



Place of action:

**Labour safety goods and labour
safety consultancy**

Storyteller:

Irma, owner of the company

Synopsis:

**Donatas, an employee with a
spina bifida meningocele, who
works as a marketing specialist**

Stable and loyal employees!

My family history

"The story is this. It all started with my family. I think that if it hadn't been for an accident in the family, I wouldn't have thought about employing Donatas here. Ten years ago, my mother ended up in a wheelchair because of doctors' mistake during a simple hip operation. Her leg was shortened. Maybe that situation five years ago pushed me to do something a little bit more generous. That's why I came up with the idea of employing a person with a disability."

Difficult search for a disabled person who wants to work

"I think the first challenge I encountered was that five years ago, when I was looking to employ someone with a disability, I couldn't find anyone who would be willing to work. I placed ads on various social networks, both on Facebook and LinkedIn. A lot of people wanted to work remotely, but my objective was to get someone to work in the office so that I could improve the conditions. I wanted to change the environment, to reorganise the office, to make the person visible and to encourage other employers to do the same. I searched for a suitable person for two or three years but couldn't find anyone."

Intermediaries are a key element in the employment of people with disabilities.

"I managed to find an employee for my company, and only after becoming friends with one of the vocational training centres in our city. This centre has suggested a candidate. So, it could be said, that's how one day we finally found that person."

We are now one strong team

"When I came up with the idea to take someone on, I wanted to help them, to get them out of the house into society and to work to a new position. Donatas wasn't replacing someone; a position was being created for him. He and me worked together as a team to decide what he could do. Will he be able to answer questions online, assist managers, and create translation certificates? And we need lots of certificates, declarations, translations of all kinds. It was he who choose to fill those roles. And it happened that in the two and a half years that he has been with us, he has now become a marketing specialist, taking care of the core functions of the marketers, managing the Facebook site, publishing articles and so on."

Reaching the hearts of other entrepreneurs through good example

"Donatas has been a new asset to our team. Together with him I attend various meetings to meet other entrepreneurs. We participate in various conferences and often say, if we could do this, why can't you? Is it so difficult or impossible? If we've succeeded, so will you."

“ My entire staff feels good,
there is more diversity.”



Inclusion simply makes great enterprises



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