



Employment of the Disabled and Ex-Convicts in the Context of Social Inclusion: The Case of Elazığ Municipality

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Abstract

People with disabilities and ex-convicts are disadvantaged groups. Disadvantaged individuals must grapple with both their disability and economic hardship. While economic hardship is a consequence of disadvantage, the lack of employment complicates the social integration of individuals with disabilities and ex-convicts. One of the primary causes of economic problems is employers' reluctance to employ individuals with disabilities and ex-convicts due to their disadvantages. As employers seek to maximize their benefits from their employees, they may view disadvantaged groups as a burden. Rather than the disadvantaged status of the disabled and ex-convicts, the attitudes and behaviors of people in social life and the workplace have a significant impact on their social integration. Individuals with disabilities and ex-convicts may face a number of challenges, particularly in the workplace, stemming from attitudes toward disadvantaged individuals or related to their own disadvantaged status. These challenges may include exclusion, mobbing, being mocked, being made to feel inadequate, exclusion from jobs, not being assigned work appropriate for their disability, inadequate physical conditions, and lack of flexible working hours. Despite policies developed to prevent these negative outcomes, employment of the disadvantaged has not reached desired levels. Employment of the disadvantaged is a necessity. Disadvantaged individuals who cannot access employment opportunities face double disadvantage, making their already difficult lives even more difficult. In this study, the employment policies implemented for individuals with disabilities and ex-convicts working in public institutions were evaluated, focusing on what can be done to enable the entry of the disabled and ex-convicts into the workforce. During interviews with researchers, their opinions on how to increase the employment of the disadvantaged were gathered. The research data was collected between January 3, 2025, and April 24, 2025, and the

interviews and literature review revealed that the employment of the disabled and ex-convicts in public institutions in Turkey remains solely within the framework of legal obligations.

Keywords

Disabled, Ex-Convicts, Disadvantaged Group, Social Inclusion, Social Policy

Citation

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