



Republic of Latvia Ombudsman

Peer Review on «Work-capacity assessment and employment of persons with disabilities»

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Employment for employees with disability

Employers

- Lack of support from the state;
- Difficult to terminate employment relationships;
- Lack of information about the needs of persons with disabilities;
- *****
- Accessibility/reasonable accommodation is too expensive.

Employees with disability

- Lack of support from the state
- Employers do not want to employ persons with disabilities.
- Questions regarding the needs during the job interview = discrimination.
- *****
- Employers' do not want to provide reasonable accommodation.

Accessibility, reasonable accommodation employer v. employee with disability



Future – how, not why

- Fill the principles with a content:
 - ✓ Does a ramp = accessibility for all people with disabilities?
 - ✓ Does a ramp = full accessibility for persons with movement disorders?
 - ✓ Does a ramp which starts with bushes = accessible?
- Make the policy user friendly:
 - ✓ Practical – explain how to provide reasonable accommodation (physical environment/ accessible work process) for employees with various disabilities.
 - ✓ Easy available (less bureaucratic).
- Control implementation of policy – fix the problems.



Thank you for attention!