

## **Stream Title: The work-life for People With Disabilities and Prejudice**

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Disability is a complex, evolving and multi-dimensional concept. Disabilities impact on people's lives in many areas, for example in terms of: mobility and the use of transport equipment; access to buildings; participation in education and training, the labour market and leisure pursuits; social contacts and economic independence. Many people with disabilities do not have equal access to employment opportunities. With the force of the United Nations Convention on the Rights of Persons with Disabilities (CRPD), disability is increasingly understood as a human rights issue. (Eurostat Statistics Introduced, 2015)

More than **1 billion** persons in the world have some form of disability. This corresponds to about **15%** of the world's population. Between **110-190 million** people have very significant difficulties in functioning. People with disabilities are more likely to be unemployed than non-disabled people. (World Health Organization, 2018)

**Having a disability places you in the world's largest minority group.**

This paper focuses on disability employment in Turkey and barriers which disabled people face in their business life but before looking at disability employment, it may be useful to recap some of the disability categories and number of disabled people who work and can't work.

In Turkey there is an obligation about disability employment. According to labour law; In private sector work places employing fifty or more employees within the boundaries of a province, employer must employ disabled persons, numbers of which cannot be less than the %3 of total employees. If not they have to pay judicial fine, which is now 3.251 TL. (İş ve Sosyal Güvenlik - Labour and Social Security, 2019), (Turkish Labor Law, 2015)

There are 10 million people with disabilities in Turkey and 2 million of them can work actively. Although there is a very high disabled employee potential, it is difficult to employ them because of prejudices and accessibility problems. Unfortunately, there is not enough information about this issue, there isn't enough awareness. There is improper contact with people with disabilities and just because of prejudices, it is thought that disabled people cannot work effectively. They can only be employed at junior positions like data entry, archive regulations, etc.

ES Career is the first and only disability employment consulting firm in Turkey. ES Career provides services only for recruitment, coaching - mentorship, education and social responsibilities projects to Turkey's and world's leading companies. ES Career ensures that suitable candidates are placed in appropriate positions. It executes one-the-one interviews with each of its candidates. During the interview ES Career learns the competencies of the candidate and their qualifications in the technical sense, it also contacts personally with candidates and gets information directly about their disability. After talking to the candidates, ES Career refer about the details of their disability and then send their CV's to related positions of related companies. The situation of disability should be conveyed in detail to the employer's side, so that the employer can position the person in the right place and that both parties will be able to provide sustainable employment in a comfortable and happy way.

After the interviews ES Career made with its HR experience, it sends CVs of the candidates as a report to the companies and provides details about the specific situation of the person in this report. We have been doing this for 3 years and we have achieved great successes because we broke the judgments about the employment of disabled people.

We cooperate with Turkey's and World's leading companies such as Danone, Siemens, Amazon, Pierre Fabre, H&M, Tuborg and Odeabank. ES Career has thousands of candidates, pursued interviews with them one-to-one and found appropriate jobs for hundreds of its candidates. So ES Career, is able to share its know-how, based on this challenging situation about disability employment, related to improvement and scope of the business life.

In this stream;

We will talk about how to treat disabled people (how can we include them, points that we should pay attention, etc.) to give them the courage and with our experience, we will share our knowledge about how to communicate with people with disabilities and how to keep up with the workplace.

Founder – Esra ODABAŞI– She is a disabled HR professional who worked in Turkey's leading companies about 10 years. 3 years ago, as a disabled employee; after experiencing difficulties in her business life she have decided to give some thought to this issue and founded her own company.

Potential research topics may include (but are not limited to):

1. What can be done to create a pool of disabled candidates? Where to find the right source?
2. What are the challenges that HR faces when seeking and addressing a disabled candidate? How can these challenges be overcome?
3. What should be done to create and increase awareness for common team culture.

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