



Report on the employment of disabled people in European countries

Country: Lithuania
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Background:

The [Academic Network of European Disability experts](#) (ANED) was established by the European Commission in 2008 to provide scientific support and advice for its disability policy Unit. In particular, the activities of the Network will support the future development of the EU Disability Action Plan and practical implementation of the United Nations Convention on the Rights of Disabled People.

This country report has been prepared as input for the *Thematic report on the implementation of EU Employment Strategy in European countries with reference to equality for disabled people*.

The purpose of the report ([Terms of Reference](#)) is to review national implementation of the European Employment Strategy from a disability equality perspective, and to provide the Commission with useful evidence in support of disability policy mainstreaming. More specifically, the report will review implementation of EU Employment Strategy and the PROGRESS initiative with reference to policy implementation evidence from European countries, including the strategies addressed in the EU Disability Action Plan (such as flexicurity and supported employment).

The first version of the report was published in 2008. This is the second version of the report updated with information available up to November 2009.



Summary of changes since 2008

New quantitative data:

In 2008 there were 258848 disabled people in Lithuania (7% of the total population). Compared with 2007, the number of disabled people increased by about 5,5 thousand (2,2%). We still do not have disabled people's employment statistics and trends in 2009, but in year 2008 there were 14653 registered unemployed disabled people and 5668 of them were employed. In 2008 there were 9 professional rehabilitation institutions, which provided professional rehabilitation services. These institutions offered to disabled people opportunities to acquire professional qualifications through 139 programmes. 173 disabled people have finished their chosen programmes successfully, 63 of them got jobs, however the employment of disabled persons remains critically low. Employment data about disabled people is collected and presented by the Statistics department of the State Government, the Employment Exchange, and the Ministry of Labour and Social Safety, but the statistics are very formal and based on very formal criteria (three levels of work capability).

New policy changes:

The employment of disabled people is a political objective, however in 2008 – 2009 there has not been much policy change. The most important laws are the Law on Social Integration of Disabled People (2004), the Law on Support for Employment (for disabled people and other socially excluded groups) (2006), and the Order of Ministry of Labour and Social Safety for Conditions for Employment subsidy (2006). The Law of Social Integration addresses the issue of employment in regards to the disabled; however employment of disabled persons remains at a critically low level. The Law addresses assessment of work capability and professional rehabilitation (based on the concept of need).

New research evidence:

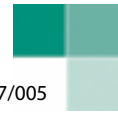
Usually research is financed by EU funds. The main subject matter of the research is similar to previous years. Most analyses topics like psychosocial factors of employment of disabled people; professional education for children with intellectual disability; mediation in employment and models of professional education. Key findings from the research cover the necessity of creating conditions for fair and effective social security services for disabled people where the goal is their professional activity, independence, rehabilitation and integration into society. In this process it is necessary to stimulate the positive standpoint of society to disabled people, their possibilities and situation. There have been no changes to the links between schools and labour market. Academic, not functional occupational education of disabled people predominates. There is a substantial need for active research with the objective of discovering the process of changing attitudes, law and rules, communication, etc., in practice. There is also a need for emphasis on good practice, especially regarding employers. One of the objectives of NGO's and researchers is to help to create situations that lead the employer to be proud of employing disabled persons. Studies of the professional motivation of disabled people, as well as the voices of employed and/or unemployed disabled people are also needed.

The economic crisis:

There is no concrete and specific data about the influence of the crisis on disabled people's employment. But there are noticeable general labour market tendencies, which have a direct influence on disabled people's employment situation. At the beginning 2008, the most important problem was the lack of skilled workers; by the end of the year there was an increased number of unemployed people. In 2008 214200 unemployed persons applied to Labour Exchange. Compared to 2007, the number of unemployed persons increased by 47500 (28,5%).



In the first quarter of 2009, unemployment increased, the number of unemployed persons was very high and opportunities to find a job were limited. It is probable that the same tendencies apply to disabled people in the labour market.



PART ONE: GENERAL EVIDENCE

1.1 Academic publications and research reports (key points)

There is a deep heritage of segregation in the models of education and integration of the disabled people in Lithuania. Baranauskienė and Ruskus (p. 33-35)¹, comparing social paradigm principles with the practice of professional training and employment of disabled, stresses a) the low motivation and undefined professional identity of the specialists working with disabled people, when part of specialists has entered to the system without the real vocation to say by coincidence, consequently, negative attitudes toward disabled can be observed; b) the lack of cooperation between social, educational and health systems can be observed in the professional consultancy field; c) the assortment of the professions for disabled is quite narrow; d) the purposes of the professional education are faintly related with independent living of the disabled and employment; e) the curriculum is oriented exclusively toward technical but not general competencies; e) the support system of the transition between professional education and professional activity is inexplicit; f) the responsibilities of the support of disabled in the work place are not defined explicitly. The research on social conditions and social integration paradigms has developed mainly over the last 15 years, much of it financed by EU funds. The main subject matter of the research is similar to previous years.

Most relevant publications at the end of this report analyze the following principal topics:

- a) Psychosocial factors of employment of disabled people. Baranauskienė and Ruskus (p. 186-189)² stresses some unfavourable factors of the employment of mentally disabled people: a) in the stage of choice of profession the young disabled people face the imposed influence of the educators, the lack of alternatives for the motivated and argued choice for profession, what later results the disappointments of youth; b) the attitudes of employers either of workers of employment exchange become negative when they learn about the special education of the young man or woman; so the disabled people are obliged to hide their education; c) the employment of disabled demands to employer to reorganise the work environment, material or/and mental/cultural; such kind of investment is not welcome from the part of employers; d) co-workers' attitudes often are negative towards disabled man or women; e) the intermediates feels impuissant face unmotivation of both, disabled people and employers; f) stigma is leading the disabled man or women because of the terminology even such new terminology as rehabilitation or special needs. Results of another research (Boguževskis et al., 2006³) also demonstrate that disabled people experience negative attitude from society especially from employers because of the special needs. Most of employers are not interested by the possibility to employ disabled people.
- b) Professional education for youth with intellectual disability. The most part of profession education for disabled studies are concerning intellectual disabilities. In Lithuania there are five opportunities for youth to get professional qualification: 1) in the professional education setting of labour market; 2) in the vocational schools in the first stage of education which is designed to get professional qualification; 3) in the specialised professional education schools; 4) in the departments of professional education in the special education schools; 5) in the specialised departments in the vocational schools.

¹ Baranauskienė I., Ruskus J. (2004). The Participation of the Disabled People in the Labor Market. An Interaction between Vocational Training and Adjustment. Šiaulių universiteto leidykla (in Lithuanian).

² Baranauskienė I., Ruskus J. (2004). The Participation of the Disabled People in the Labor Market. An Interaction between Vocational Training and Adjustment. Šiaulių universiteto leidykla (in Lithuanian).

³ Gruževskis B., Okunevičiūtė – Neverauskienė L., Žalimienė L., Česnaitytė V. Sunkiai integruojamų asmenų padėties darbo rinkoje analizė ir priemonės jų užimtumui didinti. *DARBO IR SOCIALINIŲ TYRIMŲ INSTITUTAS*.

- c) Baranauskienė and Ruskus (p. 40-43)⁴ states that professional education in Lithuania is not clearly coherent with professional adaptation. The issue of support in work place often lays on individual initiative of the participants. Despite the fact that the offer of specialities in vocational schools is quite large, most of them are not marketable, also not easily accessible for young with disabilities. The same statement is formulated by Boguževskis et al., 2006, who state that vocational education is not related with the work place. The same findings are in research initiated by The Office of Equal Opportunities Ombudsman (Šėporaitytė, Tereškinas, 2007⁵).
- d) Intermediation in employment. Baranauskienė and Juodraitis (p. 215-217) analyze the competences of the intermediate who's action is oriented toward valuation of the all participants of professional rehabilitation and of in the labour market and also valuation of the rehabilitation process. The research findings demonstrate how the relation of mutual confidence and respect is stressed by participants. Participants are seeing mediator as facilitator of mediation, disabled people stresses communicative style of the intermediate. Assistance, accompaniment ship and psychological support are viewed as trends for intermediation in the stage of vocational education. Psychological support, partnership in the situations of employment, influence to political decisions and taking in consideration of the successful case lessons are viewed as trends for intermediation in the stage of employment. In the work place such trends for intermediation are discussed: accentuation of positive characteristic of disabled person, training of the general competences of the person, developing practical skills of disabled, developing positive attitudes of co-workers and employers, involvement of employers to development of the regional and national policy of occupation. Some Research (Šėporaitytė, Tereškinas, 2007⁶) find that there are some kind of distrusts concerning inter-mediators, disabled people prefer to practice informal networks and relation than inter-mediators' services.
- e) Models of professional education. Baranauskienė and Ruskus (p. 193-195)⁷ modelling professional participation of disabled people stresses such factors: a) professional education oriented towards expectances of society and needs of disabled person; b) integration of general competences to the professional education curriculum; c) social support in situation of employment; d) supportive social environment; d) well-balanced and reflective congruence of innovations imported from other European countries and traditions established in Lithuania.

Key findings from the research cover the necessity of creating conditions for fair and effective social security services for disabled people where the goal is their professional activity, independence, rehabilitation and integration into society. In this process it is necessary to stimulate the positive standpoint of society to disabled people, their possibilities and situation. There have been no changes to the links between schools and labour market. Academic, not functional occupational education of disabled people predominates.

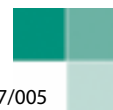
The monograph by Baranauskienė and Ruškus (2004) considers the individual and collective social conditions necessary for labour market participation. These include educational and social measures. The focus is on the vocational training and occupational adaptation of young people with mild intellectual impairments. It considers the opportunities for adaptation, barriers and changes in attitude.

⁴ Baranauskienė I., Ruskus J. (2004). The Participation of the Disabled People in the Labor Market. An Interaction between Vocational Training and Adjustment. Šiaulių universiteto leidykla (in Lithuanian).

⁵ Šėporaitytė D., Tereškinas, A. (2007). NEĮGALIŲJŲ ĮSIDARBINIMO IR MOKSLO GALIMYBĖS LIETUVOJE. Tyrimo ataskaita. The Office of Equal Opportunities Ombudsman.

⁶ Šėporaitytė D., Tereškinas, A. (2007). NEĮGALIŲJŲ ĮSIDARBINIMO IR MOKSLO GALIMYBĖS LIETUVOJE. Tyrimo ataskaita. The Office of Equal Opportunities Ombudsman.

⁷ Baranauskienė I., Ruskus J. (2004). The Participation of the Disabled People in the Labor Market. An Interaction between Vocational Training and Adjustment. Šiaulių universiteto leidykla (in Lithuanian).



The study made by Ruškus⁸ revealed, using focus group method with the disabled people and career assistants, some categories of essential needs for of the professional career of the disabled: 1) the lack of the clarity in the legal system; 2) cooperation between non-governmental organisations of the disabled people; 3) accessible infrastructure; 4) consultation and inter-mediation; 5) examples of the good practices in the enterprises; 6) inter-institutional accessibility and transferability and clarity of the whole system; 7) the motivation for profession re-establishing successful cases; 8) education of enterprise skills of the disabled; 9) information and consultancy about opportunities; 10) competences of work and communication with the disabled people; 11) developing of the positive attitude towards to oneself by disabled.

There is a substantial need for active research with the objective of discovering the process of changing attitudes, law and rules, communication, etc., in practice. There is also a need for emphasis on good practice, especially regarding employers. One of the objectives of NGO's and researchers is to help to create situations that lead the employer to be proud of employing disabled persons. Studies of the professional motivation of disabled people, as well as the voices of employed and/or unemployed disabled people are also needed.

1.2 Employment statistics and trends (key points)

In 2008 there were 258,848 disabled people in Lithuania (7% of total population). Compared with 2007, the number of disabled people increased by about 5.5 thousand (2.2%). We do not yet have statistics and trends for 2009, but in 2008, there were 14,653 registered unemployed disabled people and 5,668 of them were employed. In 2008 there were nine professional rehabilitation institutions, which provided professional rehabilitation services. These institutions offered disabled people opportunities to acquire professional qualifications through 139 programmes. 173 disabled people completed their chosen programmes successfully, 63 of them found jobs, however, the employment of disabled persons remains critically low.⁹

Employment data about disabled people is collected and presented by the Statistics department of the State Government¹⁰, the Employment Exchange¹¹, and the Ministry of Labour and Social Safety¹². Each year the Ministry edits the Social Report¹³ where very general statistics regarding the employment of the disabled are presented. This statistics are considered as objective and reliable. However, their objectivity and reliability is questionable due to the fact that the statistics are very formal and based on very formal criteria (three levels of work capability¹⁴). So if the statistics are more toned or detailed is occasional and situational, not systematic. There are some comparisons of employment rates of disabled and non-disabled people. We observe the slow increase of employment of disabled people, often because of the interests of employers to obtain tax reductions, or to participate in experimental initiatives with EU support¹⁵. There are negative attitudes of employers towards employment, or some kind of fear of employers about the accommodation of a job place or about some bureaucratic requirements¹⁶. Sometimes employers, who have employed disabled people, complain about the inflexible system of support when they want to employ more disabled persons or for a longer period of time¹⁷.

⁸ Ruškus J. (2008). Designing Professional Career of the Disabled. *Profesinis rengimas. Būklės ir galimybės. Vocational Education, Research and Reality*, 15, 159-166.

⁹ www.stat.gov.lt; The National Programme of the Social Integration of the Disabled People for the year 2010-2012

¹⁰ www.stat.gov.lt

¹¹ www.ldb.lt

¹² www.socmin.lt

¹³ <http://www.socmin.lt/index.php?-1351634479>

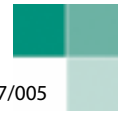
¹⁴ 0-25 per cent capacity for work level; 30-40 per cent capacity for work level; 45-55 per cent capacity for work level.

¹⁵ Ruškus, J. (2008). Professional Career Designing of disabled people: reality and opportunities. *Profesinis rengimas. Tyrimai ir realios*, (Professional education. Research and reality) 15, 159-166.

¹⁶ Germanavičius, A. (Ed.). (2006). The service for mental health in the community: employment of disabled people.

„Glpbal initiative in psychiatry“; Baranauskienė, I. (2006). Attitudes of employers and associates toward professional integration of people with intellectual disabilities. *Specialusis Ugdymas*, (Special Education), 1 (14), 19-27.

¹⁷ Baranauskienė, I. (2006). Attitudes of employers and associates toward professional integration of people with intellectual disabilities. *Specialusis Ugdymas*, (Special Education), 1 (14), 19-27.



The State institutions argue that the quota has been reached, and that there is no room for an increase in the employment of disabled persons¹⁸.

There ceases to be an efficient system of employment for disabled persons in Lithuania. There is a general legal system of the classification of the disabled based on concepts of workability and needs, or local (regional or institutional) initiatives and project implementations - especially the employment situation of mentally disabled people. Only 1 % of these people have a job and often this job has a very low social value. There is no real discussion about gender, age or nationality of disabled persons in situations of employment. There are a lot of studies and practice for people with mild intellectual disability or blind/visually-impaired people, but studies and practice about other disability/employment variables are rare. We can state that there are an insufficient number of initiatives for discussions or actions in the field of employment of disabled people.

1.3 Laws and policies (key points)

There is the Law on Social Integration of Disabled People (2004)¹⁹, the Law on Support for Employment (for disabled people and other socially excluded groups) (2006)²⁰, and the Order of Ministry of Labour and Social Safety for Conditions for Employment subsidy (2006). The employment of disabled people is a political objective; however in 2008-2009 there has not been much policy change. The Law on Social integration addresses the issue of employment in regards to disabled people; however their employment remains at a critical low. The Law addresses assessment of workability and the professional rehabilitation (based on concept of needs).

These and other (regarding accessibility, flexibility, de-stigmatization and so on) legislation regulations, deflect towards the independence, self-expression and opportunities for development of persons with a disability, contradict the same legislation's fourth article, which refers to the determination of the disability level and the workability level.

Here, disability is considered on three levels – severe, moderate and mild, whereas workability²¹ is evaluated in percentages, and its level is determined in 3 point intervals²². The determination of the workability level is legally linked with work competencies and professional rehabilitation. Furthermore, a unified criteria and instruments of a system are created in order to evaluate workability. In addition, the Ministry of Social Security and Labour (MSSL) is established, as if prevailing over the disability concept, and there is also the Disability and workability Assessment Office at the MSSL. Thus, the principles of the clinical model are retained and it is understood that the degree of the disorder, regarding level and opportunities, is determined by experts applying pre-determined universal criterion. The question is fundamental: is the workability, as a characteristic, constant and permanent, or is the capacity to work situational, perhaps even constructive, and creative? Thus, the workability concept does not infer the disabled person's breakthrough, participation or self-expression possibilities. Once again, the workability concept just like the disability concept becomes only a means of receiving benefits and concessions. Thus, the State indirectly, specifically exalting the workability phenomenon and its methods of identification, increases the disabled person's dependence on others and promotes de-motivation, the mentality of being dependent, passiveness, as well as strengthens stigmatization and exclusion.

¹⁸ Data from non-published interview.

¹⁹ <http://www.ilo.org/dyn/natlex/docs/WBTEXT/34751/64897/E91LTU04.htm>

²⁰ http://www3.lrs.lt/pls/inter3/dokpaieska.showdoc_l?p_id=294874

²¹ Within the legislation, article 4, it is stated that the capacity to work level is determined having evaluated the person's state of health and possibilities to implement tasks based on their qualification, possibilities to acquire new qualifications or implement tasks not requiring professional qualifications after all possible medical and professional rehabilitation and special assistance measures have been used.

²² Article 4 paragraph 20 it is stated that (1) if the person's capacity to work level is determined to be 0-25 percent the person is considered incapable of working (2) if the person's capacity to work level is determined to be 30-55 percent then the person is considered to be partially capable of working (3) if the person's capacity to work level is determined to be 60-100 percent then the person is considered capable of working.



The person with a disability then has to manipulate the workability status in terms of deciding whether to choose the complete incapacity to work level (less than 25% capacity to work) and as such receives a larger state benefit and in fact loses the possibility to be employed, or choose a lower level of workability and get a smaller benefit meanwhile hoping to be employed²³. In this way a person is having a severe disability legitimately, experiencing pressure not to work or by manipulating the legal acts, is doomed to social exclusion. Also the conclusions of the assessment of workability are obligatory. If the work capability is assessed at 40%, the work time is limited and cannot exceed a defined time. This means that the disabled person cannot take more work hours than are predefined despite motivations or possibilities. This contradictory legal circumstance creates illegal work situations. Disabled people are treated as a separate social group where an employment has its own logic and employment procedures.

1.4 Type and quality of jobs (summary)

In Lithuania there is no one dominant method of employment of disabled persons. Sheltered employment was a practice in soviet times; now, open labour market initiatives are promoted (with legal paradoxes and social restraints).

Through the EU funds there are several projects of open market initiatives or so-called Social enterprises initiatives. There are also regional business development centres for disabled people, or Centres for Professional Rehabilitation. So, semi-open market initiatives become dominating – emphasizing financing from private, Lithuanian state and EU funds (Equal or Structural) sources. All these initiatives are at the beginning of their existence. They are looking for their identity. There is no focus on specific kinds or types of work, but attention must be paid to the social value of the work distribution. The fact is that more often than not, initiatives are favourable towards persons with intellectual or physical disabilities. The most problematic field is the employment of people with mental health conditions.

²³ The opinion of Juozapas Linartas one windows service senior specialist at the Labour Exchange is that in fact nobody prohibits a person, who has been recognized as incapable of working, to work and seek employment. However, such persons are not registered and are not included in the programs of the Labor Exchange. So in fact, we do not help them to find employment, though theoretically such persons with disability can independently look for employment. The attitude of the State Work Inspection is that the term 'incapable of working' as included in the disability document unambiguously states that this person should not work. In the event that the health of the person, who has been recognized as incapable of working, worsens or similarly, according to the legislation the employer will be responsible for the fact that he employed a person who is incapable of working (cannot work). State Social Insurance Fund Board will not cover any costs concerned with this person's health <...> So, theoretically the person who is incapable of working can work, but factually – no (in terms of this quotation and to read more widely about the contradictions of the term capacity to work : Babinski&A. Legislation hampers p ersons with disability from working. Bi&ciulyst&e, 2005, Nr. 49.



PART TWO: SPECIFIC EXAMPLES

2.1 Reasonable accommodation in the workplace

Under the Law on Social Integration of Disabled People and Law on Support for Occupation provide the support for adaptation of the work place, and employer can receive the financial support of 22% of the average rate of salary for 1 work place but he must contribute no less than 35% of his own finance. Disabled people, who are assessed at a 40% workability level or less, can have access to the financial support of 22% of the average rate of salary for 1 work place, without their own contribution. Education programs can also be supported by the State. However, there is no provision for personal assistance and/or flexible employment contracts.

The Law on Support for Occupation encompasses the monitoring of the labour market, general services of support of occupation (information, consultations, mediation, individual activity planning), active means of labour market policy (supportive employment, rotation of work, support to create new workplaces, education of unemployed). This law is very new (began in June 2006) so the procedures and responsibilities are not available due to the lack of tradition behind this kind of support.

There is also the law on Social Enterprises. This law is oriented more towards social enterprises when 40% of employers are disabled and an additional 10 % are those which are disabled and have a very low income: more disabled people – more subsidies. So, there remains an interest in enterprises to increase this percentage. The law of Social Enterprises is oriented towards those disabled who want to work in the open market. The main aspects of these laws are the improvement of work conditions, the maintenance of the workplace, and the different type of the material support. Material support for employment is generally the primary motivator in employing disabled people. All these laws plan the following subsidies: arrangement of workplaces, adaptation of workplaces, or work conditions, education of general or specific skills, administrative dispenses for getting and sharing information, subsidies of salaries of disabled people.

The primary intention of the Law on Support for Occupation is to have more workplace arrangements, (not at all receiving subsidies for assistance). The intentions of the Law on Social Enterprises are more geared towards the subsidies of salaries, for example, those who have the lowest level of workability can have support of 80% for salary. Also this law subsidizes the help of the assistant.

Employers receive all subsidies from Employment Exchange and they dispose of these subsidies. So, there are instances when the employer uses these subsidies for the production and not for the disabled employee.

Education for disabled people also suffers (see the article of the Law on Social enterprise concerning social skills' education). Also, there are no assistants for disabled people in workplaces; they only formally exist. The subsidies for salaries work very well even when there is no work; the minimal salary is received. The effect of the law depends on how employers manage the subsidy. The arrangement of a workplace depends on a concrete job; the law intends arrangement of the workplace subject to disability.

The flexibility of the employment depends on the decisions of the commissions of work capabilities ascription, because they determine how many hours the disabled person can work. So, this regulation makes the employment of disabled persons difficult due to the fact that the intention of the employer is not just simply to employ someone for several hours. Now these regulations are transformed: the disabled can work more hours than prescribed if he/she agrees with this. In this case the work time can be unlimited.



Some improvement of attitudes and work possibilities are observed: there are more and more announcements inviting disabled people to work in concrete enterprise.

In the Ministry of Social Security and Labour there is the department of disabled persons, in which disabled persons are hired employees; they initiate laws and changes to laws.

Also there is The Council for the Affairs of disabled, The Department for the Affair of disabled and Non Governmental organizations

2.2 Other activation policies

There are not many other activation policies. Institutions of vocational training services (special schools, labour market education services) are quite developed but other initiatives are more occasional and non-systematic. Some Equal and EU Structural funds' projects are implemented which can be treated as experimental activation.

2.3. Good Practice

The project Equal Angel is a Cooperation Model of the Accessible ENvironmental for the InteGration of the DisablEd into the Labour Market. The target group of the project is the disabled people. People with slight physical disabilities, inborn or gained, are involved in the project activities. In the integration of the disabled people and these institutions, social workers – mediators play the major role by motivating the disabled people and providing support, by accompanying them through all the phases of rehabilitation. This support is provided for the disabled people till he/ she feels comfortable in the labour market, realising one's competencies and skills. Jobs are provided by employers. The main goal of the project is to create an innovative model integrating all participants of the social system, the work with employers, training of the disabled people and the institution of a mediator.

The main activities of the project are: Application of the principle "From inside to outside"; Skill development groups; Personal Development groups; Participation of a social Manager in skill development and personal development groups; Work therapy; Communication in informal surroundings; Assistance for adaptation in the place of work; meeting employers in clubs; Implementation of the co-operative model in the Angel Project.



PART THREE: SUMMARY INFORMATION

3.1 Conclusions and recommendations (summary)

There is the need to make connections between the Laws on Support for Occupation, and Law on Social enterprises. The Law on Support for Occupation discriminates against disabled people who work in open labour markets comparatively to those who work in social enterprises (from the angle of subsidies).

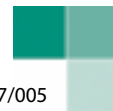
The principle of 'money follows person' could be discussed and implemented. This principle would resolve the gap between existing laws. The most important thing that this law would let for people with disabilities to feel more independent and to choose the workplace more free. At the same time, social enterprises would be more motivated to employ people with different disabilities.

The professional rehabilitation and training of adult disabled people does not really work and must be improved.

Employers must be better informed about these two laws.

NGOs of disabled people are not very active in the policy of employment. There is a real need to help them to empower their capacities to be more autonomous, skilled and most importantly involved in the activities and social actions.

The first version of the report was published in 2008. This is the second version of the report updated with information available up to November 2009.

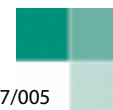


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Annex 1: quantitative data on the employment of disabled people²⁴

Year: 2008	Absolute? (N)	Percentage (%)	Change (from previous year)
Disability rate	258848	7 % of total population	253159 (the number of the disabled people increased about 5,5 thousand (2,2%))
Employment rate of disabled people	The number of the <u>registered</u> unemployed disabled people: 14653	7% of total employment rate	13005 (19% of total employment rate)
Activity rate of disabled people	The number of the employed disabled people: 5668 ²⁵	39% of the population of disabled people	5798 (44% of the disabled population)
Inactivity rate of disabled people	The number of unemployed disabled people: 8985	61% of the population of disabled people	7207 (56% of the population of disabled people)
Employment in open labour market	No data available	No data available	No data available
Employment in sheltered workshop	No data available	No data available	No data available
Reason for leaving the labour market due to disability or long standing health problem	No data available	No data available	3577

Year:	% Permanent	% Temporary
Permanent contracts vs. short term contracts	No data available	No data available

Year:	% Full-time	% Part-time
Full time vs. part time jobs	No data available	No data available

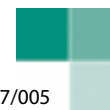
Year:	Public sector	Private sector	(e.g. comment or give % employers meeting obligations?)
Fulfilment of employment quota (if it exists)	No data available	No data available	

²⁴ Statistical Yearbook of Lithuania http://www.stat.gov.lt/uploads/pdf/1_LSM_2008.pdf
The Department of Statistics to the Government of the Republic of Lithuania www.stat.gov.lt
Social Report 2008. Ministry of Social Security and Labour.

²⁵ The activity rate is based just on employed disabled people



Participation in training of disabled people	In 2008 there were 9 professional rehabilitation institutions, which provided professional rehabilitation services. These institutions offered opportunities to disabled people to acquire professional qualifications through 139 programmes. 173 disabled people finished their chosen programme successfully; 63 of them got a job.	(e.g. comment or give number of people participating in vocational or work-related employment)
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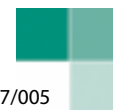


Annex 2: 2008-9 laws and policies on the employment of disabled people

Name of law:	Law on Social Integration of Disabled People
Date of entering into force:	2004-05-11 (No. IX-2228)
Objective:	The objective of the law is to ensure disabled people's equal rights and opportunities in society, to determine preconditions and conditions of the social integration system, responsible institutions, incapacity to work levels, professional rehabilitation services, and special needs.
Impact assessment (positive/negative):	The Law on Social Integration of Disabled People pays particular attention to professional rehabilitation. Professional rehabilitation is defined as rehabilitation or improvement of an individual's capacity for work, professional competence and ability to participate in the labour market by using educational, social, psychological, rehabilitation and other measures. There are the following professional rehabilitation services: professional guidance, consultation, assessment, rehabilitation or development of professional skills, re-qualification. Professional rehabilitation is aimed at developing or rehabilitating capacity for work and improving opportunities to find work by disabled people. However, employment of disabled persons is low.

Name of law:	Law on Support for Employment
Date of entering into force:	2006-06-15 (No. X-694)
Objective:	This Law provides a legal background for employment support for job seekers. It aims to define the, tasks, and functions of institutions implementing the employment support policy, employment support measures, as well as organising and funding of their implementation.
Impact assessment (positive/negative):	This law is very new, so the procedures and responsibilities are not known, due to a lack of tradition behind this kind of support.

Name of law:	Law on Social Enterprises
Date of entering into force:	2004-06-01 (No.X-1388)
Objective:	The aim of this law is to establish the rights and duties of legal persons who have been granted the status of a social enterprise as relating to this status, the basis and procedure for acquiring and losing this status, define the target of persons employed in social enterprises, specify employment relations in these enterprises and regulate State aid granted to social enterprises. The aim of social enterprises shall be, by employing the persons who are attributed to the target groups indicated in this Law and who have lost their professional and general capacity for work, are economically inactive and are unable to compete in the labour market under equal conditions, to promote the return of these persons to the labour market, their social integration as well as to reduce social exclusion.
Impact assessment (positive/negative):	This law is oriented more towards social enterprises where 40 % of employees are disabled people and an additional 10 % are those who are disabled and have a very low income: more disabled people attract more subsidies. So, enterprises have an interest in increasing this percentage. The law on Social Enterprises is oriented towards those disabled people who want to work in the open market. The main provisions of the law are the improvement of work conditions, the maintenance of the workplace, and various types of material support. Material support for employment is generally the primary motivator in employing disabled people. All these laws plan the following subsidies: arrangement of workplaces, adaptation of workplaces or work conditions, education in general or specific skills, for getting and sharing information, subsidies of salaries of disabled people.



Annex 3: 2008-9 research/evaluation on the employment of disabled people

Publication details (author, date, title, etc):	The views of professionals in training institutions on integration of disabled people. Baranauskiene, Valciukiene I., Vinikaityte J. 2008
Key findings from the research:	The trainers in professional training institutions have a positive point of view on integrated education of disabled people. In their opinion, integrated education affords equal opportunities to disabled people to take part in social life. The majority are supporters of full integration. In their opinion, this interaction supports disabled people's creativity, self-confidence, self-esteem and stimulates self-education and the quality of communication.
Comment or assessment:	In this research the point of view of professional trainers is covered clearly and exhaustively. The research is important for analysing the dialogue between trainers who are disabled and who are not disabled.

Publication details (author, date, title, etc):	Evaluation and recommendations for efficient extension of active labour market policies to disabled people. Okuneviciute L., Pocius A., Gruzevskis B., Moskvina J., Junevicius R. 2008. Social Research Institute. Funded by the EU, project 'The Prevention of Social Exclusion and Social Integration)
Key findings from the research:	Older people and those with a higher level of disability (0-40%) face serious problems of integration into the labour market. People with lower capability are more passive in labour exchange professional rehabilitation programmes. Disabled people who take part in professional rehabilitation programmes have better opportunities for retaining connections with the labour market and society. Participants in professional training programmes are more orientated to professional improvement and better perceive the use of knowledge and skills than participants in other programmes.
Comment or assessment:	

Publication details (author, date, title, etc):	Disabled people's participation in the labour market: socio-educational aspects. Baranauskienė, I. 2008 (Review of publications presented for habilitation procedure, Vilnius Pedagogical university)
Key findings from the research:	<p>Disabled people's participation in the labour market is possible by ensuring an interactive connection between professional education and the labour market. The dominant school model is in "conflict" with employees, pedagogues and labour exchange specialists. In disabled people's opinion, this model has no prospects; it does not correspond to disabled people's needs and society's expectations.</p> <p>The content of disabled people professional education is not scientifically based and inadequately linked to labour market needs.</p> <p>For disabled people's employment, and professional rehabilitation and ineffective support predominates. Usually disabled people are invited to take part in 47 professional rehabilitation programmes; their motivation and orientation to stay in labour market is low.</p> <p>It is important to ensure the accessibility of whole professional rehabilitation system: pre-professional education, professional preparation, employment support and professional adaptation.</p>
Comment or assessment:	

Publication details (author, date, title, etc):	Ruškus J. (2008). Professional Career Designing of disabled people: reality and opportunities. <i>Profesinis rengimas. Tyrimai ir realijos, (Professional education. Research and reality)</i> 15, 159-166.
Key findings from the research:	<p>A focus group method was used to explore themes about designing the professional careers of disabled people. 25 participants (persons with disability, career consultants, social workers, educators) participated in the focus group. The following themes emerged: lack of and need for juridical clarity, cooperation of non-governmental organisations of disabled people and others, accessible infrastructure and consultation and mediation. Further themes included: good experiences in the enterprises – construction of positive attitudes, accessibility between institutions and clarity of the system, promotion of professional motivation in recreating success stories, training in entrepreneurship of disabled people, information about opportunities, competence in communication with disabled people, and training in positive attitudes towards oneself of disabled people.</p>