People participating in this organization take part in different national and local level working groups, including the ones connected with environment accessibility (Disabled people's national council environment accessibility work group).

In March 2010, a work group has been assembled to solve problems regarding public environment accessibility for people with functional disorders. Environment accessibility as well as construction control method questions are of the top priority. Representatives of MW, Regional development and municipality ministry, Ministry of economical affairs, Ministry of Transport, Latvian municipality union, Disabled people's and their friends' association "Apeirons", Latvian disabled people's association, Latvian blind people's association, Resource center for people with mental disorders "Zelda", Latvian blind people's organization, Latvian "Rupju berns" association and Latvian special needs people cooperation organization "SUSTENTO", all participate in this group.

Disabled people's and their friends' association "Apeirons" actively promotes different projects related with the needs and welfare of disabled people in order to raise awareness and change the situation in Latvia. Their brightest and most known projects include:

Latvia's most accessible building competition "Zelta krucis" ("golden crutch") which is active since 2004. Annual public environment accessibility observation. This competition is done together with Ministry of economic affairs and Latvia's municipalities.

Each year there are 300-400 houses evaluated on a competitive basis. During the last years a need to change the legal framework appeared, because nobody is held responsible for the house or building if it's not accessible for disabled people.

In 2008 a website called [www.videspieejamiba.lv](http://www.videspieejamiba.lv) was created with intention to inform responsible



State civil servants of generally acknowledged standards. This webpage supplies information on the accessible environment in Latvia and all around the world.

In 2011 organization has completed the e-environment study which showed that most of the webpages are inaccessible for people with sight disabilities, bad sight or blind people or other people with functional disabilities (i.e. people suffering from epilepsy or intellectual disorders).

A total of 50 Latvian webpages have been inspected, including 17 ministries and secretariats, 7 republican significance city municipality webpages, 10 mostly visited Latvian webpages including: [www.inbox.lv](http://www.inbox.lv), [www.draugiem.lv](http://www.draugiem.lv), [www.1188.lv](http://www.1188.lv), [www.delfi.lv](http://www.delfi.lv), [www.ss.lv](http://www.ss.lv), [www.tvnet.lv](http://www.tvnet.lv).

The inspection was carried out by specially trained e-environment accessibility experts who evaluated the webpage compliance with international internet webpage accessibility WCAG (Web Content Accessibility Guidelines) guidelines, prepared by the World Wide Web Consortium (W3C) by following the Web Accessibility Initiative (WAI).

It is important to note, that Latvian People's with special needs organization SUSTENTO actively fights for their rights, they declared such an opinion on the matter:

"During European Union budgeted financing planning, European funds meant for building renovation or new construction could be acquired only with the condition, that these reconstructed or newly built buildings will be accessible to the disabled. But – "at least a million Lats was spent without following this environment accessibility demand. ERPF funds for environment accessibility implementation were spent for buying different products or renovating premises on the third floor, but not to install a special entry to the beautifully reconstructed premises for the disabled. Therefore we are discussing a possibility to address the courts in order to pass judgment on people responsible for the implementation of these projects, so that the money spent in breach of the accessibility demands would be returned. Latvian government should create a special task group to control such objects, so that they would be accessible by disabled people not only "on paper" but in reality".

### 2.1.2 Foreign partners' experience in (self)employment of disabled people.

While analyzing the foreign partners experience in disabled people's (self)employment, we have relied on Public company Valakupiu Rehabilitation Center 2010 study "European Union Countries" experience in providing professional rehabilitation services to people with motility, sight, hearing disabilities and / or suffering from internal organ or psychical diseases". During this study, information on current disabled people's professional rehabilitation, employment systems and employers promotion has been collected in 11 European countries (Finland, Estonia, Ireland, Great Britain, Holland, Germany, Austria, Slovenia, France, Portugal, Greece). The sources of the study:

- General European Union legal framework (directives, strategies, recommendations, resolutions).
- European union statistics service (Eurostat).
- International labor organization (ILO).
- European disability forum.
- European blind people association. European deaf people association.
- European disabled people's network (ANED).
- European Union member countries' national legal acts, laws and regulations.
- National labor exchange, Social affairs and labor ministries, statistic departments and other state and non-government organizations dealing with disabled people.

The greater part of the study was devoted to analyzing foreign countries' professional rehabilitation system. It has been determined that disabled people's professional assessment, orientation and educational

program planning takes from 3 weeks (Slovenia) to 2 years (Estonia). Meanwhile the professional education time is from 9 months (France) to 5 years (Greece) (see ex. 2.1.3.1.). We can compare it to Lithuania, where disabled people's professional assessment and orientation takes up to 10 days, educational program 1-12 months (average of 6-7 months). Longer educational and training process lets the disabled to adapt with his new health status and environment, overcome psychological barriers and recover lost skills or acquire new ones, needed at his new workplace, through the training and educational process.

**Ex. 2.1.2.1 Professional rehabilitation length in Lithuania and other countries, 2010.**

Country	Professional assessment, planning, orientation.	Professional education / training duration.
Slovenia	Up to 3 weeks	Up to 2 years
Austria	Up to 8 weeks	Up to 1,5 years
Germany	Up to 60 days	2- 3,5 years
France	3 months	9-22 months
Holland	8 weeks	18 months
Portugal	Up to 3 years	
Greece	1 month	5 years
Estonia	2-3 years	3 years
Ireland	Rehabilitation education - 12-18 months; Psychical health programs (social) – 12-18 months; General social skills training – 12-18 months;	18-24 months
Lithuania	Not more than 10 days	1-12 months (6-7 on average)

*Source: information collected by Valakupiu Rehabilitation Center*

Other countries implement methods where individual attention is paid to each disabled person's needs, where more attention is paid to whatever skills the disabled had before his health problems occurred, his health and psychical status. Professional rehabilitation process aims at professional education, constant lookout for the progress of the person close co-working with the labor market, potential employers, i.e. a disabled unemployed person in Ireland acquires new working experience while working in the temporary workplace, there he also learns how to communicate in a working community. In Great Britain, professional rehabilitation services are aimed at people with disabilities or health disorders and removing all possible barriers and obstacles between them and the environment (environment adjusting) so they could return to their former or new workplace. There is also a practice, when people who provide professional rehabilitation services talk not only with the person who is being rehabilitated, but also with his relatives, thus improving psychosociologic quality of rehabilitation.

A longer and more coherent professional rehabilitation process greatly influences the rehabilitated person's chances of finding a job. Post-rehabilitation employment rate is approximately 38 % in Lithuania. Results are much better in our neighboring country – Estonia – 65 % and other EU countries: Ireland – 43 %, France – 62 %, Germany – 71 %, Portugal – 75 %, Austria – 78 %. Especially good results were achieved in Holland, because the employment rate after professional rehabilitation is as high as 80 %.

High post-rehabilitation employment results are the consequence of coherent professional rehabilitation services providing facilities cooperation with local labor exchange and other employment institutions, potential employers. Disabled people are offered specialties which are attractive to the labor market depending on the type of their disabilities and their need to learn a new specialty.

When choosing a new specialty for a disabled person, a lot of attention is drawn towards the type of disability and how hard it is, to psychological aspects. The disabled person is offered to learn such specialties which would give him the biggest chance to be employed.

There are no exact information regarding the disabled employment according to the professions acquired during rehabilitation, but example 2.1.3.2 clearly shows us, that unemployed people mostly get jobs according to the specialty which they learned during professional rehabilitation. This rate is only 33 % in Lithuania.

While distributing the disabled people by their disability type, we can say, that people with *motility disabilities*, work in areas which don't require physical activities, accountancy, information and communication

technology areas, lithography, they also take administrative positions and positions in technical sketch areas. People suffering from *internal organ disorders* usually choose work with computers, telecommunications, health care, administrative positions, orthopedic equipment management areas. *Blind people and people suffering from bad sight* (people with sight disabilities) take up professions such as: masseur, IT specialist, bureau administrator, lawyer. People suffering from *hearing disorders* are usually better at working. In places where there is no need for direct verbal contact – metal and wood works, book binding, cooking food, cleaning, technical sketches. People suffering from *psychical diseases* are usually taking up handicraft which requires artistic talents and professions such as florists, cooking food or commerce.

**Table 2.1.2.2 Main professional qualifications which people acquire and usually get employed with, by type of disability, 2010.**

Type of disability	Professional qualifications offered	Usual employment position
People with motility disabilities	Electronics, accountancy, security, administrative positions, informatics and communication technologies, lithography, technical sketches	Technical positions, electronics, administrative positions, informatics and communication technologies, lithography, technical sketcher
People suffering from internal organ diseases	Electronics, working with PC's, telecommunications, healthcare, administrative positions, orthopedic equipment mending.	Working with PC's, administrative positions, orthopedic equipment mending.
People with sight disabilities	Healthcare, bureau administration, massages, IT area.	Commerce, industry worker, IT area, masseurs, journalists, law professionals, bureau administrators.
People with hearing disabilities	Healthcare, technical sketches, florists, cleaning services, wood and metal works, book binding.	Technical sketchers, preparing food, metal and wood works, book binders.
People suffering from psychical illnesses	Working with PC's, florists, handicraft.	Commerce, handicraft, florists, cooks.

Source: information collected by Valakupiu Rehabilitation Center

State wide employer motivational programs also greatly affect disabled people's integration or coming back to the labor market. Most of the listed countries have quota systems, where public or private sector is obliged to employ a % of their employees from the ranks of disabled people (depending on the type of their business), these countries are: Ireland, Austria, Greece, France, Portugal, Slovenia, Germany. A lot of countries support employers who create workplaces for disabled people (Ireland, Austria, France, Germany, Slovenia). Portugal and Slovenia are implementing the merit award (an annual payment for employers who show the best results at employing disabled people) or annual bonuses for employers, who show a good practice at employing disabled people (see table 2.1.3.3).

**Table 2.1.2.3 Quota system examples in European countries, 2010.**

Country	Quota system			Support for employers who accept disabled people
	Business sector	Number of employees	Disabled employees	
Ireland	Public	-	3 %	<ul style="list-style-type: none"> <li>Subsidies for creating a workplace for the disabled and his wage.</li> <li>Subsidies for keeping an employee who became disabled.</li> <li>Payment for providing a practice workplace.</li> </ul>
	Private	More than 50	7 %	
Austria	Both private and public	25 and more	1 for each 25 people	<ul style="list-style-type: none"> <li>Subsidies for the disabled person's wage.</li> <li>Payment for providing a practice workplace.</li> <li>If employer accepts a person suffering from sight or motility disabilities for a working practice, he gets double compensations.</li> </ul>
Greece	Public		5 %	<ul style="list-style-type: none"> <li>Subsidies for equipment needed for a new workplace (covering 90 % of the cost).</li> <li>If a disabled person is being employed for 4 years, 3 of those 4 years are financed by the state.</li> </ul>
	Private	50 and more	8 %	

Country	Quota system			Support for employers who accept disabled people
	Business sector	Number of employees	Disabled employees	
France	Both private and public	More than 25	6 %	Subsidies for adjusting the current workplace or creating a new one.
Portugal	Public	When employment program includes 3-10 workplaces	1 disabled person	<ul style="list-style-type: none"> <li>• A compensational subsidy in order to compensate lower working capacity and productivity, until the employed disabled person adapts to a new workplace.</li> <li>• Grants for adjusting the disabled persons workplace (maximum – 12 months wage size).</li> <li>• Integration prize for employers who employ disabled people by signing a permanent contract with them or when they change a temporary contract to a permanent one.</li> <li>• Merit award - an annual payment for employers who show the best results at employing disabled people (good practice).</li> </ul>
Slovenia	Both private and public	More than 20	2-6 %	<ul style="list-style-type: none"> <li>• Wage subsidy.</li> <li>• A subsidy for workplace adjustment and tools.</li> <li>• Employer doesn't have to pay social security payments for his disabled employee.</li> <li>• Bonuses for employers who exceed the minimum required number of disabled employees.</li> <li>• Annual bonuses to employers who showed good practice in employing disabled people.</li> </ul>
Germany	Both private and public	More than 20	5 %	<ul style="list-style-type: none"> <li>• A subsidy for workplace adjustment.</li> <li>• Subsidies during the first working year of the disabled employee.</li> </ul>

Source: information collected by Valakupiu Rehabilitation Center

Independently from the quota system implementation, all countries are promoting support to employers who create a new workplace. There are other employer promotion measures Countries which don't have quota systems (see table 2.1.3.4).

**Table 2.1.2.4 Other employer motivation measures, 2010.**

Country	Support measures
Great Britain	Subsidy for workplace adjustment, purchase of special equipment, work assistant services. Employed disable person's trips to work and back home are compensated by the state. 100 %. Subsidy for creating a new workplace.
Holland	Subsidy for creating a new workplace, voluntary quota system which is the base for large national company collective working agreements, employers organizations, professional unions also undertake to employ disabled people.
Finland	Subsidies for workplace adjustment
Estonia	

Source: information collected by Valakupiu Rehabilitation Center

In summary, we can distinguish factors which cause high employment rate amongst disabled people after their professional rehabilitation.

**Table 2.1.2.5 Factors causing high employment rates.**

Factor	Country	Employment rate (%)
High client motivation, positive self-esteem	Holland	80
	Austria	78
Work practice in companies	Germany	71
	Ireland	43
	Austria	78
Client search service for professional rehabilitation program	Portugal	75
Disabled person's workplace adjustment system which helps disabled people to work in proper adjusted surroundings.	Portugal	75
	France	62
	Holland	80
	Estonia	65
Tight cooperation between professional rehabilitation companies, family and public social participants.	France	62
	Germany	71
Information about subsidies is properly presented to employers.	Germany	71
Long professional rehabilitation term.	Germany	71
	Holland	80
	Portugal	75
	Estonia	65

*Source: information collected by Valakupiu rehabilitation center*

Although post rehabilitation employment rates are quite high in the countries we analyzed, but there are problems which disabled unemployed people face in their search for employment and integration in the labor market. The most typical of them are:

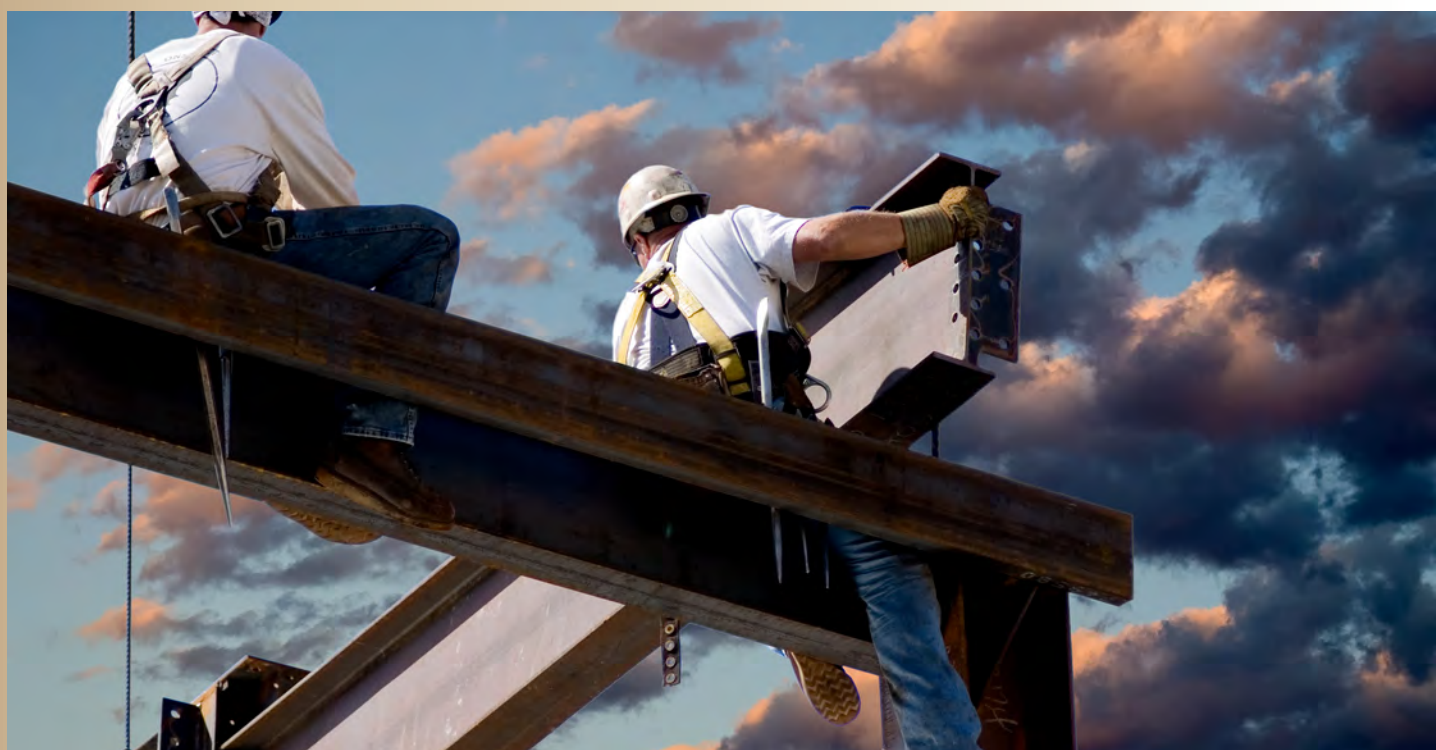
- Employers' negative attitude towards disabled people (France, Holland, Austria).
- High general unemployment rates, hard economic situation (Ireland, Slovenia).
- Negative family background, society's attitude towards disabled people (Greece).
- Employer's prejudice towards blind employee's labor productivity, inflexibility, absence of disabled people's motivation to go to work, lack of cooperation, long-term unemployment, bad quality services before rehabilitation (Germany).
- Health impact on working capacity, hardships and obstacles people encounter while travelling to their workplace and back (Estonia).

LUPD has shared their good professional rehabilitation and employment system experience they witnessed in Norway. It is quite hard to get disability payments – you should prove that you are absolutely incapable of working. Working disabled people don't get any type of payments. If a disabled person is assessed as capable of working, professional or work rehabilitation is mandatory. Professional rehabilitation system includes psychical disorder people professional rehabilitation and employment strategy, because this group accounts for more than half of all the disabled. The general rehabilitation period can last up to 3 years. A lot of professional rehabilitation related services which are brought to the community level and this system can swallow up to 2/3 parts of country's farms and companies. Norwegian professional rehabilitation is carried out in a work place, the rehabilitated gain not only working, but also, social skills. Approximately half of people find employment after such a rehabilitation course.

## 2.2 INCREASING DISABLED PEOPLE'S SOCIAL COMPANIES' COMPETITIVENESS AND DISABLED PEOPLE EMPLOYMENT POSSIBILITIES

In this part of the study we will determine what business sector companies could employ disabled people in accordance with: their working capacity, type of disability, education. The main idea of this part of the study is to identify possibilities and provide recommendations which could help increase social disabled people's companies' competitiveness and increase the number of employed disabled people.

### 2.2.1 Detecting and describing priority (aim) business sectors/ subsectors capacity and possibilities to employ disabled people



Disabled people can do a lot of different types of jobs considering their doctors' recommendations and their own capabilities, but employer's opinion isn't always like that. Some employers don't know about the possibility to employ disabled people, others don't want to employ them because they suffer from stereotypes, that disabled people are not capable of working properly and will be a burden to the company. There are also opinions, that any type of disability is connected with psychical disorders. According to Lithuanian Social security and labor ministry collected data only 25,4 % of all 173,3 thousand of working age disabled are working. We can judge business sector capacity and capability to employ disabled people by companies which employ disabled people and work in the same business sectors. Although social companies and social disabled people's companies employ only 6,8 % of all working disabled people, this group should attract our attention as priority company group which can employ disabled people.

If we look at surveys conducted in the first part of this study, we can see, that social companies mostly (94,4 %) employ disabled people rather than other target groups they can employ (long-term unemployed,



pre-pension age people, single parents, former convicts or people addicted to narcotic, psychotropic and other substances affecting their mind). That's why disabled people's social companies and social companies (hereinafter "social companies") will be examined as one group regarding the capacity and capability to employ disabled people.

139 Lithuanian companies which have social company status are engaged in 58 different business activities, 58,7 % of which are different services and 41,3 % is production. The most popular activity is preparing food. This activity is the main one for 15 social companies. Business consultations, project development and wood product manufacturing accounts for 14 companies each. Other popular activities include textile product manufacturing, tailoring, packing and prepacking. We should also mention cleaning service social companies, there are 11 of those in Lithuania (see example 2.2.1.1). After analyzing these activities we can clearly state, that only business consultations and project development raise high demands for the disabled people's education: good computer skills, knowledge of foreign languages, ability to gather and analyze information, communicability. Other business areas (food production, wood products manufacturing, tailoring and textile businesses, packing and prepacking) have no such high standards for education and skills. In this case, one



belonging to one professional area is enough, because the work there is conveyor based, and monotonous. People working in cleaning services companies usually don't have higher education, sometimes disabled people go to cleaning companies only when they can't find any other jobs.

**Ex. 2.2.1.1 Most popular social companies, 2011, pcs.**



Source: LLE

By analyzing what business areas employ most of the disabled people, some companies were pin-pointed as the leaders in employing this target group of disabled people. As we can see from ex. 2.2.1.2, the largest number of disabled people belongs to the cleaning service companies. One company engaging in this business has stepped way over the number of 250 employed disabled people, other cleaning companies usually employ 50 - 100 disabled. Plastic product production company employs 100-250 disabled people and comes second in rank, the third place is split between 4 companies. One of them provides business consultations and project management, other – food production, third manufactures wood products and the fourth is the textile products and tailoring company.

We can spot a clear tendency showing us, that whenever there are a lot of companies in that sector, they employ most of the disabled (most disabled in one company). Most companies which employ a large number of disabled people are in the production business (food products, tailoring, plastic and wood products), where workers with high qualification are usually not required. We can also point out a large business consultancy and project management company where 50-100 disabled people are employed, but other companies with similar businesses are usually small ones and have up to 20 disabled employees.

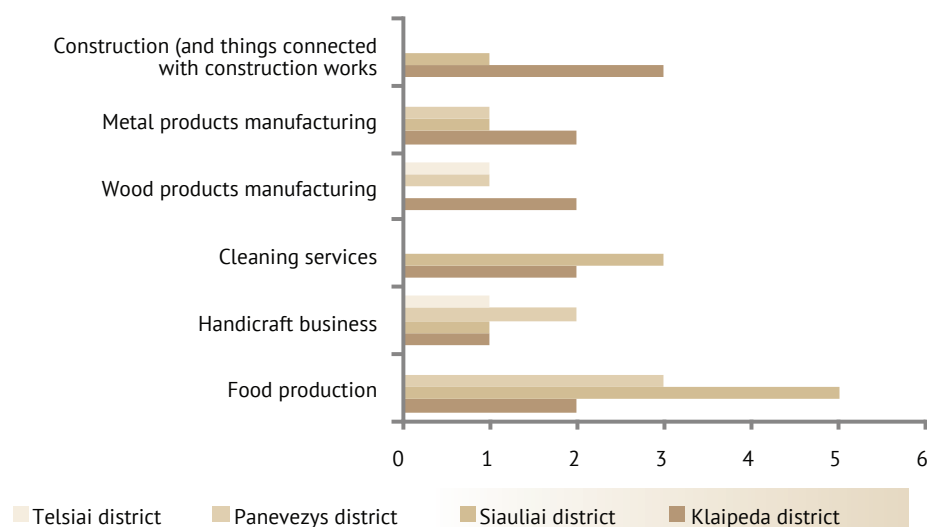
**Ex. 2.2.1.2 Priority business type distribution by number of disabled employees, 2010, ppl.**



Source: LLE

If we separately analyze north Lithuanian region consisting of Klaipeda, Siauliai, Panevezys, Telsiai districts, which are bordering with Latvia, we can see, that most of the companies are in the food production business (10 companies) and they account for 2/3 of all such business type social companies of Lithuania. Second place is divided by two types of business: cleaning services and different handicraft business, each type consisting of 5 social companies. Third most popular type of social company business is divided between three business areas (4 social companies each): wood products manufacturing, metal products manufacturing and construction (and things connected with construction works). Food production is also the most popular type of social company business in Panevezys district of Lithuania (3 social companies).

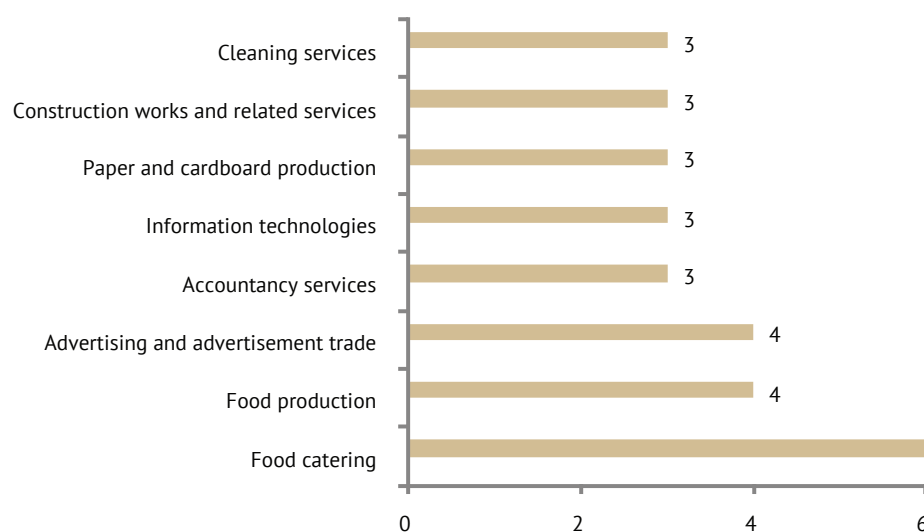
**Ex. 2.2.1.3 North Lithuanian districts social company distribution by priority business type, 2011, pcs.**



Source LLE

After analyzing other companies, we can see that the most companies employ up to 5 disabled people in small and medium size companies (1-50 employees). Although the area they do business in is very wide, most of them are service oriented: cleaning, accountancy, IT related, f quite big share belongs to the cleaning services companies. Big companies which employ a larger number of disabled people were in production business – paper and cardboard, metal works/products. One of the companies providing market analysis and study services has employed from 50 to 100 disabled people.

**Ex. 2.2.1.4 Other companies, employing disabled people distribution by the most popular business type, 2011, pcs.**



Source: Company survey data

If we generalize and analyze both social and usual companies employing disabled people by their favorite area of business, where they employ most of disabled people we can pin-point the priority business sectors, where we could employ more disabled people: food production, wood products manufacturing, business consultations, project development, textile products manufacturing and tailoring, packing and pre-packing and cleaning services.

**Food production** – the most popular activity. “Food production” is assigned to the 10<sup>th</sup> chapter by NACE (2nd ver.).

Food production is a business activity with the largest amount of social companies. This activity is also popular amongst the north region based companies. There are different types of food being produced: dairy products, pasta, fruit and vegetable processing, rusks and cookies and lots of others. This type of business doesn't require highly qualified labor force, because it is mostly conveyor type, monotonous work, which doesn't require verbal communication, so all the worker needs to know is knowledge of the thing he is doing. Food production companies usually employ 50-100 disabled people.

**Wood products manufacturing** - Wood products manufacturing, pre-packing business activity is assigned to the 16<sup>th</sup> chapter by NACE: “Manufacturing wood, wood and cork products, except furniture, manufacturing products from straw and plaiting materials”, and regarding, that half of the companies produce furniture – chapter 31 “Producing furniture”.

Wood products manufacturing is also a type of business where a lot of social companies participate, but northern region is home to only 4 (out of 14) of them. Companies in the wood product manufacturing business usually produce furniture, so disabled people employed in such companies must have professional skills and knowledge regarding furniture production, the work itself can be described as easy physical work. Such companies usually employ 20-50 disabled people.

**Business consultations, project preparation** - business consulting and project design business activity is assigned to the 70<sup>th</sup> chapter according to NACE : “Activities of head offices, management consultancy activities”.

Although business consulting is one of the most popular types of activities amongst social companies, but companies of this type of business employ a small number of disabled people. There are only 3 such companies in the northern regions of Lithuania – 2 in Klaipeda and 1 in Siauliai districts. We can state, that there are no disabled people with qualification needed to work such a job. This is the only type of business (of the popular ones amongst social companies) where highly qualified labor is needed, including IT knowledge and foreign languages.

**Textile products manufacturing and tailoring** – Textile products manufacturing and tailoring is assigned to the 14<sup>th</sup> chapter according to NACE: “Tailoring (production) of clothes”

**Packing and prepacking** – Packing and pre-packing has code in NACE 82.92.

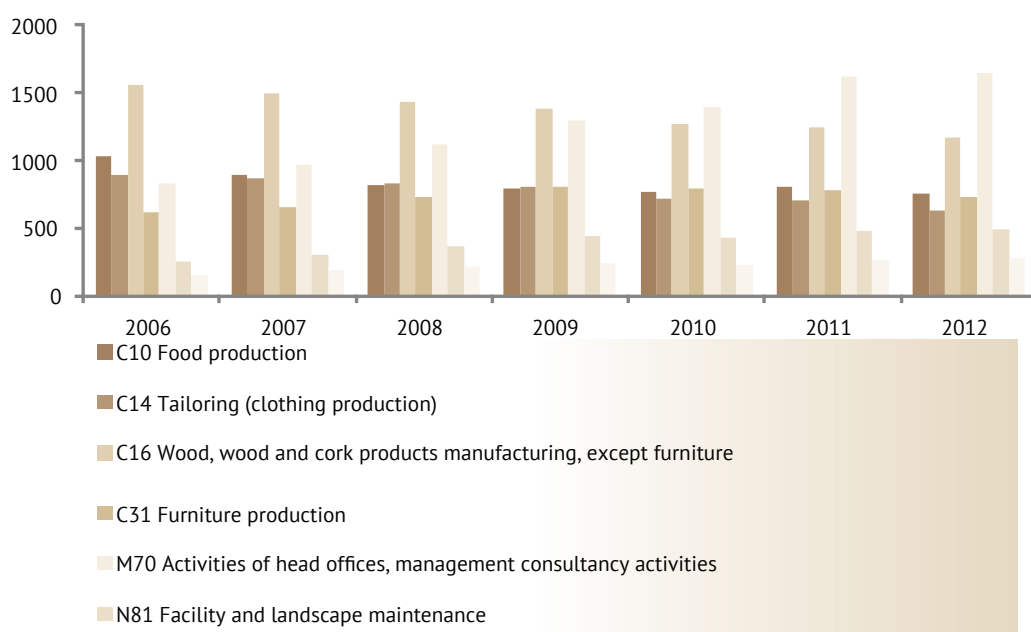
Packing and prepacking business is also not rare amongst social companies. Social companies which engage in this form of business usually employ 0-9 or 20-50 disabled people. Work there is purely physical and doesn't require any professional knowledge or higher qualification.

**Cleaning services** – those can be qualified as a couple of 81<sup>th</sup> chapter activities according to NACE, one of them is 81.10 “Combined activities ensuring facility functions” or 81.2 “Cleaning services”.

In order to know the priority business type disabled people employment possibilities, we have analyzed the amount of such businesses and their dynamics, quantity of employees and development tendencies.

By distinguishing and describing priority activities, usual to social companies, we can state, that other companies engaging this type of business activities could employ disabled people accordingly to their needs in employees. The below example 2.2.1.5 shows us the dynamics of the quantity of such companies in Lithuania during 2006-2012.

Ex.2.2.1.5 Amount of companies working in Lithuania during 2006-2012, pcs.

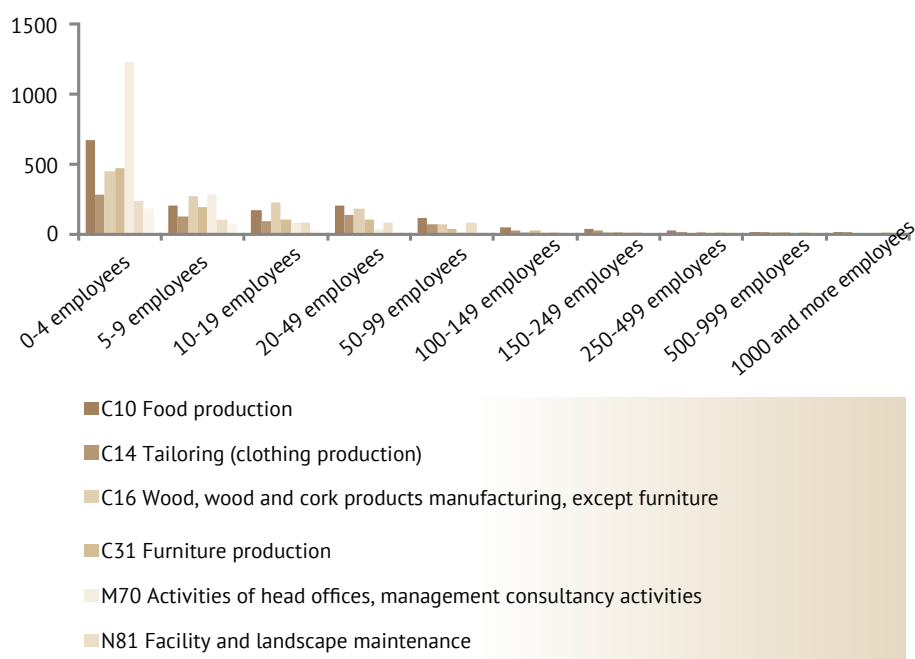


Source: DS

During the year 2012, the larger part of the companies was in the consultancy oriented “*Activities of head offices, management consultancy activities*” business. It should be noted, that the number of such companies has doubled since 2006, from 828 to 1642. Cleaning services business development is also evident: the number of facility and landscape maintenance companies has increased by 91 % (from 254 to 485), administrative activity, company and other facility servicing – 86 % (from 148 to 276 %), furniture production – 18 % (611 to 724). The situation was absolutely different in the wood product manufacturing company group - their amount has decreased by a quarter. Food production and tailoring company number decreased by a third. This information shows us, that business consulting and cleaning service companies have a stable increase in their quantity which is a clear tendency, they could actively create workplaces for disabled people.

In order to analyze potential company possibility to employ disabled people we present Statistics department data, which will be used to identify the connection between the type of economic activity and the amount of employees.

**Ex. 2.2.1.6 Companies, distributed by the type of their economic activities and size, 2012.**



Source: DS

According to the statistics department data, all of the analyzed economic activity types have the largest amount of companies employing 0-4 employees. This tendency is especially clear in business consultations, such 0-4 employee companies account for 75 % of all consultancies.

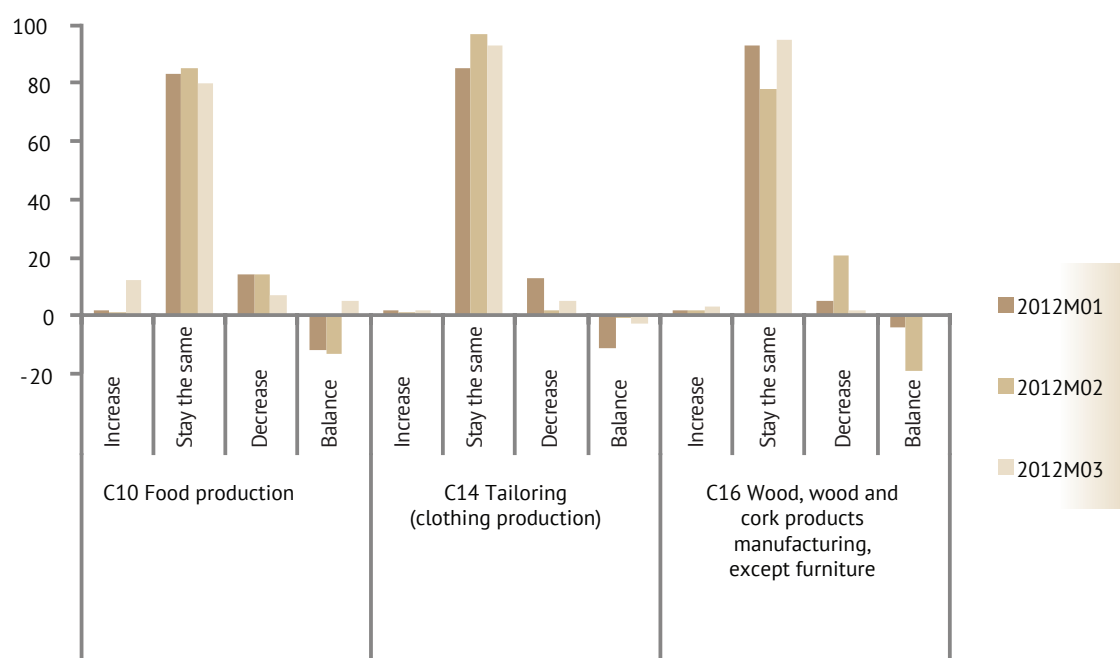
Cleaning services business activity attracts a large amount of not only social companies, but disabled people too. Almost half of companies who work in cleaning service business are established and working in northern part of Lithuania, but some companies working elsewhere in Lithuania, often have their branches in the north. Cleaning can be described as a type of physical work which doesn't require any professional knowledge or experience. The amount of disabled people in cleaning service providing companies varies from 10-19 to 250-450.

Employment situation in Lithuania relies heavily from factors such as possibility to create new and competitive workplaces, i.e. increase labor demand. First of all it is connected with the competitiveness of business – it's possibility to adapt to the local and international market demands, provide services and products demanded by the market.

While analyzing the general tendencies in Lithuania we see that companies from different business sectors take a different type of approach in predicting the need for additional employees. After we analyzed the Statistic Department's information on companies which are planning to increase the number of their employees, we should state, that industry sector companies are not planning any increase in the nearest future.



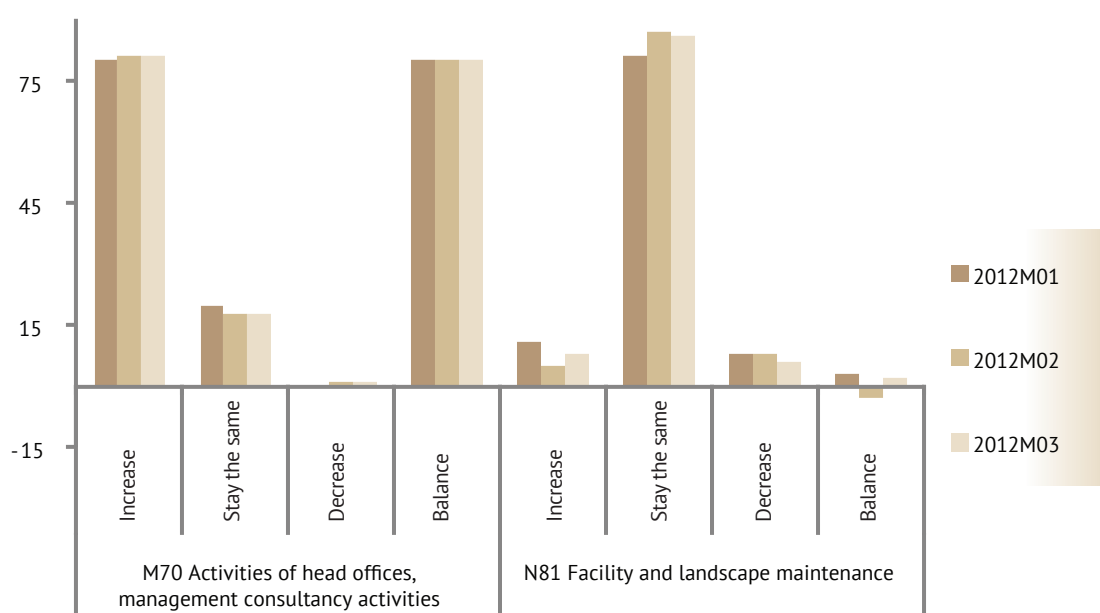
**Ex. 2.2.1.7 Estimated industrial companies' employee number for the nearest 2-3 months, ppl.**



Source: DS

On the other hand the predictions of service industry companies have divided. N81 Facility and landscape maintenance companies aren't planning to employ new workers, but the business consulting companies think they will. It is worth noticing, that because of the growing demand for consultancy services (EU funds, bank loan policies, general change in business itself), the amount of such companies constantly grew. It is also worth noticing, that such business requires higher education and high qualification, so only a small percentage of the disabled people will be able to participate in this business.

**Ex.2.2.1.8 Estimated number of employees in companies providing services for the next 2-3 months, ppl.**



Source: DS

Provided information does not fully disclose the real situation with disabled people employment, that is the reason why we also analyze disabled people's social companies survey data.

After conducting a survey amongst disabled people's social companies, and asking the question of what type of activity will they employ new disabled people for, most of them said they needed tailors, business consultants and project designers, the respondents also said they feel a need in employees who can work in a barber shop or a beauty parlor, construction.

In the information groups we are examining we can note a very perspective business consulting activity. It is only natural for Lithuania, because most of the additional cost created in the country is produced by the service industry which doesn't require large investments for proper functionality and creating infrastructure.

We cannot come to conclusions that company leaders' attitude didn't change or cannot change because of the changing market situation, based on the above mentioned data. We have also questioned only a part of the companies involved in the business sectors we were discussing earlier. This means, we don't have information



on the company possibility to employ new disabled people, so it would be wise to create a separate information labor market situation illustrating system. Labor market situation is dependent not only from offer, but also – from demand, i.e. from the choice of disabled people themselves.

In accordance with the rehabilitation facility provided information, the most popular educational programs which disabled people favor above others are: accountant, cook, hotel maid, administrative worker, baker, cashier-seller, tile fitter, salesperson, secretary-referent, cleaner and basic computer skills educational programs.

It is notable, that a couple of specialties – accountant's, administrative workers', cleaners, are especially perspective, because of the current market situation (social consultancy companies growing demand for labor,

social cleaning companies size).

We don't have information on disabled people working in healthcare, state institutions, educational facilities, heavy industry, but if we look on the results of the first part of our study, we can state that all other types of business more or less employ disabled people. Employers are mostly interested in the work being done in time and properly and they don't usually care was the work done by a regular, or a disabled person.

In summary, we can make assumptions, that there are no special types of activities, where disabled people couldn't work, but there are priority types of business employing more disabled people than others, these are: business consulting, cleaning service, food production, textile products manufacturing and tailoring, wood products manufacturing, packing and prepacking businesses.



## Santrauka

2.2.1 Detecting and describing priority (aim) business sectors/ subsectors capacity and possibilities to employ disabled people.	<ul style="list-style-type: none"><li>• Companies (social and others) who most frequently employ disabled people by the type of their business: food production, wood products manufacturing, business consultations and project design, textile products manufacturing and tailoring, packing and prepacking, cleaning services.</li><li>• Of all the examined types of economic activities, we can point out only business consulting.</li><li>• We cannot make assumptions on the amount of disabled people to be employed because of information shortage.</li></ul>
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## 2.2.2 Identifying business sectors/subsectors where disabled people could work regarding their disability/disability group

Judging from the collected statistic data, most of the Lithuanian disabled people suffer from internal organ diseases: blood circulatory system (almost a quarter of all disabled), nervous system diseases, tumors. Motility disabilities are the problem of 20 % of disabled, sensory disabilities (sight and hearing) – about 2%, psychical and behavioral disabilities – approximately 7 % of disabled. What working conditions should be imposed for the disabled to work efficiently is the question for doctors and a case of their recommendations; it depends on how hard the disease is. Other countries are applying a practice when the person who became disabled gets treatment in order to fully restore his working skills, and he remains at his own job or finds another one just like it, regardless of his disability. In Lithuania, however, acquired disability often means a change in a person's life, because he usually can't do the same work because working conditions are not adjusted to his needs. Stereotypical employers' and society's attitude is also an issue, people still have these thoughts on what types of work disabled people should or shouldn't do.

The right thing to say is that a disabled person can do any type of work he likes in accordance with his skills, if his surroundings are properly adjusted and his working skills fully restored.

**People suffering from internal organ diseases** usually have their physical activity limited, but they can do easy physical work, sedentary manual work, intellectual work, by limiting the workload, by doing more frequent pauses, all according to the doctor's recommendation. Foreign practices in this area show, that people with this type of disability are successfully doing administrative work, are working in electronics and communications area and doing jobs which require good technical skills.

**People with motility disabilities** are recommended to do work which doesn't involve a lot of moving, i.e. sedentary and intellectual work in an environment adjusted to their needs. Foreign people with motility disabilities usually find employment in areas of electronics, information and communications technologies, administrative area, lithography and technical sketch areas, after successfully finishing their rehabilitation course.

**People with hearing disabilities**, are successful at physical work: men work at construction sites or do work related to constructions, plastic, paper and cardboard production areas, women usually work as tailors. These examples finely show the employment possibilities, deaf or hard-hearing people have. This sensory disability people can also work in IT and other areas, which don't require direct verbal communication. EU countries' deaf nationals are doing great working in catering, metal and wood processing factories and do book binding.

People who suffer from other sensory disability – **the blind and visually impaired people**, are the ones who have the biggest problems in finding a job on the Lithuanian labor market. Lithuanian blind citizens successfully work as masseurs, consultants, work in IT area, leadership work. Visually impaired can successfully work social jobs, and be good specialists in this area. But both of those groups of people need adjusted and safe working environment, information accessibility. The same practice is in our neighboring countries – people with sight disability work in healthcare (masseurs) and in IT area, do administrative work.

Another constantly increasing group of disabled people are the **people with psychic and behavioral disorders**. Although these people have no physical limitations and can do a wide variety of jobs, employers don't want to offer them workplaces because of their instable psychic condition. Although psychic condition is controlled with the help of medication, employers are still afraid of possible exacerbation. In this case we need to enlighten and educate our society and especially the employers, demonstrate good examples of people with psychic disabilities doing a great job. Such people are employed in food catering area, as florists and are doing handicrafts in foreign countries.

In accordance with the data provided by the VRC, people suffering from internal organ disorders usually choose more active specialties, which they acquire by finishing nurse helper's, accountancy, trimming and finishing, market hall employee, accountancy and business organization programs. People, with motility disabilities, usually choose jeweler's, accountancy, business organization, artistic leather products production,

webpage design rehabilitation programs. People with sight disabilities usually pick accountancy and basic computer skill programs, and people with hearing disabilities usually go for jeweler's, artistic leather products production and accountancy training programs.

Given how hard the disease is, people are assessed with one of the three disability levels according to their working capacity. 0-25 % working capacity is the former first disability level, people assessed with this disability level are suffering from the worst disabilities – heavy motility disability, total blindness, hard internal organ disorders etc. 30-40 % working capacity is the former second disability level, this is the medium disability level, people with light motility disabilities, organ function disorders, deaf people, visually impaired people, people with different psychic diseases. The largest 45-55 % working capacity (former third disability level) means, that the disabled have light bodily function disorders, motility disabilities or psychic problems (see table 2.2.2.1).

The survey showed that most of the disabled people were suffering from level 3 – 45-55 % working capacity disabilities and psychical disabilities. Because of the employer's negative attitude towards people suffering from psychical disabilities, these people have the most problems with finding a well-paid job or employment where services are involved.

**Table 2.2.2.1 Disabled people distribution by the type of their disability and working capacity, 2011, ppl.**

Type of disability	0-25 %	30-40 %	45-55 %	Total
Motility disability	25	18	20	63
Internal organ diseases	4	18	51	73
Sight disabilities	18	4	-	22
Hearing disabilities	-	32	3	35
Psychic disabilities	-	4	17	21
Total:	47	76	91	214

*Source: Disabled people's survey*

After we analyzed data on different types of disabilities and related types of activities, which disabled people do for a job in Lithuania and abroad, we have summarized the results and displayed them in a form of a table (see table 2.2.2.2). It shows us, what type of activities can be done by different types of disabled people. The main condition is the disabled person's doctor's labor recommendations and an adjusted and safe workplace.

**Table 2.2.2.2 Disabled people distribution by type of disability and activities he can take up, comparing Lithuania and other EU countries.**

Type of disability	Jobs in Lithuania	Jobs in foreign countries
Motility disability	<ul style="list-style-type: none"> <li>Accountancy</li> <li>Administrative positions</li> <li>Information technologies</li> <li>Client services</li> <li>Project coordination</li> <li>Wood products manufacturing</li> <li>Jewelry</li> <li>Different handicrafts</li> </ul>	<ul style="list-style-type: none"> <li>Technical work</li> <li>Electronics</li> <li>Administrative positions</li> <li>Information and communication technologies</li> <li>Lithography</li> <li>Technical sketches</li> </ul>
Hearing disabilities	<ul style="list-style-type: none"> <li>Finishing/trimming jobs</li> <li>Food cooking, preparation</li> <li>Tailoring</li> <li>Cleaning services</li> <li>Different handicrafts</li> </ul>	<ul style="list-style-type: none"> <li>Technical sketches</li> <li>Food cooking, preparation</li> <li>Metal processing</li> <li>Wood processing</li> <li>Book binding</li> </ul>
Sight disabilities	<ul style="list-style-type: none"> <li>Massage services</li> <li>Accountancy</li> <li>Information technologies</li> <li>Commerce</li> </ul>	<ul style="list-style-type: none"> <li>Commerce</li> <li>Industry work</li> <li>Information technologies</li> <li>Massage services</li> <li>Journalism</li> <li>Law</li> <li>Office administration</li> </ul>



Type of disability	Jobs in Lithuania	Jobs in foreign countries
Internal organ diseases	<ul style="list-style-type: none"> <li>Accountancy</li> <li>Tailoring</li> <li>Massage services</li> <li>Wood products manufacturing</li> <li>Administrative positions</li> <li>Food cooking, preparation</li> <li>Finishing/trimming jobs</li> <li>Client services</li> <li>Cleaning services</li> </ul>	<ul style="list-style-type: none"> <li>Working with personal computers.</li> <li>Administrative positions</li> <li>Orthopedic equipment mending.</li> </ul>
Psychic disabilities	<ul style="list-style-type: none"> <li>Different handicraft</li> <li>Finishing/trimming jobs</li> <li>Tailoring</li> </ul>	<ul style="list-style-type: none"> <li>Commerce</li> <li>Different handicraft</li> <li>Florist</li> <li>Food cooking, preparation</li> </ul>

Source: Disabled people's survey. Valakupiu Rehabilitation Center, LLE

Judging by the data presented in the table, we can't state that Lithuanian and foreign experience are really different. The only reasonable difference is the higher blind people education: people with such disabilities usually do higher education demanding lawyers' and journalists' jobs.

Thus, in accordance with the grouped working activity table, food production could be done by people with internal organ disorders, hearing and sight disabilities. *Food production and cooking* can be done by people with internal organ or hearing disabilities. *Wood production manufacturing* can be done by people with motility disabilities and internal organ disorders. *Business consultancy and project design* can be done by people with hearing, sight, motility disabilities and people with internal organ disorders, *textile production manufacturing and tailoring* can be done by people with hearing disabilities, people with internal organ disorders and psychic disorders. *Packing and prepacking* can be oriented towards people with motility, hearing, and internal organ disabilities, *cleaning services* – people suffering from hearing and internal organ disabilities.

## Summary

2.2.2 Identifying business sectors/subsectors where disabled people could work regarding their disability / disability group.	<ul style="list-style-type: none"> <li>People with <b>motility disabilities</b> are most fit to work at furniture factories, computer programming and similar activities, can take administrative positions, providing services for institutions or other companies, accountancy jobs, can do different handicrafts.</li> <li>Clothes and textile products tailoring, wood products and furniture production, metal products manufacturing, cleaning services, preparing and cooking food, trimming services and different handicrafts are good for people with <b>hearing disabilities</b>.</li> <li>People <b>with sight disabilities</b> usually provide massage services and work in the area of IT.</li> <li>Clothes and textile products tailoring, wood products and furniture production, administrative work, providing services for institutions or other companies, cooking food, different handicrafts are ok for people with <b>internal organ disorders</b>.</li> <li>People suffering from <b>psychic disabilities</b> should work with clothes and textile products tailoring, do trimming, different handicrafts, cooking jobs.</li> <li>Disabled people can work in different areas, the most important condition is their health status and their treating doctor's recommendation and their education.</li> </ul>
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### 2.2.3 Offer recommendations on which business sectors/subsectors disabled people could work in, by their existing education and professional skills

Disabled people's education can be partially connected with their age and time being disabled. Most of the disabled people are of an older age (disabled people older than 55 years are 60 % of all the disabled), which is considered pre-pension age. These people often have education they acquired in the United States of Soviet Socialistic Republics more than 35 years ago, which doesn't match the modern day employer's demands (less skills in using information technologies bad foreign language skills, limited mobility), and there is also additional risk, that these people will be sick more often because of their age, therefore being not able to do their work. Disabled people of this age group usually have their disability because of age related health problems, and are usually not able to work (although they are assessed only with partial disability). If the above



mentioned people are working, they usually stay at the workplace they've worked at for long years.

Middle-aged disabled people (35-55) account for approximately 30 % of all disabled people. They can be divided in two sub-groups. The first one is of people who became disabled in their late age, and are already educated, their return to the labor market is determined by their physical, social, psychological and professional rehabilitation (if such a need arises), and their workplace adjustment (if needed). The second group consists of people who are disabled from their young years they usually don't have any education, which could help them integrate in the labor market. It is hard for them to get education after becoming disabled, because educational facilities and environment are usually not adjusted to the needs of disabled people (professional and higher schools, universities).

It is quite the similar with the disabled group of people younger than 35 years, people who became disabled during their childhood or while being teenagers, don't have any education on that moment, and sometimes they don't even graduate because of the unadjusted environment.

The disabled people's survey data shows us, that there are more unemployed disabled people, and disabled people who are currently searching for employment amongst those who have professional and school education. A small decrease among people with higher education. Although less elderly people were questioned, we can still see a clear tendency, that there are a lot less people who have unfinished school or just school education amongst them.

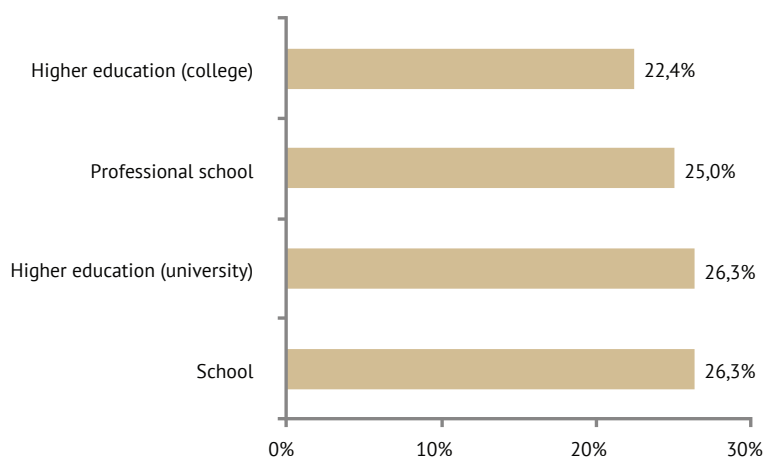
**Table 2.2.3.1 Disabled people distribution by education and age groups, 2011, ppl.**

Education	18-39 years	40-59 years	Over 60 years	Total
Unfinished school	13	4	-	17
School	22	14	-	36
Professional school	21	15	-	36
Higher education (college)	9	17	2	28
Higher education (university)	20	12	2	34
Higher education (master degree)	5	4	-	9
Other	5	4	2	11
Total:	95	70	6	171

*Source: Disabled people's survey*

While separately looking at northern Lithuanian districts, disabled people's educational tendencies were the same as with the rest of Lithuania: there was the least people with higher (non university) education, school graduates accounted for a quarter of respondents. But there were more people with higher education in north-Lithuanian districts (26,3 %) and less people graduating from professional schools.

**Ex. 2.2.3.2 Disabled people distributed by education in northern districts of Lithuania, %.**

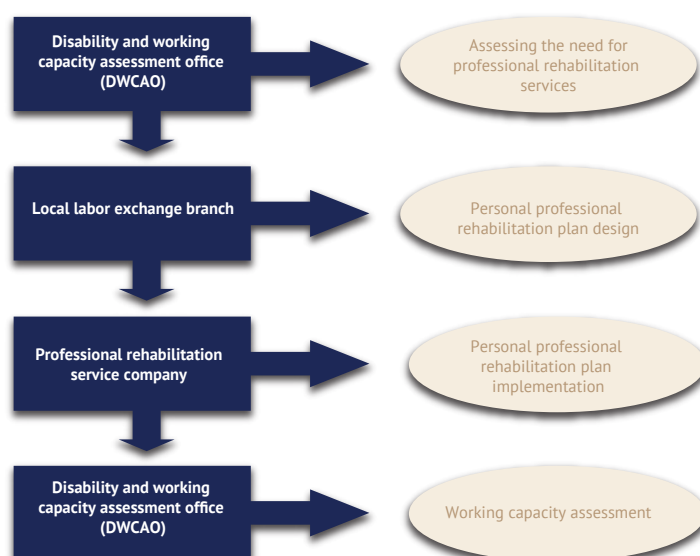


*Source: Disabled people's survey*

We can't state, that northern Lithuania has a higher number of better educated disabled people, but the judging by the current situation, most of them could seek jobs in the business consultancy area.

Disabled people in Lithuania have the possibility to gain or change their qualification in rehabilitation facilities. The state gives them a possibility to benefit from free professional rehabilitation services, but the modern rehabilitation system is not as functional as it should be. It is not very easy to get rehabilitation services. Most of facilities providing such services offer educational programs which do not comply with current labor market needs. The educational period is also too short for the knowledge to be properly taught. According to statistic information, the post-rehabilitation employment rate is only 40 %. The scheme below shows us how hard is it to acquire professional rehabilitation services. We would also like to note, that a disabled person who finished the professional rehabilitation course has to go to the Disability and working capacity assessment bureau for a second working capacity assessment. It is quite common, that a disabled person who had a smaller working capacity (i.e. 30-40 %) gains a higher working capacity after finishing the rehabilitation courses (i.e. second assessment shows 45-55 %). His social benefits and payments are decreased because of his increased working capacity, but the possibility that he would find a job still says quite low. This is a quite common reason for people not to attend to professional rehabilitation courses, because they are afraid of losing their social payments and benefits.

**Scheme 2.2.3.3 Professional rehabilitation service receive scheme**



Source: DWCAO

After summarizing the information on the disabled people's education, we can make an assumption, that according to the educational tendencies, disabled people can work in different business areas. Although we see, that there are less disabled people with higher educations, than the ones with professional education, but the amount of people with professional and school education is approximately the same. We should also note, that work requiring higher education can be done by a quarter of all disabled people, approximately 40 % of disabled people could be employed at workplaces requiring professional qualifications, approximately 30 % of disabled people who have school or unfinished school education – could do simple mechanical work, which doesn't require any qualification or professional knowledge at all.

## Summary

2.2.3 Offer recommendations on which business sectors/subsectors disabled people could work in, by their existing education and professional skills.	<ul style="list-style-type: none"> <li>Disabled people's education is related with their age and the time when they became disabled; people who became disabled at the age of approximately 35 and older, usually have better education.</li> <li>It is notable that people with different disabilities, don't have equal possibilities to graduate and acquire education, because educational facilities (universities, colleges, professional schools) are usually not adjusted for the needs of people with disabilities.</li> <li>A clear and know problem is the lacking possibilities of professional rehabilitation, because disabled people's professional rehabilitation service providing facilities are offering programs that don't match the needs of the current day's labor market, the process is very short, thus, the employment rate is very small. A disabled person is often assessed with higher working capacity level after finishing the rehabilitation course, and thus his social payments and benefits are being cut, but no employment guarantee is provided.</li> </ul>
<b>Problems</b>	<ul style="list-style-type: none"> <li>Low disabled people's education level because of physical and social surroundings not being adjusted to their needs.</li> <li>A complicated professional rehabilitation system.</li> <li>Poor quality professional rehabilitation services (short professional orientation period, short professional education period, no working practice, unpopular profession educational programs) and correspondingly low (self)employment rates.</li> </ul>

## 2.2.4 Identifying business companies' motivations to employ disabled

Disabled people's labor are specified by this criteria:

- Disabled people are not full capacity labor force, they tend to get sick more often.
- They are not totally compliant with their working functions.
- They usually can't work full days.
- They have other limitations related to their disability.

These are the main and most common reasons why employers tend not to employ disabled people, because this could lead to additional expenses or the loss of quality of the work they're doing.

In order to motivate employers to employ more disabled people, the state offers different support programs for employers who are not afraid of integrating a disabled person in their company and their business activity.

Such support is being regulated by the Employment support and Social company laws of the Republic of Lithuania, in accordance with these laws, employers who created a workplace for a disabled person benefits from different size and purpose monetary grants or tax exemptions.

According to the Social company law, a disabled people's social company has traits of a social company, but the amount of disabled employees should not be less than half of their annual average employment list. Disabled people who are assessed with hard or medium disability level, or the ones with working capacity up to 40 %, should account for not less than 40 % of the same list. Social companies can face additional expenses because of their employees which are disabled, that's why the law grants them the ability to have more support from the state.

Types of state support. A social company can benefit from these types of state support:

- Employees wage and social security payments partial compensation.
- A subsidy to create new workplaces, to adjust them from the needs of disabled, or to buy (adjust) tools that disabled people need to work.
- A subsidy for education of the target group employees.

Besides these state help types, a disabled people's social company can have additional state support of these types:

- A subsidy to adjust the environment, production premises and relaxation rooms for disabled people.
- A subsidy to compensate additional administrative and transport expenses.
- A subsidy to compensate additional expenses for an assistant (gesture language translator).

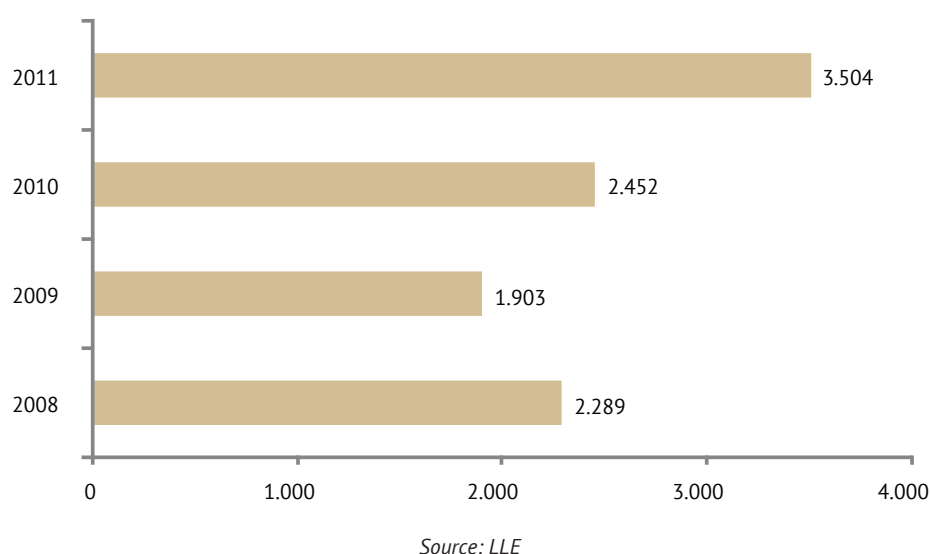
Employees wage and social security payment partial compensation is being paid to compensate the social disabled people's company's additional expenses related with the lack of skills and working capacity of their target group, disabled employees. This compensation paid to the disabled people's social companies and social companies is paid indefinitely for every single disabled person, and for 1 year for any other target group employee.

Besides the above mentioned state support types, social and disabled people's social companies are additionally subject to other state help. The profit tax law of Lithuania states that social and social disabled people's companies do not pay the profit tax. These companies can also use benefits listed in articles 13 and 91 of the procurement law of the Republic of Lithuania.

Support is being constantly granted to the social and social disabled people's companies.

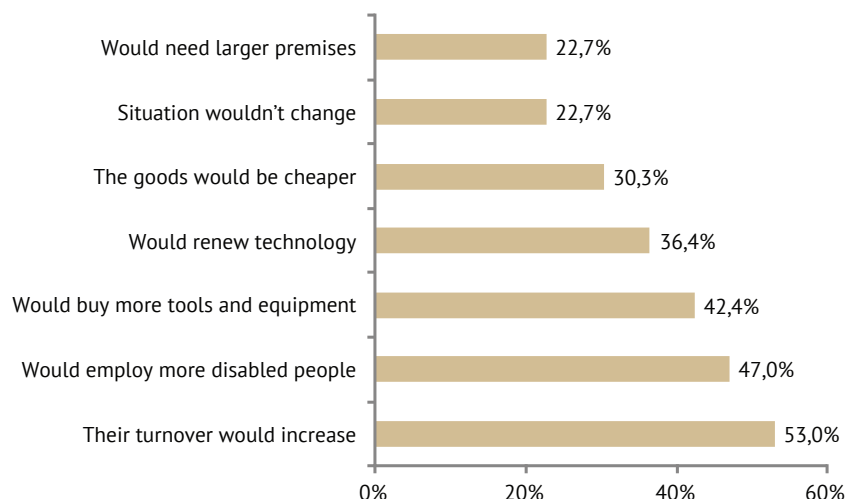
As we can see from the increasing employed disabled people's number (ex. 2.2.4.1), this measure is effectively promoting disabled people's employment and thus, integration in the labor market of Lithuania.

**Ex.2.2.4.1 Disabled people, employed in disabled people's social companies, number change, 2008-2011, ppl.**



Disabled people's social companies which took part in the survey, responded, that their position would be even better if organizations which are publicly buying would fully comply with articles 13 and 91 of the procurement Law of Lithuania. As the turnover of companies would increase, they would feel the need to expand and widen the range of their services, thus, creating more workplaces for disabled people (see ex. 2.2.4.2).

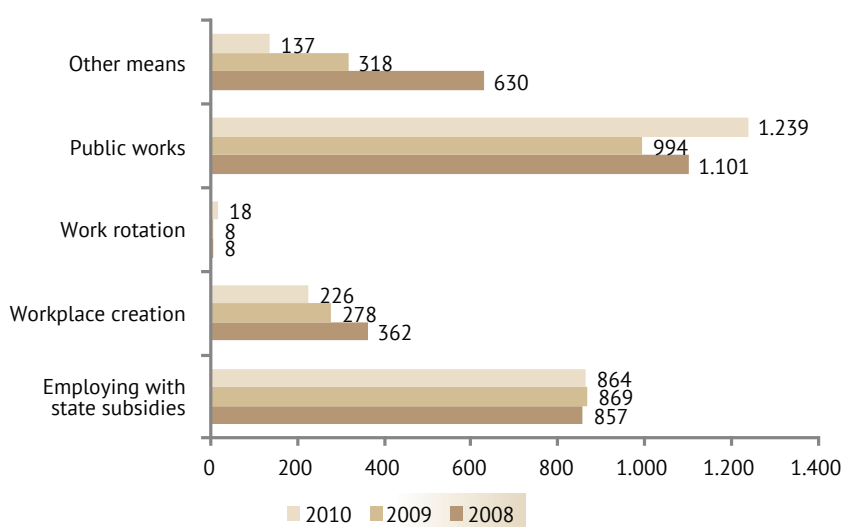
**Ex. 2.2.4.2 How would social companies' position change, if buying organizations would fully comply with articles 13 and 91 of the procurement Law of Lithuania**



Source: Disabled people's social company survey data

Support to other business companies is regulated by the Employment support law of Lithuania, according to which, active labor market measures are being used when employing disabled. A company employing a disabled people are granted subsidies for wage and social security payment compensation. The size of the subsidy depends from the working capacity of the disabled employee and ranges between 50 and 75 %. The also determines subsidies paid for creating a workplace for a disabled person with a permanent contract, or for adjusting the current workplace of a person who became disabled. The subsidy can be paid to buy tools, increase the disabled person's qualification, premises repairs and adjustment. The size of the subsidy can't exceed 40 minimum state assessed wages. Such a workplace should be kept for 3 years. When work force rotation is in effect, the size of the subsidy depends on the working capacity and ranges from 50 to 75 % of the wage. As we can see from example 2.2.4.3 most disabled people were employed through the use of public work measure. Although this measure subsidizes the whole wage and social security payments for the employee (if they don't exceed the government approved minimal wage for that month), but public work time can't be more than 6 months during a year.

**Ex. 2.2.4.3 Active work measure number change during 2008-2010, pcs.**

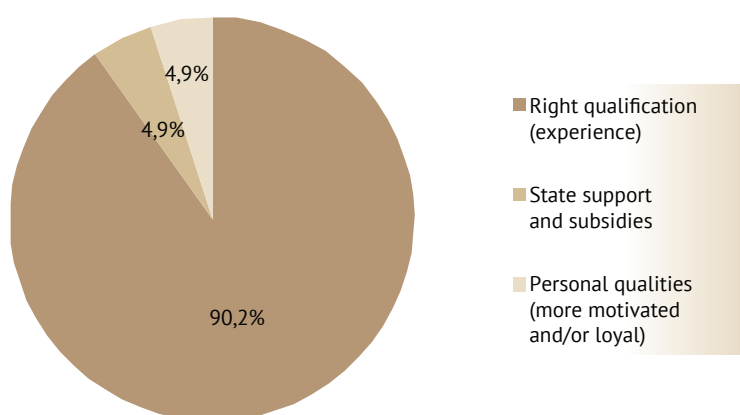


Source: LLE

Support to other companies which would like to employ disabled people through active labor market measures is being granted by the labor exchange. But the employer doesn't always get the support, because the state has limited funds for active labor market measures. The granted amount of money usually doesn't comply with the employers need to employ a disabled person. As we can see from example 2.2.4.3, active market measures are the right way to promote disabled people's employment, but this process is being limited by lack of state funding.

Another aspect of promoting employing disabled people amongst employers is the right future employee qualification. This reason has been chosen by 90,2 % of the questioned companies. We can assume, that usually, the employer doesn't care if the person is disabled or not, as long as he has the right qualification and is doing a good job.

**Ex. 2.2.4.5 companies' motivation to employ disabled, 2011, %.**



Source: Regular company survey data

## Summary

2.2.4 Identifying business companies' motivations to employ disabled	<ul style="list-style-type: none"> <li>It is notable that people with different disabilities, don't have equal possibilities to graduate and acquire education, because educational facilities (universities, colleges, professional schools) are usually not adjusted for the needs of people with disabilities.</li> <li>A clear and know problem is the lacking possibilities of professional rehabilitation, because disabled people's professional rehabilitation service providing facilities are offering programs that don't match the needs of the current day's labor market, the process is very short, thus, the employment rate is very small. A disabled person is often assessed with higher working capacity level after finishing the rehabilitation course, and thus his social payments and benefits are being cut, but no employment guarantee is provided.</li> </ul>
Problems	<ul style="list-style-type: none"> <li>Low disabled people's education level because of physical and social surroundings not being adjusted to their needs.</li> <li>A complicated professional rehabilitation system.</li> <li>Poor quality professional rehabilitation services (short professional orientation period, short professional education period, no working practice, unpopular profession educational programs) and correspondingly low (self)employment rates.</li> </ul>

## 2.2.5 Provide recommendations on which measures or actions would increase companies' motivation to employ disabled people

According to the analysis we have already done, in this part of the study we will seek to provide recommendations on which measures or actions would increase companies' motivation to employ disabled people.



- The number of employed disabled people increased as did their economic activity, but the total rate of disabled people's employment is still very low, the causes for this are: bad professional rehabilitation service accessibility and quality, skeptic society's attitude towards disabled people. There is a lack of system, incorporating idea in the field of support to disabled people, an idea or measure which would incorporate social and healthcare services, providing or increasing qualification, employment chance increase and services for families of the disabled.
- A large part of the society are economically inactive, there is a large reserve of unused, disabled, social risk group labor force. But these people are poorly motivated towards working, a high percentage of poverty and social isolation. The connection with the labor market is not properly ensured by the active psychological, social and technical support system.
- During the last years, a large network of social services has been created in Lithuania. This network is currently being modernized, but it is not enough, the range and quality of support measures and services is still not very good and hardly accessible – especially in smaller municipalities and rural areas. Institutional care is dominating and other social services are poorly developed. System models, which could incorporate active measures of different institutions and provide the needed social help for people to integrate to the labor market, are currently only in process of creation.

**Social companies.** The number of disabled people employed in social and disabled people's social companies is increasing annually, thus, showing us that social company status is a good way to motivate employers to create workplaces for the disabled, but the statistic data shows, that only 6,8 % of all employed disabled people are working in such companies, so it is necessary to increase the amount of such companies. There is also a strong need to promote competitiveness and development of already registered social and disabled people's social companies. This can be achieved if public procurement companies would comply with regulations of articles 13 and 91 of the procurement law of the Republic of Lithuania. Business companies should also be informed of the possibility to achieve a social company's status and become socially responsible.

**Active labor market measures.** Statistic data shows, that these measures are highly effective, but it is clear, that the State does not provide enough funding and attention for them. Employers are actively interested in this type of support, but often encounter the lack of funds for such measures (i.e. an employer who wants to employ a disabled people in the middle or the end of the year, by using the state provided support, is informed in the local labor exchange branch, that state support funds are already spent). Active awareness raising amongst the employers and better funding can really increase the amount of employed disabled people.

**Foreign experience.** If we look at successful foreign experience, implemented in many countries, it would be right to re-establish the disabled people employment quota system. The 1991 Disabled people social integration law <sup>5</sup> stated that the main disabled people employment promotion system are the quotes. The law stated, that municipality labor exchange branches should annually determine disabled people employment quotas, or additional workplace creation quotas for the employers (not less than 2 % of all employees if there are at least 50 of them). Later, the quote number has been raised up to 5 %<sup>6</sup>. Employers were obliged to make special payments if they don't comply with the law's regulations, but there is no history of ever recovering such payments. The law did not determine the way of forcing the employer who doesn't follow the quote regulations to pay the payment. In the 2006 LR Employment Support law there were no quotas for the employment of disabled people left. As long as quota and other similar systems have succeeded in other EU countries, it would be wise to apply such a practice in Lithuania. Companies which uphold the quota system could be promoted by different benefits. We can take Slovenia as an example with their beneficial system for employers who follow the quota system: bonuses to employers who employ more disabled than required by the quotas, exemption from disabled person's social security payments, annual bonuses to employers who show good practice in disabled people employment. Funds, which would be collected from employers who fail to comply with the quota system can be used for disabled people's professional rehabilitation and social payments / benefits.

**Disabled people's education improvement.** The survey showed us, that employers see the ability to get the job done well and the employees qualification as the most important employment criteria, but the current disabled people's education level usually doesn't match employer's expectations and is not very competitive on the labor market. This is why we recommend to improve conditions for disabled people's education: educational facility physical environment adjustment, developing distance studies, improve professional rehabilitation

5 Disabled people social integration law // Valstybės žinios. 1991, Nr. 36-969.

6 LR Unemployed support law articles 5, 7, 8, 11, 13, 14, 16(1), 19, 20(1), 22 change law// Valstybės žinios. 2002, Nr. 2-51..

system. The right qualification of a future employee is one of the most important criteria motivating the employer to employ a disabled person.

**Raising public and employers' awareness.** By informing the society and especially the employers on the topics of disabled people's work possibilities, providing examples of disabled people doing a great job, promoting social responsibility would all lead to improvements in the disabled people's situation not only on the labor market, but also in their general social life. Employers who are aware of the disabled working possibilities would evaluate them better as see as potential employees. Positive social attitude towards disabled people would decrease the level of their isolation.

**Preventive measures.** There is a large reserve of unused disabled, social risk group labor force, because employment and economic activity level of these people are quite low. In order to incorporate these people in the labor market we should not only solve our current problems, we should also look for ways of prevention, evaluate different institutional measures and problems of different institution cooperation.



## Summary

2.2.5 Provide recommendations on which measures or actions would increase companies' motivation to employ disabled people	<ul style="list-style-type: none"> <li>Disabled people social companies and social companies benefit from different types of support. Such company number and the amount of people they employ is constantly increasing. This shows us, that this measure is an effective way to increase the amount of employed disabled people.</li> <li>Other companies can use active labor market measures when employing disabled people. Statistic data provided by the Lithuanian labor exchange shows, that this is quite effective, but this measure lacks state funding and attention, employers are not aware of possibilities to use these measures to employ disabled people.</li> <li>State support and proper disabled people's qualification are the main causes for an employer to be interested in employing a disabled person.</li> </ul>
Problems	<ul style="list-style-type: none"> <li>Small number of disabled people social companies and social companies and people working there.</li> <li>Active labor market measures insufficient funding.</li> <li>Lack of information and measures to raise public awareness regarding disabled people's employment amongst employers.</li> <li>A general lack of social responsibility amongst people and employers.</li> </ul>

## 2.2.6 Evaluating social and economic benefit from priority business sectors employing disabled people at full capacity

While dealing with disabled people's integration in the labor market process, it is wise to mention future possible social and economic benefits that disabled people, employers and whole society could acquire.

First of all, society would be subject to benefits which are large but difficult to evaluate – self-esteem increase, social responsibility, increase in tolerance and social isolation decrease. Disabled people's participation with non-disabled in the work place and other places would totally destroy the psychological obstacle between these two parts of our society and would create perfect conditions to let go of the stereotypes surrounding disabled people. This would promote disabled people to integrate not only in labor market, but other forms of active social life.

An even more social-economic advantage would be achieved by disabled people on company and state levels.

### **Social and economic benefits for the disabled**

Unemployed disabled people are suffering from disabilities of different levels, which usually determine their employment possibilities in one or other workplace. The vast majority of unemployed disabled people are suffering from medium level disabilities. According to the conducted disabled people employment feasibility study, people with medium level disability can be employed at lots of different places and do different types of jobs. Unfortunately, there are no actual information on the general amount of disabled people and their working possibility, most of the disabled people have internal organs disorders disability, which, generally, don't make them worse workers than healthy people.

After completing the employers survey it became clear, that the most important criteria affecting employment of a disabled person is the right qualification. Generally speaking, the employers don't care for state benefits or personal qualities of the disabled person (high motivation, loyalty). But it is not rare, that service area companies provide services which don't require high qualification/specializations (cleaning and packing services, construction works and related services). By distributing the labor force in the right way, the disabled people could be fully employed. Active disabled people's integration in the labor market could be the cause of such benefits:

- Decrease unemployment amongst disabled people.
- Would provide disabled people's socialization and integration in social life.
- Would increase disabled people's busyness and self-realization.
- Disabled people's self-esteem would rise, they would change the way they look at themselves, their psychological condition would improve, they would start believing in themselves, acquire internal motivation which would positively affect their physical condition.
- Not only the social conditions of the disabled people would improve, economic and financial positions would also improve, because participating in the labor market they would generate more income.

### **Social and economic benefits for business**

In Lithuania, small or medium size companies make the largest part of all businesses. These companies face different problems in the market one of them is high taxation (Social securities, VAT, profit tax). Lack of staff experience and knowledge, qualification improvement trainings and courses are a hard burden for a new company. In accordance with Lithuanian Employment support law, employers who permanently employ disabled people have the right for subsidies for the disabled employees qualification and competence improvement trainings. That way there is a possibility for a disabled person to find a workplace or benefit from wage or social security payment subsidies. There's even more benefits for social and disabled people's social companies (wage and social security payments partial compensation, compensations for creating a new workplace or adjusting the old to the needs of the disabled, subsidies for adjusting the environment, transport and assistant service expense compensation, profit tax exemption). One of the important types of support offered to social companies is that the organizations engaged in public purchases are obliged to buy at least 5 % of all simplified public



purchases from disabled people's social companies.

According to part 1.3 most of all social companies (48,9 %) belong to the small company group, where 10-49 employees are working, micro-companies (1-9 employees) account for 36,5 % of all companies, medium companies (50-99 employees) account for 12,5 %, the smallest group are large companies 100-249 and 250-499 employee strong (1 each).

If we look at part 1.2.1 study information, we can see that in 2010, there were 267,2 thousand disabled people, 173,3 thousand of whom were disabled people of a working age. Only 44 thousand of them were employed.

By the information, provided by the Statistics department, in 2011 there was 69,3 thousand LTL of added value per person. By employing the disabled at full capacity, 129,3 thousand disabled people could create 8,9 million (LTL) added value.

According to part 1.3.3 determined company sizes and internal employee number, small company group would have to employ 63 thousand of disabled people (2180 companies), micro companies should employ 47 thousand disabled people (11798 companies), medium sized companies should employ 16 thousand of disabled people (231 company), large companies should employ 2,7 thousand (9 companies), if we would like to employ all disabled people of working age to full capacity.

In accordance with the Statistics department data, there are approximately 83 thousand of companies working in Lithuania. Our estimations show, that social, disabled people's social companies and other business who employ disabled people would be approximately 17 % of all Lithuanian market.

So, to employ disabled people at full capacity, 20 % of the companies should be interested in that. This is why there should be new active disabled employment promotion market measures.

Benefits for businesses employing disabled people:

- State support for companies employing disabled people.
- Decreased investments from the company's money.
- Companies with large disabled employee presence are subject have additional possibilities to sell their products or services.
- Disabled employees are more motivated and more loyal to the employer.
- Socially responsible companies who employ disabled people would be more acceptable to the society and would gain additional popularity.

#### **Social and economic benefits to the state**

An increasing number of employed disabled people would be of a benefit to the state. Employed and working disabled people would greatly increase their income and would use it for buying different products. That way the state benefits through collected VAT (value added tax).

Knowing the connection between good psychological and emotional condition and health status, we can state, that employed disabled people who will actively participate in social life would increase their self-motivation and self-esteem, that would benefit their health and thus, the state would spend less money for their healthcare. As we know, most of the disabled people's healthcare is sponsored by the state so it would decrease their expenses in this area.

By raising private and public sector social responsibility, promoting disabled people employment without state support, the state could not only decrease unemployment levels, but would have profit from taxes paid by and for working disabled employees.

Although companies which employ disabled people by using the state are a little less effective, but they have cheaper labor force, so they can invest more money in company development, workplace creation, buying new equipment. This affects the amount of tax paid, and increasing foreign investments in Lithuanian business.

- Increased disabled people's purchase ability.
- Decreasing unemployment level.
- Decreasing state expenses for disabled people's healthcare.
- New investment attraction.
- Business development.
- Bigger amount of money collected as taxes.

## 2.2.6 Lithuanian and Latvian priority indexes comparison

Name	Lithuania	Latvia
Number of disabled people	267.186 in 2010	135.196 in 2010
% of all citizens	8,03 %	6,07 %
Disabled people distribution by sex	Women – 52 %, men – 48 %	Women – 51 %, men – 49 %
Disabled people distribution by age	People aged over 55 account for 59,9 % of all disabled. Second largest age group is 45-55 years old (26,9 %)	People aged over 51-62 account for 53 % of all disabled. Second largest age group is 41-50 years old (27 %)
Employed disabled people	25,4 % of disabled people are employed	17,8 % of disabled people are employed
General state unemployment level	17,8 %	14,6 %
Disabled people distribution by disability levels	0-25 % working capacity – 13 % 30-40 % working capacity – 57 % 45-55 % working capacity – 24 %	I group – 9 % II group – 33 % III group – 58 %
Employed disabled people by disability levels (groups)	0-25 % working capacity – 1,6 % 30-40 % working capacity – 48,5 % 45-55 % working capacity – 49,9 %	I group – 3 % II group – 44 % III group – 53 %
Disabled people employed by labor Exchange (state employment agency)	2484 in 2010	98 in 2010
Support for disabled people employers	Partial social security payments and wage compensations for employers who employ disabled people. A partial subsidy for creating workplaces or adjusting the existing workplace for disabled people. Subsidies for creating workplaces for disabled people, adjusting workplaces and work equipment.	Monthly wage subsidies for employed disabled people. State financed and social security payments if the workplace for the disabled has been created by an organization or company which aims to support disabled people. Monthly wage subsidy for managers who work with employed disabled people equal to 50 % of state assessed minimum wage. One-time subsidy for equipment and tools purchase, for technical support equipment for production, when working places are adjusted for the disabled. Gesture language translators, assistants, ergotherapists and other specialist services compensation, when those services are provided to employ a disabled person.
Professional rehabilitation system	554 people participated in professional rehabilitation system.	458 people participated in professional rehabilitation system.
Average	An average of 38,4 %	An average of 15,7 %

Name	Lithuania	Latvia
Environment adjusting for disabled people	According to STR 2.03.01:2001 and STR 2.03.01:2001 1st annex (construction regulations), all newly built or reconstructed buildings or communication systems should be adjusted to the needs of disabled people. Companies and people who fail to comply with these regulations are punished according to the Civil Code and Administrative violation code of the Republic of Lithuania. Most of public objects like: municipality buildings, schools and other educational facilities, post offices, administrative buildings, healthcare institutions, local labor Exchange branches, culture objects are not adjusted to the needs of disabled people.	Approximately 300-400 buildings are assessed on a contest basis, but the assessment committee thinks that because of the last couple of years situation, laws and legal framework should be changed, because right now there are nobody officially responsible for buildings being not adjusted to the needs of disabled).

In summary, we can state, that:

- There are 1,96 % more disabled people in Lithuania than in Latvia.
- Both in Latvia and Lithuania there are a little bit more disabled women than men.
- Both countries' largest disabled groups are older than 55 years.
- Both in Lithuania and Latvia people with hardest disabilities (0-25 % working capacity or 1 group disability) are the least in numbers (13 and 9 %). Disabled people with 30-40 % working capacity or second group disability are the most numerous group (57 %) in Lithuania, but in Latvia – it's the third group disabled – 58 %.
- People distribute almost the same by working capacity – the least have the most hardest disabilities, while other disability groups tend to distribute equally.
- There's a lot more disabled people who found employment with the help of state Labor exchange service in Lithuania than in Latvia.
- Although general unemployment rate is smaller than in Lithuania, disabled people unemployment is also smaller in Lithuania.
- There are no social companies in Latvia and all disabled work in regular companies.
- Similar active labor market active measures are implemented both in Latvia and Lithuania.
- Latvian professional rehabilitation programs are attended by less disabled people, the employment rate after that is also a lot smaller.
- Environment adjustment to the needs of disabled people is a hot topic in both Latvia and Lithuania.



## 2.2.8 SWOT Analysis

After examining the tendencies of the number of disabled, their education indicators, separately analyzing disabled people by their disability type and age; working and unemployed disability groups, working capacity, areas where disabled are employed, professional rehabilitation system, disabled entrepreneurship and causes of unemployment; after looking through the results of Lithuanian social, disabled people's social companies and other companies; after identifying the most popular disabled people working sectors and possibilities to work there regarding the type of person's disability, after looking through educational and professional rehabilitation system, we prepared the Strengths, Weaknesses, Opportunities and Threats (SWOT) analysis.

Strengths	Weaknesses
<ul style="list-style-type: none"> <li>• A growing number of social companies (LT).</li> <li>• Complex active labor market measures are being applied.</li> <li>• A working professional rehabilitation system.</li> <li>• Lithuanian Disabled people integration law's provided benefits for the disabled (LT).</li> <li>• Lithuanian procurement law's articles 13 and 91, granting procurement benefits (LT).</li> <li>• Environment adjustment to the needs of disabled people in the Lithuanian Disabled people support law (LT).</li> <li>• State level implemented UN disabled people rights convention.</li> </ul>	<ul style="list-style-type: none"> <li>• A small number of social companies (LT).</li> <li>• Lack of funds for active labor market measures.</li> <li>• Professional rehabilitation system is too complicated and provides services of poor quality.</li> <li>• Large disabled people's unemployment.</li> <li>• Low disabled people's education indicators.</li> <li>• Lots of disabled people are of an elder age.</li> <li>• Lack of disabled people's motivation to work.</li> <li>• Physical infrastructure is not adjusted to the needs of disabled people.</li> <li>• Failure to comply with Lithuanian procurement law's articles 13 and 91 (LT).</li> <li>• Insufficient employers and educational facilities' cooperation.</li> <li>• Undeveloped work search systems.</li> <li>• Workplace accessibility.</li> </ul>
Opportunities	Threats
<ul style="list-style-type: none"> <li>• Large numbers of working age disabled people.</li> <li>• Increasing number of organizations representing the disabled people.</li> <li>• Foreign experience realization (quota system) (LT)</li> <li>• Correcting the disability payment system (LT).</li> <li>• Employers' informing system creation.</li> <li>• Increasing public awareness about disabled people and their working possibilities.</li> <li>• Physical environment adjustment to the needs of disabled people.</li> <li>• Possible large disabled people's possibilities to be employed regardless of their disability.</li> <li>• Reinforcement of compliance with Lithuanian procurement law's articles 13 and 91 (LT).</li> <li>• UN disabled people's rights convention articles' implementation in a more proactive manner.</li> <li>• Higher level of disabled people's integration in large cities.</li> </ul>	<ul style="list-style-type: none"> <li>• Rising amount of disabled people in comparison to healthy citizens.</li> <li>• Decreasing disabled people's health levels.</li> <li>• Negative society and employers' attitude towards disabled people.</li> <li>• Failed foreign country experience.</li> <li>• Disabled people's dissatisfaction with the changes in disability payment system.</li> <li>• Social companies' abuse of benefits provided for them by the state.</li> <li>• Educational system is not changing.</li> <li>• Educational facility infrastructure is not adjusted enough for disabled people.</li> <li>• Indifference of the disabled people.</li> </ul>



### 3. DISABLED PEOPLE'S EMPLOYMENT DEVELOPMENT STRATEGY



This part of the Disabled people's employment development strategic plan is the Disabled people's employment development strategy consisted of the vision, development priorities, aims, tasks and measures.

After conducting the Disabled people's employment possibilities development study, we have formulated the disabled people's employment development **vision**:

**Disabled people are a full-fledged part of society and labor market.**

#### DISABLED PEOPLE'S EMPLOYMENT DEVELOPMENT PRIORITIES

Taking the conducted statistic situation analysis and disabled people's, social companies', disabled people's social companies', other areas of business and people's survey results into account, and after evaluating the formulated disabled people's employment development strategy vision, these are the disabled people's employment development **priorities**:

1. Improving disabled people's working environment.
2. Improving disabled people's competence and working motivation.
3. Raising social responsibility in society.

Specific disabled people's integration in labor market aims and tasks implemented by the *disabled people, companies, social and disabled people's social companies, public lectures*, are formulated and stated below in the 3.1 table.

**Table 3.1. Target audience and their characteristics.**

Target audience	Target audience characteristics.
1. The disabled people (LT, LV)	<ul style="list-style-type: none"> <li>All of the disabled people of Latvia and Lithuania.</li> <li>Disabled people's urge to live on and work to create the cities' public economic benefit and social goodness is very important from the point view of forming a positive image.</li> <li>Given that, the target is to encourage disabled people to see personal perspective for work and their life.</li> </ul>
2. Businessmen	
2.1. Social companies, Disabled people's social companies (LT)	<ul style="list-style-type: none"> <li>These are Lithuanian or Latvian based industries, trade houses and service providing companies' owners and leaders. They have the most important role in creating new working place and promoting disabled people's employment</li> <li>Social, Disabled people's social companies' activity forms public relation towards the business situation on the national level.</li> <li>Main hopes are related with the newest and reliable information being accessible and social support for business development.</li> </ul>
2.2. Business companies (LT, LV)	<ul style="list-style-type: none"> <li>Companies which seek business development in the disabled people's labor market.</li> <li>Representatives of this target audience are believed to make their choices based on the labor force qualification and reliability.</li> </ul>
3. Society (LT, LV)	<ul style="list-style-type: none"> <li>This target audience incorporates all Lithuanian and Latvian nationals.</li> <li>Public organizations are also incorporated in the "society" group.</li> </ul>

Taking the above mentioned expectations of the mentioned target audiences and formulated tasks in account, we formulated **Disabled people's employment development measures** (see table 3.2)

**Table 3.2. Disabled people's employment development measures**

Measure	Result	Target audience
<b>I PRIORITY. DISABLED PEOPLE'S WORKING ENVIRONMENT IMPROVEMENT.</b>		
1 Aim. Improving the legal framework surrounding the disabled people.		
1.1. Task. Securing legal framework favorable to disabled people's labor market.		
<b>1.1.1. Unification of laws regulating the life of employed and unemployed disabled people.</b>	<b>Unemployed disabled people benefit from a partial compensation for heating, hot water, social services at home payments, they benefit from one-time social support and care department payment, social housing and partial compensation for it's rent and other support measures</b>	<b>Disabled people (LT, LV)</b>
<b>Measure justification:</b> A working disabled person loses additional financial benefits of a partial compensation for heating, hot water, social services at home payments, they benefit from one-time social support and care department payment, social housing and partial compensation for it's rent and other support measures. In order to improve employment amongst disabled people there is a strong need to correct the laws which regulate their life, employed and unemployed people should have the same life conditions.		
<b>1.1.2. Legal framework regulating physical environment accessibility improvement.</b>	<b>Responsible institutions are formed, clear regulations of fines for breaching laws.</b>	<b>Disabled people (LT, LV)</b>
<b>Measure justification:</b> According to the constructions regulations, all of the newly built and reconstructed buildings or communication systems should be adjusted to the needs of disabled people. But because of the unclear structure of fines for breaching the regulations and absence of institutions controlling the matter, urban environment and transport infrastructure inaccessibility is still a hot topic. Considering this, the planned measures are to form and/or correct laws regulating responsible institutions' actions and fine procedures		
1.2. Task. Creating an effective labor market measure system.		
<b>1.2.1. Providing additional subsidies.</b>	<b>Additional financial resources are to be provided.</b>	<b>Disabled people (LT, LV) Social companies (LT)</b>
<b>Measure justification:</b> Lithuanian Employment support law provides 40 minimum government assessed wage size subsidy for a permanent disabled person's workplace creation or adjusting an existing working place for the needs of a disabled person, but the lack of financing is experienced from the start of the financial year (Even in the 1st quarter). People wishing to benefit from this financial advantage usually fail to do so because they're late. Considering this, working place subsidies should get additional financial resources.		
<b>1.2.2. Quota system effectiveness evaluation</b>	<b>A completed feasibility study, with determined complex measures</b>	<b>Disabled (LT, LV)</b>
<b>Measure justification:</b> Considering multiple foreign country experience and practices, it would be appropriate to return the disabled people's employment quota system. In order to explore the possibilities of the quota system's implementation we need to analyze foreign practices, prepare a feasibility study, identify the possible effectiveness of such a system and provide complex employer motivational measures.		
<b>1.2.3. Quota system implementation</b>	<b>Renewed Lithuanian Employment support law, payment regulations</b>	<b>Disabled (LT, LV) Social companies (LT) Companies (LT, LV)</b>
<b>Measure justification:</b> Until 2006, employers had to pay a defined payment for not complying with workplace or disabled employment quotas, but there were no recorded times of such a payment being recovered from a company. In order to promote active disabled people's employment, Lithuanian Employment support law should be revised. After returning the quota system, above mentioned payments and responsibilities should be regulated.		
2nd aim. Providing competitive and accessible workplace		
2.1. task. Increasing social companies' competitiveness.		
<b>2.1.1. Lithuanian procurement law implementation.</b>	<b>Publicity creation means, fines regulation</b>	<b>Social companies (LT) Society (LT)</b>
<b>Measure justification:</b> Organizations participating in public procurement are obliged to buy at least 5 % of their simplified public purchases from the disabled people's social companies or social companies. Purchases from social companies account only for one fifth of all possible purchases. Taking this in account, purchasing organizations should be informed, purchases from social companies should be highlighted in the new, legal sanctions should be imposed for failure to comply with the law. These measures will increase social companies income, will create preconditions for social companies' development and creating new workplaces.		

Measure	Result	Target audience
<b>2.1.2. Creating a system of informing about the reception and preservation of a social company status.</b>	<b>Events, distributed materials, informational portal.</b>	<b>Social companies (LT)</b>
<b>Measure justification:</b> Most of social company's acquired benefits and compensations are: wage and social security payments partial compensation, subsidy to creating and adjusting working places for the disabled, a subsidy for target group employees education and other subsidies. The provided benefits satisfy the current market needs, but a complicated social company status acquiring procedure reduces the appeal of registering a social company. Regarding this, there is a strong need to organize events, pass out booklets, create an informational portal which shows how to acquire social company's status in detail.		
<b>2.1.3. Additional working skill support subsidy creation.</b>	<b>Additional financing provided.</b>	<b>Social companies (LT) Other businesses (LT, LV)</b>
<b>Measure justification:</b> After conducting a target group companies' survey, it has become clear, that one of the main disabled people's employment problems is the lack of adequate skills and qualification. Therefore it is appropriate to provide additional qualification improvement abilities. This measure seeks to increase state financing towards additional skill acquiring subsidies for disabled people.		
<b>2.1.4. Creating means of motivating employers.</b>	<b>Introduced measures.</b>	<b>Social companies (LT) Other businesses (LT, LV)</b>
<b>Measure justification:</b> There are different disabled people employment promoting measures in the country right now, but we should still be on a lookout for new/innovative solutions, improve social responsible companies' image. There are employer promotion systems in foreign countries, such as: premium payments for employers who employ more disabled people than they are required by the quota system, annual bonuses for employers who show good disabled people's employment practice, achievement, integration prizes which can be used in our market. Measure implementation would be a part of the work aimed at creating a better employer attitude towards disabled people.		
<b>2.2. task. Increasing workplace accessibility</b>		
<b>2.2.1 Assessing important public buildings and facilities accessibility.</b>	<b>An opportunity study.</b>	<b>Disabled (LT, LV)</b>
<b>Measure justification:</b> After completing the disabled people's environment analysis, it has become clear, that up to this day there are now lists of significant buildings adjusted to the needs of disabled people. You can find messages of disabled people complaining because of the public objects or buildings being not adjusted to their needs. Thus, a study, regarding significant public buildings and object adjusted to the needs of the disabled building feasibility study. The measures will contribute to the increased mobility of disabled people.		
<b>2.2.2. Application of remote working practices.</b>	<b>Best practice section.</b>	<b>Social companies (LT) Other companies (LT, LV) Disabled people (LT, LV)</b>
<b>Measure justification:</b> After evaluation, it has become clear, that part of jobs can be done from home or by means of communication with the disabled person in his comfortable surroundings. Thus, internet webpage <a href="http://www.galiudirbti.lt">www.galiudirbti.lt</a> should be modified and a good working practice part of it should be installed, where disabled people's work possibilities should be uncovered. This measure would contribute to faster disabled people's integration in the labor market.		
<b>2.2.3. Informational portal <a href="http://www.galiudirbti.lt">www.galiudirbti.lt</a> advertisement</b>	<b>Informational material.</b>	<b>Social companies (LT) Other companies (LT, LV) Disabled people (LT, LV)</b>
<b>Measure justification:</b> After completing the target groups survey, we have determined, that one of the disabled people's employment problems is creating contacts between the employer and the disabled unemployed person. Taking this into account, we find it useful to create informational material that advertises <a href="http://www.galiudirbti.lt">www.galiudirbti.lt</a> informational portal. It would also be wise to make this information accessible through internet, because this informational channel is usually used by disabled people. Implementation of this measure will help communications to get better, will create preconditions for a more effective and accessible information distribution.		
<b>3<sup>rd</sup> aim. Ensuring disabled people's and employer's effective communication.</b>		
<b>3.1. task. Creating accessible labor market informational system.</b>		
<b>3.1.1. Good disabled people's work example informational system.</b>	<b>Good practice section.</b>	<b>Social companies (LT) Other companies (LT, LV) Disabled people (LT, LV)</b>
<b>Measure justification:</b> After we've conducted the business company survey it has become clear, that a lot of them fears the possible problems which will come with disabled employees: additional conditions, health care, competence. Regarding this, there is a need to create a system for informing the society of good disabled people's work examples. Implementing this measure will contribute to formation of a more favorable employer's attitude towards disabled employees, and increase in disabled people's motivation and self-esteem.		
<b>3.2. task. Creating a communication system between companies and disabled people.</b>		



Measure	Result	Target audience
3.2.1. Assigning intermediate institution.	Assigned institution.	Social companies (LT) Other companies (LT, LV) Disabled people (LT, LV)
<b>Measure justification:</b> During the preparation of this feasibility study, we have always encountered lack of information. After taking this into account, it would be right to assign some institution to be responsible for: functions of collecting and keeping disabled people's environment assessments, disabled people, disabled people social organizations and companies representing. The largest part of information is presented by the LLE, so a separate institution responsible for information regarding disabled people's environment could be assigned. This measure would also contribute to disabled persons and employer's better communication.		
3.2.2. Inter-company communications	Informational events, meetings and contact fairs.	Social companies (LT) Other companies (LT, LV) Disabled people (LT, LV)
<b>Measure justification:</b> It is a common thing when business companies don't know what to expect from a disabled employee, that's one of the reasons a discriminating attitude appears. Taking this into account, it would be wise to organize different informational events, meetings and contact fairs, during which companies who already employed disabled people could share positive experience in disabled people's employment.		
<b>II PRIORITY. INCREASING DISABLED PEOPLE'S COMPETENCE AND WORK MOTIVATION</b>		
1 <sup>st</sup> aim. Increasing education accessibility for disabled people.		
1.1. task. Create conditions for disabled people's distance studies.		
1.1.1. Adapting educational programs for disabled people's distance studies.	Adapted study programs.	Disabled people (LT, LV)
<b>Measure justification:</b> This time most of the educational programs are not adapted for distance studies. Regarding this, more and more educational programs should be adapted for distance studies. This measure will create conditions for people with harder disabilities or living in distant areas to acquire education which could help them in the labor market.		
1.1.2. Creating, publishing and distributing informational means regarding distance study possibilities.	Informational publications, events and meetings.	Social companies (LT) Other companies (LT, LV) Disabled people (LT, LV)
<b>Measure justification:</b> Informational publication regarding the possibilities of distance studies will inform and promote disabled people in their search for education. These publications can be distributed through events and meetings with disabled people.		
<b>1.2. TASK. ADJUSTING EDUCATIONAL FACILITY ENVIRONMENT TO THE NEEDS OF THE DISABLED PEOPLE.</b>		
1.2.1 Purchase equipment designed for disabled people with sensory disabilities.	Purchased equipment	Disabled people (LT, LV)
<b>Measure justification:</b> At this point of time, people with sensory disabilities have very limited possibilities to study because of the unadjusted infrastructure. Purchasing special equipment will grant people with sensory disabilities a possibility to acquire education which will help them in the labor market.		
1.2.2. Adjusting educational facility physical environment.	Adjusted environment	Disabled people (LT, LV)
<b>Measure justification:</b> At this point of time a lot of people with motility disabilities educational possibilities are very limited. Adjusted physical environment will grant them possibility to acquire education which will help them in the labor market.		
1.2.3. Seminars on the topic of disability etiquette for educational facility employees.	Adjusted environment.	Disabled people (LT, LV)
<b>Measure justification:</b> Educational facility employees lack information regarding the disabilities, there are hard times in communicating with people suffering from different disabilities. During seminars, these employees will get to know different forms of disability, special disabled people's needs, special types of interaction with the disabled. This will create conditions for a more successful disabled people's integration in the general educational system of the country.		
2 <sup>nd</sup> aim. Increase quality and accessibility of rehabilitation services.		
2.1. task. Adapt foreign experience.		
2.1.1. Conducting a feasibility study and provide recommendations.	Feasibility study.	Disabled people (LT, LV)

Measure	Result	Target audience
<b>Measure justification:</b> The feasibility study aim is to collect and systemize foreign countries experience and practice in professional rehabilitation services, ways of acquiring those services, to analyze the length of the professional rehabilitation program, educational measures, ways of motivating the disabled people. Present the government with recommendations regarding professional rehabilitation services need assessment, services providing and financing changes in accordance with the collected data.		
<b>2.1.2. Installing a new professional rehabilitation system.</b>	<b>System.</b>	<b>Disabled people (LT, LV)</b>
<b>Measure justification:</b> Installing a new professional rehabilitation services providing system will let us provide European Union grade quality standard compliant services. This will create conditions for more disabled people to use these services, and the increased quality will significantly affect employment rate amongst the people who received them.		
<b>2.2. task. Create cooperation networks between professional rehabilitation facilities and employers.</b>		
<b>2.2.1. Creating employer and professional rehabilitation facility representative work groups.</b>	<b>Work groups.</b>	<b>Disabled people (LT, LV)</b>
<b>Measure justification:</b> At this point of time there is a clear lack of cooperation between professional rehabilitation facilities and employers. Taking this into account, it would be appropriate to create working groups consisting of representatives of both groups. The aim of these work groups would be to provide and implement offers aimed at improving professional rehabilitation service quality, to effectively cooperate in order to provide people with professional rehabilitation teaching them specialties needed by the labor market.		
<b>2.2.2. Create possibilities for disabled people to practice in companies.</b>	<b>Possibility to practice.</b>	<b>Disabled people (LT, LV)</b>
<b>Measure justification:</b> Disabled people who are going through the process of professional rehabilitation lack practice. That's why, according to foreign experience, it would be appropriate to give them a possibility to practice during their professional rehabilitation and acquire working skills, use working skills they already have, which will greatly increase their chances of being employed on the labor market.		
<b>3<sup>rd</sup> aim. Increasing disabled people's work motivation.</b>		
<b>3.1. task. Creating disabled people's information systems.</b>		
<b>3.1.1. To develop and advertise the www.galiudirbti.lt webpage.</b>	<b>Internet webpage development.</b>	<b>Disabled (LT, LV)</b>
<b>Measure justification:</b> Public company's "Neįgaliųjų socialinių įmonių sąjunga" initiated creating the www.galiudirbti.lt webpage. This webpage contains a possibility to register for disabled unemployed people who are currently seeking for a new job, or just seeking to change the current one, there is also all a place on the webpage where all information interesting to the disabled is being placed. That's why it is wise to use the already created product. By developing the webpage and publicly advertising it, throughout information on employment possibilities can be presented to the disabled.		
<b>3.1.2. Organizing educational-informational seminar cycles.</b>	<b>Training.</b>	<b>Disabled (LT, LV)</b>
<b>Measure justification:</b> Non-government disabled people's organization started educational-informational seminars for the disabled will provide them with information on employment possibilities, ways of searching for employment, state help, disabled people will be taught on how to properly fill out CV forms and write motivational letters, how to present themselves to the possible employer. Seminar cycles will give them an opportunity to obtain the information they need regarding the labor market.		
<b>3.1.3. Writing, publishing and distributing materials on employed disabled people's rights and state help in employment.</b>	<b>Distributed materials.</b>	<b>Disabled (LT, LV)</b>
<b>Measure justification:</b> This publication will contain topical information on the employed disabled people's rights and benefits, and the state help in finding employment. This information will provide the disabled people more confidence and assurance while trying to find their place in the labor market. This publication would be distributed in professional rehabilitation centers, RLE, non-government organizations and other places visited by lots of disabled people.		
<b>3.2. task. Spread good examples of disabled people's work.</b>		
<b>3.2.1. Creating a series of TV and radio programs telling people of the examples of disabled people's good work.</b>	<b>Representative materials.</b>	<b>Disabled (LT, LV)</b>
<b>Measure justification:</b> It is appropriate to use informational channels which are accessible by most of the disabled people. Created representative materials about examples of disabled people doing a great job will act as both motivational and incentive measure to help the unemployed disabled people integrate in the labor market more actively.		

Measure	Result	Target audience
<b>3.2.2. Involve non-government disabled people's organizations in distributing information about the examples of disabled people's good work.</b>	Events, seminars.	Disabled (LT, LV)
<b>Measure justification:</b> Non-government disabled people's organizations are visited by lots of disabled people, this makes it reasonable for them to take over a part of the information distribution regarding examples of disabled people doing a great job.		
<b>3.2.3. Writing, publishing and distributing a journal on the topic of disabled people's working possibilities regarding the type of their disability.</b>	Journal.	Disabled (LT, LV)
<b>Measure justification:</b> A person who became disabled, whose physical possibilities have changed, usually doesn't know about his working possibilities. This journal will give him an opportunity to obtain information on the types of work he could actually be doing taking his disability in account and evaluating his working possibilities more straight.		
<b>III PRIORITY. RAISING SOCIETY'S SOCIAL RESPONSIBILITY</b>		
1 aim. Raising society's social responsibility.		
1.1. task. Creating a disabled person's positive image.		
<b>1.1.1. Creating means of public information distribution spreading the news on disabled people's achievements.</b>	Information distribution means.	Society (LT, LV)
<b>Measure justification:</b> The general public is unaware of the possibilities and achievements of the disabled people. Creating TV and radio shows, social advertisement cycles regarding the achievements of disabled people in sports, art, work and other areas of everyday life will promote society to identify disabled people as it's full-fledged part, will form a positive attitude towards the disabled, will decrease stereotypes about disabled people.		
<b>1.1.2. Methodological means creation for school-age children.</b>	Methodological means.	Society (LT, LV)
<b>Measure justification:</b> A person's attitude towards his environment and people surrounding him is forming in his childhood, that's why it is so important to vaccinate children with tolerance towards the disabled since their early age. Methodological materials on different types of disorders, reasons they appear, special needs of disabled people, will form a positive youth and teenager attitude towards the disabled people and would let them accept the disabled as full-fledged members of society, won't let discriminative stereotypes take control of the youth.		
1.2. task. Disabled people's integration in society.		
<b>1.2.1. Promote disabled people's integration on the community level.</b>	Creation of means to do so.	Society (LT, LV) Disabled (LT, LV)
<b>Measure justification:</b> Disabled people's integration process will have to start from the people surrounding him. That's why it is appropriate to promote disabled people's integration on the community level. Including disabled people in active community life will have a double effect: it will promote more active work amongst the disabled, integrating them in the social life and labor market, and at the same time will promote healthy people's good willingness, tolerance, will change their view on the disabled people.		
<b>1.2.2. Promote voluntarism ideas.</b>	Involved people.	Society (LT, LV)
<b>Measure justification:</b> Disability usually limits people's possibility to independently carry out hard physical tasks. That's why they need the help of healthy people, which can be provided by volunteers. Information regarding voluntary work and the work itself will improve connections and communication between the healthy and the disabled, it will help these two groups of people to better understand each other.		
<b>1.2.3. Organizing public events</b>	Regularly organized events.	Society (LT, LV) Disabled (LT, LV)
<b>Measure justification:</b> After conducting the public survey it became clear, that most of the healthy people have not encountered the disabled, that's where negative stereotypes about disabled people's reticence and unwillingness to participate in public life come from. Public events will promote sociality, positive view, communication between the disabled and other parts of society, will raise awareness of the disabled people's problems and will present better examples of integration.		



# ANNEXES





## ANNEX 1

### DISABLED PEOPLE'S SOCIAL COMPANY SURVEY QUESTIONNAIRE

Dear company representatives,

While implementing the 2007-2013 Latvian and Lithuanian cooperation through border program's project "Disabled people's social company competitiveness increase" activities, public company "Disabled people's social company collaboration" prepares a feasibility study called "Disabled people employment possibility development". One of the feasibility study aims is to collect and analyze statistic information regarding social company position in Lithuania, their perspectives and problems.

We address you asking to help us by answering the questions appeared in the course of the study. Your answers will help us evaluate the disabled people's social company's position in a proper way.

We kindly ask you to fill this form and send it back to us to this e-mail: [virginija@nsis.lt](mailto:virginija@nsis.lt).

1. *What city / region are you are carrying out your activities .....*
2. *What is the type of your business activity:*

1	Construction works and related services.
B	IT
C	Handicraft
D	Food production
E	Food cooking, catering
F	Advertising, advertisement trade
G	Business consultations, project design
H	Textile product manufacturing, tailoring
I	Furniture production
J	Print and related services
K	Metal production manufacturing
L	Wood production manufacturing
M	Barbershops and beauty parlor services
N	Accountancy services
O	Paper and cardboard production
P	Cleaning services
Q	Surveys, market studies

3. *How many people do you employ?*

A	0 – 9
B	10 – 49
C	50 – 99
D	100 – 249
E	250 – and more

4. *Does your company employ disabled people?*

A	Yes
B	No
C	I don't know

**IF YES –**



5. *How many disabled people are working at your company?*

A	0 – 5
B	5 – 15
C	15 – 25
D	25 – 50
E	50 – 100

6. *Are you using state provided subsidies when employing a disabled person?*

A	Yes
B	No

7. *If you are using this state support, then what kind of it:*

	Wage and state social security payments partial compensation
	A subsidy to create workplaces, for adjusting workplaces for disabled people and their equipment/ tools
	Working skills improvement subsidy

8. *What did lead to employing disabled people?*

A	Proper qualification (experience)
B	State support and subsidies
C	Personal qualities (the employee is more loyal and motivated)

9. *Are you planning on employing more disabled people in the future?*

A	Yes
B	No
C	I don't know

**If NOT :**

10. *Do you know about state provided subsidies which are given to employers who employ disabled people?*

A	Yes
B	No

11. *Would you employ a disabled person if he had proper qualification but couldn't work full hours?*

A	Yes
B	No

12. *If you would employ a disabled person, what position could he take in your company?*

## ANNEX 2

### DISABLED PEOPLE'S STUDY QUESTIONNAIRE

Dear Sir / Madam,

While implementing the 2007-2013 Latvian and Lithuanian cooperation through border program's project "Disabled people's social company competitiveness increase" activities, public company "Disabled people's social company collaboration" prepares a feasibility study called "Disabled people employment possibility development". One of the feasibility study aims is to collect and analyze statistic information regarding social company position in Lithuania, their perspectives and problems.

We address you asking to help us by answering the questions appeared in the course of the study. Your answers will help us evaluate the disabled people's social company's position in a proper way.

We kindly ask you to fill this form and send it back to us to this e-mail: [virginija@nsis.lt](mailto:virginija@nsis.lt).

1. Sex:

	Man
	Woman

2. Age:

	18 – 39 years old
	40 – 59 years old
	60 years and older

3. City: \_\_\_\_\_

4. What is the type of your disability?

A	Motility disability
B	Internal diseases
C	Sight disability
D	Hearing disability
E	Psychical diseases
F	Intellectual disorders
G	Other disability:

5. Your disability was:

	Inherited
	Acquired

6. What is your working capacity?:

A	0 – 25 %
B	30 – 40 %
C	45 – 55 %

7. Your education:

A	Unfinished school
B	School education
C	Professional education
D	Higher (non-university) education - (college)
E	Higher education
F	Professional rehabilitation

G	Other: .....
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8. *Professional rehabilitation (what facility, what profession)?:*

Facility	
Profession	

9. *Are you employed at the moment:*

	Yes
	No
	I'm currently searching for work

10. *If you're working, what is the type of work you're doing:* \_\_\_\_\_

11. *Why are you unemployed?*

A	I can't work because of my health disorders
B	I don't know where and how to look for a job
C	I don't have any education
D	I don't want to work
E	Psychological problems
F	Workplace not adjusted to disabled people's needs
G	My working skills are inadequate to the modern labor market requests
H	I'm afraid to lose my social payments
I	Complicated legal framework
J	It's financially ineffective to work
K	Negative society and employer's attitude.

12. *How did you search for a job?*

A	Local labor exchange branch
B	Disabled people's organization
C	Private companies
D	Internet web pages
E	Through acquaintances
F	In Rehabilitation centers
G	Other.....Everywhere I could.....

13. *Social activity (please tick all variants related to you):*

A	I visit cultural events
B	I participate in a sport club activity (do sports)
C	Participate in disabled peoples' organization work
D	I participate in art classes (acting, singing, dances, drawings and other)
E	I have a favorite hobby (please specify)
F	I don't participate
G	Other (please specify) :

14. *Do you have any commercial ideas for opening your own business?*

Yes, but i don't have enough money	Yes	
	No	

THANK YOU FOR PARTICIPATING IN THE SURVEY !

## ANNEX 3

### COMPANY SURVEY QUESTIONNAIRE

Dear company representatives,

While implementing the 2007-2013 Latvian and Lithuanian cooperation through border program's project "Disabled people's social company competitiveness increase" activities, public company "Disabled people's social company collaboration" prepares a feasibility study called "Disabled people employment possibility development". One of the feasibility study aims is to collect and analyze statistic information regarding social company position in Lithuania, their perspectives and problems.

We address you asking to help us by answering the questions appeared in the course of the study. Your answers will help us evaluate the disabled people's social company's position in a proper way.

We kindly ask you to fill this form and send it back to us to this e-mail: virginija@nsis.lt.

1. *What city / region are you are carrying out your activities .....*
2. *What is the type of your business activity:*

	Construction works and related services.
	IT
	Handicraft
	Food production
	Food cooking, catering
	Advertising, advertisement trade
	Business consultations, project design
	Textile product manufacturing, tailoring
	Furniture production
	Print and related services
	Metal production manufacturing
	Wood production manufacturing
	Barbershops and beauty parlor services
	Accountancy services
	Paper and cardboard production
	Cleaning services
	Surveys, market studies

3. *How many people do you employ?*

	0 – 9
	10 – 49
	50 – 99
	100 – 249
	250 – and more

4. *Please specify the amount of disabled people distributed by the type of their disability:*

	Motility disability
	Internal diseases
	Sight disability
	Hearing disability
	Psychical diseases

	Intellectual disorders
	Other disability: _____

5. Please specify the number of disabled people distributed by their working capacity:

	0 – 25 %
	30 – 40 %
	45 – 55 %

6. Please specify the number of disabled people distributed by their education:

	Unfinished school
	School education
	Professional education
	Higher (non-university) education - (college)
	Higher education
	Professional rehabilitation
	Other: .....

7. Please specify the number of disabled people distributed by their age:

	18-29 years old
	30-39 years old
	40-56 years old
	57 and older

8. How many disabled people are working at your company? (please enter a number)

	Full time
	Part time

9. Please specify the position of disabled people in accordance with type of their disability and their number (i.e. accountant – 2 )

Type of disability	Type of work and amount of disabled
Employees with hearing disabilities	
Employees with internal diseases	
Employees with sight disabilities	
Employees with hearing disabilities	
Employees with other disabilities (write in) _____	

10. What type of state provided support did you use when you employed disabled people in Your company? (Please mark with the “+” sign all of the positive answers.

	Wage and state social security payments partial compensation
	A subsidy to create workplaces, for adjusting workplaces for disabled people and their equipment/ tools
	Working skills improvement subsidy
	Subsidy for disabled employees workplace environment, production workplace or relaxation room adjusting to his needs.
	Subsidy for additional administrative and transport expenses
	Subsidy for an assistant (gesture language translator) expense compensation
	Other (write in) .....

11. Are you planning to employ more disabled people ? (Please mark with "+" sign)

	Yes (please specify at what positions and how many)
	No

12. What organizations are you dealing with when employing disabled people (Please mark with "+" sign)

	Local labor exchange branch (please, specify which) _____
	Mass-media (please, specify which measures) _____
	Private employment intermediary companies (please, specify which) _____
	With professional Rehabilitation centers (please, specify which) _____
	With other organizations and companies (please, specify which) _____
	Other (specify) _____

13. What disabled people's skills should be paid most attention to? (1 – no additional attention needed, 5 – additional attention is strongly required)

	1	2	3	4	5	No opinion
Computer literacy						
Professional skills						
Lithuanian language skills						
Foreign language skills						
Communication skills						
Individual work						
Team work						

14. What do you think promotes disabled people employment ?

	State support
	Disabled people are more loyal
	Disabled people's qualification

15. What causes lead to the reluctance of employers to recruit people with disabilities? (1 – doesn't lead at all, 5 – is one of the main causes)

	1	2	3	4	5	No opinion
Disabled people are uneducated						
Disabled people lack the required qualification / profession						
Disabled people's work is less effective						
Disabled people are unmotivated to work						
State support is too small						
Negative attitude of the society						

16. Are you participating in public purchases:

	Yes
	No

17. Do you know about articles 13 and 91 of the %urement law of the Republic of Lithuania?

	Yes
	No



18. *Would your economic position change if the Purchasing organizations would comply with their responsibilities according to the law?*

	Nothing would change
	Turnover would increase
	I would have to employ more disabled people
	I would have to buy more equipment and tools
	I would have to renew my technologies
	My production would cheapen
	I would need bigger premises

19. *Your notes and suggestions:*

.....

.....

.....

THANK YOU FOR PARTICIPATING IN THE SURVEY !

## 4 ANNEX

### PERKS TO DISABLED PERSONS

Nr.	The normative act	Disability group	Employed	Unemployed	Children under 18 years
1.	August 4th 2009 the regulations of the Minister Cabinet No. 872 "Regulations for passengers categories who are entitled to travel concessions" <a href="http://www.likumi.lv/doc.php?id=195934">http://www.likumi.lv/doc.php?id=195934</a>	I, II	Disabled persons with I and II disability groups (..) in the case of disability certificate, persons who accompany the person with the I disability group or disabled persons under 18 years of age are entitled to free use of public transport, urban significance routes, regional routes and on Intercity regional local routes.	Disabled persons with I and II disability groups (..) in the case of disability certificate, persons who accompany the person with the I disability group or disabled persons under 18 years of age are entitled to free use of public transport, urban significance routes, regional routes and on Intercity regional local routes.	Disabled persons with I and II disability groups (..) in the case of disability certificate, persons who accompany the person with the I disability group or disabled persons under 18 years of age are entitled to free use of public transport, urban significance routes, regional routes and on Intercity regional local routes.
2.	Compulsory Civil Liability Insurance of Owners of Motor Vehicles Law <a href="http://www.likumi.lv/doc.php?id=87547">http://www.likumi.lv/doc.php?id=87547</a>	I, II and III	The insurance premium payment specified by an insurer shall be reduced by 40 percent for the owners of motor vehicles, who are disabled persons of Group I and II; and disabled persons of Group III, who have difficulty of movement [such difficulty shall be certified by an opinion of the State Medical Commission for Expert-Examination of Health and Working Ability (in insuring a passenger car).	The insurance premium payment specified by an insurer shall be reduced by 40 percent for the owners of motor vehicles, who are disabled persons of Group I and II; and disabled persons of Group III, who have difficulty of movement [such difficulty shall be certified by an opinion of the State Medical Commission for Expert-Examination of Health and Working Ability (in insuring a passenger car).	-
3.	Law On the Vehicle Operation Tax and Company Car Tax <a href="http://www.likumi.lv/doc.php?id=223536">http://www.likumi.lv/doc.php?id=223536</a>	I, II and III	The vehicle operation tax shall not be paid for: • a car, motorcycle, tricycle or quadricycle, the owner, holder or driver of which is a Group I or II disabled person. The exemption shall be applied for one abovementioned vehicle registered in the ownership, holding or possession of this person; • a vehicle intended for disabled persons, the owner, holder or driver of which is a Group III disabled person. The exemption shall be applied for one abovementioned vehicle registered in the ownership, holding or possession of this person;	The vehicle operation tax shall not be paid for: • a car, motorcycle, tricycle or quadricycle, the owner, holder or driver of which is a Group I or II disabled person. The exemption shall be applied for one abovementioned vehicle registered in the ownership, holding or possession of this person; • a vehicle intended for disabled persons, the owner, holder or driver of which is a Group III disabled person. The exemption shall be applied for one abovementioned vehicle registered in the ownership, holding or possession of this person;	

Nr.	The normative act	Disability group	Employed	Unemployed	Children under 18 years
4.	On Car and Motorcycle Tax Law <a href="http://www.likumi.lv/doc.php?id=81065">http://www.likumi.lv/doc.php?id=81065</a>	I, II and III	Disabled persons with movement disorders, to whom medical indications for the purchase of specially modified cars and allowance for the receipt of reimbursement of vehicle expenditures have been specified (for one specially modified car registered on the name of the relevant person), shall be exempted from the tax.	Disabled persons with movement disorders, to whom medical indications for the purchase of specially modified cars and allowance for the receipt of reimbursement of vehicle expenditures have been specified (for one specially modified car registered on the name of the relevant person), shall be exempted from the tax	
5.	August 30 <sup>th</sup> 2011 the regulations of the Minister Cabinet No. 669 „Regulations on the state for registration fees of tractors and their trailers“ <a href="http://www.likumi.lv/doc.php?id=235213&amp;from=off">http://www.likumi.lv/doc.php?id=235213&amp;from=off</a>	I, II and III	Disabled persons are covered by the state vehicle registration fees and provides relief vehicle registration fees the state rate – 3,55 LVL. Disabled person must show a certificate of disability to obtain relief.	Disabled persons are covered by the state vehicle registration fees and provides relief vehicle registration fees the state rate – 3,55 LVL. Disabled person must show a certificate of disability to obtain relief.	
6.	December 27 <sup>th</sup> 2011 the regulations of the Minister Cabinet Nr. 1031 „Regulations on public company “Road Traffic Safety Inspectorate” service prices“ <a href="http://www.likumi.lv/doc.php?id=242187">http://www.likumi.lv/doc.php?id=242187</a>	I, II and III	Persons with disabilities are exempt from the RTSI payment of services: • permission to participate in the road, where it is given a special control system fitted for an automobile, which is registered disabled driver and car with automatic transmission control, an automobile registered for the disabled people with mobility problems; • vehicle technical inspection after rebuilding an automobile, if it belongs to a disabled person and the driver installed special conversion control system; • vehicle technical inspection by a special control system fitted for an automobile, the driver is registered disabled, as well as vehicle technical inspection of the car with an automatic transmission control if it is registered driver for the disabled people with mobility problems.	Persons with disabilities are exempt from the RTSI payment of services: • permission to participate in the road, where it is given a special control system fitted for an automobile, which is registered disabled driver and car with automatic transmission control, an automobile registered for the disabled people with mobility problems; • vehicle technical inspection after rebuilding an automobile, if it belongs to a disabled person and the driver installed special conversion control system; • vehicle technical inspection by a special control system fitted for an automobile, the driver is registered disabled, as well as vehicle technical inspection of the car with an automatic transmission control if it is registered driver for the disabled people with mobility problems.	

Nr.	The normative act	Disability group	Employed	Unemployed	Children under 18 years
7.	Law On Social Services and Social Assistance <a href="http://www.likumi.lv/doc.php?id=68488">http://www.likumi.lv/doc.php?id=68488</a> Section 9. <sup>1</sup> Services of Long-term Social Care and Social Rehabilitation Institutions, which are Financed by the State	I, II	The following services of long-term social care and social rehabilitation institutions shall be financed from the State budget, of this Law for persons with mental impairments who have been placed in such institutions up to 1 January 2003; for adult blind persons and persons with severe mental impairments; for children with severe mental impairments from four to eighteen years of age; and for orphans and children left without parental care up to two years of age and children with mental and physical development disorders up to four years of age.	The following services of long-term social care and social rehabilitation institutions shall be financed from the State budget, of this Law for persons with mental impairments who have been placed in such institutions up to 1 January 2003; for adult blind persons and persons with severe mental impairments; for children with severe mental impairments from four to eighteen years of age; and for orphans and children left without parental care up to two years of age and children with mental and physical development disorders up to four years of age.	The state budget is financed by long-term social care services for children with severe mental disorders from four to eighteen years of age.
8.	Law On Social Services and Social Assistance <a href="http://www.likumi.lv/doc.php?id=68488">http://www.likumi.lv/doc.php?id=68488</a> Section 23	I, II and III	-	The disabled person has the right to receive a social care service if family members cannot ensure the care required.	-
9.	Law On Social Services and Social Assistance <a href="http://www.likumi.lv/doc.php?id=68488">http://www.likumi.lv/doc.php?id=68488</a> Section 25, first paragraph, December 15 <sup>th</sup> 2009 the regulations of the Minister Cabinet No.1474 „Provision of technical aids” <a href="http://www.likumi.lv/doc.php?id=202674">http://www.likumi.lv/doc.php?id=202674</a> December 15 <sup>th</sup> 2009 the regulations of the Minister Cabinet No.1472 „The procedure by which the Blind Community in Latvia and the Latvian Union of the Blind provides social rehabilitation services and provides technical aids” <a href="http://www.likumi.lv/doc.php?id=202630">http://www.likumi.lv/doc.php?id=202630</a>		The right to receive free of charge, with specific conclusion on the need for technical aids: ortozes, prostheses and orthopedic footwear, which, according to medical recommendations made or adapted for a particular person; personal use of auxiliary equipment; personal care aids; technical aids for people with visual and hearing impairments.	The right to receive free of charge, with specific conclusion on the need for technical aids: ortozes, prostheses and orthopedic footwear, which, according to medical recommendations made or adapted for a particular person; personal use of auxiliary equipment; personal care aids; technical aids for people with visual and hearing impairments.	Disabled children under the age of 18 have the right to receive free technical support for lodging specialist opinion on the need for technical aids. The Minister Cabinet provisions is a list of technical aids, which can be obtained from the state budget.
10.	Law On Social Services and Social Assistance <a href="http://www.likumi.lv/doc.php?id=68488">http://www.likumi.lv/doc.php?id=68488</a> Section 26		The right to receive vocational rehabilitation services shall be enjoyed by persons of working-age if they have been classified as disabled.	The right to receive vocational rehabilitation services shall be enjoyed by persons of working-age if they have been classified as disabled.	

Nr.	The normative act	Disability group	Employed	Unemployed	Children under 18 years
11.	Law On Social Services and Social Assistance <a href="http://www.likumi.lv/doc.php?id=68488">http://www.likumi.lv/doc.php?id=68488</a> Section 27			Day care and social rehabilitation institutions shall ensure care and the possibility to become involved in physical and mental activities for disabled persons with physical impairments; for persons with mental impairments; and for persons after a severe, continuous illness.	
12.	Law On Social Services and Social Assistance <a href="http://www.likumi.lv/doc.php?id=68488">http://www.likumi.lv/doc.php?id=68488</a> Section 27.1, June 30 <sup>th</sup> 1998, the regulations of the Minister Cabinet No. 233 „Provision of documents in support of the person (family) the right to rent public housing and shared housing space standards“ <a href="http://www.likumi.lv/doc.php?id=48995&amp;from=off">http://www.likumi.lv/doc.php?id=48995&amp;from=off</a>		In a service apartment shall be ensured the possibility of an independent life for persons with severe functional disorders, increasing the social functioning and self-care skills of such persons.	In a service apartment shall be ensured the possibility of an independent life for persons with severe functional disorders, increasing the social functioning and self-care skills of such persons.	
13.	March 31 <sup>th</sup> 2009 the regulations of the Minister Cabinet No. 279 „Regulations on the procedure by which persons receive social rehabilitation services for the rehabilitation of social institutions, and the requirements of rehabilitation services“ <a href="http://www.likumi.lv/doc.php?id=190188&amp;from=off">http://www.likumi.lv/doc.php?id=190188&amp;from=off</a>		The right to receive state-paid social rehabilitation services for up to 21 days for the working age disabled person (in these Regulations referred to in MC terms).	The right to receive state-paid social rehabilitation services for up to 21 days for the working age disabled person (in these Regulations referred to in MC terms).	The right to receive state-paid social rehabilitation services for up to 21 days for the disabled person since 15 years (in these Regulations referred to in MC terms).
14.	December 31 <sup>th</sup> 2010 the regulations of the Minister Cabinet No. 1170 „Regulations concerning the procedure by which persons with disabilities provides support for the housing application and eligibility conditions“ <a href="http://www.likumi.lv/doc.php?id=223578&amp;from=off">http://www.likumi.lv/doc.php?id=223578&amp;from=off</a>		Entitled to receive a housing adaptation for disability group I, group II visually and hearing disabled. The Ministers Cabinet sets of support conditions and the receipt of order.	Entitled to receive a housing adaptation for disability group I, group II visually and hearing disabled. The Ministers Cabinet sets of support conditions and the receipt of order.	Entitled to receive a housing adaptation for Persons under 18 years of age with medical professionals recommended the disabled child to special supervision. The Ministers Cabinet sets of support conditions and the receipt of order.
15.	December 28 <sup>th</sup> 2010 the regulations of the Minister Cabinet No.1208 „Regulations on psychological services for persons under 18 years of age, who for the first time in disability and who are living in families as well as their legal representatives and service procedures for obtaining“ <a href="http://www.likumi.lv/doc.php?id=223858">http://www.likumi.lv/doc.php?id=223858</a>				Entitled to receive from the state budget paid for counseling services for persons under 18 years of age, who had disability for the first time, and who lives in the family, as well as its legal representative (two 45-minute consultation). The Ministers Cabinet sets of service level and the procedure for obtaining.

Nr.	The normative act	Disability group	Employed	Unemployed	Children under 18 years
16.	December 19 <sup>th</sup> 2006 the regulations of the Minister Cabinet No. 1046 „Health care organization and financing arrangements“ (Latest amendments entered into force 2012-01-01) <a href="http://www.likumi.lv/doc.php?id=150766">http://www.likumi.lv/doc.php?id=150766</a>		Group I disabled persons are exempt from patient charges. The state budget covers doctor visits family home with group I disabled person.	Group I disabled persons are exempt from patient charges. The state budget covers doctor visits family home with group I disabled person.	Children under 18 years are exempt from patient charges. The state budget covers doctor visits family home with Children under 18 years
17.	June <sup>th</sup> 2001 the regulations of the Minister Cabinet No. 234 „Regulations on state charges for naturalization statement presentation“ <a href="http://www.likumi.lv/doc.php?id=25578">http://www.likumi.lv/doc.php?id=25578</a>		Group I disabled persons are exempt from state taxes, state and local government social care under the supervision of persons National toll rate (three LVL) the submission apply for naturalization to the II and group III disabled.	Group I disabled persons are exempt from state taxes, state and local government social care under the supervision of persons National toll rate (three LVL) the submission apply for naturalization to the II and group III disabled.	
18.	December 11 <sup>th</sup> 2007 the regulations of the Minister Cabinet No.844 „Regulations on state charges for obtaining information from the Population Register“ <a href="http://www.likumi.lv/doc.php?id=167910">http://www.likumi.lv/doc.php?id=167910</a>		Disabled persons are exempt from payment of state fees.	Disabled persons are exempt from payment of state fees.	Disabled persons are exempt from payment of state fees.
19.	November 21 <sup>th</sup> 2006 the regulations of the Minister Cabinet No. 940 „Provision for the granting of paid information services“ <a href="http://www.likumi.lv/doc.php?id=148617&amp;from=off">http://www.likumi.lv/doc.php?id=148617&amp;from=off</a>		The disabled persons are exempt from paying for paid services (provision of information from the institution's archives, prepare and provide information from the office databases, preparation or issuance of a copy or duplicate of documented information, provided that the amount of information exceeds LVL 20).	The disabled persons are exempt from paying for paid services (provision of information from the institution's archives, prepare and provide information from the office databases, preparation or issuance of a copy or duplicate of documented information, provided that the amount of information exceeds LVL 20).	The disabled persons are exempt from paying for paid services (provision of information from the institution's archives, prepare and provide information from the office databases, preparation or issuance of a copy or duplicate of documented information, provided that the amount of information exceeds LVL 20).
20.	April 8 <sup>th</sup> 1997 the regulations of the Minister Cabinet No.138 „Regulations on Income Tax additional benefits to the disabled, the victims of political repression and national resistance movement participants“ <a href="http://www.likumi.lv/doc.php?id=42990&amp;from=off">http://www.likumi.lv/doc.php?id=42990&amp;from=off</a>		A disabled person is entitled to additional tax relief, which is the size of: person to whom the I or II disability group has 1,296 LVL per year, person to whom the III disability group has 1,008 LVL per year.		
21.	November 28 <sup>th</sup> 2000 the regulations of the Minister Cabinet No. 410 „Regulations on state charges for Latvian citizenship and nationality refusal to upgrade the production of documents“ <a href="http://www.likumi.lv/doc.php?id=13218&amp;from=off">http://www.likumi.lv/doc.php?id=13218&amp;from=off</a>		The state fee for denial of citizenship or nationality updates are five LVL for Group I disabled persons wishing to renew citizenship has been lost due to an error or has been unlawfully deprived, are exempt from state fees.	The state fee for denial of citizenship or nationality updates are five LVL for Group I disabled persons wishing to renew citizenship has been lost due to an error or has been unlawfully deprived, are exempt from state fees.	Persons wishing to renew citizenship has been lost due to an error or has been unlawfully deprived, are exempt from state fees.



Nr.	The normative act	Disability group	Employed	Unemployed	Children under 18 years
22.	2009 regulations of the Minister Cabinet No.1069 „Regulations on state fees for notary services“ <a href="http://www.likumi.lv/doc.php?id=198172&amp;from=off">http://www.likumi.lv/doc.php?id=198172&amp;from=off</a>		The pensioners, groups I and II with disabled persons are exempt from state fees for documents in criminal cases.	The pensioners, groups I and II with disabled persons are exempt from state fees for documents in criminal cases.	
23.	July 4 <sup>th</sup> 2006 the regulations of the Minister Cabinet No. 561 „Regulations on the State cadastre fees for the certificate“ <a href="http://www.likumi.lv/doc.php?id=139740">http://www.likumi.lv/doc.php?id=139740</a>		I group disabled persons are entitled to 50 per cent. relief for the cadastral certificate.	I group disabled persons are entitled to 50 per cent. relief for the cadastral certificate.	
24.	Support for Unemployed Persons and Persons Seeking Employment Law <a href="http://www.likumi.lv/doc.php?id=62539">http://www.likumi.lv/doc.php?id=62539</a> December 18 <sup>th</sup> 2007 the regulations of the Minister Cabinet No. 891 „Unemployment and job seeker status and the status of the order to provide the necessary documents“ <a href="http://www.likumi.lv/doc.php?id=168394">http://www.likumi.lv/doc.php?id=168394</a>			Acquisition of Unemployed Person Status. Unemployment status is granted to: • who has reached the age of 15 years; • who has not reached the age necessary for the granting of the State old age pension; • who is not acquiring an education by being present at a general secondary or vocational secondary education institutio; • who is not completely State supported; • a person shall also be considered to be able to work when the State Medical Commission for the Assessment of Health Condition and Working Ability has determined a loss of ability to work of 100 per cent. • Jobseeker's status is granted to : • who has reached the age of 15 years; • a person who obviously do not learn in basic education, institution, etc.	Acquisition of Unemployed Person Status. Unemployment status is granted to: • who has reached the age of 15 years; • who has not reached the age necessary for the granting of the State old age pension; • who is not acquiring an education by being present at a general secondary or vocational secondary education institution; • who is not completely State supported; • a person shall also be considered to be able to work when the State Medical Commission for the Assessment of Health Condition and Working Ability has determined a loss of ability to work of 100 per cent. • Jobseeker's status is granted to : • who has reached the age of 15 years; • a person who obviously do not learn in basic education, institution, etc.
25.	March 3 <sup>th</sup> 2009 the regulations of the Minister Cabinet No.212 „Regulations for unemployment grants vocational training, retraining and professional development of the non-formal learning in“ <a href="http://www.likumi.lv/doc.php?id=188821&amp;from=off">http://www.likumi.lv/doc.php?id=188821&amp;from=off</a>			A person who has been granted the status of unemployed have the right to material support for science, education and professional development time.	A person who has been granted the status of unemployed have the right to material support for science, education and professional development time.

Nr.	The normative act	Disability group	Employed	Unemployed	Children under 18 years
26.	October 23 <sup>th</sup> 2001 the regulations of the Minister Cabinet No. 445 „The procedure by which the state budget provided and return the loan to persons studying“ <a href="http://www.likumi.lv/doc.php?id=55047&amp;from=off">http://www.likumi.lv/doc.php?id=55047&amp;from=off</a>		If you are studying people who want to take out a loan, have the same indicators of achievement, a high school committee primarily provides loan to disabled persons, orphans and children deprived of parental care, the student from poor families and families with many children. The loan and interest are written off if the loan he took the person died or became a disabled person group I or II.	If you are studying people who want to take out a loan, have the same indicators of achievement, a high school committee primarily provides loan to disabled persons, orphans and children deprived of parental care, the student from poor families and families with many children. The loan and interest are written off if the loan he took the person died or became a disabled person group I or II.	
27.	May 29 <sup>th</sup> 2001 the regulations of the Minister Cabinet No. 219 „The procedure, which is granted released and debited study loan from the state budget“ <a href="http://www.likumi.lv/doc.php?id=25576&amp;from=off">http://www.likumi.lv/doc.php?id=25576&amp;from=off</a>		If you are studying people who want to take out a loan, have the same indicators of achievement, a high school committee primarily provides loan to disabled persons, orphans and children deprived of parental care, the student from poor families and families with many children. The loan and interest are written off if the loan he took the person died or became a disabled person group I or II.	If you are studying people who want to take out a loan, have the same indicators of achievement, a high school committee primarily provides loan to disabled persons, orphans and children deprived of parental care, the student from poor families and families with many children. The loan and interest are written off if the loan he took the person died or became a disabled person group I or II.	
28.	May 29 <sup>th</sup> 2001 the regulations of the Minister Cabinet No. 220 „The procedure, which is granted released and written off student loans, and student loans to credit the funds to the state on behalf of the surety“ <a href="http://www.likumi.lv/doc.php?id=25577&amp;from=off">http://www.likumi.lv/doc.php?id=25577&amp;from=off</a>		The loan and interest are written off if the loan he took the person died or became a disabled person group I or II.	The loan and interest are written off if the loan he took the person died or became a disabled person group I or II.	
29.	August 22 <sup>th</sup> 2000 metņ ruggjūčio 22 d. the regulations of the Minister Cabinet No. 289 „Regulations on state charges for the state language knowledge and professional certification needs“ <a href="http://www.likumi.lv/doc.php?id=10125">http://www.likumi.lv/doc.php?id=10125</a>		The disabled persons pay 50 percent. fees (5 LVL) (except the disabled since childhood). The disabled persons since childhood pay 10 percent. fees (1 LVL).	The disabled persons pay 50 percent. fees (5 LVL) (except the disabled since childhood).	The disabled persons since childhood pay 10 percent. fees (1 LVL).

Nr.	The normative act	Disability group	Employed	Unemployed	Children under 18 years
30.	August 11 <sup>th</sup> 2009 the regulations of the Minister Cabinet No. 918 „Regulations on ponds and industrial fisheries and fishing rights in the lease rights in the use of procedures“ <a href="http://www.likumi.lv/doc.php?id=196472&amp;from=off">http://www.likumi.lv/doc.php?id=196472&amp;from=off</a>		Fishing rights in Article 10 of the Fisheries Act are set out in the ponds is granted to any individual aged 16 to 65 years who acquired the calendar year, or short-term (three months) permit fishing. Persons under 16 years of age and persons over 65 years of age and disabled persons permitted without angling permit.	Fishing rights in Article 10 of the Fisheries Act are set out in the ponds is granted to any individual aged 16 to 65 years who acquired the calendar year, or short term (three months) permit fishing. Persons under 16 years of age and persons over 65 years of age and disabled persons permitted without angling permit.	Fishing rights in Article 10 of the Fisheries Act are set out in the ponds is granted to any individual aged 16 to 65 years who acquired the calendar year, or short term (three months) permit fishing. Persons under 16 years of age and persons over 65 years of age and disabled persons permitted without angling permit.
31.	December 22 <sup>th</sup> 2009 the regulations of the Minister Cabinet No. 1498 „Fish Regulations“ <a href="http://www.likumi.lv/doc.php?id=202643&amp;from=off">http://www.likumi.lv/doc.php?id=202643&amp;from=off</a>		Persons under 16 years of age and persons over 65 years of age and disabled persons permitted without angling permit. These persons must carry a document that identifies the person (name, surname, personal identification number), and disabled persons aged 16 to 65 years - Disability certificate.	Persons under 16 years of age and persons over 65 years of age and disabled persons permitted without angling permit. These persons must carry a document that identifies the person (name, surname, personal identification number), and disabled persons aged 16 to 65 years - Disability certificate.	Persons under 16 years of age and persons over 65 years of age and disabled persons permitted without angling permit. These persons must carry a document that identifies the person (name, surname, personal identification number), and disabled persons aged 16 to 65 years - Disability certificate.
32.	December 13 <sup>th</sup> 2011 the regulations of the Minister Cabinet No. 946 „Regulations on State Agency “Latvian National History Museum’s public service pay the price“ <a href="http://www.likumi.lv/doc.php?id=241412">http://www.likumi.lv/doc.php?id=241412</a> July 13 <sup>th</sup> 2010 the regulations of the Minister Cabinet No. 626 „Regulations on the state agency in Riga History and Navigation Museum in prices paid by public“ <a href="http://www.likumi.lv/doc.php?id=213374">http://www.likumi.lv/doc.php?id=213374</a>		According to the Cabinet of Ministers regulations, disabled persons a lower price for the public museum services.	According to the Cabinet of Ministers regulations, disabled persons a lower price for the public museum services.	According to the Cabinet of Ministers regulations, disabled persons a lower price for the public museum services.



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