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CONCEPTUALIZING WORK AND CAREER INCLUSION FOR PERSONS WITH DISABILITIES

This study addresses the ongoing gap between policy commitments and actual outcomes in the work and career inclusion of persons with disabilities. It examines how inclusion is conceptualised within international legal, policy, and organizational frameworks. The study approaches work and career inclusion as a public policy system shaped by rights-based guarantees, workplace accommodations, and organizational rationales. While international frameworks consistently recognise the right of persons with disabilities to access employment and pursue career development, these commitments remain largely normative. Career development is weakly reflected in national policy frameworks and organizational guidance, which continue to focus on labour market entry and employment retention. Overall, the study reveals a structural disconnect between policy frameworks and actual inclusion in practice. Through a conceptual analysis, the study aims to bridge this gap by rethinking the place of career development within existing inclusion frameworks.

Key words: *persons with disabilities, career, social policy, work and career inclusion*

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ECONOMIC RETURN AND EFFICIENCY ASSESSMENT IN CIRCULAR ECONOMY: A FRAMEWORK FOR EVALUATION

Assessing economic return and efficiency in the circular economy has become increasingly important as firms adopt circular solutions in response to resource scarcity, environmental constraints, and structural economic challenges. However, the economic outcomes of such initiatives remain insufficiently understood, as existing assessments largely rely on traditional financial indicators. This presentation proposes an evaluation framework for analyzing the economic return and efficiency of circular economy initiatives from an economic, rather than a financial, perspective. The framework delineates core principles and analytical guidelines for assessing economic efficiency through value creation and retention, resource productivity, and system-level performance of circular strategies, with an emphasis on non-monetary economic indicators such as material use efficiency, product lifetime extension, and value redistribution across value chains.
The framework contributes to existing literature by addressing methodological gaps and enabling structured assessment both before and after the implementation of circular economy initiatives.

Key words: *circular economy, economic return, efficiency*

Kaunas Faculty

ABSTRACT BOOK

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20th Prof Vladas Gronskas International Scientific Conference

Abstract Book

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Annotation

The “20th Prof. Vladas Gronskas International Scientific Conference” conference is an arena for cooperation and scholarly fellowship with young researchers and bachelor, master, and doctoral students from Lithuania and foreign countries. It is an arena for open discussion where young researchers can present and share their scientific insights. This conference encourages internationalization and closer cooperation between science and business. The conference keynote speakers – business representatives – provide participants with new insights and inspiration for further research. The main goal of this scientific gathering is to contribute to a reliable, safe, effective, and sustainable economy and business development. Encouraging entrepreneurship is a crucial condition for economic growth, and this puts forward a new approach to business, creativity, value creation, and innovation. It is precisely in this context that business and science should interact.

Key words: international conference, entrepreneurship, economy and business development

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