

Employment Policies toward Disabled Persons and its Potential Impacts on the Social Perception of Disability in Türkiye

Selahattin Aydin, Ph.D.

Istanbul Kent University
Istanbul/Türkiye

Abstract

Being involved in labour market is one of the key factors for disabled persons to eliminate the negative social perception they face in society. In recent 20 years, disability policies has been enhanced significantly in Türkiye, and the employment rate of disabled persons has been increasing by years. This upward trend is the result of some measures put into force by the government. For example, the quota rate was increased from 3% to 4% for public sector; the centralized employment examination used by state for recruitment was customized for disabled persons; the public workplaces were urged to fill their quota by employing additional number of disabled persons.

A great deal of research has appeared in the literature illustrating the positive effects of employment of disabled persons on elimination of negative perception and social construction of disability. This paper however argues that increasing the employment rate of disabled persons may not be sufficient measure to generate such positive impact; development of vocational competence and functionality of disabled staff at workplaces also must be considered.

Based on the theoretical foundations of social constructivist approaches, this paper aims to uncover the relation between employment policies and the social perception of disability in Turkish society. The content analysis and literature review methodology was used.

The findings suggest that lack of well-planned recruitment and adjustments to improve the efficiency of staff with disabilities have potentiality of solidifying the negative social perception of disability.

The paper concludes that making reasonable adjustments to improve the efficiency of staff with disabilities at workplaces must be part of the employment policies.

The findings are expected to provide insights for policy development.

Keywords: Disability Employment, Disability Policies, Social Perception of Disability.