Employment Services Towards Disabled In Turkey

Tokyo, November 2016
Legal Framework

- ILO Conventions
  - Convention No: 159 on Vocational Rehabilitation & Employment of Disabled
  - Agreement on Rights of Disabled

- Turkish Constitution
  - Working is the right and duty of every citizen
  - State takes measures for inclusion of Disabled

- Law on Disabled
  - Discrimination towards disabled is forbidden
  - State takes measures for employment, vocational guidance, training, career development, safe work place etc.
Main Reasons for Challenge

- Low vocational education levels
- Low qualification levels
- Prejudice of society towards disabled
- Negative attitude and prejudice of employers
- Lack of proper equipment at work places
- Health problems due to disability
- Transport and access problems to the work place
- Lack of self confidence
Employment Opportunities for Disabled in Turkey

- Employment of Disabled
  - Obligatory Quota System
  - Voluntary Employment
  - Remote Working (6/5/2016)
- Employment as Civil Servant
- Self Employment (Entrepreneurship)
- Public Work Schemes
- Sheltered Workplaces
- Incentive for Disabled
  - Insurance Premium Covered ~ 60$
Services Provided by İŞKUR

- Job and vocational counselling
- Vocational training courses
- On the job training program
- Entrepreneurship training and financial support
- Sheltered Workplace Grant Support
- Project support for adaptation to work and workplace
- Prioritized application for public works
- Job recruitment in public and private sector
- Unemployment insurance payment
### Indicators on Disabled Employment

#### Situation on Disabled Quota as of August 2016

<table>
<thead>
<tr>
<th>Sector</th>
<th>Number of Workplaces with 50+</th>
<th>Total Quota to be Filled</th>
<th>Number of Disabled Workers</th>
<th>Open Positions</th>
<th>Number of Disabled Workers in Addition to Quota</th>
</tr>
</thead>
<tbody>
<tr>
<td>Public</td>
<td>779</td>
<td>8010</td>
<td>9747</td>
<td>417</td>
<td>2.154</td>
</tr>
<tr>
<td>Private</td>
<td>17.495</td>
<td>100.576</td>
<td>84.726</td>
<td>22.425</td>
<td>6.575</td>
</tr>
<tr>
<td>TOTAL</td>
<td>18.274</td>
<td>108.586</td>
<td>94.473</td>
<td>22.842</td>
<td>8.729</td>
</tr>
</tbody>
</table>

*Source: İŞKUR*
Counselling services for disabled persons in the last decade:

<table>
<thead>
<tr>
<th>YEARS</th>
<th>NUMBER OF DISABLED COUNSELEE</th>
<th>NUMBER OF INTERVIEWS WITH DISABLED</th>
</tr>
</thead>
<tbody>
<tr>
<td>2007</td>
<td>103</td>
<td>135</td>
</tr>
<tr>
<td>2008</td>
<td>474</td>
<td>522</td>
</tr>
<tr>
<td>2009</td>
<td>470</td>
<td>495</td>
</tr>
<tr>
<td>2010</td>
<td>1,414</td>
<td>1,678</td>
</tr>
<tr>
<td>2011</td>
<td>10,249</td>
<td>12,311</td>
</tr>
<tr>
<td>2012</td>
<td>35,221</td>
<td>56,521</td>
</tr>
<tr>
<td>2013</td>
<td>60,558</td>
<td>109,048</td>
</tr>
<tr>
<td>2014</td>
<td>76,539</td>
<td>155,866</td>
</tr>
<tr>
<td>2015</td>
<td>79,572</td>
<td>169,408</td>
</tr>
<tr>
<td>2016*</td>
<td>65,343</td>
<td>129,256</td>
</tr>
</tbody>
</table>

*The period from January-September, 2016
Employment Process in Private Sector

1. Employer Demands Worker
2. İŞKUR Branch
3. Announcement
   - INTERNET
   - Other Tools
4. Finding candidate jobseekers
5. Meeting Interview Trial
6. HIRE
Employment Process in Public Sector (Highschool and above)

1. Employer Demands Worker
2. İŞKUR Branch
3. Announcement
4.インターネット & Other Tools
5. • Candidates with a grade
   • Prioritized Ones
   • 10 day for application
6. • Sorting According to Grade
   • Sorting According to Document Date
   • Sending a list of candidates in 5 days (3 X open positions)
7. Exam/Interview (Public Institution)
8. HIRE

Employment of Process - 2
Employment Process in Public Sector (Highschool and below)

1. Employer Demands Worker
2. İŞKUR Branch
3. Announcement
   - Internet & Other Tools
4. Applications (10 days)
5. A list of applicants sent to employer (5 days)
   - Either by draw,
     - (3 X vacant positions)
   - Or
   - Direct listing
6. Exam/Interview (Public Institution)
7. HIRE
Self Employment Grant
Support on Specific Projects Enabling Access of Disabled

Projects in favor of Disabled People
- Support technologies
- Access to the public
- Specific equipments
- Software towards disabled
- Instruments using braille alphabet
Protocol signed in 2015, Hearing Impaired Federation
Sign language training
In 24 provinces
360 JVCs

A new section in website «No Boundaries - İŞKUR»,
Sign language dictionary

New project in 2017 for custom made services, theoretical & practical trainings on:

- Communication technics with disabled persons,
- Legal amendments to be made in working life,
- Negotiation technics towards employers for employment of disabled persons.
To be implemented between 2016 & 2017

Aims to motivate job seekers: «there is always a job available for those who are willing to work»

The pilot study being implemented in 11 centers located in 7 different provinces

To increase self-confidence of jobseekers

To apply necessary process for directing people to vacant jobs.

It’s expected to provide quality services to persons with special needs.