



# Gunta Anča

**Vice-president of the European Disability Forum**  
**Chair person of the Latvian Umbrella Body for Disability**  
**Organisations SUSTENTO**  
**Member of the European Economic and Social Committee**

*5/27/2015*

# “Europe 2020” target

## Employment -

**75 %** of the population aged 20-64 should be employed.

## A few figures

- ✓ **80 million** people in the EU have a disability

## A few figures

- ✓ **One in eight** people in working age have a disability or chronic condition

## A few figures

- ✓ **78%** of the people with ‘severe’ disabilities of working age are outside of the labour market

## A few figures

- ✓ **50%** of people with disabilities have acquired their disability during their working life. Very few return to work.

## A few figures

- ✓ **117 thousands** of people have disabilities in Latvia.

# The main barriers to the employment of people with disabilities

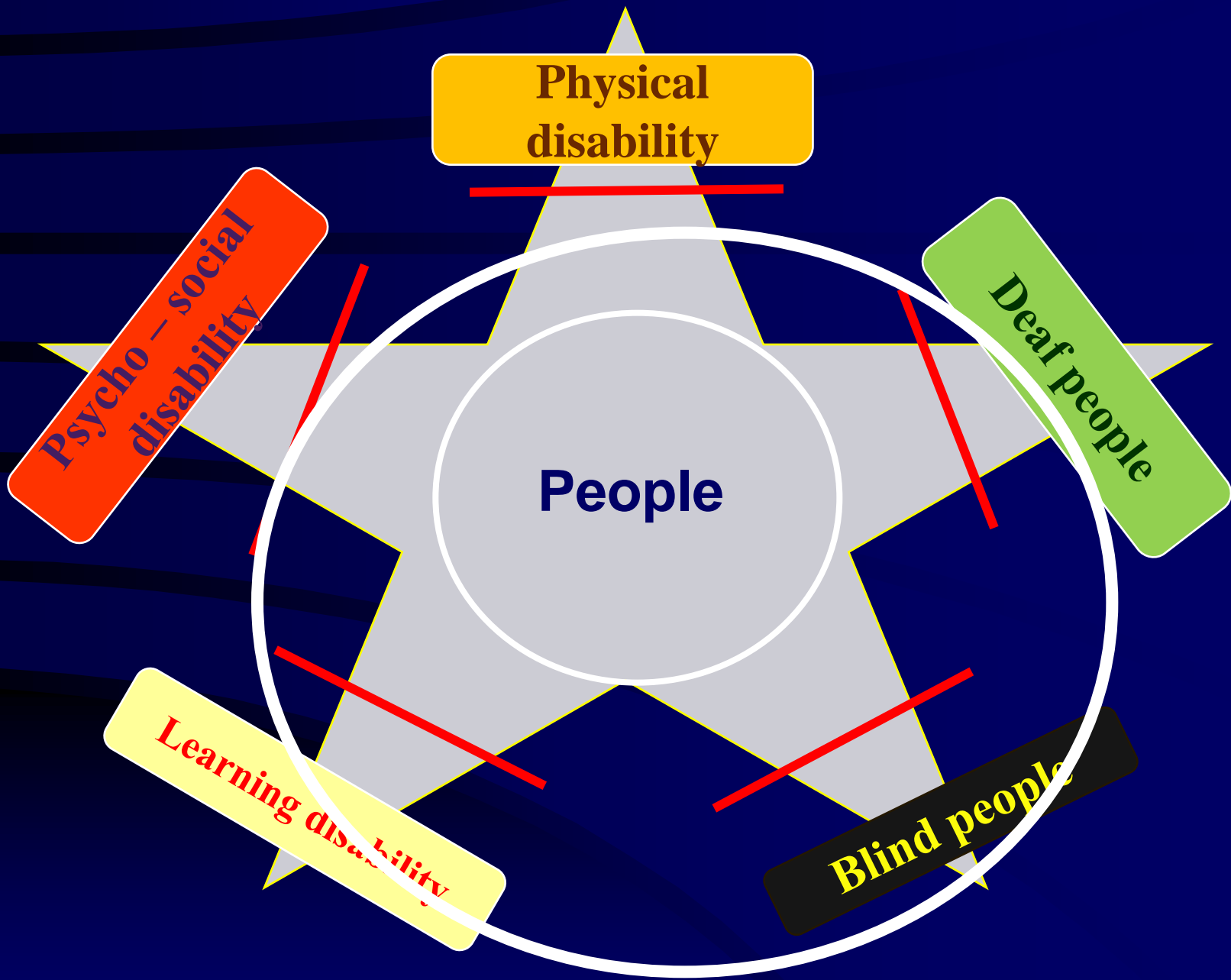
1. Lack of education and training (professional and social)
2. Lack of understanding of the needs of PwD from the point of view of employers
3. Need for special features for the job
4. Inaccessible environment
5. Inadequate synthesis between benefits and employment
6. Own disability



# Flexicurity

Flexicurity is an effective measure to include disabled people in the labour market

1. **Labour market flexibility** – flexible and reliable contractual arrangements
2. Comprehensive **lifelong learning** strategies
3. Effective Active **Labor Market** Policies (ALMPs)
4. Modern, adequate and sustainable **social protection** systems



## **Physical disability**

- ✓ **Accessibility**
- ✓ **Technical Aids**

## **Deaf people**

- ✓ **Sign language**
- ✓ **Accessible informative Environment**

## **Psycho – social disability**

- ✓ **support Team**

## **Learning disability**

- ✓ **Inclusive education**
- ✓ **Support services**

## **Blind people**

- ✓ **Accessible technologies**
- ✓ **Accessible environment**

# Common principles

- ✓ Adequate disability specific
- ✓ Timely
- ✓ Sustainable

# Different employment models for people with disabilities in Europe

- ✓ Subsidised workplace;
- ✓ supported work;
- ✓ sheltered workshops;
- ✓ quota system;
- ✓ labour market through the employer's motivation.

# Paldies!



[www.sustento.lv](http://www.sustento.lv)