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ΠΕΡΙΦΕΡΕΙΑ ΚΡΗΤΗΣ
REGION OF CRETE

GOOD PRACTICES

Regseda: An example of a social
enterprise in Lithuania

07/2026



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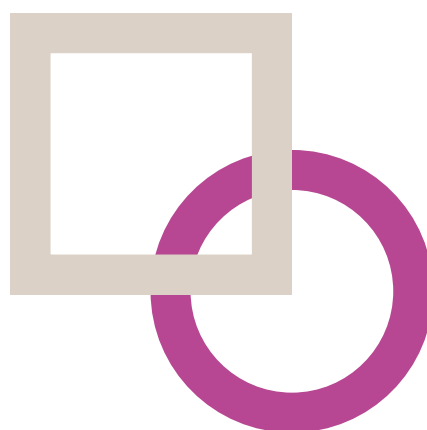


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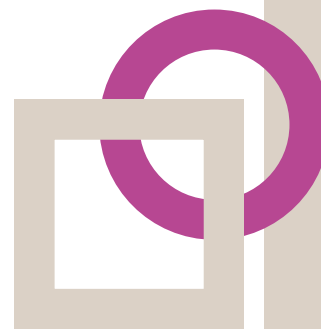
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Introduction



Regseda is a good example of a successful social enterprise, as it contributes substantially to the professional and social integration of people with disabilities. It is not limited to job creation, but offers opportunities for training, skill development and active participation of employees even in the management of the company. At the same time, it cultivates a supportive work environment that enhances cooperation, mutual support and social participation through cultural and social actions.

Furthermore, it reinvests all of its profits in initiatives that promote social integration and improve the quality of life of people with disabilities, which highlights its social orientation. Its steady growth path and its partnerships with large companies prove that a social enterprise can combine economic sustainability with the production of a substantial social impact.

How is it applied?

In Lithuania, people with disabilities often face significant difficulties in finding stable employment and participating equally in society. At the same time, the country has one of the highest rates in the European Union in terms of the risk of poverty and social exclusion of people with disabilities. It is within this social context that Regseda, **a social enterprise whose main purpose is to provide employment opportunities and social inclusion to people with disabilities, was created and developed.**

Regseda is located in Klaipeda, Lithuania, and has been operating since 1959. It was initially established as a factory that mainly employed people with visual impairments, with the aim of enabling them to gain economic independence and an active role in society. Unlike other similar enterprises of that period, Regseda was not owned by the state, but was **created by the community of people with disabilities itself.** After Lithuania's independence, Regseda was transformed into a limited liability company, with the Lithuanian Blind and Visually Impaired Association as its sole shareholder.



Today, Regseda is one of the most important social enterprises in the country and implements the model of social inclusion through work. Its main mission is to **create jobs** for people with different forms of disability, such as **visual, hearing and mobility impairments, as well as neurological and behavioural disorders**. The company is mainly active in the production of cardboard and packaging materials, while also providing services such as product assembly, sorting, warehousing, logistics and design of special packaging for businesses.

One of the most important features of Regseda is that it creates a working **environment adapted to the needs of its employees**. People with disabilities are not treated as employees with limitations, but as individuals with different abilities and potential. The company provides **education and training** so that employees can acquire new skills and be able to meet the demands of their work. At the same time, **cooperation** between employees is encouraged. For example, employees with hearing impairments can help to control tasks carried out by people with visual impairments, creating an environment of mutual support.

Regseda's offer is not limited to employment. The company **operates as a social connection and support space for people with disabilities**. It provides free facilities to the Lithuanian Blind and Visually Impaired Association, where **social, cultural and recreational** activities take place. In addition, it organizes activities for **children and young people with visual impairments**, such as summer camps, with the aim of boosting their self-confidence and helping them develop social skills. Through these activities, the company contributes to people with disabilities seeing themselves as **active and independent members of society**.

It is also worth noting that people with disabilities participate not only as employees but also in the **management** of the company. The board of directors consists of members of the Lithuanian Association of the Blind and Visually Impaired, while decisions on its development and operation are made with the participation of people who are directly familiar with the needs of this social group. In this way, Regseda strengthens the autonomy and active participation of people with disabilities.

Regarding the financial sustainability of Regseda, it relies on various sources of funding. A portion of the income comes from **state subsidies** for the employment of people with disabilities, which cover part of the cost of salaries and support services.



At the same time, the company generates revenue from the **sale of products and services** on the market, as well as from **partnerships** with other organizations and companies. **Cooperation** with public bodies and organizations, such as the National Labor Exchange of Lithuania, contributes to its stable operation.

An important role in the success of Regseda is also played by its partnerships with social actors, non-governmental and local organizations. Through these partnerships, its social action is strengthened and the opportunities for supporting people with disabilities are expanded.

Overall, Regseda is a successful example of a social enterprise, as it combines **economic activity** with a clear social goal. Through the provision of **employment, education, support for personal development** and the **participation** of people with disabilities themselves in the administration, it creates real opportunities for a more equal society.

Its example shows that social enterprises can be an important tool for combating exclusion and empowering vulnerable social groups.



Project summary



Scope

Work inclusion of people with disabilities



Country / Region

Lithuania, Klaipeda



Where is it applied?

Regseda is primarily aimed at people with disabilities, including individuals with visual, hearing and mobility impairments, and neurological disorders.



When did it applied?

Regseda began its operations in 1959.



Results

Regseda has shown significant progress in recent years, as its growth has led to a large increase in its human resources. In 2024, the number of its employees reached **191 people**, of which over **135 are people with disabilities**. At the same time, it has managed to develop partnerships with important companies both in Lithuania and abroad, such as IKEA. Its economic activity also shows positive results, as in 2024 its turnover reached **7.6 million euros**. Its growth has allowed the purchase of new equipment, the improvement of facilities and the creation of new jobs.

Moreover, despite the limitations arising from its legal form, as it cannot rely on donations or charitable support, Regseda has managed to create a stable and successful operating model. Its sustainability is based on its own business activity, state support and partnerships with organizations that support social inclusion.



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Its sustainability is based on its **own business activity, state support** and **partnerships** with organizations that support social inclusion. Its experience shows that a social enterprise can combine economic development with contribution to society.

Regseda's model can serve as a **model for other businesses** seeking to integrate people with disabilities into the workforce. However, its success is based on the company's long history, community support and significant incentives, such as tax exemption for the area where its facilities are located.

For all of the above reasons, Regseda has been included in the European Social Fund Plus (ESF+) **good practices** as an example of successful social entrepreneurship.



Information

See more about Regseda here: <https://regseda.lt/en/home/>



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