



Republic of Latvia Ombudsman

Employment for persons with disabilities

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



Reasonable accommodation – how, not why I

- Content of guidelines:
 - ✓ Short introduction on reasonable accommodation (legal);
 - ✓ Reasonable accommodation for employees with movement, vision, hearing (partial loss or total loss), autism;
 - ✓ Additional information (other guidelines or technical documents).



Reasonable accommodation – how, not why II

Content of each chapter:

- ✓ Communication culture

Example: when talking to an employee in wheelchair, try to sit, so you both are in the same level. Do not push, pull an employee with vision disability in the right direction

- ✓ Reasonable accommodation in office, factory, service and trade; agriculture, forestry and fisheries

Physical accessibility; work process accessibility; mentor

- ✓ Most popular professions for employees with X disability

- ✓ Good practice examples



Thank you for attention!