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**Social Work Opportunities in the Process of Solving Occupational Issues of
Women with Disability: the Current Situation and the Perspectives**

Master's thesis

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Contents

Summary	3
Introduction	4
1. Disabled Women's Employment as a Personality Formation and Functioning of Active Socia.....	9
1.1. Women with disabilities in employment law framework analysis.....	9
1.2. Disabled women's equal participation in public life assumptions.....	12
1.3. Women with disabilities in employment psychosocial factors.....	16
1.3.1. Internal factors.....	16
1.3.2. External factors.....	20
1.4. Perspectives of women with disabilities in employment.....	24
2. Disabled Women's Employment Activity Survey.....	27
2.1. Research justification	28
2.2. Research methodology.....	29
2.3. Data analysis and interpretation.....	33
2.3.1. North Lithuania and Ukraine in Kiev region's social workers comparative data analysi.....	33
2.3.2. Qualitative women's with disabilities employment structure survey interpretations	52
2.3.2.1. Older women with disabilities, case studies.....	53
2.3.2.2. Middle-aged woman with disabilities, case study.....	55
2.3.2.3. Younger women with disabilities, case studies.....	57
2.3.2.4. Ethnic minority women with disabilities, case studies.....	59
Conslusions	62
Recommendations	64
References	65
Summary	69
Appendices	73

Summary

The accomplished of theoretical comparative employment of the disabled documents (the EU and Lithuania) analysis of the equal participation of women with disabilities in society reveal the assumptions and women with disabilities in employment psychosocial factors.

The hypothesis that women with disabilities are one of the most socially excluded groups in society, which needs further attention and support, which means that, because of unfavorable psychosocial environment (discrimination, employers, public attitudes) and the lack of "human capital" (education, disability, motivation), women with disabilities face difficulties of integration in the labor market, timely unresolved problems in employment may increase in the future.

Questionnaire survey method was carried out a study on the - identification of women with disabilities in the employment situation in Northern Lithuania and Ukraine in the Kiev region. Inquiry attended 64 North Lithuania and Ukraine 26 Kiev regional social workers. Qualitative (case study) method has been under investigation - in order to reveal the employment problems of women with disabilities. The study selected four Lithuanian women with disabilities.

The empirical part deals with the possibilities of social work, dealing with disabled women's employment situation and prospects.

The main conclusions of the research:

1. Lithuania is improving the situation of women with disabilities, while Ukrainian women with disabilities in a bad situation. Ukrainian Labor Exchange and other authorities to help disabled people to employment, does not put enough emphasis on women with disabilities in employment, nor the Lithuanian Labor Exchange and other institutions. Lithuanian and Ukrainian social workers concurred that women with disabilities to participate in community and public life, it is not enough to create the conditions for women with disabilities face a negative reaction from their disability. Provide support and enable women with disabilities who wish to pursue their business or establish a business in both Lithuania and Ukraine respondents deem necessary.
2. Discrimination against persons with disabilities and women with disabilities in the event of multiple discrimination and still is one of the difficulties faced by disabled and who wishes to employ a person. Sometimes, in addition to the said disability discrimination of disabled women can still contribute and other forms of age, gender or ethical affiliation, the disabled women who make life even more complicated.
3. It can be said that the hypothesis was confirmed in part, that women with disabilities are one of the most socially excluded groups in society, which needs further attention and support, which means that, because of unfavorable psychosocial environment (discrimination, employers, public attitudes) and the lack of "human capital (education, disability, motivation) timely unresolved problems of the future perspectives for employment can increase.

Keywords: disability, social work, employment.

Introduction

Social – practical relevance of the study. During the last twenty-five years of independence Lithuania release laws and regulations protecting the rights of persons with disabilities, developing social services in order to ensure and facilitate people with disabilities socialization and integration into society; there is an efforts to enable people with disabilities to feel socially excluded from public life and to feel fully in economic and everyday society.

When analyzing the situation of disabled people in today's society, it is easy to note that a person with a disability is receiving increasing attention, actively seeks to improve the social integration of people with disabilities. The analysis of the situation will not become more and more important social interactional approach to the person with a disability. Baranauskienė and Ruškus (2004), notes that scientists debate the clinical paradigm is recognized as not able to meet a disabled person and society's needs.

As the number of disabled people have a tendency to increase, it is clear that both national and personal level, relevant to people with disabilities in employment.

State Social Insurance Fund Board of Social Security and Labor Ministry has information¹ that in the beginning of the 2012 there were about 46.66 thousand people with disabilities who has a job or 17.6 percent of all persons with disabilities who has a job. The country aims to increase employment opportunities for disabled people: provide financial assistance to employers who employ people with disabilities, providing financial support to start their own business, organized for vocational and professional rehabilitation.

Integration in the labor market of the disabled people are compounded by various factors. For example lack of information, limited education of the public on issues regarding persons with disabilities is one of the main reasons for the passivity of disabled people in defense of their violated rights. Insufficient funding needs of the disabled unfavorable legislative framework and its application scope, state and municipal authorities encourage innovative solutions to the lack of vicious practices to hinder the effective implementation of disability rights and fundamental freedoms Institute.

The European Employment Strategy refers to the general EU employment policy objectives defined by the Community and the Member States, the main employment policy guidelines². Since the beginning of the creation EU attaches great importance to gender equality

¹ Lithuanian Department of Statistics. National social integration program for 2013-2019 years. Patvirtinta Lietuvos Government of the Republic in 2012. 21 November. Resolution No. 1408

² The social and employment policy: general principles. http://www.europarl.europa.eu/atyourservice/lt/displayFtu.html?ftuId=FTU_5.10.1.html (visited 2015-03-29)

principles busting employment and social protection. Women's employment is one of the most important women's economic autonomy and economic ell- of society, so it is safe to say that gender equality policy is an integral part of EU policy. They set out the objectives of the guidelines states the need to review the gender equality indicators and the gender mainstreaming policy at all levels. Since the implementation of the principle of gender equality largely depends on women's employment and gender equality and considered as one of the most important women's economic independence and social welfare assumptions. Role of women in the labor market is one of the main goals of the EU³. Women with disabilities, elderly women, immigrant women and ethnic minorities face significant barriers to entry into the labor market. A large percentage of these women work in low-skilled, low-paid jobs with no guaranteed of safe working conditions and social security. Discrimination against persons with disabilities and women with disabilities in the event of multiple discrimination and yet, it is also one of the factors⁴ impeding the integration.

The United Nations Convention⁵ on the Rights of Persons with Disabilities states that disabled women's level of education is one of the lowest and as a result there are significant difficulties in accessing the labor market stay in and pursue a career. Persons with disabilities must be given the opportunity to learn and to enter the labor market so that they can support themselves, women with disabilities and women should also be encouraged to seek education and employment on the basis of their skills and interests, rather than their weaknesses.

Data on disabled women's work and the nature of the employment situation in general is limited. They are more or less fragmented, lacks systematic research. For example it is unclear how many and what kind of work performed according to the type of disability and capacity for work, what professions they are the difference between men's and women's unwillingness to work the grounds as the difference between earnings and so on. For these reasons, it is difficult to give comprehensive women with disabilities in employment situation and to anticipate potential prospects.

Relevance of the research. Scientists R.Addlakha (2007); A.L.Janus (2009); J.Hanafin, M.Shevlin, M.Kenny, E.McNeela (2007); J.Ruškus (2002); I.Baranauskienė, J.Ruškus (2004); L.Okunevičiūtė-Neveauskienė, Česnuitytė (2009); L.Mališauskaitės (2006); Цеханов В.А. (2014); and other authors' studies show that the perception of people with disabilities are very diverse. Poorly economically developed countries are deeply rooted in cultural aversion to

³ European Union parliament. http://europa.eu/eu-law/index_lt.htm (visited 2014-10-29)

⁴ Okunevičiūtė Neveauskienė L., Moskvina J., Gruževskis B. Social Report on discrimination in Lithuania. Research papers. In Vilnius. Eugrimas. 2010. 150 P.

⁵ Lietuvos neįgaliųjų situacijos analizė rengiantis ratifikuoti jungtinių tautų neįgaliųjų teisių konvenciją. Projektas

people with disabilities and disability as a burden to family and society (Addlakha, 2007). A common assumption that especially for girls does not make sense even to attend school because they still will not be able to support themselves in the future. Research carried out abroad (Live 2000, Brinkmann Broxten addition, Heiler and Rieth, 1999; Meier Rey, 1994; Reinikainen 2004), women with disabilities face double discrimination in employment. They are often perceived as more passive than men. Germany conducted a representative survey reveals that women with disabilities are more often unemployed compared with disabled men (Live 2000). According to Mr. Hermes (2001), this is because women with disabilities often have no or very low qualifications. The authors study also shows that mothers with disabilities are not favorable conditions for retraining, because there is no enabling (e.g., shorter programs, the ability to live together with children in the cities where they live and so on.). Also talked about the increased supply of courses and specialties for men compared with women. Women with disabilities offered too little attractive specialties. Mr. Hermes (2001) believes that girls with disabilities are often denied vocational guidance services, as well as their parents are not informed about options.

Theoretical and practical significance. Although many studies of people with disabilities analyzed the various aspects of the situation (adults and children of different ability level, disability type, etc.), Still lacks a broader and deeper analysis of data by gender. This would enable a better understanding of the situation of women with disabilities in the labor market and in life in general. The study data will provide knowledge about the employment of women with disabilities and people with disabilities will reveal the women's attitudes towards their own future prospects. On this basis, working in social work organizations of people with disabilities facing employment problems, have the opportunity to be more aware of disabled women's needs and problems, will be able to improve and develop new programs and services to address the problem, it will affect social policy development. The study data will provide knowledge about the employment situation of disabled women and disabled women to reveal their own future prospects.

Social - practical and scientific relevance of the topic to justify the research problem to specify the following **problem areas**:

- What is the social situation of job opportunities, dealing with the disabled women's employment?
- What are the prospects and possibilities of social work, people with disabilities across the spectrum of women's employment?

Given the current problem, **hypothesis** - women with disabilities is one of the public social exclusion and will require additional attention and assistance, which means that, because of the unfavorable psychosocial environment (discrimination, employers, public attitudes) and the lack of "human capital" (education, disability, motivation), women with disabilities face difficulties of integration in the labor market, timely unresolved problems of the future perspectives for employment can increase.

The object of research - social work opportunities in the process of solving occupational issues of women with disability.

The aim of research - to reveal social work opportunities in the process of solving occupational issues of women with disability in the current situation and the perspectives.

Objectives of the study:

1. A comparative employment of the disabled documents (the EU and Lithuania) analysis, to provide women with disabilities has equal participation in public life assumptions.
2. The purposes of theoretical analysis reveal women with disabilities in employment psychosocial factors.
3. For the purposes of the questionnaire survey, to identify women with disabilities in the employment situation in Northern Lithuania and Ukraine in the Kiev region.
4. The method of qualitative research (case study) to reveal the employment problems of women with disabilities.
5. Submit recommendations, related to the employment of disabled women in the decision, social work professionals, and legislators.

Research methods:

1. Theoretical material analysis of scientific literature, laws of the Republic of Lithuania, EU documents and other legal acts of the disabled employment analysis.
2. For the purposes of theoretical analysis reveal women with disabilities in employment psychosocial factors.
3. Quantitative Survey (questionnaire) in North Lithuania and Ukraine in Kiev regional social workers identify women with disabilities in the employment situation.
4. The qualitative (case study) method is used to reveal the employment problems of women with disabilities.
5. Empirical data were processed using SPSS (Statistical Packet for Social Sciences 17.0) and Microsoft Excel software programs.
6. The logical method of preparing recommendations.

Research sample and time: anonymous questionnaire survey attended 64 North Lithuania and Ukraine 26 Kiev regional social workers. Qualitative analysis of the selected 4 women's with disabilities Lithuania. The study was carried out in 2015, I-II quarter.

Basic concepts:

People with disabilities - those persons who have a long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others "(Convention on the Rights of Persons with Disabilities, 2009).

Social Participation - is the person works for the open community, which affect the development of individual and social disability with the human project through its own internal resources and external environment (Ruškus, 2002, p. 10).

Social work - a professional activity, which enables people, families, communities and the public to deal with the relationship between social problems and encouraging social change by improving the quality of life and strengthening solidarity and social justice. (Republic of Lithuania Social Security and Labor).

Solutions – 1. Deal (action). 2. The executive or judicial act. 3. The creation of logical argument. 4. The terminal will act. 5. Definition mode (Current Lithuanian Language Dictionary, 1993, p.726);

Employment - legal working people, developing material assets and the provision of services to meet individual and societal needs providing those earnings (labor income). (Labor market terms and definitions, 1998).

Master's thesis structure: *summary, introduction, two sections: the first section comprises theoretical research results; the second section consists of quantitative and qualitative research results presentation; conclusions, recommendations, references (75 sources), summary (in Lithuanian) and appendices. The research data illustrates the 5 tables, 21 figures. The appendixes provide (research questionnaires examples of qualitative research analysis.). Working volume - 73 pages.*

1. Disabled Women's Employment as a Personality Formation and Functioning of Active Social Activities

1.1. Women with disabilities in employment law framework analysis

Disabled people - people who have congenital or acquired physical or mental defect, totally or partially unable to take care of their personal and social life and exercise their rights and responsibilities. These people, regardless of disability cause, nature and extent of occurrence have the same rights as other people. Disabled people who are unable to exercise their rights independently, society and the state must provide additional support and guarantees they need to be protected from any form of exploitation, discrimination and abusive or scornful behavior.

In order to establish humanistic attitude towards people with disabilities all countries pass laws governing people with disabilities and their families' rights, equal opportunities to participate in public life (Vaicekauskienė, 2005).

The implementation of the Lisbon Strategy, Lithuania, like other EU countries, is slowly undergoing a transition from the paternalistic and declarative assistance to disabled persons to the independence of treatments and rehabilitation and integration into society. The aim is to implement the global philosophy of ideas, which are based on social cohesion and inserted into society by including all people, including people with disabilities (Report on the Lithuanian Social Security System, 2003, p. 79). The country is increasingly gaining ground for people with a disability, social integration model, we understand how optimal communication between social groups, social institutions and government structures in the process of identifying (Leliūgienė, 1997, p. 16).

Equality of opportunity is the European Union's (EU) long-term strategy on disability, which aims to enable disabled people to enjoy their right to dignity, equal treatment, independent living and participation in society. The EU strategy is built on three pillars: 1) EU anti-

discrimination legislation and measures, which provide access to individual rights; 2) eliminating barriers in the environment that prevent disabled people from exercising their abilities; 3) issues relating to disability, inclusion of a wide range of Community policies which facilitate the active inclusion of people with disabilities, the range of (Communication from the Commission to the European Parliament, the European Economic and Social Committee and the Committee of the Regions, 2005).

People with disabilities legal situation is governed by the laws of the Republic of Lithuania, as well as the Constitution of the Republic of Lithuania and certain specific areas and separate laws or secondary legislation which provides for special rules.

Ukraine and Lithuania as people with disabilities legal situation is governed by the Constitution⁶ of the Republic of Ukraine.

The main changes in the Republic of Lithuania on the Social Integration of Persons with Disabilities in the system are: the Republic of Lithuania Law on Social Integration (2004. 11 May. No. IX-2228) the Republic of Lithuania Law on Social Enterprises (2004. 01 June. No. IX-2251), the Republic of Lithuania law on Social Services (2006. January 19. No. X-493), the Republic of Lithuania on Support for Employment Act (2006. June 15. No. X-694), secondary legislation on disability and work identification of specific needs for satisfaction and vocational rehabilitation services, dispute settlement and so on.

The Republic of Lithuania on Support for Employment Act (2006. June 15. No. X-694) provides that additional labor market support the following disabilities: people with disabilities, which set the level of 20-40 percent of capacity (up to 2005. 1 July. I - II disability group) to moderate level of disability; people with disabilities which set the level of 45-55 percent of capacity (up to 2005. 1 July. III group of disability) or mild disability level.

People with disabilities in employment policy has two main objectives: to ensure income for persons with disabilities, and to fully integrate them into the social and economic life, a full life opens up possibilities (Mont 2004; Schuengel et al., 2010; Huang 2011), which are often difficult to reconcile with each other.

The Republic of Lithuania valid legal act with a guarantee of disabled people's needs are met, the Equal Opportunities for people with disabilities General rules (1996), adopted in 1993. 20 December. UN General Assembly's 48 sessions (resolution 48/96). Equal participation in

⁶Закон Украины Об основах социальной защищенности инвалидов в Украине http://kodeksy.com.ua/ka/ob_osnovah_socialnoj_zashhishhenosti_invalidov_v_ukraine/download.htm (visited 2014-12-11)

public life conditions consist of the following components: physical environment adaptation, availability of information and communication opportunities, ensuring accessibility of education, employment guarantee, integration of the cultural activities, recreation and sport security, and so on. General rules specify the way in which the state should pursue the above objectives. These rules shall include all disabled human life. Enforcement of the rules will help a disabled person to meet all its social needs and to feel like a full-fledged member of society, with all of his rights as any citizen.

Lithuanian law guarantees the right to work for all people, but in practice these rules are not sufficiently effective for people with disabilities to seek employment. Therefore, their situation in the labor market is quite complex, but their real job opportunities are indeed small. Especially difficult are people with intellectual disabilities, because these people are often not aware that they have the right to work, and that such a right they enjoy not only Lithuania, but also the European Union, whose member is our country, laws.

The Republic of Lithuania Labor Code establishes the disabled working conditions, working time, rest periods and other work-related guarantees. Although the Labor Code enshrines the principle of equality in employment on various grounds, including disability not specified. In a situation where non-discrimination is disability does not provide many Lithuanian legislation leads to the conclusion that the legal situation of persons with disabilities against discrimination is not currently favorable, and must be improved.

As an attempt to reconcile Lithuania and the European Union social and employment policy priorities and focus Lithuanian Government's efforts to implement the specificity of the Republic of Lithuania Government Resolution on the Employment of the Republic of Lithuania during 2001-2004 program approval (Lithuania Promotion of Employment 2001-2004, 2001). Lithuanian National Employment Program for 2001-2004 provides for the following main axes: Development of job system (promotion of entrepreneurship); improving employment support; ability to adapt to change; equal opportunities in the labor market; integration of employment policy (Baranauskienė and Ruškus 2004).

Analyzes the state of its legislation and have introduced a range of measures enshrined the social integration of people with disabilities and employment. Bočko, O'Reilly⁷ are the following

⁷ Бочко М. Э. Занятость инвалидов в регионе: проблемы и пути решения// Вестник Московского университета, 2001, No 8, p. 117–122; O'Reilly A. P.12.

most common disability employment measures: quotas protected jobs; job creation subsidies to employers; Social enterprises; Special workshops; certain professions disabled reservation.

Social Report for 2005-2006 states that "persons with disabilities social integration programs for employment objective - to include persons with disabilities in the labor market, helping to employment, development of work at home, patent work, new information technologies, through joint and individual programs, and to develop and alternative forms of employment - work therapy, general employment. To this end, measures financed by the main 3 - admission free labor market, labor therapy, general employment. The implementations of funded programs were employed, occupied therapy and other forms of employment over 7800 people with disabilities (Social Report 2005-2006).

1.2. Disabled women's equal participation in public life assumptions

UN Convention on the Rights of Persons with Disabilities (2006), the preamble recognizes that disabled women and girls and their families in a setting often at greater risk of violence, injury, abuse, neglect or lack of care, maltreatment and exploitation they emphasize the need to take into account the gender dimension by placing anything, what efforts are aimed at enabling persons with disabilities enjoy all human rights and fundamental freedoms. Also Article 23 of the Convention. Is recognized in all persons with disabilities who have reached marriageable age the right to marry and start a family.

On the 26th of April in 2007 European Parliament resolution on the situation of disabled women in the European Union identifies the key factors that determine the greater vulnerability of women with disabilities in society. The resolution stressed that approximately 80 percent women with disabilities are the psychological and physical violence and are at greater risk of sexual violence than other women, and violence cannot be just a common disabling feature of the lives of women, but sometimes the cause of their disability. Disabilities constitute a diverse group of people and taking them to support the action to be taken into account this diversity and the fact that some groups, such as, women with disabilities, face additional difficulties and multiple discrimination. Women with disabilities victims of multiple discrimination on grounds of sex, race, health problems and disability, as well as are at greater risk of poverty and social exclusion.

Women with disabilities more vulnerable to violence than men with disabilities, stated in Geneva circulated at the 20th Human Rights Council report. Violence against disabled women and girls remains invisible; it does not take and national legislation.

On the 11th of December in European Parliament resolution on disabled women indicate that women with disabilities often become much violence, particularly domestic and sexual

abuse victims. Taking into consideration whether the women live in the community or in institutions, it is necessary to take concrete measures to combat this phenomenon unforgivable, which is a crime and gross violation of human rights; because all women should be provided full access to support services for women with disabilities are more emotionally dependent, they are at greater risk of becoming victims of gender-based violence, lower their personal and social development level, general lack of knowledge about sexuality and many harmful myths circulating this issue; since there is evidence that the increase in poverty increased incidence of sexual abuse of women with disabilities. The resolution also states that women with disabilities face greater obstacles in accessing the labor market, making them more difficult to live a normal and independent life; because the work is not only a source of income, but also social inclusion tool to reach out to the broader public and to build a network of interpersonal relationships; as disabled women's and girls' work often paid insufficient; Whereas, in order to encourage them to actively participate in education, employment and community social and economic life to overcome barriers to mobility and greater independence from family members and nurses.

Resolution urge member states to disability policy to integrate gender aspects and stresses the importance of disability by gender mainstreaming of gender in policies, programs and measures that the EU and Member States' legislation and policies to enhance gender and disability interfaces recognition and understanding.

Lithuania is not available special support services from victims of domestic violence and especially vulnerable social groups of women (disabilities, minority ethnic groups, women and so on.).

Thus, the latest international trends focused on the fact that the legal basis would be excluded women with disabilities as a problem unique social group and provided them with specific guarantees. This distinction is particularly appropriate law governing one of the two aspects - a disability or gender. Thus, women's rights instruments is important to define women with disabilities provided guarantees and the rights of persons with disabilities discussing legislation should identify the specific protection provided by women.

In 2008, The United Nations Committee on the Elimination of Discrimination against Women considered the III and IV of Lithuania reports of the UN Convention on the Elimination of All Forms of Discrimination against Women, the implementation of its recommendations to the Government expressed concern that not enough attention is paid to information on women with disabilities, (...) in education, employment, health care, housing and so on. , as well as a lack of data on women experienced multiple discrimination (2012-2014 promotion of non-discrimination inter-institutional action plan, 2011).

The Equal Opportunities Act (2003) for the purpose - to ensure the implementation of the Constitution of the Republic of Lithuania provisions of Article 29, establishing the equality of persons and the prohibition to restrict human rights and to provide him with benefits of gender, race, nationality, language, origin, social status, religion, beliefs or opinions basis, as well as to implement the European Union legislation, the annex to this law and other international legislation. The law providing for disability and gender as one of the grounds of discrimination, women with disabilities ensures legal protection against possible discrimination on two bases.

The Equal Opportunity Act regulates the equality of women and men. The provisions of the law can be invoked in situations where disabled women could be discriminated against on the basis of sex. The Lithuanian government's initial report of the United Nations Convention on the Rights of Persons with Disabilities implementation of the project argued that the law cannot have the situation of women in the context of important concepts is defined as (between men and women equal opportunities, discrimination (both direct and indirect), the Equal Rights violation of sexual harassment, bullying). He also outlined the steps to be considered, and it prohibits discrimination and defines the scope. Finally, the said law regulates the inspection and supervision mechanism. Under the Equal Opportunity Act 3, paragraph 2, state and municipal institutions and agencies within the competence required to develop and implement programs and measures for women and men to ensure equal treatment. The control and monitoring functions are performed by the Sejm in charge of Equal Opportunities Ombudsman, with the assistance of the Equal Opportunities Ombudsman.

Social Integration Act (2004) goal - to ensure the disabled equal rights and opportunities in society, to determine the social integration of people with disabilities principles define the social integration of the system and its prerequisites and conditions for the social integration of people with disabilities implementing bodies, the level of disability and working capacity level setting, vocational rehabilitation services with special needs and satisfaction principles. In this study, the context is important to note that this nationally most significant area of disability is not mentioned in the law, women with disabilities, and their specific needs and ensure their warranty.

Support for Employment Act (2006) regulates the employment support system, whose goal - to achieve full employment, reduce social exclusion and strengthening social cohesion. The main task of the employment support system, a significant disability for women quality of life aspects: 2) to enhance the job seekers of working age employment opportunities. The law emphasizes that the tasks of the employment support and employment support measures implemented and the labor market is provided in accordance with women's and men's equal

opportunities and non-discrimination. Women with disabilities in line with the labor market additionally supported persons the criteria by which they attributed to the working-age people with disabilities, who are set to 25 percent disability or severe disability level; 30-40 per cent of the work or the average level of disability; and 45-55 percent of capacity or mild level of disability.

The main body dealing with people with disabilities on issues of persons with disabilities is the Department of Social Security and Labor, whose mission - to plan, organize and coordinate social integration policy measures to enable disabled people equal rights and opportunities to participate in public life. Authority's strategic goal is to ensure the social integration policy measures for the social integration of people with disabilities into society.

The Equal Opportunities Ombudsman is an independent body responsible to Parliament. The Ombudsman can seek the men and women who have experienced discrimination because of their sex work, education, goods and services in the fields or to sexual harassment. Since the 1st of January of 2005 service also investigates complaints of persons experienced discrimination or harassment based on age, sexual orientation, disability, race and ethnic origin, religion or belief at work, educational institution, or the provision of services⁸. With regard to disabled women's rights and ensure it is - the most significant institution in which these social groups can apply for discrimination and which shall have full power to examine the relevant complaints.

Integration of the disabled in the program will not summarize the role of NGOs. This program provides that in order to maintain the greatest possible independence of people with disabilities, physical, mental, social skills, the state budget every year to support social rehabilitation services to the disabled community projects implemented by the social integration of people with disabilities working in the field, while the municipality organizes the implementation of the projects and contribute, allocating funds to projects. Hotels offered simple, social rehabilitation services corresponding to the content to increase the independence of people with disabilities and the non-governmental organizations able to provide.

No less important than the provision of services carried out by NGOs of people with disabilities representation activities aimed at the national level is mainly engaged in Lithuanian Disability Forum (LNF). This - the national umbrella organization uniting people with disabilities association whose purpose is to protect people with disabilities in civil, social and economic rights. One of the strategic LNF activities of the United Nations Convention on the

⁸ Equal Opportunities Ombudsman's office. <http://www.lygybe.lt/lt/tyrimai-lygybes-srityje.html> (visited 2014-12-12)

Rights of Persons with Disabilities enforcement and monitoring. It is noteworthy that the LNF activities disabilities with special focus on women and their needs and guaranteeing the rights allocated. This group most often mentioned in the publication of information on the relevant area of the United Nations or European Union documents, reports, and presentation of research. Because the LNF their work focuses on the UN Convention on the Rights of Persons with Disabilities implementation of Lithuania, it is likely that in the long run will pay more attention to women with disabilities.

How much is different with women's rights organizations in the field such as., A public institution Center for Equality Advancement (CEA) cannot name one of its fields of activity: CEA seeks to promote gender dialogue and develop public intolerance of human discrimination based on ethnicity, disability, sexual orientation, age, sexual orientation. CEA promotes equality and tolerance ideas, initiating educational projects aimed at changing negative stereotypes and promote positive change in society, to strengthen the state, government institutions, educational institutions, educational institutions and non-governmental organizations in the consolidation of democracy, openness and tolerance settings.

1.3. Women with disabilities in employment psychosocial factors

1.3.1. Internal factors

A person with disabilities constantly exposed to various objections, it is very important is self-confidence, belief in themselves, knowing what they want, what goals led by seeking to acquire new knowledge, skills, values, and assessment of efforts to complete a task. When a decision is taken on the job, it has a very important value. Values can be divided into internal and external. Inner values relate to the work and its benefit to the public. External values - it is external factors, for example. The physical environment, the amount of earnings. Very often, people with disabilities seeking employment, says: "I do not know what I wanted to do." Motivation - is a certain sequence of events that led man to the objective. Being motivated is clearly aware of what you want out of life. If a person with a disability is motivated, he feels elaborate this feeling, and that is the driving force behind his actions.

Humanistic psychologists studying personality, focuses on personal inner power to grow and express themselves. Humanistic psychology pioneer A. Maslow theory vividly shows what stresses the humanistic concept of personality. A. Maslow theory of personality based on human needs, whose satisfaction is the personality and growth considerations. A man forms himself, that what wants to be, because, according to A. Maslow, it is constantly evolving. And A. Maslow and K.R. Rogers felt that the most important personality characteristic is the self, or self, conception. Important allegedly feelings and thoughts, the answer to the question "Who am I". If

I human conception is positive, it usually tends to behave positively and also to understand the world. If that concept of negative, if a person feels his own eyes he is far from ideal, he feels unhappy and miserable.

The successful functioning of the various personalities of the social field as a structured system for active and targeted an entity on important and personal as (personal identity) and social as (social identity) formation peculiarities, which leads many segments (particularly evident with respect to persons with disabilities). Social identity is defined as the human perception of it is dependent on group dependencies (Baranauskienė, Juodraitis, 2008).

Juodraitis (2001) states that "personality socialization process of particular importance to have quite a different gender self-fulfillment and security needs of the options, but the individual being able to express their skills, abilities and skills, aspirations in various fields (working professional, artistic, intellectual, et al.) is not always able to survive relatively comfortable operation required sense of security".

Personality traits, and their lack of direction - particularly important components of personality: the relationship with yourself characteristics (especially disability adoption), relationship with other human beings properties (tolerance to healthy negative stereotypical assessments, adequate reaction to the healthy and ill-treatment, etc.), Internal work motivation (Queen, 2009). Scientists (Gailienė, 2006; Ruškus, Mazeikiai, 2007) notes that the participation of professional activities are important provisions in the disabled themselves and their operational capabilities. Only adequate safeguards to their disability can learn to live, communicate and assess themselves as it is done through lack of money, without luxury items, and the like (Gailienė, 2006). Much depends on the disabled thinking and understanding of what they would like to change in your life and what is not and it will depend on their follow-up (Mayer's, 2008).

The relationship with oneself creates preconditions for psychosocial characteristics of comfort, good quality of life assessment, the successful interaction with others and especially running professional motivation (Gailienė, 2006). If a person welcomes yourself and your abilities it will step up its efforts to seek a better life, and vice versa - a person spare no effort, considering that few of his own or not at all.

Working meaningful life of every person, not only because of income or a sense of security, but also as a way to express yourself and to give meaning to develop social relationships. The time spent working, represent a significant human productive life. With regard to persons with disabilities, participation in the labor market may be regarded as their successful functioning society and the result – for example education, existing professional skills,

discipline, confidence and other positive personal qualities result. So successful employment and the ability to survive in the workplace is significant assumptions overcome this social group and social exclusion.

According to the Gvazdauskienė (2004) work for a disabled person is something more than a livelihood. According to the researchers, this expression, communication abilities, needs to be recognized, and appreciated. A disabled person remains two choices: to work and have a window to the world, or not to work and spend the day at home between four walls. Therefore, it is important to motivate disabled person interest in your professional career (to pull a disabled person at home). It is important to emphasize vocational motivation-building based on a disabled person's best practice. According to researchers, in order to strengthen the motivation of people with disabilities to work should be strengthened and intensive use of aid measures (psychological support, the media and other support). All this is a precondition for a successful professional career.

As indicated Niehaus (1993), disability is a criterion that separates not only the disabled from healthy, but also men and women. On the basis of disability researchers, it can be said that disabled women suffer from double discrimination. On the one hand, women with disabilities are excluded from public life as women; on the other hand, they suffer discrimination because it does not "normal" standards of femininity and beauty standards of the dominant society. Schildman (1985) points out those women with disabilities are perceived as "not so good labor" on both - domestic and reproductive work and paid work - areas.

With reference to the European Working Conditions Survey results, it can be said that most women work in health care, education and other service sectors. Department of Statistics Lithuania mostly women working in education, health care, social welfare and service sectors. For women there is little available and other important areas of social activity as national defense, finance, international diplomacy, aviation. According Bagdonas, Vareikytė, Žalimienė (2007) such situation of women in Lithuania are heavily influenced by patriarchal model, and other manifestations of public life, to prevent any alteration of the traditional treatment of women and their role in social life. It seems that our society is still dominated by the gender role stereotypes.

Lithuanian labor market is characterized by division into men's and women's work. The division into "male" and "female" sector is one of the modern labor market realities. Sociology and economics literature the term "activities segregation. This term notes that the labor market for women and men clustered under different occupational groups. An example is that women work in the public sector, men in the private sector in industrialized economies. According to the

Kanopkienė (2000) in all EU countries, labor market divided into "male" and "female" sector. According to the author, group classes for men and women unequally distributed, reliable women less responsible, lower-skilled work. Disabled women and men and discrimination associated with working capacity (different working capacity, narrower variety of proposed works). Every employer has a firm and egoistic incentives - economic factors contributing to the result at the lowest cost and with the possibilities of the state to compensate the lost profits of the employer for a disabled person's employment.

According to Lazutka, Bagdonas, Žalimienė, Vareikytė (2007) stereotypes are the origins of discrimination against women, enabling men to feel superior, both physically and psychologically. Society stereotypes (woman - a housewife, a man - person family earning bread) affect women and men in employment. Women sex discrimination are most harmful to women's career, when the employer makes the core of the future performance forecasts woman. Prevailing stereotypes suggest that a woman's achievements occupation is limited through scarce physical, emotional skills, poor organizational work skills. The employer would rather hires a man because the latter not escape parental leave do not take care of sick child and so on. Women's work in the failure of stereotypes is a result of patriarchal thinking. The concept of masculinity is associated with the income does not allow them to properly perform his father's office. According to the Statistics Department under the Government of the Republic of Lithuania received data (2006) suggest that the public sector employs more women than men. However, there is a tendency that women are rapidly moving into male professions as: construction, engineering, transport and others. According to A.Blanc (2001), employers undertake to try to hire disabled workers, which account for 1.2 to 3% of the total number of people admitted to work.

Lazutka, Bagdonas Žalimienė, Vareikytė (2007) distinguish the following types of discrimination:

- Direct discrimination - when a person on grounds of gender, orientation, age, nationality, religion, race, disability is treated less favorably in comparison with the same skills and professional competence of a person belonging to any other category distinctions. However, if a simple operation that does not require higher education will be selected by a person with higher education, it will already be a manifestation of discrimination.
- Indirect discrimination - occurs when some of the criteria and the requirements of one or more categories of people may find themselves worse off. For example, the state language examination for recruitment to the detriment of other nationalities.

People with disabilities the causes of unemployment can be divided into the following groups: *Psychological*. In most cases the key success factors identified such employment a person related subjects as motivation, activity, optimism, professional skills and work experience. As for people with disabilities “do not get job” reason it is also considered to be one of the biggest barriers to employment for disabled people is their own reluctance to work, lack of confidence, lack of self-sufficiency.

Another common reason for restricting employability, especially for persons with disabilities is itself a disability, limitations and disability caused by a variety of health problems. At national level, is set to work per cent, showing how disabled person is able to work and can work under the conditions recommended by professionals, but found the job satisfaction of the conditions of a person with a disability is much more difficult job than a healthy person.

Financial problems and the fear of losing social benefits as well as the employability of people with disabilities limiting factor. Work and discourage existing pension and benefits system.

No less important is to find work education, professional or general skills shortage.

According to the Čepienė (2002), women with disabilities are more active labor market participation more than men, but the researchers note that they are very difficult to achieve economic independence. According to the Bandzevičienė R. (2004) for persons with disabilities is not confined to a negative view of themselves, but low expectations and aspirations. The researchers pointed out that this happens due to the fact that the public do not take account of these people's potential contribution to society. In this way accessible to the disabled person and his impaired ability to adapt to the environment.

1.3.2. External factors

Once people get involved in the society rapidly understood that they can be successfully integrated into major networks of social relations only if members of the public in favor of such a common human presence in the social media (Baranauskienė, Ruškus 2004). It is important that persons with disabilities have every opportunity to make our own decisions, to live as much as possible to a more independent life in the community, city, and town events. Society in terms of social participation aspect is the cooperative groups and cluster system, which provides that every member of society, regardless of their mental or physical features, the same opportunities and conditions subject to collective life and to participate in it (Ruškus, Mazeikiai, 2007).

People with disabilities in the labor market is one of the priority areas of employment promotion, it relates to the integration of these groups into the education system, further training and lifelong learning and entrepreneurship incentives - as well as employers addressed

workstation installation and customization, pay compensation mechanisms . Integrating into the labor market, persons with disabilities acquire a solid worker, rather than the social status of the beneficiary. It also means a change in their status in the system of social guarantees.

Integration of disabled people to the labor market is linked to the public in terms of their performance. Scientists say that the process of social integration based on the provisions of the humanistic society. J. Pivorienė (2003) believes that social integration and socialization success depends on public attitudes and value systems.

According to C. Sutton, sick people in our society is in a unique position: not expected that they will work to assume its responsibilities, take care of themselves; on the contrary - they are dependent on others care they need medical care, they are exempt from social responsibilities.

Integration into the labor market in the context of opposition to the "healthy - disabled" highlights them as employees' dependency, uselessness - they need to be integrated, care for them and even supervise work activities. With the consent of Šėporaitytė and Tereškinas (2007): "Work is one of the essential components of personal identity, but people with disabilities are faced with difficulties in employment, often because they are still perceived as a dependent, passive and unable to be equitable social relations actors ". Disability researchers say that disabled men and women who, like all people in various public and private spheres assumed different roles, in particular, are reduced to their disability, and thus treated as disabled.

In today's labor market requirements for personnel is very high. Employees are working hard to adapt to them. It is extremely difficult to accommodate such large requirements for people with disabilities, because in order to compete in the open labor market, people with disabilities have to have a high qualification and possess a competitive labor market valued personal qualities, general skills. Employment of people with disabilities are often people with disabilities themselves or others, the result of individual initiatives, but a person with a significant disability foothold in the labor market to be regarded as his personal as well as social security system services and other intermediaries outstanding achievement.

Lithuania has a large number of public and social institutions that care for people with disabilities education, rehabilitation, employment and work, but in spite of these efforts, the vast majority of working-age people with disabilities are unemployed. In addition, if the European Union countries aim that even sophisticated, complex disabilities to work according to their abilities and needs, it is Lithuania, unfortunately, usually open only to those persons who have a minor disability. Recently, more and more people with disabilities are turning to labor exchanges, but even here they do not always receive effective professional help - not the necessary knowledge, skills and effective integration of the disabled support system.

Employers, employees having a choice, almost always provide priority are whole and do not trust people with disabilities at the lack of information about their abilities, professional skills and personal qualities. Most employers do not have any knowledge about the abilities of people with disabilities and do not believe that they are able to do quality work. As well as employers' distrust of the disabled depends on various myths and stereotypes that exists in our society. Employers often assume that people with disabilities qualifications are too low, not in favor of people with disabilities on their actual or alleged dissimilarity properties, thinking that the disabled rarely come to work, because often ill. In addition, employers believe that people with disabilities do not want and do not have the motivation to work and their working environment adapted to the heavy investments required.

The social factors that hinder employment can be attributed to "employers 'and employees' attitudes, culture, information and services. As well as employment opportunities greatly reduce discrimination and unequal opportunities to access the labor market⁹.

Often, people with disabilities into the labor market difficulties due to the collective rejection. Co-workers are often opposed to people with a disability because of a lack of information and a variety of myths fears of additional duties and responsibilities. In fact, people with disabilities are in need of assistance in the workplace. This is especially important for people with intellectual disabilities - they need working assistant. However, working only assistant named Social Enterprises Act; therefore, the company which does not have that status, the official cannot use the services of assistant labor; employing disabled people cannot get targeted state subsidies. On the other hand, the integration into the labor market are not sufficiently prepared and people with disabilities. They are sometimes inadequately perceive and assess their disability and the resulting consequences, and the fact there is already distrust you, work motivation, relationships with persons in the workplace and other integration and employment problems. Sometimes the obstacle is lack of motivation and loved ones, because they still desire to maintain and care for the disabled person throughout life.

You can isolate these people with disabilities into the labor market difficulties (Bagdonas and others 2007; Okunevičiūtė Neverauskienė and others. 2008-2009; Žalimienė and others 2006-2007):

⁹ Люди с ограниченными возможностями в сфере труда: цифры и факты// Международная организация труда// <http://www.ilo.org/public/russian/region/eurpro/moscow/new/2011/disabilityfactsheetru.pdf> (visited 2014-11-28)

1. Persons with disabilities are considered social policy objectives, rather than a potential source of labor force;
2. The limited labor market access to services due to lack of funding;
3. Inflexible labor market measures selection and insufficient coordination with social services;
4. The long-term unemployed people not involved in the market often lack confidence in their abilities, they need additional support;
5. A lack of common understanding of disability rather negative attitude towards disabled people as a potential labor force;
6. The direct and indirect discrimination against persons with disabilities;
7. The employers have no motivation to employ disabled people;
8. The relatively low education level of people with disabilities because they difficult to obtain a general education;
9. The lack of funds for school environments and the specific training of teachers;
10. The poor work skills;
11. Unwillingness to change profession.

Ruškus (2002), the social integration of the disabled in terms of the main factor is the attitude of society towards them and the integration of social structures determining the quality and quantity shortage. It is believed that people with impairments need help providing the knowledge, skills, and develop general and practical skills that people with disabilities can successfully integrate into society. Work with the disabled critical psychological knowledge and psychological training, awareness-building techniques, a disabled person's knowledge.

Employed persons with disabilities decreased social disability benefits, they are converted and increases with seniority: State social insurance work incapacity pension supplement for years of service calculated the same way as the state social insurance old age pension supplement for years of service. Persons who have lost 45-55 percent of capacity, as calculated in Annex reduced by 50 percent. (Law on State Social Insurance Pensions Law Art 32).

A disabled person is difficult to get a job because employers are in a potential employee looking at how the very specific conditions requiring individual. There are still stereotypes that a disabled person is something different, that came to bring healthy collective discrimination, require extra attention, help and interfere with other employees (Gvazdauskienė, 2002).

The most common work to adapt hampered by such factors: professional adaptation of communication and emotional difficulties, lack of determination, stigmatization, too fast-paced, low level of preparedness and the like. A successful professional adaptation is influenced by the

following factors: determination, communication skills, independence, bright professional motivation, efforts to change attitudes to the disabled, attitude towards the work and so on. (Baranauskienė 2004).

Official statistics show that the vast majority of working-age people with disabilities are unemployed. Often due to the reluctance of employers, not based on fear and other reasons, people with disabilities cannot find a job. The Office of the disabled receives only one other complaint about discrimination in the employment relationship. There is a growing trend of multiple discrimination, that is because cases where a person complains of discrimination on two or more grounds.

1.4. Perspectives of women with disabilities in employment

Exclusion of disabled people from the labor market is important to see the broader context of exclusion - it is important to assess the barriers that prevent people with disabilities to higher education, access to information, accessible public transport, use of a physical environment, and ultimately not be discriminated against in public discourse and in the media Lithuania prevailing horizontal segregation among the disabled and the fact that people with disabilities becoming mostly working age may be a reference to the fact that the availability and the physical environment to the disabled at work is a big barrier, which prevents disabled people into the labor market. Availability is an important aspect of social integration, which refers to all forms of participation and the use of public resources ensuring disabled at a level which this participation is ensured and people without disabilities. It is access to public transport, participation in elections, access to water and health monitoring, access to communication and information technology, access to relevant information and, ultimately, adequate physical infrastructure and the environment. Availability is created from the infrastructural side and learning disabilities to use personalized environment and technology.

Effective integration can be expected if the disabled person will be able to actually see themselves in the environment and in time, which will determine the employment needs; It will bring challenges and selected the appropriate resources for their implementation; It will be composed of selected learning resource detailed, systematic use plan. Strongly influenced by the negative historical experience. When a person bad luck earlier job, chances are that he will not want to go further. However, it all rests on the human disposition and willingness to work and his individual personal qualities, adaptability and flexibility in various environments.

Integration of the disabled into the labor market, the main goal is to return to the labor market for a disabled person or a disabled employee working to keep it. The social policy

measures aimed at facilitating the integration of disabled people into paid work under free market conditions, to provide assistance in the integration process, while taking into employers' requirements. The implementation of these objectives, the EU countries, the unemployed person with a disability a special multi-stage "Progress" plan on which it could work independently of free market conditions. Provides special measures for certain groups of people with disabilities. People with disabilities are provided with offset technology, assistants and provided financial support for labor migration, reserved jobs. Allowed to collective agreements to include an item on the employment of the disabled.

In order to choose the most effective means of increasing the employment of people with disabilities, difficulties, since usually only recorded cases of successful employment of the disabled, and the failure remains unexplored. However, the case studies revealed that the EU practice of people with disabilities into the labor market measures generally applicable to large enterprises. In small and medium-sized private enterprises of special measures to increase employment of the disabled, discovered quite a few. In 1996-1997. Several EU Member States (France, Germany, Ireland, the Netherlands, Spain and the United Kingdom) made disability employment measures revealed how employers decide on the recruitment of persons with disabilities (The Employment Of ... 1998):

- The most important role in increasing the employment of disabled persons carried out by financial instruments, but often they do not meet neither employees nor employers' needs than technological processes, as labor market conditions. Disabled workers' wages are generally lower than those of employees without disabilities, and policies aimed at increasing employment by reducing social insurance payments, usually fail.
- Some surveyed countries (France, Germany, and Spain) successfully applied a quota system, but quotas on small and medium-sized enterprises employ people with disabilities, there is little difference. Ireland, the Netherlands, the United Kingdom quota system changed and enforced anti-discrimination.
- Compulsory health and injuries at work ban employers treated as an obstacle to employ disabled people.
- Vocational training among disabled workers is not very popular, but in most cases they are necessary because the disability is more common among working-class professions, characterized by lower professional qualifications.
- Segregation starts in childhood, as children with disabilities enrolled in specialized schools, often less involved in public life.

- Women and older people with disabilities and persons with severe disabilities to integrate into the labor market are faced with much greater obstacles compared to other disabled people.
- The employments of people with disabilities are rarely carried out in accordance with equal opportunity and other good practice.
- Disabled workers mistrust and poor self-esteem and attitude of employers and co-workers with disabilities to further undermine the integration of disabled people into the labor market and its penetration ability.
- Intermediary organizations play a crucial role both in the recruitment of persons with disabilities and their integration in the pre-stages.

The existence of strong competition in the labor market and the unfavorable economic situation disabilities mainly in vocational skills acquisition or restoration problem. This means that the parties seeking employment need additional vocational rehabilitation and training.

Disabled access to all of the same vocational training services and educational opportunities as well as workers and job seekers. At the same time, in order to promote the integration of people with disabilities or to return to the labor market, to expand their joint expertise, people with disabilities includes a number of additional measures and instruments:

- Vocational retraining contracts socially insured persons who have a disability cannot work at his former workplace. This is a fixed term contract for a period of three months to one year and provides training.
- Specialized training contract for disabled persons, recognized as capable of work. The maximum term is four years; unlike able-bodied people (they provided such contracts for a period of up to three years). Contracts subject to age restrictions - the disabled - 30 years, others - 25 years old.

Baranauskienė, Ruškus (2004) discussing for vocational training models that market liberal (or otherwise - professional social inclusion) model of goal - professional and social adaptation, it is not only a professional activity, but also mutual cooperation between disabled and healthy persons. Much attention has intermediary agencies that care for a disabled person's vocational counseling, looking for him by future employers, helping to employment; during the course develop their professional careers, professional motivation, communication skills, and basic skills and so on. In this model, learning disabilities in the workplace, and educational content is closely linked to the production process. Taught by a five-step approach and responsibility for the outcome of vocational training is shared by the employer, mediation

agency specialist, and a disabled person. This model is not suitable when you need to teach more complex work processes (Baranauskienė, Ruškus 2004).

Employment of disabled people need to constantly take care to carry out tests to screen constantly aware of the real situation, the objective and subjective causes of unemployment, the labor market and the disabled, in particular women, needs and problems in this area.

2. Disabled Women's Employment Activity Survey

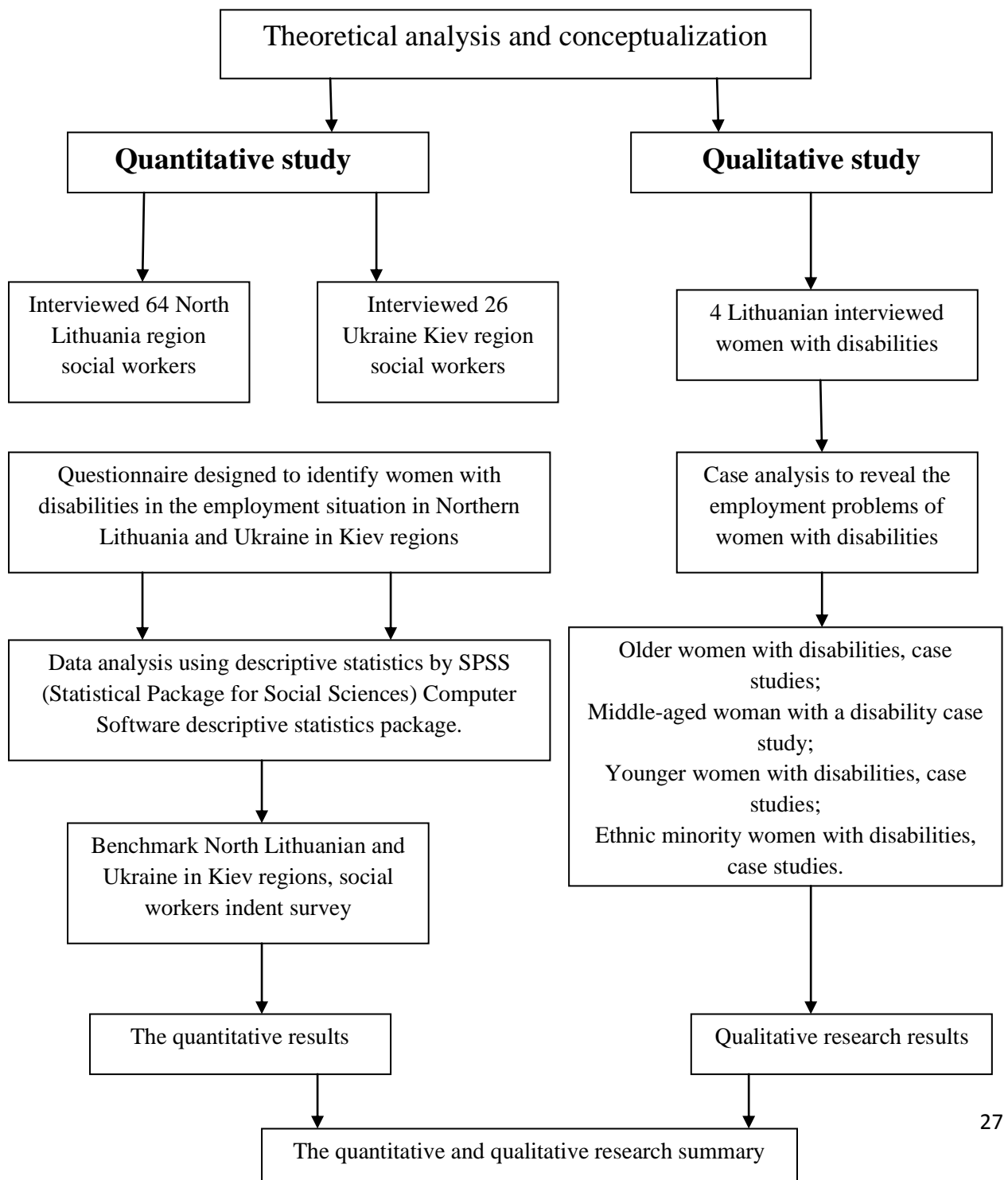


Fig.1: Social job opportunities in addressing the employment of women with disabilities empirical process logic scheme

2.1. Research Justification

According to the Kardelis (2002), the general sense of the methodology can be defined as a theory that deals with the scientific knowledge of the process (general methodology) and its principles (general scientific methodology), and scientific research methods and techniques (Research Methodology). According Tidikis (2003) methodology - the reality of cognitive theory which investigates scientific way of thinking and principles. According Bitinas (2006): The research methodology defines the principles relied on in selecting research components - research object, problem, purpose and objectives of the research tools and techniques necessary to achieve the objective of the study (Bitinas; 2006). According to the Tidikis (2003) methodology - a set of methods for any work or perform targeted ways to use practice as a whole; technical operations and acts, their sequence and interrelation.

Before starting an investigation has been singled out and described in the study concept isolated main idea and the main theoretical propositions on which the study was conducted and the selected method. The methodology can be understood as a research method using logic or indicating what it is based on the method of choice. According Kardelis (2002), an empirical study the various forms of information acquisition in the contact between the investigator and the investigated object.

The study is based on the existential-humanistic model provisions:

- Social assistance is a personality - a unique integrated system is perceived not as a pre-formed given phenomenon, but as a constantly evolving open system.
- A person is unconditionally valuable, so honored and regarded as it is.
- Everyone is unique, so individual case studies as important as statistical summaries.
- Everyone has the opportunity to develop themselves in the future to realize that little depends on the personalities of the past.
- Man is free when choosing concrete existence, creating their own world and themselves and thus becoming a free and responsible for their existence way.
- It is necessary condition of human existence - communication with other people; just as humanity is acquired traits.

A social worker for the purpose and content of the activity - to help individuals, groups and communities to strive for their rights and freedoms, to reveal its potential power even when the country's limited resources and the desire to minimize the power structures of human social guarantees high.

The existential-humanistic views system displays a social reality: the man in any society must not dehumanize or become a victim of the socialization process, while healthy, vol. y. who chooses a lifestyle and is responsible for it, educating yourself, serious tasks confront personality should aim¹⁰ to become a social worker.

"Social participation concept provides for an intentional agreement-based relationship in which an individual continually define their identity and their addictive social body" (Ruškus, Mažeikis, 2007, 179).

Social participation develops individual qualities such as courage, dignity, justice, responsibility, the ability to freely choose, future planning, respect for traditions. This is only part of the properties, which can take a person, his social participation purposeful. Ruškus J. (2007), G. Mazeikis (2007), S. Ebersold (2007) agree that the main features of this process are: individuation, the equivalence of independence, cooperative relations, networking, open conflicts, respect for differences, social skills. Ebersold S. (2007), speaking about the idea of social participation, says that in order to personal involvement in social life, it must be enabled.

The investigation followed these ethical principles (Rupšienė, 2007, Kardelis, 2002; Žydžiūnaitė, 2006):

- The study documents the confidentiality and anonymity of the investigation. Qualitative and quantitative study subjects ensure privacy and anonymity, at the end, presenting the study data were replaced by the names of study participants. In order to maintain the confidentiality of the information gathered, it was explained, that no one except the researcher cannot use the data.
- The study participants' right to know what will be done with the data obtained during the investigation. Both qualitative and quantitative study was the introductory part of the brief information about the study, its purpose and benefits.
- The study participants' dignity and respect for their maintenance. Both qualitative and quantitative study, data was collected protecting research from psychological vulnerability. The research and data analysis was used to observe the principle of respect. Nevertheless, what are the study participants as they experience and the study of

¹⁰ Alifanovienė, D. (2003). Theoretical models of socio-educational activities. *Social work*, 2 (4), 41-48.

questions, their thoughts and understanding was honored and accepted as the unique human experience.

2.2. Research methodology

The study aims to identify the possibilities of social work, dealing with disabled women in what the real situation is and what perspectives. The aim of the research work reflects the problems of the basic idea of the whole investigation purposefulness. "Objective - the result, which provides the researcher and the aims perceived image (Tidikis; 2003).

In order to split the endpoint components, to differentiate it and predict how they resolve to achieve the goal was to raise the objectives of the study: to carry out a comparative employment of the disabled documents (the EU and Lithuania) analysis to provide persons with disabilities equal participation of women in public life assumptions; through theoretical analysis reveal women with disabilities in employment psychosocial factors; through the North Lithuania and Ukraine in Kiev regional social workers questionnaire to identify women's employment situation of people with disabilities; case analysis to reveal the disabled women's employment; make recommendations related to the employment of the disabled women's decision, social work professionals, legislators.

Questionnaire. The main research method was chosen by a written questionnaire to determine the possibilities for social work, dealing with women with disabilities in employment: situation and prospects. Polls mean tested provisions, opinions, knowledge (Merkys, 1995). Questionnaire method of choice due to the following questionnaire are: 1) survey for educational research, because it is cheaper, takes less than an interview; This survey form quite informative; well-planned survey can expect a higher percentage of replies to the questionnaire; Anonymity is important to questionnaires, which helps increase the reversible response rate (Gladiolus, 2002). The questionnaire was made on the basis of common questionnaires for drafting recommendations by Tidikis (2003) and gladiolus (2002). The questionnaire is anonymous. The form consists of introductory and basic parts. The introductory part is named endpoint guaranteed confidentiality issues. In the main part of the issues related to the research problem. The questionnaire consists of closed and semi-closed questions. The questionnaire contains all the possible options for response, the respondent has to choose and select one or several answers, left a few empty lines respondent's view record.

Busy translators aid was intended to respond to the research objectives and target. Prepared to carry out the investigation's Northern Lithuania and Ukraine, the Kiev regional social workers (see. Annex 3), which consisted of: 1) demographic block (data on research) -

gender, education, work experience and so on. 2) Cluster for people with disabilities to find out the current female employment situation 3) cluster for the identification of the disabled women's employment prospects. Based on the quantitative analysis method was conducted statistical data analysis using SPSS statistical software program allocation of the variables normally used to compare the mean values of Student's t test for independent samples (compared two countries). The chosen level of significance $p \leq 0.05$.

In order to reveal the employment problems of the disabled women were selected qualitative study (see Annex 4). This method is characterized by interpretative paradigm. The studies are based on verbal data, called qualitative research (Charles, 1999). This approach allows a deeper insight into the experience and the experiences faced by individuals. Qualitative research gives full freedom to express thoughts, and the investigation is collected deeper and more detailed data from the study participants. People are very different, and therefore their perception of phenomena or events may be very different, as argued Židžiūnaitė (2007), based on a qualitative study, the researcher can identify personal experiences of the essence, having regard to the phenomenon, as defined by the study participants. Qualitative research is carried out research in the natural environment where he can feel safe and thus the study data will not be distorted.

According Tidikis (2003), qualitative research usually are not representative in the strict sense, but provides much deeper and broader information than quantitative research. The author also claims that the choice of this test method, the phenomenon can be seen in the dynamics of development, to get comprehensive information and find out the unique facts.

In a qualitative study, play an important role and researcher himself, who becomes the data collection instrument, so the assessment is very important (Luobikienė, 2007), because here revealed self-examination, reflection and critical thinking need for the study of the highest quality. At the same time, the researcher, collecting data, and become an observer, as has the ability to capture the test body language, emotions, silence, which is formed in its own way, makes a broad interpretation of the phenomenon under investigation.

Obtained qualitative survey data processing has been selected Grounded analysis. Using this technique the researcher the opportunity to create or discover a theory based on an abstract phenomenon analysis scheme related to a specific situation under investigation.

A case study is one of the specific qualitative research models, which let you explore the factors as they exist. The methodology enables researchers to study complex phenomena in the context of collecting data in different ways. When this method is applied correctly, it becomes a valuable, developing knowledge and creating intervention. The prevailing misconception that a

case study of a single subject or theme study. This is - a model of the pilot study, which has descriptive elements and is designed for specific knowledge, needs and conditions. It can be used when there are no clear boundaries between phenomenon and context. Case study helps to ensure that the test object will be examined comprehensively and it will reveal more, understand more and see what is happening (Baxter, Jack, 2008). Also, this type of qualitative research method allows properly and consistently reveals the social work process.

The five conditions, which describes the case study model:

1. There are a small number of cases studied. It does not provide any numbers, how many cases should be investigated. Analytical research can be an individual, family, group or community.
2. A little knowledge of the field of survey - like most other studies, case studies are used when the problem is of course limited.
3. A case study is more used to investigate the behavior, attitudes or experiences that are not so easy to explore using other traditional research models.
4. A case study is not possible to create a representative sample. Since there are exceptional cases investigated, objects of research are hardly available or are limited.
5. Necessary skilled and sensitive research interviewers. They must be prepared to project-intensive approach to integrate a number of different pay and various pieces of information and pooling of knowledge acquired during the observation. They also must be able to develop trusting relationships with IP (Yegidis, Weinbach, 1991).

Sociologist Reményi (2012) further emphasizes that the case studies used in an effort to respond to the complex and would require involvement of many investigators question. It is also important to recognize the context in which the question arises investigation and the context in which it is answered. In this case, it must be unique and represent exactly the situation in the selected category.

A case study can be of several types: explanatory, exploratory, descriptive, multiple instances of a collective. Case studies advantage is that the study may participate in the same investigator.

The main objective of the study - to reveal the possibilities of social work dealing with disabled women's employment.

Research sample and time:

In the scientific literature are many ways to choose the subjects, but in essence they all are based on a sample of chance, for example all elements of the population should have access to the sample (Gladiolus, 2002; Pruskus 2004). The sample was formed by non-stochastic

sampling. Anonymous questionnaire survey participated N = 64 in Northern Lithuania and N = 26 regions of Ukraine Kiev social workers working in social service fields.

A case study is not possible to create a representative sample, as investigated cases are exceptional, so rare and difficult accessible. Study situation was selected after-thought possible cases. The test case is a four-axis with disabilities, women in Northern Lithuania. Case analysis to reveal the employment problems of women with disabilities.

The study was carried out in 2015, I-II quarter.

2.3. Data analysis and interpretation

2.3.1. North Lithuania and Ukraine in Kiev region's social workers comparative data analysis

In social studies the usual analysis of demographic characteristics of the sample. The demographic characteristics of the sample allows for more detail see sample characteristics, e.g., test distribution of certain demographic variables: age, education, work experience and so on.

Analyzing the average age of the respondents clearly see that in the study of social workers age difference (fig. 2). Lithuania (N = 64) of respondents to an average age of 41 years while Ukraine (N = 26) of respondents - 54 m.

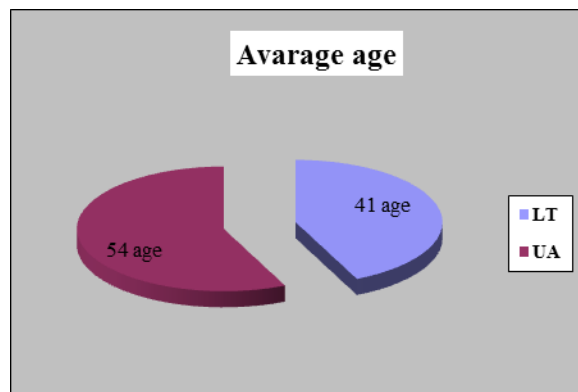


Fig.2: The average age of respondents

A comparison of the distribution of respondents by education level (fig. 3), we can state that Lithuania (N = 64), 68% of working as a social worker with higher education and among Ukraine (N = 26) of respondents with higher education was not. The majority (61%), Ukrainian social workers have gained vocational education, Lithuania only 8% of respondents with vocational education. Lithuania college education has 22% of respondents, while only 4% in Ukraine. A large part (35%), Ukrainian social workers work with a secondary education, the

Lithuanian respondents with a secondary education was not. And 2% of Lithuanian respondents are studying postgraduate studies.

The analysis of the differences (the use of Student's t-test) between the countries was estimated static significance ($p = 0.001$) between Lithuania ($M = 3.64$) and Ukraine ($M = 1.69$). Lithuanian respondents' education level is much higher than in the Ukraine.

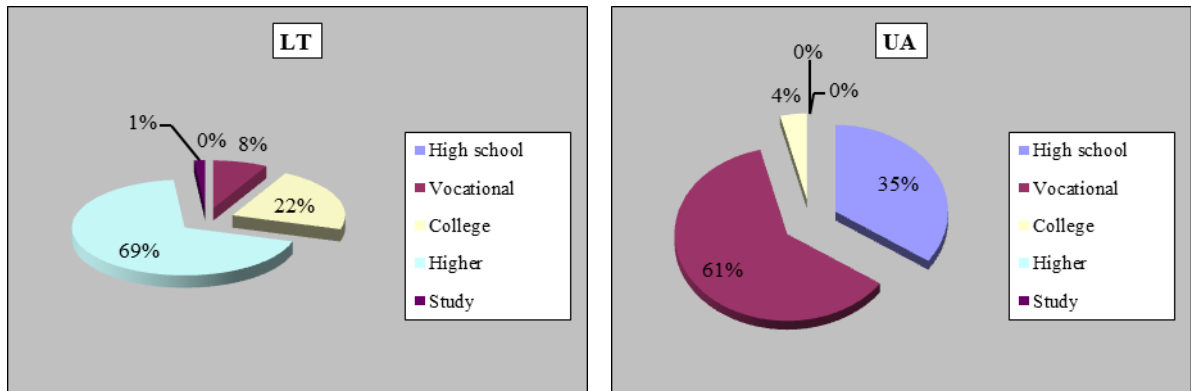


Fig.3: Respondent's education, %

The evaluation results of the analysis (fig. 4), we see that both Lithuania ($N = 64$) and Ukraine ($N = 26$) of respondents work experience is varied.

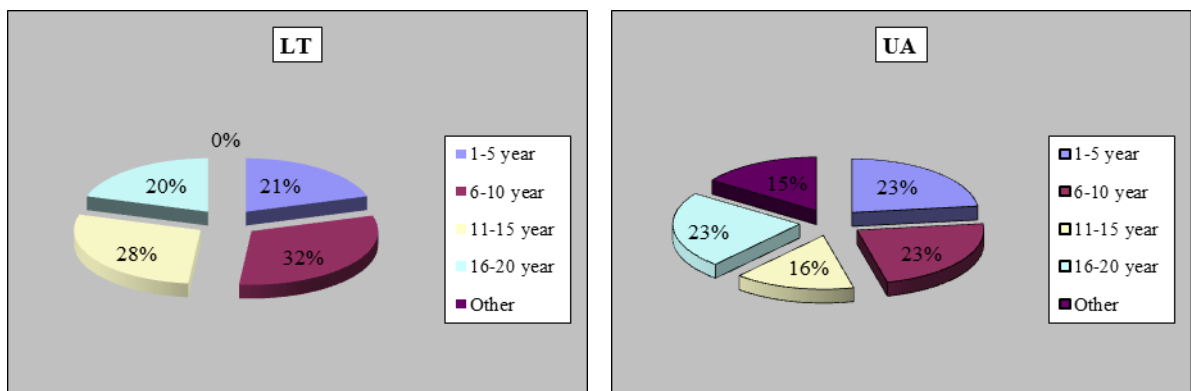


Fig.4: Social workers work experience, %

In order to ascertain the social workers to be able to approach the situation has been asked a provocative question, "But what type of disability = disability" (fig. 5). Both Lithuania ($N = 64$) of the respondents (78%) and Ukraine ($N = 26$) respondents (77%) disagree with the statement: "Any type of disability = disability. Lithuanian social workers justify the fact that (<...> person having a mild disability may work; <...> not all be able to - disability; <...> with disabilities can work. <...> Depends on a particular disability and individual work; <...> absent so that a man completely unable to do anything, and when he is able means employable. <...> is some type of disability a person can handle. <...> if the total disability - it as in all other cases,

it may work, although few hours. <...> I do not share my opinion with a disability to participate in society of work as well as healthy (of course depends on what cannot.). Certainly not! It depends on the strength of will not. <...> depends on what a person has a disability if you can only wish he works. <...> not on all sorts of species will not be able, I am for the integration of disabled people into the labor market.). Ukrainian social workers justify the fact that (<...> I think that the third group makes working man, and the second group - sometimes."). 20% of Lithuanian respondents believe that statement is true. 23% of Ukrainian respondents also believe that statement is true, on the ground that ("Ukraine hard to find a job are whole <...>; for women over 40 years old and still with a disability - is unrealistic. "). Only 2% of Lithuanian respondents chose the answer "other", in support of the fact that (<...> work in general can find anything, but in order to get a good job and corresponding ambitions, disabilities are often prevented to do so. Employers or their representatives are simply afraid to recruit a disabled man and fearing that what is happening to him and thinking that a healthy person works more efficiently and better <...>).

In summary, the vast majority of Lithuanian and Ukrainian respondents do not think that there cannot cause disability. Only by working a disabled woman will be able to participate fully in social life, develop and maintain contacts, to gain the trust of others and respect.

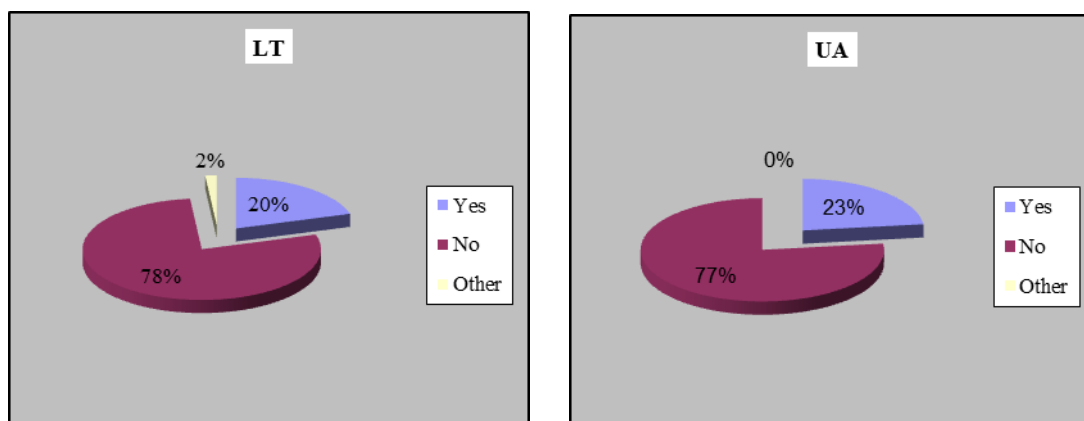


Fig.5: “ But what type of disability = disability ”,%

To find out how social workers assess the situation of women with disabilities in Lithuania (N = 64) and Ukraine (N = 26) of respondents opinion divorced (fig. 6). Comparing Ukrainian social workers evaluation, we see that even 81% of respondents Ukrainian women with disabilities evaluate the negative (50% - a bad situation, and 31% - rather bad), while Lithuanian social workers to help against the risks of only 38% (8% - bad situation 30% - rather bad). That the situation is improving only spoke Lithuanian social workers 24% (7% - situation good and

17% - rather good), between Ukraine social workers participated in the survey - situation good (0%) and rather good (0%) did not. 38% in Lithuania and 19% of Ukrainian respondents difficult to say how they view the situation of women with disabilities in Lithuania and Ukraine.

In summary, women with disabilities in Lithuania are improving, while Ukrainian women with disabilities are in a bad situation.

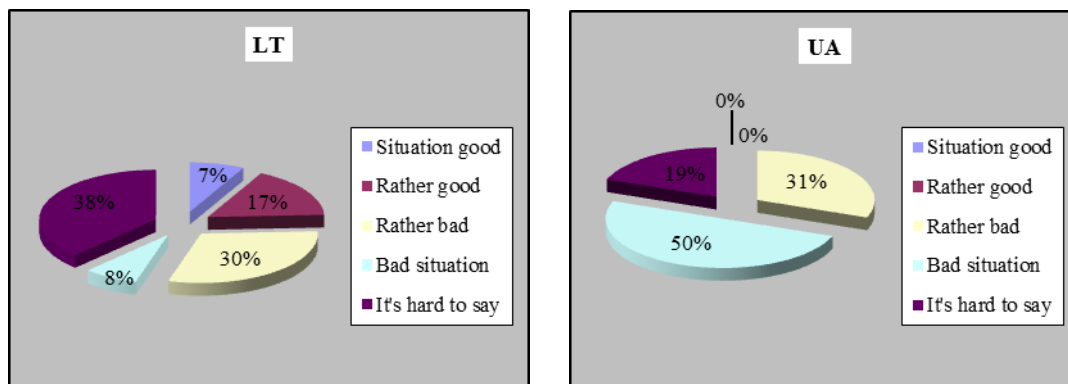


Fig.6: Respondents' assessment of the situation of women with disabilities in Lithuania and Ukraine, %

In all societies, women with disabilities are among the most vulnerable and socially isolated groups, which for years have suffered many kinds of prohibitions and restrictions on historically established discriminatory attitudes and behavior towards them, which emerged from the stereotypical misconception because of their reduced opportunities to participate in and serve the public. New society provides new forms of participation in public life. Find them marginalized by those who engage in limited areas of public life. The assessment of respondents (fig. 7) on the development of conditions for women with disabilities to participate in community and public life, more than half of Lithuania (N = 64) of the respondents (59%) believe that it are not able to (*...because little information reaches disabled women.*). 30% of respondents believe that is conditions for women with disabilities to participate in community and public life. Respondents to substantiated the fact that (*"... a lot of organizations, employment centers help women with disabilities to employment, only few jobs," ... at the moment there are many non-governmental organizations, centers of social movements.* "). And 11% - chose the answer the "other", the substantiated that (*"... not appropriate for the community included more women with disabilities in their activities; ... not really."*). Even 92% of Ukraine (N = 26) of respondents believe that women with disabilities are not able to participate in community and public life. And only 8% believe that the conditions are created.

In summary, we can say that both Lithuania and Ukraine, women with disabilities to participate in community and public life, is not sufficiently allowed.

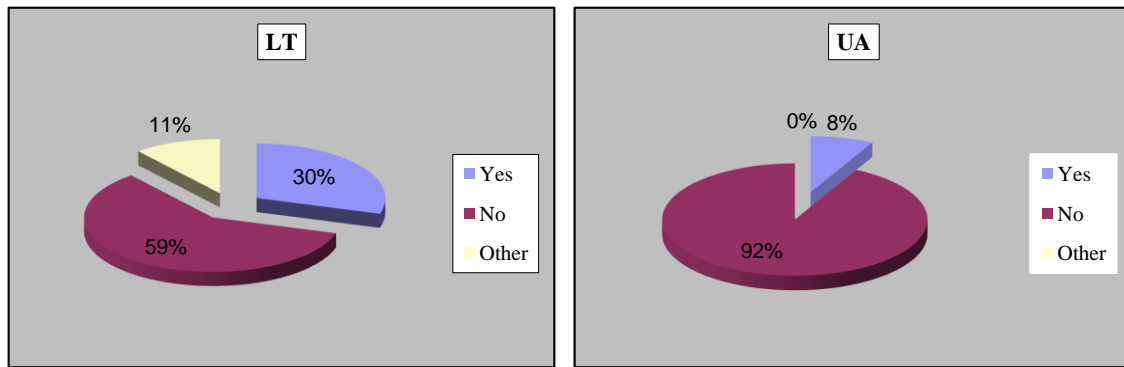


Fig.7: Respondents' opinion on the development of conditions for women with disabilities to participate in community and public life, %

Respondents were asked **what internal factors (e.g.: motives, needs, goals, values, emotions) have the most impact on the success of the disabled women integration into the labor market?** The analysis of internal factors affecting the successful integration of women with disabilities in the labor market, the main factor according to the Lithuanian respondents are personality traits, and its lack of direction ("*<...> makes the greatest impact on the employability of the disabled motivation, willingness to work and his efforts to appear; <...> most influence here has the same disabled woman held her personal qualities, "Career ambition and willingness to work". <...> Interest in the news, curiosity, self-improvement*"). A person who has a disability to integrate into the labor market is very important for the ability to communicate, to put yourself in a good way ("*<...> a very important communication and cooperation skills, it is important that a disabled woman to maintain a good relationship with the team," It is very important to know yourself pay to provide yourself, to be able to communicate well with your employer and colleagues at work. "*"). Ukrainian respondents identified the key factors ("*<...> only the personal initiative <...>; emotions - people with disabilities want to communicate; <...> needs <...>; <...> motives, emotions, targeting <...>; <...> only targets <...> '*"). According to various researchers, who studied the disabled persons into the labor market (Ruškus, Mažeikis, 2007; Gailienė, 2006), and other studies have shown that the person seeking to participate in professional activities relevant to autonomy, organizational and communication - cooperative skills. It is very important that the disabled have the best general competencies that help him both professional and personal life.

According to social workers is very important that women with disabilities are not only completed a specialty, but at the same time are well aware of their work, in which case the

disability is no longer so important. If an employer sees the employee's knowledge and skills, it will see that it is able to carry out its work disability fact no longer so important.

To find out **what external factors (such as: behavior, environment, support) has the most impact on the successful integration of the disabled women in the labor market?** To summarize the findings, Lithuania social workers consider most important external factors affecting women with disabilities in the labor market integration of society, family and employer contribution ("*<...> and now, employers and society as a whole pays not to accept them, still think that a disabled man must be closed and treated to healthy than others <...> such provisions are hampered by employers for employment <...> “. "People with disabilities face a lot of negative environmental, <...> surrounding alienated by such people does not consider their full-fledged members of society <...> “. <...> must be the support surrounding the family"*).

Advance public, employers and other employees shall disabled women are the main external factor, which is the integration of persons with disabilities in the labor market and in terms of persons with disabilities ("*<...> employers <...> attitude to the disabled is not what made more difficult by the work. <...> not always a positive public attitude"*). Based on the studies suggest that negative attitudes is a long and well-known problem. Disabled women in our society and they have equal opportunities to participate in public as well as in working life together with other people, and not release them, remembering their lower qualifications, education, poorer general skills.

Studies (Fange, Iwarsson, Persson, 2002, cit. Žukauskas, Daugėla, 2006) Accessibility for persons with disabilities topic reveals that persons facing lethal environment. Lithuanian respondents said that a very significant impact on the integration into the labor market, people must adapt the environment ("*<...> the physical environment adjustment, job preparation with disabilities." <...> little vehicles adapted for the disabled. "*). According to the respondents, and various studies carried out by Lithuania, a large part of the environment is not yet adapted for use by disabled persons. Social workers emit most of their working adapt the institutions and the public environment (shops, hairdressers, restaurants).

In summary, the data of Ukrainian respondents, they identified the most important external factors affecting disabled women into the labor market, the following: ("*... behavior, the environment ...; ... human kindness people with disabilities ... “.*).

The analysis of the various authors (Live 2000, Brinkmann Broxten addition, Heiler and Rieth, 1999; Meier Rey, 1994; Reinikainen 2004), we observe that the environment has a negative attitude towards disabled women. That was revealed and of in the results (fig. 8). The

vast majority (89%) Lithuanian (N = 64) and (88%), Ukrainian (N = 26) of respondents believe that women with disabilities are faced with a negative reaction from their disability. The Lithuanian respondents substantiated the fact that (... *still unchanged attitude of the public towards the disabled, and people with disabilities better part of sitting at home, ... for the people of ignorance, ... the public is not yet fully understood the participation of disabled people in society; ... more a large part of the public believes that more disabled people to sit at home, but the situation is improving; ... yet remaining negative attitude towards people with disabilities. "... look with pity ...;*" ... *of course, that has, in Lithuania, everything comes later. Another approach is not at all tolerant. "... people are angry, look with pity, and I think it only reduces rather than promotes their motivation." ... the burden of "image" imposition ...*). Disagree 9% Lithuanian respondents ("*... becomes more positive attitude around." ... People, the vast majority are tolerant. "... Accepts people with disabilities ...*). And 2% chose the option "other" ("*... not always, changing people's attitudes to people with disabilities ...* "). Ukrainian respondents substantiated by the fact that ("*... not as a whole ...*").

In summarizing the results the Lithuania and Ukraine, we can say that even the vast majority of respondents believe that women with disabilities are faced with a negative reaction from their disability.

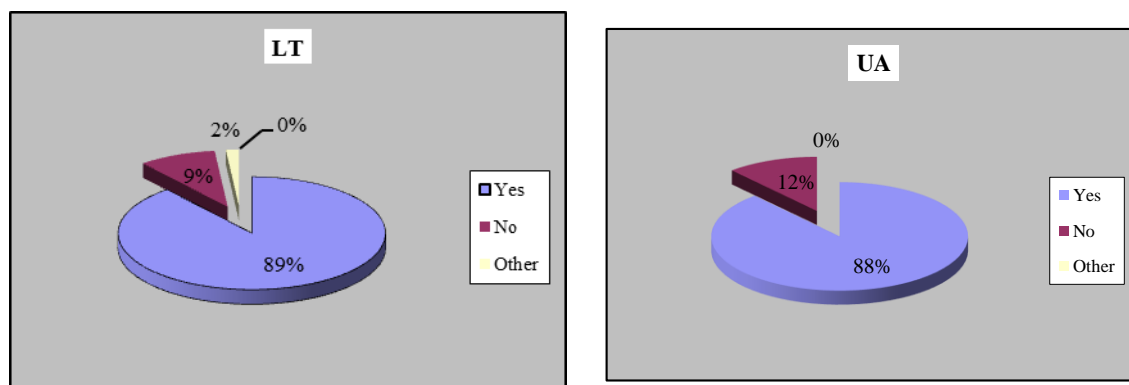


Fig.8: Respondents' opinion about a negative reaction to the woman's with disabilities, %

The main objective of disabled women - join the healthy society. Participation in the labor market - a key factor informing, disabled person's social activity. Analyzing the data observed (fig. 9), that in the Lithuania (N = 64), according to the respondents, women with disabilities information on employment slightly must to 52%, and have enough 20%. Meanwhile, in the Ukraine (N = 26), only 30% of respondents assessed positively (slightly to 17% and has enough 13 %.). Even 70% of Ukrainian respondents negatively assessing the adequacy of information for women with disabilities for employment (13% have no and must not enough 57%). Lithuania is not in favor, only 9% of respondents.

A significant difference ($p = 0.001$) was observed in terms Lithuanian and Ukrainian respondents on whether women with disabilities have adequate information on employment. It turned out that the Ukrainian ($M = 2.96$), respondents significantly the failure information, nor Lithuania ($M = 2.08$) respondents. (The use of Student's t-test).

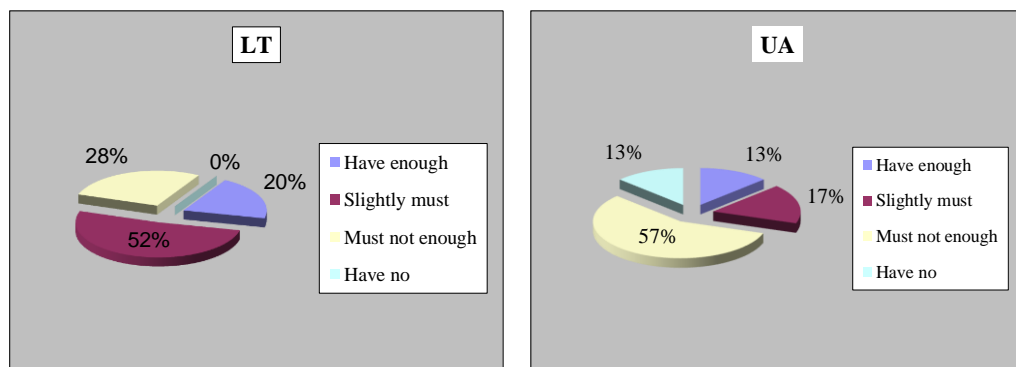


Fig.9: Respondents' opinion on the adequacy of information for women with disabilities for employment, %

In order to find out who has the greatest impact on women with disabilities employed in Lithuania (fig. 10) completely agree that it is non-governmental organizations (16%) and state institutions support (12%). Respondents also agreed that strongly influenced by personal relationships (41%), disability severity (40%), and type of disability (36%). Neither agree nor disagree (24%) of the respondents that people with disabilities in the labor market impact on personal characteristics, personality traits. Observed that the respondents do not agree that education/qualification (19%), and in-demand profession, specialty (18%) impact on employment for women with disabilities. 19% of Lithuanian respondents completely disagree that gender has an impact on women with disabilities to find a job.

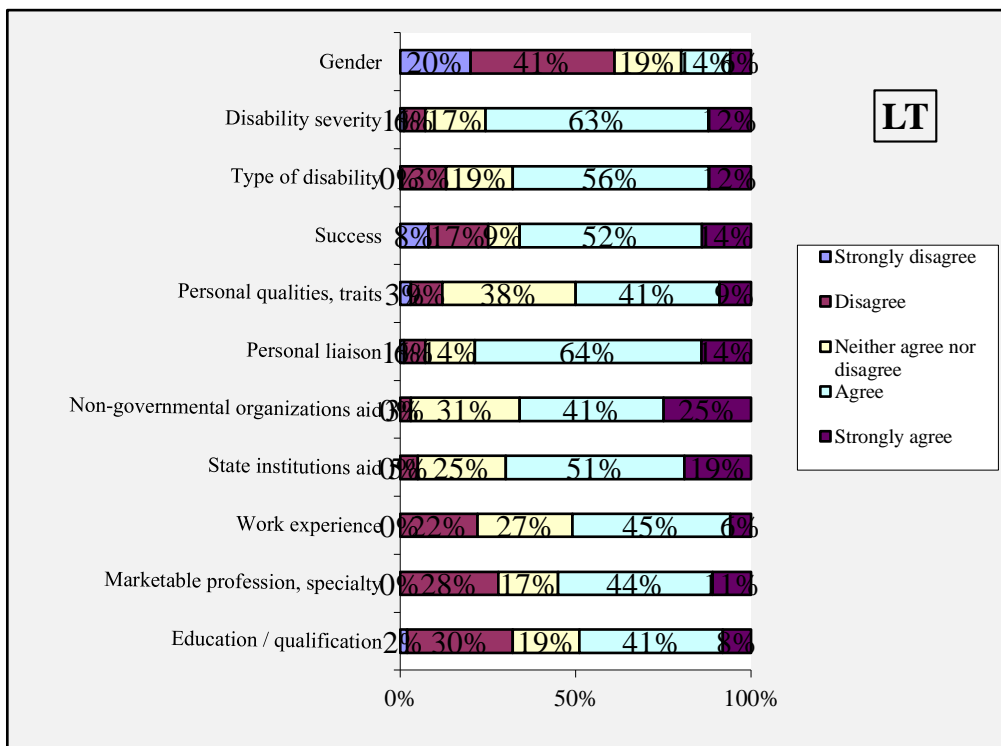


Fig.10: The factors having the greatest impact on women with disabilities in employment in Lithuania (N=64), %

The analysis of the factors having the greatest impact on women with disabilities in employment in Ukraine (fig. 11), only 2% of respondents completely agree that non-governmental organizations, work experience and personal connections influence. Ukrainian respondents agree that the severity of disability (22%), type of disability (21%) and success (21%) have an impact on women with disabilities for employment. Disagreeing that women with disabilities who have an impact on employment in education (15%) and gender by 14%. Fully 8% of respondents do not agree that gender and 7% - in demand profession, specialty affects women with disabilities in employment.

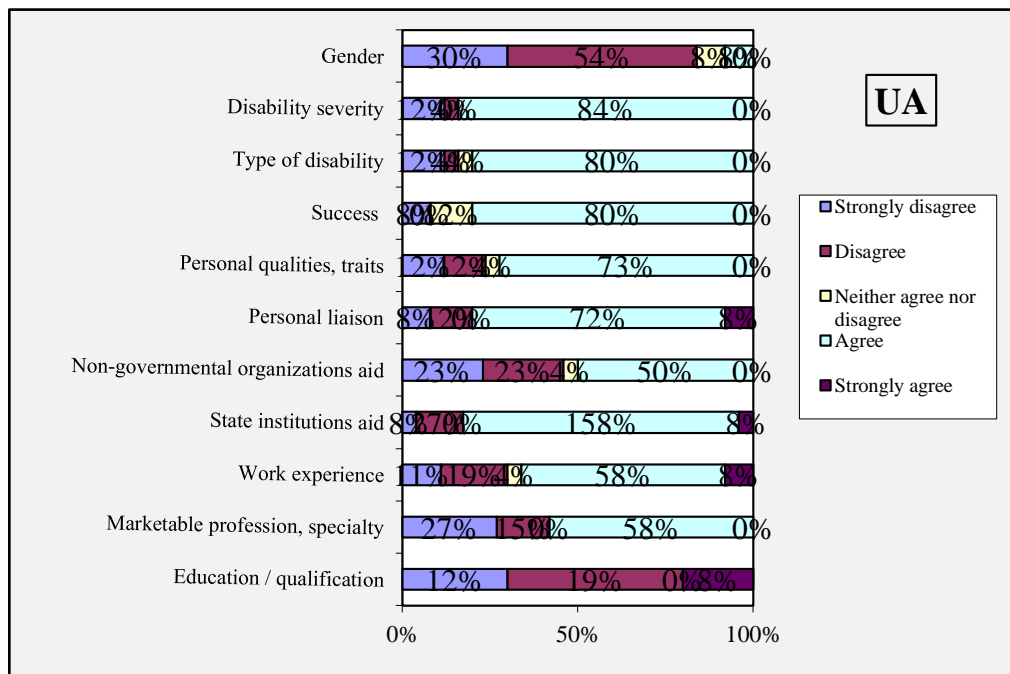


Fig.11: The factors having the greatest impact on women with disabilities in employment in Ukraine (N=26), %

A significant difference ($p = 0.001$) was observed in the evaluation of the influence of non-governmental organizations help women with disabilities to employment between Lithuanian and Ukrainian respondents. It also compared the results of Lithuanian and Ukrainian respondents assessing the gender impact of employment, a statistically significant difference ($p = 0.014$). (The use of Student's t-test, see appendix 1, Table 1.).

Analyzing the theory¹¹ seen in the labor market of women with disabilities are employed very little to reveal the causes of the present potentially reducing employment factors. In summary Lithuanian respondents data (Fig. 12) suggests that the main reason why disabled women are employed little is inappropriate public policy (23%), inadequate legislation (22%) and employers' approach to a disabled person unable to work (22 %) - completely agree. The vast majority of respondents agree with all the named arguments that they reduce women with disabilities in employment. 25% of respondents do not agree that poor appearance (25%) reduces employment opportunities also disagrees with the statements unpopular specialty (22%) and low incentives for employers (22%). And only 2% strongly disagreed with the statements: inappropriate public perceptions of disabled reception; unpopular specialty; most disabled women unwillingness to work.

¹¹ Lietuvos statistikos departamentas. Nacionalinė neįgalųjų socialinės integracijos 2013–2019 metų programa. Patvirtinta Lietuvos Respublikos Vyriausybės 2012 m. lapkričio 21 d. nutarimu Nr. 1408

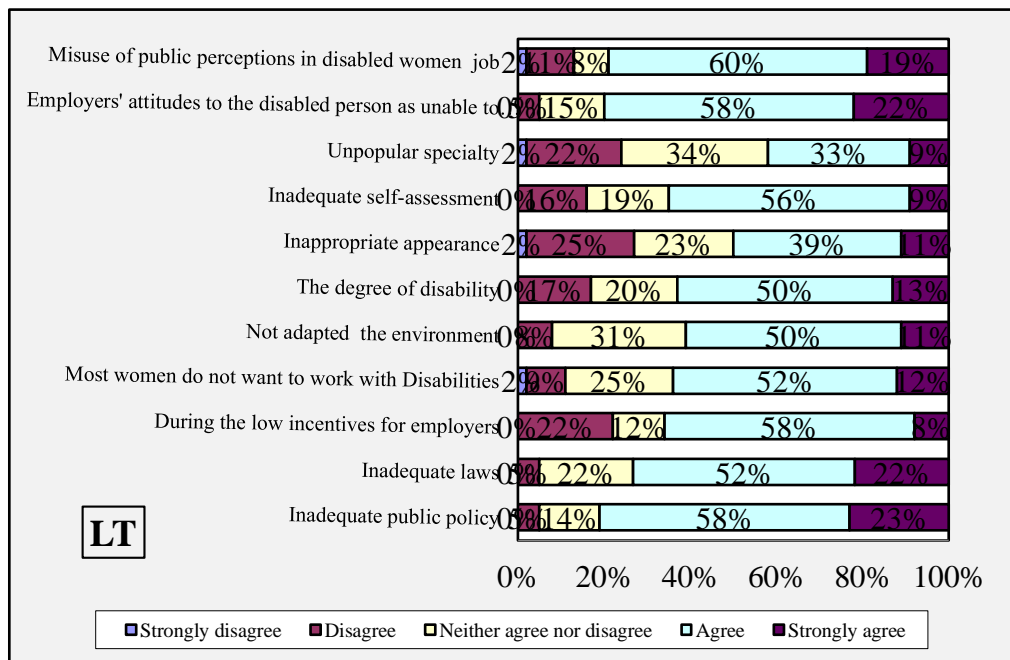


Fig.12: Reducing the factors affecting women with disabilities to employment Lithuania (N=64), %

Analyzing factors that reduce women with disabilities in employment, the Ukrainian respondents agree (73%), the attitude of employers to disabled person as unable to work, reduces employment opportunities (fig. 13), but 11% of respondents did not agree with that completely. The majority of respondents (88%) agree that inappropriate legislation reducing women with disabilities in employment and only 8% of respondents – disagree. Even 70% of respondents strongly agree and agree that poor public policy reduces women with disabilities in employment, and it does not agree with only 8% of respondents. Analyzing the same disabled woman does not want to work as a factor in the reduction of employment, respondents strongly disagree (23%) and disagree (38%) with it. However, 23% of respondents agreed. The respondents completely agree and disagree (60%) that inappropriate appearance affects small women with disabilities in employment. Strongly agree (8%), and agree (61%), a respondent that is not adapted to the environment reduces women with disabilities in employment.

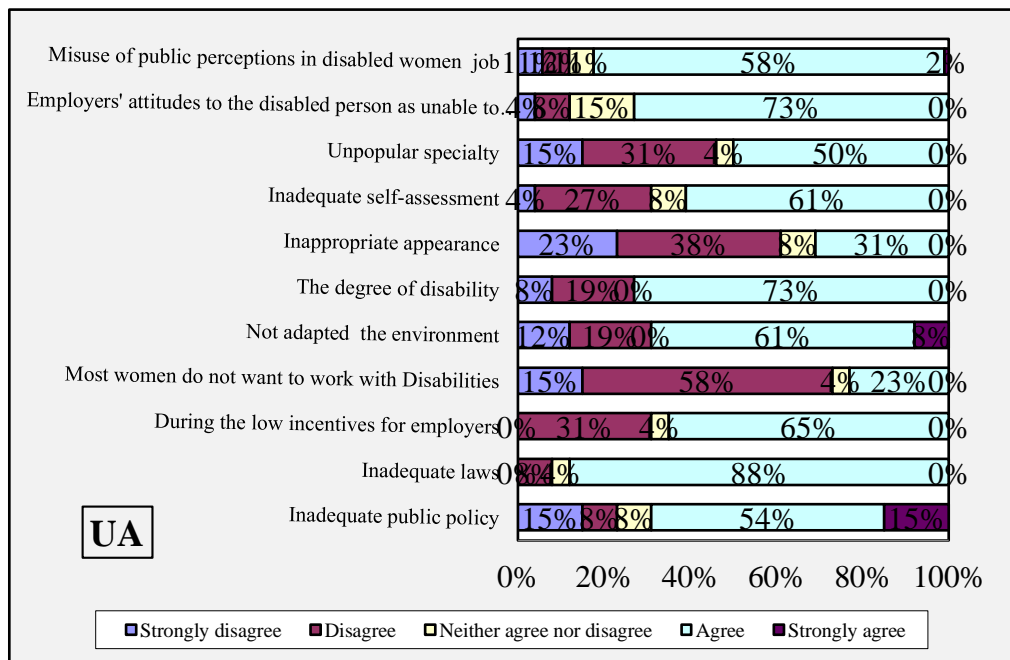


Fig.13: Reducing the factors affecting women with disabilities employed in Ukraine (N=26), %

In order to determine what is it that women with disabilities are employed very little between Lithuanian and Ukrainian respondents noted a significant difference in the assessment of *inadequate public policy* ($p = 0.016$), *women with disabilities to own unwillingness to work* ($p = 0.001$), *poor appearance* ($p = 0.002$), *employers' approach to a disabled person as unable to work in this job* ($p = 0.039$). (The use of Student's t-test, see appendix 2, table 1.).

Analysis of the findings led to figure out effective measures to promote the employment of women with disabilities in the labor market. Lithuanian the respondents fully supports (fig. 14), that disability accessible by public and work environment (27%) and negative public attitudes towards women with disabilities reduction (27%) are effective measures to promote the employment of women with disabilities in the labor market. The vast majority agree with all of incentive measures. 20% of respondents do not agree that would be an effective tool - more tax breaks for employers and 2% this statement strongly disagreed.

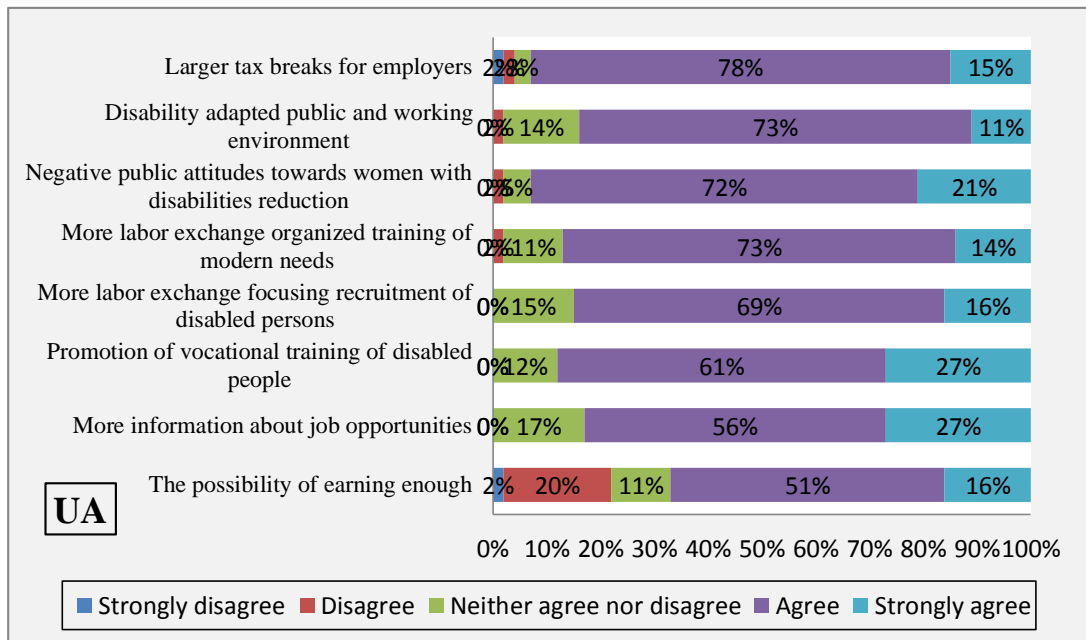


Fig.14: Effective measures to promote the employment of women with disabilities in the labor market Lithuania (N=64), %

The analysis of the results of the Ukrainian respondents observe that the vast majority do not agree with all effective measures to promote the employment of women with disabilities in the labor market (fig. 15). Totally disagree with bigger tax breaks (38%) and disability accessible public and working environment. Totally agree as an effective tool - the opportunity to earn enough (35%).

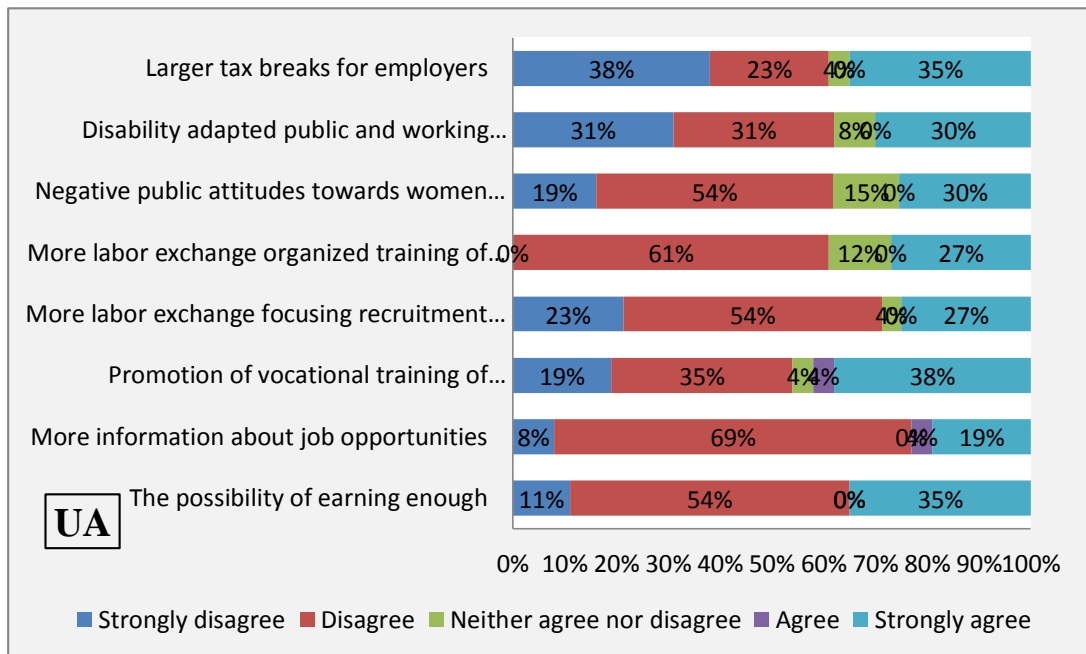


Fig.15: Effective measures to promote the employment of women with disabilities in the labor market of Ukraine (N=26), %

To determine the Lithuanian and Ukrainian respondents' opinion, what measures would be effective in promoting the employment of women with disabilities in the labor market observed a significant difference in assessing *the possibility of earning enough* ($p = 0.001$), *more information about employment opportunities* ($p = 0.001$), *the promotion of vocational training of disabled people* ($p = 0.001$), *more labor exchange (etc. authorities to help disabled people to employment) to focus the recruitment of persons with disabilities* ($p = 0.001$), *more labor exchange organized training, the needs of the modern* ($p = 0.001$), *negative public attitudes towards women with disabilities reduction* ($p = 0.001$) *are not adapted to the public and working environment* ($p = 0.004$), *higher tax incentives for employers* ($p = 0.004$). It turned out that Lithuanian respondents provide substantially more importance to those factors than the Ukrainian respondents. (The use of Student's t-test, see appendix 2, table 2.).

Morkūno (2008), Kazlauskas (2010) and other authors' studies show that the majority of employers do not have any knowledge about the abilities of people with disabilities and do not believe that they are able to do quality work. Analyzing of institutions and assistance for women with disabilities to employment is observed, that the their work of the respondents appreciated insufficient 96% in Ukraine, and 54% of Lithuanian respondents value the insufficient, to substantiate the fact that, the (... *people with disabilities anyone uninteresting, both public employers, such people are "written off" ... little information; ... people with disabilities to leave to look for work themselves, or proposed work does not meet the capacity of the disabled. ...* '), but 44% of respondents assessed as enough, and substantiate the fact that, the ("*... organized various training occurs in various project activities ...; the program is designed for businessmen (employers) both disabled ...; ... as required by law; ... is created a program that is integrated with disabilities ...; ... the labor market is trying to help, progress is happening. ... There is a program designed for businessmen (employers) and the disabled. ... because is changing attitudes towards people with disabilities, integration into the labor market. ... as required by law.*). And 2% of the surveyed think "other" (<...*more could ...*>). Ukraine only 4% of respondents believes the "other" (... *they are only interested in people with disabilities benefits; ...*). And none of the respondents to the survey do not think 0% that has enough information.

The quintessential difference ($p = 0.001$) discovered in the analysis of Lithuanian and Ukrainian respondents' opinion or labor exchange and so on., institutions that support disabled people to employment, devote sufficient attention to women with disabilities in employment. It turned out that Ukraine ($M = 2.96$) respondents were the most significant than Lithuania ($M = 2.08$) respondents. (The use of Student's t-test, see appendix 2, table 2.).

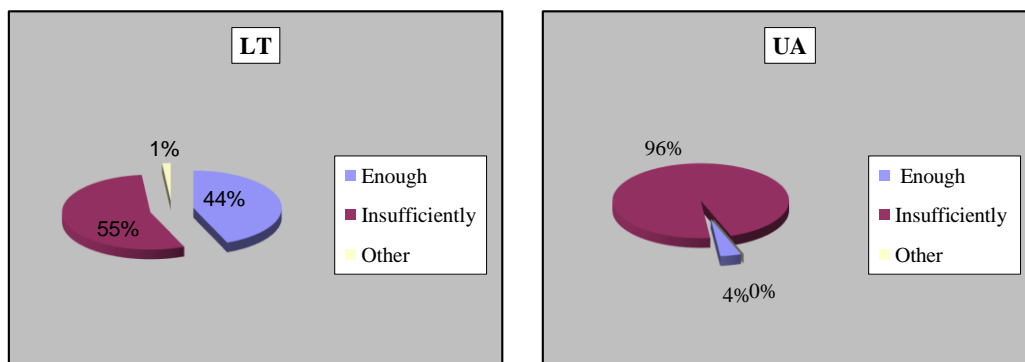


Fig.16: Respondents' opinion on whether the labor market and other institutions that support disabled people to employment, devote sufficient attention to women with disabilities in employment, %

The analysis of the need to support and enable women with disabilities who wish to conduct their own business or create businesses (fig. 17), the vast majority of Lithuanian respondents (N = 64), 89% answered yes. Respondents' opinion is (... if they want it. ... Because they are useful ... Like all need a level playing field. ... Of course, looking at what it cannot. ... It would help to more women's employment. It would generate the motivation to work to work ...; it would be as an incentive. ... incentives to encourage business to take ...>; ... because they can choose activities consistent with their capabilities ...> <... claiming support for an active, perhaps to set up a company or a business ...;). The vast majority of Ukraine (N = 26) of the respondents (92%) answered "yes." "No," replied 8% of Ukraine and Lithuania 3% respondents. And 8% of Lithuanian respondents chose the answer "other", on the grounds that (... depends on the desire of women ...).

In summary it can be said that the need to support and enable women with disabilities who wish to pursue their business or establish a business in both Lithuania and Ukraine respondents deem necessary.

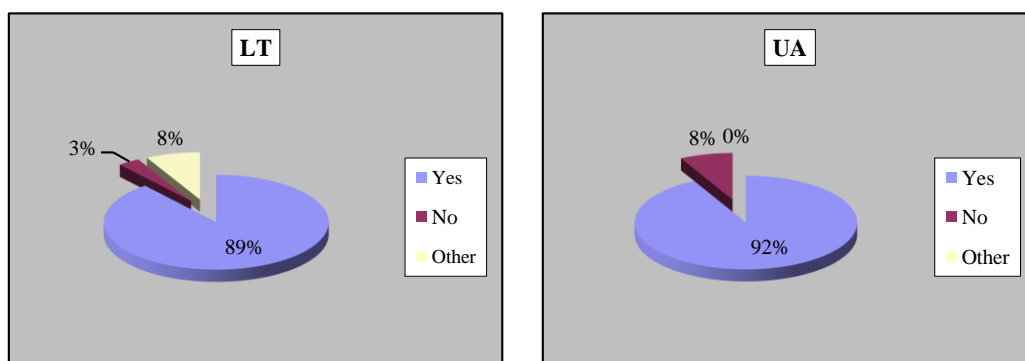


Fig.17: Is there a need to support and provide special treatment for women with disabilities who wish to conduct their own business or create businesses, %

In assessing respondents' opinion on employers possession information concerning the employment of women with disabilities in the labor market (fig. 18) revealed, that Lithuania (N-64) slightly must information or have enough (72%), while in Ukraine the situation is negative, since the respondents believe employers slightly must of information (15%), and have enough 0%. Ukraine (N-26) of the respondents opinion must not enough and have no (85%) and Lithuania respondents believe that they must not enough and have no a whole - 28%.

The data obtained statistical significance ($p = 0.001$). It is observed that the opinion of respondents in Ukraine, employers have imperfect information on the employment of women with disabilities in the labor market, but Lithuania in a better position. (The use of Student's t-test, see appendix 2, table 2.).

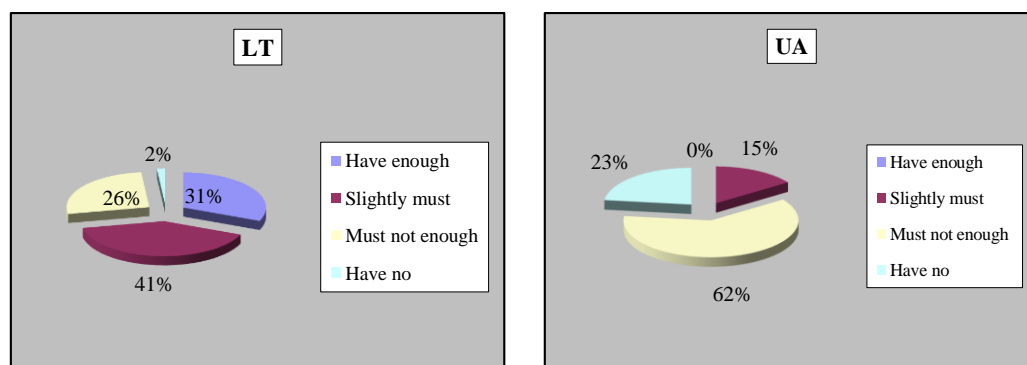


Fig.18: Respondents' opinion on whether employers have sufficient information on the employment of women with disabilities in the labor market, %

A disabled person is difficult to compete in the open labor market, because health is a matter of course and a necessity if everyone in the labor market wants to work and earn a living. Illness is undesirable labor standards that automatically eliminated if a foreign body (Anužienė et al., 2011). **When analyzing the question, "Is there a need to encourage women with disabilities to work in the open (general) labor market?"**, all Lithuanian (N-64) and Ukraine (N-26) respondents answered "yes", they agree that women with disabilities should be encouraged to work in the open (general) labor market. Respondents substantiate the fact that, the (... *it would be useful to them. ... they should have equal rights ...; ... in accordance with the level of disability should be encouraged necessarily ...; ... will be reduced exclusion, and it is the integration into the labor market ...; ... because it's such a well man and he needs to communicate, participate ...*).

During the study, respondents were asked to submit proposals for the State of employment for women with disabilities, this is what they are. Lithuanian respondents voiced suggestions: (...

Relief for employers employing disabled women, tailored to the needs of the working environment, to change the attitude of the public with disabilities; ... a variety of incentives at work ... more tax breaks, shorter working hours; ... laws must be disabled in favor of women ; ... shorter working hours, various benefits; ... create more flexible conditions for disabled women to find a job; ... more preferences; ... give employers employing disabled people more tax incentives, labor fee must be greater than the benefits.>). Ukrainian respondents proposals: (... concern; satisfactory legislation, more attention; the state is not interested ...; ... incentives, information dissemination ...).

People with disabilities, like all citizens, must have the same human rights. Universal Declaration of Human Rights first article¹² reads: All human beings are free and equal in their dignity and rights. At all times the rights of persons with disabilities was assessed in a critical. It was therefore important to examine how disability rights situation assessed at this time. The analysis of the theory of the changes observed. The change is reflected in the opinion of the respondents (fig. 19). Even 81% of Lithuania (N-64) of respondents believes that the defense of the rights of women with disabilities has improved by 31% or the faster improvement by 50%, while Ukraine (N-26) opinion of 8% of respondents believe that improved and 19% faster improvement.

A significant difference ($p = 0.005$) was observed. Ukrainian respondents believe that deteriorated. (The use of Student's t-test).

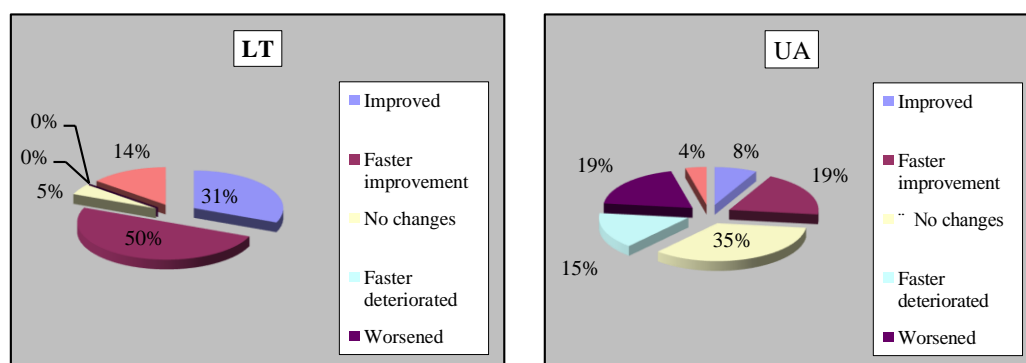


Fig.19: Respondents' opinion in the last 25 years defending the rights of disabled women in society has improved or worsened, %

¹² The Universal Declaration of Human Rights (1948) //In Valstybės žinios, 2006,Nr. 68-2497. <https://www.e-tar.lt/portal/legalAct.html?documentId=TAR.181EDAC3A371>((visited 2015-04-05).

By analyzing and evaluating the results of the investigation should reveal why such large differences in the assessment of Lithuanian and Ukrainian data. One of these methods disclosed in the final of the respondents in the question of the authorities.

To find out which institutions to improve the situation of women with disabilities (fig. 20) it turned out, that Lithuania (N=64) respondents very good appreciated the work of the international disabled women (22%) and non-governmental organizations (8%). Good appreciated - the media (39%). 56% of Lithuanian respondents believe that poor women with disabilities to improve the situation of public authorities. Respondents appreciated 'hard to say' whether the situation of women with disabilities improves in the business (50%). While expanding business, increasing the number of jobs is increasing, and the possibility to integrate disabled people into the labor market, the respondents on prejudice against business failed to assess the positive changes. Very active in some non-governmental organizations and international organizations with a view to reducing social exclusion did not go unnoticed. As the main source of information for people with disabilities was the media, so it is disabled and evaluated positively.

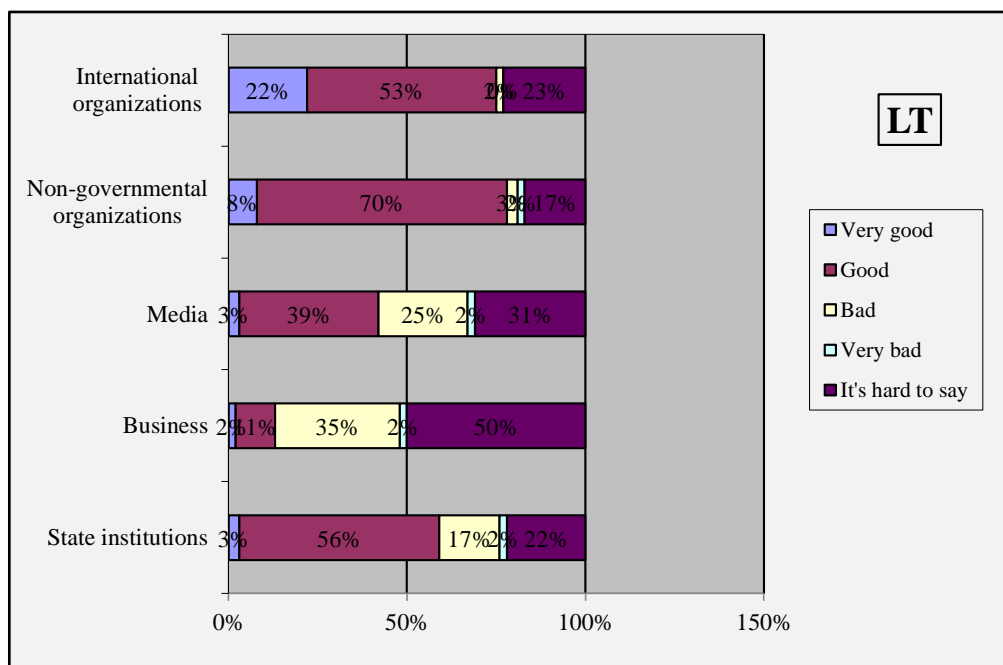


Fig.20: Institutions improving the situation of women with disabilities Lithuania (N=64) , %

Analyzing the results of Ukraine (fig. 21), very good appreciated only 1% of respondents international organizations that enhances the situation of women with disabilities. "Good" appreciated the state institutions 8% respondents. Ukrainian respondents believe that bad improve the situation of disabled women in state institutions 14% and 14% of business.

Respondents "hard to say" whether the media 14% to improve the situation of women with disabilities.

The study aims to determine the Lithuanian and Ukrainian authorities to improve the situation of women with disabilities, revealed a significant difference in the assessment of the *media* ($p = 0.008$), *non-governmental organizations* ($p = 0.001$), *international organizations* ($p = 0.001$). (The use of Student's t-test, see appendix 1, table 2.).

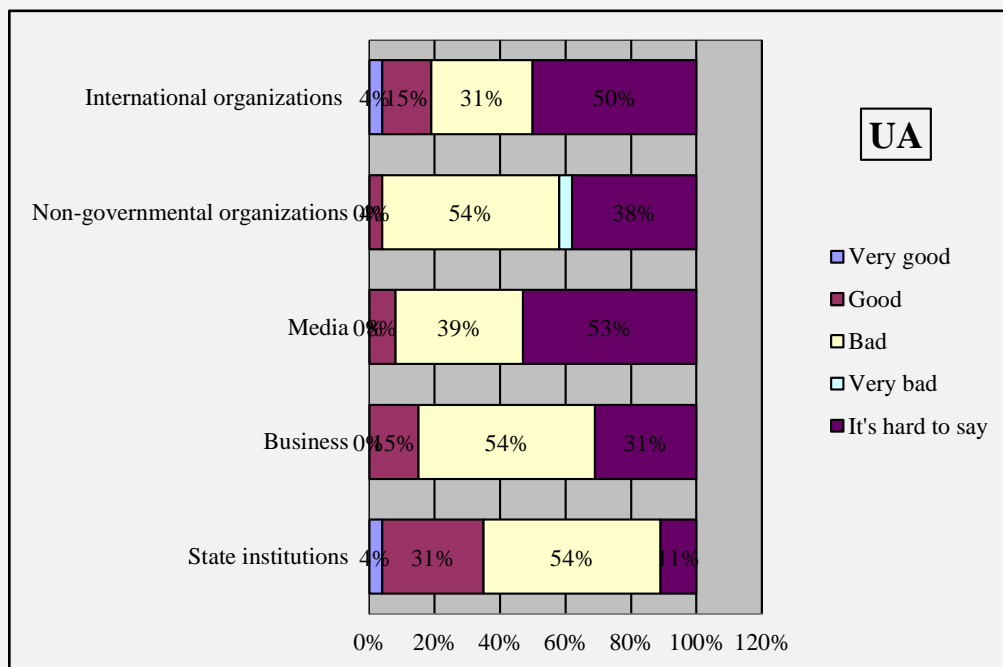


Fig.21: Institutions improving the situation of women with disabilities in Ukraine (N=64) , %

After *summarizing* the results of the employment situation of women with disabilities it can be said that women with disabilities do not cause negative emotions in people. The public has a positive role and is able to communicate with disabled women as equals, hurting them. But the question is whether the public can see well enough with disabilities, or observe their disability forms. Women with disabilities are part of society, which can not only physically dissolved among other people, but due to a malfunction of communication and mobility may simply not to participate in public life. Women with disabilities live among us: this could be our family members, friends, neighbors, colleagues. Given that women with disabilities constitute part of the population, it can be said that women with disabilities are still social isolation.

Respondents' opinions about disabled women's access to the labor market can be said that women with disabilities have less access to the labor market than integers. The main criteria to be followed in making handicapped woman at work are education, the qualification, special skills and work experience. Therefore, thinking about women with disabilities in employment, in particular, should be encouraged in their desire to pursue higher education. In order for women

with disabilities to be more competitive on labor supply, should be paid more attention to their professional training, retraining. The services should be performed by various institutions, depending on the specific needs of people with disabilities: vocational rehabilitation centers, labor exchange, labor market training service, disabled business centers. Respondents in favor of the need to promote women with disabilities integrate into the open labor market, to provide support or provide special treatment for women with disabilities who wish to conduct their own business or create businesses.

Respondents' attitude to information about disabled women into the labor market adequacy observed that both the public and they disabled women lack information about effective involvement of people with disabilities into the labor market. Women lack information about employment opportunities, about the benefits. The question is why disabled women motivation to take their business is very small? One reason is likely to be associated with intense competition in which people difficult to survive. However, it may be conditioned by other factors, such as information on business start failure, insufficient promotion of business to take work exchange side, the missing knowledge of business organization and so on. Law on Social Integration makes it possible to objectively assess the abilities to work, to medical and vocational rehabilitation services to facilitate access to the labor market. Social Enterprises Act provides a number of tools that help the disabled to establish themselves in the workplace, facilitate conditions for their operations. The Employment Act provides for additional guarantees in the labor market of people with disabilities. The study shows that the labor market, other public institutions, various non-governmental organizations that help disabled people to employment, does not pay sufficient attention to women with disabilities in employment.

2.3.2. Qualitative women's with disabilities employment structure survey interpretation

The work is one of the essential components of personal identity. Women with disabilities face difficulties in employment, because they are often perceived as dependent, passive, incompetent and unreliable. Therefore, it is essential to analyze and provide the public with disabled women's employment experience. They can help change the established stereotypical attitudes about the disabled ones who cannot take care of themselves as a person.

Women with disabilities in the labor market is one of the priority areas of employment promotion, it relates to the integration of these groups into the education system, further training and lifelong learning and entrepreneurship incentives - as well as employers addressed workstation installation and customization, pay compensation mechanisms

A case study will better reveal the main problems faced by women with disabilities in employment. The study analyzed (N=4) cases of women with disabilities. The study participants

were selected according to the following basic criteria: age, gender and ethnicity. The study participants' names ethical considerations change.

1 table

Women with disabilities by age, place of residence, work level and type of disability

No.	Informant	Code text	Age	Residence	Family status	Capacity for work	Type of disability
1.	Older women with disabilities	Aldona	58	City	Married	45-55 %	PRM
2.	Middle-aged woman with disabilities	Daiva	36	City	Married	30-40 %	PRM
3.	Younger women with disabilities	Ramunė	22	City	Single	30-40 %	Hearing impaired
4.	Ethnic minority women with disabilities	Zlata	37	City	Divorced	30-40 %	PRM

2.3.2.1. Older women with disabilities, case studies

Work - it's not just a source of income: it is perceived in society as a certain rate, describing the person's identity. The work meets the higher human needs: security, social recognition, self-expression. (Bagdonas ir kt. 2007). Analyzing informant's view of what it is to work, emphasizes: „<...>*social life, duties, their income, self-expression.* .“ (Aldona, 58).

Despite the frequent exceptions in cases of disability, health problems, limited capacity for work is quite acute problems later in life, leading to some discrimination manifestations of the labor market. „*I think, that most of age, because the older human no longer want to employ.*“ (Aldona, 58).

Lithuania age discrimination problems still poorly studied; there is a lack of effective measures for older people into the labor market opportunities increase. Lithuania lack of comprehensive research that reveal in detail the elderly social inclusion (involvement) in the labor market problems. In addition, there is no an efficient motivation of older workers, retraining, employment and the survival of the labor market system. „*I know, but no one wants to age for the course.*“ (Aldona, 58).

The labor market has been reluctant to create the right conditions for people with disabilities, because there will always be employees who do not have such specific needs. The consequence of this unwritten rule in the labor market, older people tend to hide their true situation in relation to health, thus risking their lives and the risk of further escalation of the situation. „*All work is doing a very good.*“ (Aldona, 58).

Flexible, specifically the elderly engagement opportunities in the labor market through measures designed to assist older persons in the labor market, to ensure their financial independence and reduce social exclusion „ *It must be love, because employers are finding reasons not to accept the job, such as: „from the outside cannot accept“* , „ *because of your age hinder“* . *Employers want to recommend anything. Age as a barrier everywhere.*“ (Aldona, 58).

While the existing legislation and taking care of a disabled person's working conditions, but disability is partially restrict employment opportunities for bullock, hawk sick. „*Employers are aware of the rights of persons with disabilities and implement them. But they do not willingly hires disabled people, especially the elderly.*“ (Aldona, 58).

According to Gailienès (2006) if a person welcomes himself and his abilities it will step up its efforts to seek a better life, and vice versa - a person spare no effort, considering that few of his own or not at all. „*Responsibility, thoroughness, motivation, striving to excel.*“ (Aldona, 58).

A person who has a disability to integrate into the labor market is very important for the ability to communicate, to put yourself in a good way. „*It is important to know yourself and pay yourself present, to be able to communicate well with your employer and colleagues at work.*“

(Aldona, 58).2 table

Categories	Subcategories	Quotes
Working value	Work is important personality	„<...>social life, duties, their income, self-expression.“
Job Search	Miscellaneous work search	„ <i>It must be love, because employers are finding reasons not to accept the job, such as: "The field cannot accept, because your age is an obstacle." Age as an obstacle everywhere <...>.</i> “
	Job interviews	„<...>the employers are unpleasant to communicate, because they directly say "Do you still invite ..." or only the responsibility of seeing that the "age" or "accent on the" do not want to employ.“
Employability	Difficulties in employment	„ <i>A little more difficult, because it has an impact on disability <...>.</i> “
	Gender (age, ethnicity) on employability	„ <i>I think the best age because older man no longer want to employ <...>.</i> “
Integration into the labor market	The successful integration into the labor market	„<...>responsibility, thoroughness, motivation, striving to excel <...>.“
	Failures in the labor market reasons	„ <i>We have such a provision exists in society that people with disabilities much trouble and little benefit <...>.</i> “
General (social) competences	Skills, abilities	„ <i>I attended English courses, computer courses for this, I believe that these skills I have, I am also a very sociable.</i> “
	Individual human qualities	„<...>the biggest impact here has disabled himself, his personal qualities available.“

In summary, the older woman, disability, case study, we can conclude, that age, especially age, affects the integration into the labor market. The older disabled woman, the greater the difficulties in employment. Employer reluctance to hire older woman based on belief as to make it difficult to adapt in a team and have difficulty communicating with younger colleagues.

2.3.2.2. Middle-aged woman with a disability, case studies

Social integration interventions are most needed precisely working-age disabled, because disability is generally obtained at working age. *„The first thing - the living source of earnings. And another thing - self-realization. Bleak day, if unemployed. The more expanding horizons and the next thing you meet interesting people, dating.“* (Daiva, 36).

Rohrer (2005) quotes Nancy Mairs, which states that healthy people sometimes mistakenly perceived disabilities, "They forget that I'm doing the stalemate, just not as quickly." Women frequently cited negative experiences in various spheres of life, starting with family and close environment and ending public space. *„Adapted to the needs of the working environment, society's attitude towards women with disabilities.“* (Daiva, 36).

Other changes in public attitudes on gender equality revealing aspect is related to the people (not) the approval of the participation of women in decision-making. Stereotyped political activities attributed to men, because public opinion about the need for women's participation in politics is not only significant progress towards gender equality, but also the quality of democracy index. *„It should be further examined legal aspects of employment of women with disabilities and adjusted. Women should not feel neglected.“* (Daiva. 36).

Participation in the labor market is one of the areas in which women with disabilities can be particularly vulnerable to both discriminatory framework for interoperability - multiple discrimination on grounds of gender and disability.

Social Gender - one of the basic structures of society categories, making everyday life manifest themselves in women's and men's differences in the situation people tend to interpret as arising from the nature and self-explanatory. However, this does not mean that there are no gender roles in society and possible gender discrimination perception changes. 2014 Social Innovation Fund study revealed society (discrimination) provisions change for women and men. *„<...>I think that women are less likely than men to employment, especially for higher office.“* (Daiva, 36).

Equality of opportunities for gainful employment sphere is particularly important element for ensuring human rights, and the belief that if the lack of jobs, one of the groups (such as men) should be given priority, it would say not only about the possibility of discrimination, but also on

its support. „*Employment success often depends on the nature of the disability, the level of capacity and labor constraints percent. It also depends on gender. For the treatment of handicapped woman seeking work - remains skeptical.*“ (Daiva, 36).

According to Lagūnaitės (2010), although today loudly declared that persons with disabilities have equal access to public life, working life as integers, but often they remain socially isolated on express stigmatizing. All this leads to low self-esteem, lack of confidence in yourself and lack of motivation. „*Of course, education is very important. Well and personal skills: communication skills, the ability to "sell themselves" motivation. The desire to be in fact, because, in my opinion, some cannot find work because of the lack of looking.*“ (Daiva, 36).

3 table

Categories	Subcategories	Quotes
Working value	Work is important personality	„<...>self-actualization, self-expression, communication, employment, the feeling of being needed, a way of life“
Job Search	Miscellaneous work search	„I am seeking mainly through personal contacts and acquaintances. Internet, newspaper advertisements, various job search services“
	Job interviews	„After the disability had acquired a couple of times to take part in a job interview. But due to lack of education and work experience I did not get to work“
Employability	Difficulties in employment	„<...>with work experience and lack of education. Negative attitudes towards us.“
	Gender (age, ethnicity) on employability	„I think that has an impact on the recruitment age. I also believe that women are less likely than men to employment, especially for higher office.“
Integration into the labor market	The successful integration into the labor market	„Of course, education is very important. The desire to be in fact, because, in my opinion, some cannot find work because of the lack of looking.“
	Failures in the labor market reasons	„<...>a lack of information. All. Both employers, I think, so maybe people with disabilities caused by excessive requirements.“
General (social) competences	Skills, abilities	„<...>good communication skills, good professional skills.“
	Individual human qualities	„<...>and personal skills: communication skills, the ability to "sell themselves", motivation.“

In summary, a middle-aged woman with a disability, case studies we can, we can state that employment opportunities for gender influences. Women with disabilities in employment are rarely enforced in accordance with the equal opportunities and other requirements. Women with

disabilities face and with social integration problems: mobility limitation for not adapting the environment and the lack of technical aids, as well as communication and lack of moral support. It is also faced with the problems of everyday life.

2.3.2.3. Younger women with disabilities, case studies

Research has shown (Elijošius, Pumputis, 2001; Kauffman, 2003; Baranauskienė, 2004; Baranauskienė, Gudinavičius, 2007; Ruškus, 2007 and so on.) that only a small number of employers taking care of the disabled to appointments and corresponding job restructuring: even now many workplaces are not adapted to the environment to the needs of people with disabilities, there is a lack of information accessibility features, most employers lack knowledge about disability employment opportunities. *„It is important to optimism, perseverance, stubbornness. Well, and of course have an impact on education. The state should take care of more people with disabilities. More information to be both disabled and employers.“* (Ramunė, 22).

Kazlauskio (2010) study reveals the opinions expressed by employers have the problem that people with disabilities discrimination influences the lack of information, as well as fear of possible failures at work and a well-established myth that people having a disability cannot be trusted. *„Once I attended, but I do not want more. Because the employer is not watching as a human, with contempt.“* (Ramunė, 22).

G. Hermes (2001) think girls with disabilities are often denied vocational guidance services, as well as their parents are not informed about options. Low skills, unemployment, social isolation and dependence on services common among young people with disabilities. Special education system, formulating educational and socially "handicapped" young people retain the belief that people with disabilities are somewhat inferior. It gives the right to legally discriminate against them in all areas of life, particularly in employment (Barnes 1996). *„It depends. If you are young and have no experience, and yet you are disabled this employment opportunity is very small.“* (Ramunė, 22).

Due to lack of professional skills and work experience lack of disabled young people are the most vulnerable group, facing with integration into the labor market problems. *„If I were healthy, I really attain what I want, but not now ... As a result, the public disadvantage. It does not matter that I want, and I can fully do their job.“* (Ramunė, 22).

A. Bagdonas (2007), speaking about the employment of people with disabilities stresses that the higher a person's competence, the higher the education level, the more he has freedom of choice in employment. Even without any problems uneducated person will be able to work only

unskilled work. „*A significant work experience, language skills, unfortunately I do not have any work experience.*“ (Ramunė, 22).

Researchers (Gailienė, 2007, Scarlet, 2001, Ruškus ir kt., 2007) notes that the participation of professional activities, most important is the provision to people with disabilities themselves and their operational capabilities. Only adequate safeguards to their disability can learn to live, communicate and assess themselves as it is done through lack of money, without luxury items and so on. (Gailienė, 2007). Much depends on the disabled thinking and understanding of what they would like to change in your life and what is not and it will depend on their follow-up (Mayers, 2000). „*For me they were useful, because now I can do what I love to work. Yes, now even I attend courses in floristry, because I really like plants. This is interesting to me, love.*“ (Ramunė, 22).

4 table

Categories	Subcategories	Quotes
Working value	Work is important personality	„<...> <i>Well it means practically everything. I do not know. If you are a specialist of specific sphere, and it comes out work and hobby.</i> “
	Miscellaneous work search	„<...> <i>Generally, the Internet, ads in newspapers I read, asking acquaintances to people.</i> “
Job Search	Job interviews	„ <i>Once I attended, but I do not want more. Because the employer is not watching as a man, with contempt.</i> “
	Difficulties in employment	„<...> <i>as society's attitude towards women with disabilities.</i> “
Employability	Gender (age, ethnicity) on employability	„ <...> <i>if you are young and have no experience, and yet you are disabled is the employment opportunities are very small.</i> “
	The successful integration into the labor market	„<...> <i>Well, and of course have an impact on education. The state should care more.</i> “
Integration into the labor market	Failures in the labor market reasons	„<...> <i>maybe little attention paid to it..</i> “
	Skills, abilities	„ <i>The person pays more freedom to communicate, the easier for him to find work.</i> “
General (social) competences	Individual human qualities	„ <i>It is important to optimism, perseverance, stubbornness.</i> “

In summary, younger women with disabilities, case studies can, we can conclude that young age affect a disabled woman to the labor market. Without help from outside it is difficult not only because of health problems related to disability, lack of education, but also on the psychological and personality traits, skills and lack of competence, for its they find less favorable than the elder with it.

3.2.4. Ethnic minority women with disabilities, case studies

Scientists are finding many reasons why women with disabilities work is an important activity. That feeling of success, ability to earn, to feel independent, the reason to get up in the morning, do something for others, learn new things, to achieve certain goals in life (Parent et al, 2008). „*The first thing - the living source of earnings. And another thing - self-realization. Bleak day, if unemployed.*“ (Zlata, 37).

Lithuanian society is not homogeneous, full of different groups of people living near, and the development of tolerant laws and their actual implementation in society, it is important to take into account the state population ethnic, racial, religious, social and other composition¹³. „*I am a Roma, making it hard to communicate with government agencies, because there they have already formed opinion about us.*“ (Zlata, 37).

The society is the persistence of stereotypes that Roma do not want to work, but it is seldom heard in mind the Roma's position: „we want to work, but we accept“. And it does not accept them, according to the Roma because they are Gipsy¹⁴. Gypsies in society considered exceptional people. These phenomenon sociologists call the stigma: it is the phenomenon when a person has any physical, psychological or social deviant indication tag, and the tag is culturally very different from the established norms. Stigmatized person in society caused by negative feelings, mostly disgust, it is reviled. Stigmata vary visible mark and destructiveness: how much its shocking how important communication time as a significant stigmatized. „*Although I am still a normal life people accept me as Lithuanians.*“ (Zlata, 37).

And the stereotypical image of Gypsy picture usually associated with theft, fraud, drug trafficking, the unwillingness to work and integrate in society. The media on Gypsy as well as most vividly reveals criminal information section¹⁵. Gypsy is difficult to remain unidentified, and therefore they become more vulnerable, dependent society formed image. Of all the nationalities of the Gypsy is by far the most negative image. Their reluctance to accept either as employers or as employees¹⁶. „*Public opinion of the people.*“ (Zlata, 37).

Integration of Gypsy organizations working in the field, labor exchanges, employers' representatives are faced with Gypsy experience situations and realize that the stereotype of mass

¹³ Okunevičiūtė Neverauskienė L., Moskvina J., Gruževskis B. Socialinis pranešimas apie diskriminacijos apraiškas Lietuvoje. Mokslo darbai. Vilnius. Eugrimas. 2010. 119 P.

¹⁴ Žmogaus teisių stebėjimo institutas. Teminis pranešimas. Romų diskriminacija užimtumo srityje. 2013 m. spalio

¹⁵ Lygių galimybių plėtros centras, Įvairovei atvira mokykla: kodėl ir kaip siekti kultūrų dialogo, Eugrimas, 2010. http://www.gap.lt/images/publikacijos_img/ivairoveiatviramokykla.pdf

¹⁶ Apklausoje apie diskriminacijos problemas ir stereotipus tyrimo rezultatai. Riga. 2011. Prieiga per internetą: http://tolerance.kid.lv/wp-content/uploads/2015/01/Research_LIT.pdf.

Gypsy's unwillingness to work are exaggerated. However, they often mention the fact that the Gypsy are usually employed in a job not long, not linger. (Institute for Social Research Centre of Ethnic Studies.). This fact is related to the lack of social skills, and the fact that a certain person has no job opportunities foothold. „ *My education only auxiliary. Please free labor exchange rates, but because of lack of education, they belong to me.* “ (Zlata, 37).

Increasingly important in today's job market is gaining employee's personal qualities and social competence, which is associated with social skills (Gruževskis, Zabarauskaitė, Martinaitis, 2007). When hiring a new person, the employer is looking for employees who are not only professional in his field, but also fit for the job as a person, such as being active, active, paid to communicate, not conflict with co-workers and others. „ *Yes, my nationality has a significant impact on employment.* “ (Zlata, 37).

Human skills shows his emotional intelligence (Goleman, Gardner, Solovej, Mayer, Sternberg and other): the ability to accurately identify feelings and talk about them with other people; the ability to understand others' feelings and sympathize; ability to make decisions based on emotions and mental balance; the ability to take responsibility for their feelings and experiences and not to think that the feelings of others made us feel one way or another. All of these emotional intelligence actions are in some way connected with economic activities (work) success. „ *Sociability, honesty, work experience is very important, as well as communication, English and Russian languages, computer work.* “ (Zlata, 37).

5 table

Categories	Subcategories	Quotes
Working value	Work is important personality	<i>“The first thing - the living source of earnings. And another thing - self-realization..“</i>
Job Search	Miscellaneous work search	<i>“Always seeking itself through ads on the Internet. One such woman said that there's even better not to go, still no good, and if you are gypsy much more.“</i>
	Job interviews	<i>“<...> had conversations always resolved smoothly..“</i>
Employability	Difficulties in employment	<i>“<...>.jobs are more applicable to healthy people“</i>
	Gender (age, ethnicity) on employability	<i>“ Yes, it does. As well as ethnicity, as viewed with hostility to Roma. ”</i>
Integration into the labor market	The successful integration into the labor market	<i>“<...>the public opinion of the people.“</i>
	Failures in the labor market reasons	<i>„Employer's opinion a disabled woman lowers productivity“</i>
General (social) competences	Skills, abilities	<i>“Employer's opinion a disabled woman lowers productivity. ”</i>
	Individual human qualities	<i>„.Diligence, responsibility, honesty“</i>

In summary, an ethnic minority of women with disabilities, case studies, we can conclude that ethnicity affects women with disabilities in employment. Faced with the negative attitude of the majority, women with disabilities are not able to be fully-fledged members of society; they feel insecure, unable to develop its activities or to overcome problems. Because of their appearance, accent or culture, they become easily recognizable and more vulnerable.

The analysis of the main problems faced by women with disabilities in employment, the informants mentioned that the main reason for the difficult employment is age, gender and ethnicity. Typically age discrimination perceived as young and older people to employ and worse attitude to such candidates. It can be assumed that age discrimination in employment most recognizable trying to find a job. Racial discrimination is closely related to ethnic intolerance. Dislikes groups may not only refuse to work is hindered and the negative public employers apply. Roma is difficult to remain unrecognized, and therefore they are particularly vulnerable, dependent society prevailing stereotypes and prejudices. Informant looking for a job through personal contacts and acquaintances so did not use the intermediary employment services. This fact reveals a distrust of women with disabilities intermediary institutions. They do not believe that these institutions receive the necessary assistance. Emphasizing the importance of employment for women with disabilities, informants criticized the traditional approach to work. They argued that it is important to consider not only the result of the work, but also the process. The disabled person's employment should be seen individually, placing by his capacity for work.

With disabilities informant opinion, a disabled person is difficult to employment because of the environment, the negative attitude of employers and co-workers, people with disabilities themselves lack the motivation to work, disability caused by the limitations and inability to work in some of the work. It is therefore important not only to improve employment opportunities for people with disabilities, but also to ensure support in the workplace. Informants revealed that the successful employment of disabled people and their experiences in business creation are: motivation, activity, optimism, professional skills and work experience. All these were considered as key factors for successful employment. Integration into the labor market without sufficient burdened vocational training, as well as for women with disabilities is complicated by the general lack of skills. For women with disabilities to participate in professional activities, it is important to develop common, social skills. Distrust of their own, lack the courage associated with low self-esteem. Disabled women say that their causes are unemployment, employers' rejection of disability, gender, age, ethical addiction.

Conclusions

1. Lithuania and European Union legal acts and normative documents define the rights of persons with disabilities and duties, encourages states to change attitudes towards people with disabilities and integrate them into society as equal members. Convention on the Rights of Persons with Disabilities and its Optional Protocol, recognizes that women and girls with disabilities are subject to multiple forms of discrimination, and shall take measures to ensure that women and girls with disabilities full and equal enjoyment by them of all human rights and fundamental freedoms. This results in women with disabilities in the growing self-confidence, suggests that they are useful to the public and can realize their potential in various field of employment. But disabled women in modern society still do not feel States of equitable society.
2. A review of the scientific literature revealed women with disabilities in employment psychosocial factors:
 - Women with disabilities want to work and earn a living for their skills, knowledge and qualifications. They want to be as independent and equal to all members of society.
 - Women with disabilities, proper exercise of their intelligence, social skills, and remaining social skills, can work under competitive conditions, and although the public is looking more favorably on people with disabilities in the labor market, however, women with disabilities integrate into the labor market hampered by the prevailing negative attitude of employers to persons with disabilities.
3. Women with disabilities, proper exercise of their intelligence, social skills, and remaining social skills, can work under competitive conditions, and although the public is looking more favorable on people with disabilities in the labor market, however, women with disabilities integrate into the labor Market hampered by the prevailing negative attitude of Employers to persons with disabilities.
 - Lithuania is improving the situation of women with disabilities, while Ukrainian women with disabilities are in a bad situation.
 - Ukrainian Labor Exchange and other authorities to help disabled people to employment, does not put enough emphasis on women with disabilities in employment, nor the Lithuanian Labor Exchange and other institutions.
 - Lithuanian and Ukrainian social workers concurred that women with disabilities to participate in community and public life, it is not enough to create the conditions for women with disabilities face a negative reaction from their disability.

- Provide support and enable women with disabilities who wish to pursue their business or establish a business in both Lithuania and Ukraine respondents deem necessary.
4. Although the Lithuanian law guarantees the right to work for all people, but in practice, women with disabilities these rates are not effective enough: the labor market situation is quite complicated, and employment opportunities are in fact low. Discrimination against persons with disabilities and women with disabilities in the event of multiple discrimination and still is one of the difficulties faced by disabled and who wishes to employ a person. Sometimes, in addition to the said disability discrimination of disabled women can still contribute and other forms of age, gender or ethical affiliation, the disabled women who make life even more complicated:
- *Age*: the changing economic situation, the decline in labor demand, increasing competition, rising qualification requirements, where there is a professional qualification is a basic condition for survival in the labor market, there is a woman in the disabled vocational skills acquisition or restoration problem. However, the majority of women with disabilities with a low professional qualification hesitate to education, a new and promising profession.
 - *Gender*: women with disabilities in employment are rarely enforced in accordance with the Equal Opportunities and other requirements. Women with disabilities face greater obstacles in accessing the labor market, but because they are more difficult to live a normal and independent life; because the work is not only a source of income, but also social inclusion tool to reach out to the broader public and to build a network of interpersonal relations.
 - *Ethnicity*: Roma stereotypical image most often associated with theft, fraud, drug trafficking, the unwillingness to work and integrate in society. Roma reinforces the negative image and the media in which they are usually associated with criminal activity. Roma women remain difficult and an unidentified because they are more vulnerable, dependent society formed image. Of all the nationalities of the Roma is by far the most negative image. Their reluctance to accept generally either as employers or as employees.
5. It can be said that the hypothesis was confirmed in part, that women with disabilities are one of the most socially excluded groups in society, which needs further attention and support, which means that, because of unfavorable psychosocial environment (discrimination, employers, public attitudes) and the lack of "human capital (education, disability, motivation) timely unresolved problems of the future perspectives for employment can increase.

Recommendations

- Republic of Lithuania, the legislative and executive authorities should take into account the proposals of international organizations to pay due attention to the situation of women with disabilities, needs and opportunities for integration for development.
- In order to overcome the disabilities of women "injustice" is not enough to state the decision an important role in this case played by society's attitude to women with disabilities. It must be developed and appropriate social education that both disabled, as well as the rest of society aware of the constitutional right of the disabled to develop and be educated. Through the media, local labor exchanges, training centers need to educate the public and employers about disabled women and their career prospects. Organize meetings, job interviews.
- It is important to strive for women with disabilities-friendly employment programs: promoting workplace flexibility (to allow work at home), provide flexible working hours and the opportunity to ensure the implementation of these programs.
- It must be disabled to encourage women to engage in private business, so it is necessary to ensure the support of business on favorable terms and to increase social and economic compensation.
- It is necessary to ensure the proper working with disabled women professionals in preparation, providing them with the necessary knowledge about different disabilities and communication with disabled women.
- For each of disabled women needed to understand that most of the process of integration in the labor market depends on its own motivations, attitudes and effort to participate in public life. It is therefore necessary to encourage their interest in vocational training to help adapt to the dynamic social, economic and technological changes that reduce exclusion from the labor market risks. In addition, it is necessary to adequately assess their capabilities and their use, the prospect of improvement and increase self-sufficiency, self-reliance, and responsibility for their position in the labor market.

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Edita Burškienė

SOCIALINIO DARBO GALIMYBĖS, SPRENDŽIANT NEĮGALIŲ MOTERŲ UŽIMTUMĄ: SITUACIJA IR PERSPEKTYVOS

Magistro studijų baigiamasis darbas

Santrauka

Magistro darbe atlikta *teorinė* lyginamoji neįgaliųjų užimtumo dokumentų (ES ir Lietuvos) analizė, pateiktos neįgaliųjų moterų lygiateisio dalyvavimo visuomenės gyvenime prielaidos ir atskleisti neįgaliųjų moterų užimtumo psichosocialiniai veiksniai.

Iškelta *hipotezė*, kad neįgalios moterys yra viena iš visuomenės socialinės atskirties grupių, kurioms būtinas papildomas dėmesys ir pagalba, tai reiškia, kad, dėl nepalankios psichosocialinės aplinkos (diskriminacijos, darbdavių, visuomenės nuostatos,) bei nepakankamo „žmogiškojo kapitalo“ (išsilavinimo, negalios, motyvacijos,) neįgalios moterys sunkiai integruojasi darbo rinkoje, laiku neišspęstos problemos užimtumo srityje ateityje gali didėti.

Anketinės *apklausos metodu* buvo atliktas tyrimas, kurio tikslas - identifikuoti neįgaliųjų moterų užimtumo situaciją Šiaurės Lietuvos ir Ukrainos Kijevo regionuose. Anketinėje apklausoje dalyvavo 64 Šiaurės Lietuvos ir 26 Ukrainos Kijevo regionų socialiniai darbuotojai. Kokybinio (*atvejo analizė*) metodu buvo atliekamas tyrimas - siekiantis atskleisti neįgaliųjų moterų užimtumo problemas. Tyrimui pasirinktos 4 neįgalios Lietuvos moterys.

Empirinėje dalyje nagrinėjama socialinio darbo galimybes, sprendžiant neįgaliųjų moterų užimtumą, situaciją ir perspektyvas.

Svarbiausios empirinio tyrimo išvados:

1. Lietuvoje neįgaliųjų moterų padėtis gerėja, tuo tarpu Ukrainos neįgaliųjų moterų padėtis bloga. Ukrainos darbo birža ir kitos institucijos, padedančios neįgaliesiems įsidarbinti, skiria nepakankamai dėmesio neįgaliųjų moterų užimtumui, nei Lietuvos darbo birža ir kitos institucijos. Lietuvos ir Ukrainos socialinių darbuotojų nuomonės sutapo, kad neįgaliesiems moterims dalyvauti bendruomenės ir visuomenės gyvenime, nėra pakankamai sudarytos sąlygos, nes neįgalios moterys susiduria su neigiamą aplinkinių reakciją į jų negalią. Teikti paramą ir sudaryti sąlygas neįgaliesiems moterims, norinčioms užsiimti savo verslu ar kurti įmonę tiek Lietuvos, tiek Ukrainos respondentų nuomonę reikalinga.
2. Neįgaliųjų diskriminacija, o neįgaliųjų moterų atveju dar ir daugialypė diskriminacija, yra vienas iš sunkumų, kuriuos patiria negalią turintis ir įsidarbinti norintis asmuo. Kartais greta minėtos negalios diskriminacijos neįgaliųjų moterų atžvilgiu dar gali prisidėti ir kitos formos: dėl amžiaus, lyties ar etinės priklausomybės, kas neįgaliųjų moterų gyvenimą padaro dar sudėtingesnį.
3. Galima teigti, kad hipotezė pasitvirtino iš dalies, jog neįgalios moterys yra viena iš visuomenės socialinės atskirties grupių, kurioms būtinas papildomas dėmesys ir pagalba, tai reiškia, kad, dėl nepalankios psichosocialinės aplinkos (diskriminacijos, darbdavių, visuomenės nuostatos,) bei nepakankamo „žmogiškojo kapitalo“ (išsilavinimo, negalios, motyvacijos,) laiku neišspęstos problemos užimtumo srityje ateityje gali didėti.

Raktiniai žodžiai: neįgalieji, socialinis darbas, užimtumas.

Appendices