**Disability:IN Global Directory**

**Lithuania**

Disability Definition

According to the [Law on the Social Integration of the Disabled](https://www.ilo.org/dyn/natlex/docs/WEBTEXT/34751/64897/E91LTU04.htm#c02) (1991), "disability is the condition of an individual, as established by competent institutions, which due to a congenital or acquired physical or mental defect, totally or partially incapacitates the individual from taking care of his private or social life, from enjoying his rights and from fulfilling his duties."

Legislation

The [Law on Social Integration of the Disabled of the Republic of Lithuania](https://www.ilo.org/dyn/natlex/docs/WEBTEXT/34751/64897/E91LTU04.htm#c02), passed in 1991, aims to “regulate the establishment of disability, medical, vocational and social rehabilitation for disabled persons, the adjustment of conditions for the disabled, as well as the development and education of the disabled, and shall establish legal, economic and organisational guarantees for the occupational, vocational and social rehabilitation of the disabled.”

The Principles of the Social Integration of the Disabled, as they appear in Section 2 of the Law on Social Integration of the Disabled of the Republic of Lithuania, aim to further the assistance and destigmatization of people with disabilities in Lithuania.

Employer Requirements

The [Law on Social Integration of the Disabled of the Republic of Lithuania](https://www.ilo.org/dyn/natlex/docs/WEBTEXT/34751/64897/E91LTU04.htm#c02) requires that, if a disabled person has the necessary qualifications,” employers “may not refuse to employ him or her or discriminate against him or her in any other way for the sole reason of invalidity” (Section 17).

The law also requires that workplaces with more than 50 employees must have a workforce made up of at least 2% persons with disabilities (Section 18).

Accessibility Requirements

According to [a 2020 U.S. Department of State Country Report on Human Rights Practices](https://www.state.gov/reports/2020-country-reports-on-human-rights-practices/lithuania/), Lithuanian law “requires all schools that provide compulsory and universally accessible education to make available education to students with disabilities.” Additionally, it was noted that “in 32 municipalities local governments did not ensure that at least 30 percent of public buildings providing social, educational, health, and cultural services were adapted to persons with disabilities. In 34 municipalities no means of public transport were available for persons with disabilities. In 2019 only 3.4 percent of municipal websites were adapted for persons with disabilities.”

Cultural Norms

"The country has a tradition of separate schools for children with various disabilities. ... Non-Lithuanian speakers and persons with disabilities faced discrimination in employment and workplace access."

Reference: [2020 U.S. Department of State Country Report on Human Rights Practices](https://www.state.gov/reports/2020-country-reports-on-human-rights-practices/lithuania/)

Insights

There are 164,000 people of working age with disabilities in Lithuania, of whom only 27 percent work. The majority of people working in both the open labor market and segregated companies are people with mild and moderate disabilities. Although segregating companies around the world are created for the most severely disabled, in Lithuania so-called social enterprises hardly accept such people even with high wage subsidies.

Reference: <https://www.lnf.lt/idarbinimas/>

Supplier Diversity

Additional content coming soon.

Talent Sourcing Resources

[Social Employment Agency](https://sopa.lt/siulom-darbuotojus) (SOPA) offers a talent sourcing initiative to identify and supply workers with disabilities for companies.

The [Lithuanian Union of the Blind and Visually Impaired](http://www.lass.lt/) (LASS) is the largest and oldest organization uniting the visually impaired in Lithuania. The history of LASS began in 1926. The association now gathers visually impaired people for mutual assistance, represents their interests and defends their rights. LASS has over 6,000 members, is the founder of 49 branches and 12 legal units. LASS is a member of the Lithuanian Forum of Disability Organizations (LNF), the European Blind Union (EAS) and the World Blind Union (PAS).

LASS also operates an employment initiative. <http://www.lass.lt/index.php?2861948068>

Additional Resources

The [Lithuanian Forum of Disability Organizations](https://www.lnf.lt/) (LNF) unites 13 organizations representing various disabilities. LNF strives for people with disabilities to have equal opportunities to participate in all areas of social life – in the education system, in the labor market, in public life.

The [Lithuanian Association of People with Disabilities](http://www.negalia.lt/en/) (LAPD) (established 29th September, 1995) is a voluntary, independent, non-governmental organization uniting 17 associate members throughout in Lithuania, which unite about 10,000 people with various disabilities and their family members. Co-operation with the business sector – provision of consultations and trainings to businesses with the aim of increasing accessibility to services for persons with disabilities, explore opportunities to employ persons with disabilities.

[Lithuanian Society of the Deaf](http://www.lkd.lt/)

References

Additional content coming soon.

NGOs

Additional content coming soon.