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RESEARCH ARTICLE

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SOCIAL CONDITIONS OF DISABLED INDIVIDUALS IN THE WORKING ENVIRONMENT FROM THE PERSPECTIVE OF OCCUPATIONAL HEALTH AND SAFETY AND SOCIAL SERVICES: ACCESSIBILITY, HEALTH AND SAFETY

İş Sağlığı ve Güvenliği ile Sosyal Hizmet Perspektifinden Engelli Bireylerin Çalışma Ortamındaki Sosyal Koşulları: Erişebilirlik, Sağlık ve Güvenlik

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ABSTRACT

One of the foremost factors that integrate individuals into both life and society is undeniably the realm of employment. When considering disabled individuals, the working environment not only becomes a social right but also emerges as a primary means of participation in social life. Regular employment in a structured job is a crucial step in social inclusion for disabled individuals. The social conditions of the work environment, along with occupational health and safety considerations, are imperative for achieving positive outcomes in employment. In the literature, the requirements for the adaptation of disabled individuals to the work environment are largely addressed within the scope of "vocational rehabilitation for the disabled." However, a holistic examination of the subject reveals that the adaptation of disabled individuals to the work environment, both physically and socially, transcends this concept and encompasses multidimensional aspects. This study employs a multidisciplinary approach, drawing on perspectives from social work and occupational health and safety, to assess the current state of adaptation of disabled individuals to the work environment in terms of health and safety. The research aims to identify the existing conditions and explore the challenges faced by disabled individuals in this regard, while also investigating potential solutions. Through the research findings, the challenges encountered by disabled individuals in terms of health, safety, and social adaptation in work environments have been categorized. The causes of these challenges have been identified, and recommendations for solutions have been proposed. This study contributes to the ongoing discourse on the integration of disabled individuals into the workforce by offering insights from both social work and occupational health and safety perspectives in a comprehensive and multidimensional manner.

Keywords: Disability, occupational health, occupational safety, social work, working life

ÖZET

Bireyi hayata ve topluma dahil eden en önemli olguların başında şüphesiz çalışma hayatı gelmektedir. Söz konusu olan engelli birey olduğunda çalışma hayatı bir sosyal hak olmasının yanı sıra adeta sosyal hayata katılımın başlıca aracı halini almaktadır. Engelli birey için düzenli bir işte istihdam edilmek sosyal içermenin en önemli basamağıdır. Çalışma ortamının sosyal koşulları ile iş sağlığı ve güvenliği bakımından elverişli olması, istihdamdan beklenen olumlu sonuçlar için şarttır. Literatürde engelli bireyin iş ortamına uyumu konusunda hedeflenen gerekliliklerin büyük oranda “engellilerin mesleki rehabilitasyonu” kapsamında ele alındığı görülmektedir. Oysa holistik bir yaklaşımla konu incelendiğinde, engelli bireyin fiziksel ve sosyal bakımdan iş ortamına uyumunun bu kavramı aşan çok boyutlu bir olgu olduğu görülmektedir. Bu çalışmada multidisipliner bir yaklaşımla sosyal hizmet ile iş sağlığı ve güvenliği perspektiflerinden yararlanılarak, engelli bireyin iş ortamıyla sağlık ve güvenlik uyumu konusunda mevcut durumun belirlenmesi ve engelli bireylerin bu konuda karşılaştığı sorunlar ve olası çözümler araştırılmıştır. Araştırma sonucunda engelli bireylerin sağlık, güvenlik ve sosyal bakımdan iş ortamlarında karşılaştıkları sorunlar kategorize edilmiş, nedenleri tespit edilerek çözüm önerilerinde bulunulmuştur.

Anahtar Kelimeler: Çalışma hayatı, engellilik, iş sağlığı, iş güvenliği, sosyal hizmet

INTRODUCTION

The integration of individuals with disabilities into the business world is of significant importance when evaluated from both occupational health and safety, as well as social service perspectives. Understanding the social conditions in the workplace for these individuals holds great importance. When considering the desirable healthy environment for individuals with disabilities in the workplace, it is generally understood in terms of the suitability of physical conditions. Therefore, the adaptation of individuals with disabilities to the workplace is also evaluated in the context of physical access and ergonomics. Physical access, for individuals with disabilities, is a multifaceted phenomenon that begins with transportation to the workplace and extends to the smooth accessibility during work, ensuring the capability to perform tasks outlined in the job description. The accessibility of work environments for individuals with disabilities is a key factor facilitating their participation in professional life. Steps such as the removal of physical barriers, organization of transportation, and the transformation of workplaces into disability-friendly environments are among the measures to be taken in terms of accessibility. This situation enables individuals with disabilities to easily access the workplace and perform their tasks effectively.

However, physical access alone is not sufficient for the adaptation of individuals with disabilities to the workplace and for ensuring a healthy work environment. The business environment constitutes a milieu where numerous psycho-social processes take place for every employee. Moreover, these psycho-social processes in the workplace not only limit themselves to the professional sphere but also indirectly impact the social life of the employee, including their family.

Occupational health and safety hold a distinct importance for individuals with disabilities in the work environment. The adjustment of workplaces to be suitable for individuals with disabilities and the implementation of special health and safety measures are crucial in this regard. Providing ergonomic adjustments tailored to the physical needs of individuals with disabilities and ensuring the availability of appropriate work equipment play an effective role in preventing occupational accidents. To en-

hance the effective participation of individuals with disabilities in the business world, it is essential to integrate perspectives of occupational health and safety with social service considerations. Accessible work environments, compliance with health and safety standards, and the active role of social services are among the elements supporting the successful inclusion of individuals with disabilities in work life. In light of these realities, this research focuses on the comprehensive and environmental perspective of social services regarding the adaptation of individuals with disabilities to the professional sphere. The study analyzes the challenges faced by individuals with disabilities in terms of occupational health and safety, grounded and framed within the necessary conceptual framework derived from existing literature within the defined scope of the research. Formun Üstü

CONCEPTUAL FRAMEWORK

Disability and Employment

At the forefront of the challenges related to employment for individuals with disabilities is the inability to find job opportunities. In this regard, there has been a growing focus on studies addressing the difficulties encountered by individuals with disabilities in the process of employment. Undoubtedly, the professional life represents a significant domain where individuals with disabilities actively participate in social life, experience productivity, step outside their own world, and, in short, achieve self-fulfillment both materially and spiritually (Şimşek and Altun, 2021). For the realization of these positive effects, the work environment must be equipped in terms of health, safety, and accessibility, providing social security, and being supportive in terms of social relationships. The recruitment processes for individuals with disabilities should be fair and based on equality. Employers should demonstrate sensitivity to discrimination when evaluating the talents and skills of individuals with disabilities. It is crucial for workplaces to be disability-friendly, meet accessibility standards, and make adjustments to meet the needs of disabled employees (Genç, 2015). Easy access to the workplace for individuals with disabilities and the adaptation of workspaces to accommodate disabilities encourage greater participation in the workforce.

In workplaces, providing training on disability issues to employees and creating awareness about working with individuals with disabilities are essential. This can contribute to fostering a better communication and collaboration environment within the workplace. Adaptation to work for disabled employees should be tailored to the needs of the workplace. For example, a workplace can enhance the efficiency of a disabled employee by providing suitable technological tools or making job adjustments.

In many countries, there are legal regulations aimed at promoting the employment of individuals with disabilities. Employers should be encouraged to hire individuals with disabilities by adhering to these regulations. The advancement of individuals with disabilities into leadership positions can enhance diversity in the business world, contributing to a more inclusive overall work environment.

Reducing societal perceptions and discrimination against individuals with disabilities can help provide greater equal opportunities in the workplace. The intersection of disability and employment encompasses a broad perspective, requiring solutions at various levels. Creating more inclusive work environments and fully unleashing the potential of individuals with disabilities is not only an ethical responsibility but also crucial for the sustainable success of the business world.

Disability and Legislation

Disability, in its most general definition, refers to the problematic situation an individual encounter in interacting with the environment due to impairments observed in the functions of sensory organs (Civan, 2017). In this definition, impairment signifies the constraint affecting an individual's ability to perform functions and tasks due to various factors occurring before birth, at birth, or after birth, while disability expresses the condition where losses are observed, either wholly or partially, in the functions of mental, physical, behavioral, or sensory organs due to impairments (Çitil and Üçüncü, 2018). The state of being disabled is a possibility for all individuals. One may be born with a disability, or during their regular life, they may become disabled due to accidents, illnesses, or other events. This possibility, on one hand, emphasizes the importance of the subject of disability and, on the other hand, indicates the precautions to be taken, improvements to be made, and policies to be implemented regarding the issue. Governments refer to the principle of equality through their efforts concerning citizens with disabilities. In our country, when looking at the legislation related to disability, it can be observed that a comprehensive approach is taken, and updates are made according to the needs of the time.

Limited progress in relation to individuals with disabilities can be observed from the proclamation of the Republic until the 1950s. In 1951, Law No. 5822 was enacted, regulating the transfer of the School for the Deaf-Mute and Blind in Izmir, which was under the Ministry of Health and Social Assistance, to the Ministry of National Education. This marked a departure from perceiving the upbringing of individuals with special needs as a health service. Additionally, the practice of having students with different types of disabilities studying in the same educational institution was discontinued (Official Gazette, 1951). The Law on Children in Need of Protection, which came into effect in 1957, aimed to address the deficiencies of Law No. 5387 issued in 1949 (Official Gazette, 1957). In 1961, Article 12 of Law No. 222 on Primary Education and Training was published, stating, "Despite being in the compulsory primary education age, children who are mentally, physically, emotionally, and socially disabled shall receive special education." This officially acknowledged special education within the Turkish National Education system, emphasizing that special education services would be provided by the state (Official Gazette, 1961). The 1961 Constitution, in Article 50, stipulates, "The State takes measures to make those who require special education due to their conditions beneficial to society." Thus, the education of individuals with disabilities was constitutionally guaranteed (Constitutional Court, 1961). The Regulation on Children in Need of Special Education, which came into effect in 1962 and

was subsequently updated in 1967, 1968, and 1975, outlines the definitions, classifications, disability groups, their percentages, the goals of special education, and the duties of personnel in special education institutions (Ministry of National Education, 1962). The Customs Law of 1972 stipulated that no customs duties would be imposed on machinery, equipment, and medicines to be used by individuals with special needs for diagnosis and treatment (Official Gazette, 1972). The Basic Law of National Education, Law No. 1739, introduced in Article 8, states, "...Special measures are taken to raise children in need of special education and protection." (Official Gazette, 1973). The Special Education Law, Law No. 2916, which came into effect in 1983, is the first and most comprehensive law directly related to special education. The Vocational Education Law, Law No. 3308, in Article 39, states, "The Ministry organizes preparatory special vocational courses for individuals in need of special education for tasks with validity in professional life. The interests, needs, and abilities of these individuals are taken into account in the organization and implementation of the courses." (Official Gazette, 1986). The first legislative text on disability rights in our country is Law No. 5378 on Disabled Persons. Enacted on July 1, 2005, and published in the Official Gazette No. 25868 on July 7, 2005, this law ensures legal protection for the rights of disabled individuals. The law contains various regulations with the aim of ensuring the full and effective participation of disabled individuals in social life. Regarding employment, it requires public institutions and private sector employers to allocate a specific workforce quota for disabled individuals (Official Gazette, 2005). As a result of all these legal regulations, certain rights have been granted to disabled individuals and their families in our country. These rights encompass not only the social life of disabled individuals but also their working life. Improvements made within the scope of occupational safety are protected by laws and regulations. According to Article 30 of the Labor Law No. 4857, which is still in effect and dated May 22, 2003, workplaces are obliged to employ disabled individuals (Official Gazette, 2003).

The employer's duty to protect and respect the personality of the employee is regulated in Article 417 of the Turkish Code of Obligations No. 6098. The article states: "The employer is obliged to protect and show respect for the personality of the employee and to establish an order in the workplace in accordance with the principles of honesty, especially to take necessary measures to prevent employees from experiencing psychological and sexual harassment and to prevent further harm to those who have experienced such harassment. The employer is also obliged to take all kinds of necessary measures for occupational health and safety in the workplace, ensure the availability of tools and equipment; and employees are obliged to comply with all precautions taken regarding occupational health and safety. The liability of the employer due to actions contrary to the above provisions, as well as actions contrary to the law and the contract, for the compensation of damages arising from the death of the employee, impairment of bodily integrity, or violation of personality rights is subject to the provisions of liability arising from the breach of the contract." (Official Gazette, 2011). Additionally, the issue is specifically regulated in Article 15 of the Occupational Health and Safety Law No. 6331, titled "Health Surveillance." The article stipulates the following:

The employer must ensure that employees are subjected to health surveillance, taking into account the health and safety risks they will be exposed to in the workplace.

The employer is obligated to ensure health examinations of employees in the following cases:

- At the commencement of employment.
- In case of a change in the job.
- Upon the return to work after absences from work due to work accidents, occupational diseases, or health reasons if requested.

During the course of employment, regularly at intervals determined by the Ministry according to the nature of the work and the danger class of the workplace.

Individuals working in jobs classified as hazardous and very hazardous cannot start working without a health report stating that they are suitable for the job.

Health reports required under this law are obtained from the workplace physician for workplaces with fewer than 50 employees and low-risk workplaces. They can also be obtained from public service providers or family physicians for low-risk workplaces with less than 50 employees. Objections to the reports are made to referee hospitals designated by the Ministry of Health, and the decisions are final. The costs arising from health surveillance and any additional costs are borne by the employer and cannot be reflected on the employee. Health information of the examined employee is kept confidential to protect their private life and reputation (Official Gazette, 2012).

As evident from the enacted regulations, the aim is to integrate individuals with disabilities into the workforce. The Regulation on Social Rights of Persons with Disabilities includes provisions related to the social rights of individuals with disabilities. It imposes an obligation on employers to allocate a specific workforce quota for individuals with disabilities and create disability-friendly environments in certain workplaces. The Regulation on the Employment of Disabled Civil Servants by the Presidency of State Personnel Administration introduces regulations regarding the recruitment of individuals with disabilities into the public sector. These programs, offering various incentives and support, aim to encourage employers to employ individuals with disabilities (Official Gazette, 2014). According to Article 50 of our Constitution, no one can be employed in jobs that do not suit their age, gender, or abilities. Minors, women, and those with physical or mental disabilities are specially protected in terms of working conditions. In accordance with the Occupational Health and Safety Law No. 6331, employers are obligated to consider the conditions of special groups requiring specific policies, such as young, elderly, disabled, pregnant, or breastfeeding workers, when conducting risk assessments. Upon examining the laws and regulations enacted in our country, it is observed that every step taken is directed towards the participation of individuals with disabilities in the workforce. Each regulation and improvement made under occupational safety for individuals with disabilities actually contrib-

utes to enhancing the quality of their social life, as a person with a disability who participates in the workforce tends to feel competent and positive in their social life.

Accessibility and Workplace Environment

Accessibility is a fundamental element to ensure that workplaces provide a safe and effective working environment for individuals with disabilities. The integration of individuals with disabilities into the workplace and their active participation in professional life should be considered not only in terms of physical access but also in terms of cognitive and emotional access. In this context, workplaces should encompass a series of measures that enable individuals with disabilities to perform their job tasks effectively. First and foremost, physical accessibility is crucial. Buildings, offices, and other workspaces should be disability-friendly to allow individuals with disabilities easy access to the workplace. Infrastructure adjustments such as accessible ramps, elevators, and wide corridors are essential elements to facilitate the easy access of disabled employees to the workplace. Additionally, technological accessibility should be taken into account. Computer systems, software, and other technological tools used in workplaces should be compatible with the use by individuals with disabilities. Technological solutions such as voice command systems, large font sizes, and screen readers contribute to the more effective performance of job tasks for individuals with cognitive and visual impairments. A safe working environment is a critical factor for individuals with disabilities to sustain their jobs in a healthy manner. Workplace safety policies, emergency plans, and training programs should include specific arrangements to ensure the safety of disabled employees. For instance, emergency exits, firefighting equipment, and other safety measures in the workplace should be designed for easy use by individuals with disabilities. Moreover, emotional accessibility for individuals with disabilities is also crucial. The work environment should support individuals with disabilities in interacting with colleagues, integrating into the team, and socially participating. This involves creating a culture in the workplace where diversity is accepted, implementing training programs, and adopting leadership approaches that are sensitive to the specific needs of disabled employees. Accessibility aims to create an enriched work environment not only physically but also cognitively and emotionally. Ensuring the full and effective participation of individuals with disabilities in professional life is possible not only through legal regulations but also through workplaces developing sensitivity to disability issues and actively taking measures.

Health & Safety and the Work Environment

The health and safety of individuals with disabilities in the workplace are of critical importance not only for the general working population but also for those with specific needs. In this context, health and safety standards in workplaces should be tailored to enable disabled employees to perform their job tasks and integrate effectively into the work environment. First and foremost, physical security measures should be addressed to ensure that disabled individuals can navigate the workplace safe-

ly. Emergency exits, firefighting equipment, and other emergency measures for disabled employees should be organized to meet their physical needs. Additionally, hazardous areas and equipment in the workplace should be specially evaluated to ensure the safe work of disabled individuals. Technological health and safety measures should also be taken into account. The equipment used by disabled individuals in performing their job tasks, especially in hazardous jobs, should comply with health and safety standards. This can be achieved through specially designed ergonomic equipment, audible warning systems, and other technological solutions. Moreover, computer systems and software in the workplace should be tailored to the specific needs of disabled individuals regarding their health and safety. Psychosocial health and safety, which plays a crucial role in working life, should not be overlooked. The stress, workload, and other psychosocial factors experienced by disabled individuals in the workplace should be considered in general health and safety policies. Support systems in workplaces should be specifically designed to enhance the emotional well-being of disabled employees and help them cope with work-related stress. Health and safety training in workplaces should be tailored to the specific needs of disabled individuals to raise awareness and promote safe working habits. Special training materials and methods for disabled employees can assist them in gaining awareness of health and safety issues and integrating this awareness into their daily work lives. Health and safety will support the success and participation of disabled individuals in the workplace not only through legal regulations but also through workplaces adopting a sensitive approach and implementing measures tailored to specific needs.

Social Inclusion and the Work Environment

Social inclusion encompasses the principles of diversity and inclusivity in the workplace, holding particular significance for individuals with disabilities. In workplaces, social inclusion aims not only for disabled employees to fulfill their job duties but also to integrate socially. In this context, the effective implementation of social inclusion strategies in workplaces can contribute to the greater success of disabled individuals in their professional lives. Firstly, it is crucial to foster a culture of diversity and inclusivity in workplaces. Recognizing the diverse abilities, experiences, and perspectives of disabled individuals, workplaces should embrace this diversity. This involves areas ranging from recruitment processes to the formulation of workplace policies. Ensuring fair assessment and selection processes for disabled individuals during the recruitment process is a significant step toward social inclusion. The use of accessible communication channels and materials is also critical for social inclusion. Documents, websites, and other communication tools designed to meet the communication needs of disabled individuals are essential to ensure equal access to information. Moreover, events and meetings organized in workplaces should be planned and executed to encourage the participation of disabled individuals. Opportunities for disabled individuals to advance into leadership positions constitute another crucial element of social inclusion strategies. Special programs and mentorship systems should be developed to support diversity in workplaces and to enable the career progression of disabled

individuals. This not only empowers disabled individuals in their professional lives but also serves as an inspiration for other employees to promote diversity and create an inclusive culture. Social inclusion strategies in workplaces should also be developed to strengthen the social relationships of disabled individuals. Awareness-building activities among employees can enhance social interaction and foster a culture of solidarity in the workplace. Organizing social activities that are sensitive to the specific needs of disabled individuals can provide opportunities for these individuals to express themselves more fully in the workplace. Social inclusion strategies should aim to integrate disabled individuals not only as a part of work life but also to make them feel socially accepted and supported in the workplace. The successful implementation of these strategies can contribute to the creation of an inclusive culture in workplaces and help disabled individuals fully realize their potential in their professional lives.

DISCUSSION AND CONCLUSION

Employees who experience work-related accidents or occupational diseases face various damages and hardships, even if they do not lose their lives. Despite receiving treatment, an employee may become disabled, spending their entire life with a certain degree of lost work capacity. Alternatively, if an employee becomes unable to work or find a job due to a work accident or occupational disease, they may have to spend the rest of their lives with a continuous disability income and/or disability pension that falls below their previous earnings. Research indicates that adolescents and young adults with disabilities faced numerous obstacles and discriminatory practices while seeking paid employment. The nature of these barriers varied based on age and the specific type of disability. Distinct types of barriers were identified between the two age groups, with teens and young adults experiencing both fewer and different challenges in the workplace. Additionally, various socio-demographic factors, including the severity and duration of the disability, level of education, gender, low income, geographic location, and household size, played a significant role in influencing the types of barriers and discriminatory experiences encountered by these young individuals in their pursuit of employment (Lindsay, 2011). These situations can have a significant impact not only on the individual employee but also on their families. In other words, the prevention of work accidents and occupational diseases has crucial sociological dimensions. Moreover, the economic contribution of preventing work accidents and/or occupational diseases by implementing occupational health and safety measures is substantial. Concerning disabled employees, what employers often hesitate about is the perceived additional cost of implementing occupational health and safety measures for this group. However, most of the precautions taken in the workplace will not impose an extra burden on the employer. Allocating a special computer, chair, or a designated space for a disabled worker should not be seen as insurmountable challenges. Employers do not need to conduct a separate risk assessment for each disabled worker. Reviewing whether the findings and measures taken within the existing risk assessment include disabled workers and, if necessary, taking additional measures for disabled workers will prevent time

and effort loss. According to studies, the entry of disabled individuals into the workforce provides spiritual satisfaction, a sense of self-sufficiency, and contributes to their treatments, especially for those with psychiatric illnesses. However, it is noted that the likelihood of unemployment for disabled individuals is three times higher than that of non-disabled individuals. Individuals with disabilities encounter challenges during the integration phase of employment. McKinney and Swartz (2021), aimed to explore the experiences of people with disabilities concerning various aspects of the job application process, including forms and advertisements, interviews, confidentiality, disclosure of disability, as well as medical and psychometric testing. Qualitative data on these barriers were gathered through semi-structured interviews with 72 individuals with diverse disabilities in South Africa. The findings revealed that, despite progressive legislation, people with disabilities face obstacles during the integration phase of employment. To mitigate these challenges, it is crucial to ensure that job advertisements, application forms, interview venues, and questions are accessible and suitable for individuals with disabilities. Employers may be reluctant to employ disabled individuals due to the perceived additional costs compared to healthy individuals or the fear that disabled individuals may experience work accidents. Therefore, assessing the risk factors of disabled workers to determine why they are considered among special risk groups and identifying which measures can be taken under occupational health and safety is accurate. Another risk factor for disabled individuals, particularly regarding their employment methods, is evident. Most disabled employees are employed at low wages, either in jobs that do not require qualifications or through part-time employment contracts. This often results in the disabled employee having little say in their work, performing monotonous and repetitive tasks, and lacking the ability to determine working hours and rest intervals. Frequently, employers assert that they have a limited number of disabled employees due to existing staff members being hesitant to disclose their impairments. Additionally, employers cite challenges in identifying and recruiting disabled individuals who are eager to join the workforce (Olsen, 2022).

In conclusion, addressing the sociological dimensions of work accidents and occupational diseases is crucial. It is imperative to recognize that preventing these incidents not only safeguards the well-being of the individual workers but also contributes significantly to the economy. Overcoming the hesitation of employers regarding the employment of disabled individuals requires a comprehensive understanding of the associated risks and the implementation of measures that foster an inclusive and supportive work environment.

Therefore, whether employed in jobs that do not require qualifications or under part-time employment contracts, there is a negative impact on the occupational health and safety of disabled workers in both scenarios. Another risk factor for disabled employees is the decrease in their temporary or permanent work capacity when they return to work after recovering from an accident or a prolonged illness period (whether work-related or not). Especially in some mental and neurological illnesses, the illness may not meet the necessary criteria for recognition as a disability in national social security

systems. Despite a decrease in the work capacity of employees, they are still expected to perform at the same level and efficiency as before. The comprehensive list of barriers is much broader and encompasses significant factors such as challenges with supervisors or leadership, workplace conflicts, and organizational culture and climate (Vornholt et al, 2018). The high level of expectations placed on them exposes employees to greater risks in terms of occupational health and safety. There are measurable and immeasurable costs associated with the outcomes of work accidents and occupational diseases. While the impact on social security expenses or production is directly measurable, the economic cost of socially excluded employees who have significantly lost their earning capacity in their professions and are trying to sustain their “existence” informally is not clearly measurable. Therefore, the numerical dimension of these costs can only be estimated. According to Briggs (1961), a social state aims to achieve three fundamental dimensions. Firstly, it aims to provide individuals with a minimum income guarantee regardless of whether they work or not. Secondly, it aims to reduce the insecurity caused by social conditions such as illness, old age, and unemployment that put individuals at a disadvantage in society. Thirdly, it aims to ensure that all individuals can benefit equally from the social services provided by the state without any discrimination. In this context, the situations of disabled individuals regarding both employment and occupational health and safety need to be reconsidered, and macro policies and related control mechanisms need to be established. These policies should be supported by reliable statistical data. In addition, guidance activities for both disabled individuals and employers need to be increased. The fact that disability is a social issue should be considered, and various segments of society should be involved in proposing solutions. Therefore, the goal should not only be the inclusion of disabled individuals in employment but also ensuring their continuity in employment by enabling them to work in a healthy and safe environment. In this regard, workplace social service practices should manage the function of empowering personnel along with occupational health and safety practices to instill internal motivation in disabled employees, enhance their levels of success, and provide them with access to the resources they need. The successful employment of persons with disabilities turns into an increasingly relevant topic for organizations around the world (Schloemer et al, 2022) . It should also be remembered that the better the quality of life of a disabled individual outside of their working life, the more it will reflect in their work style and directly affect the working environment. At this point, it is believed that the functionality of workplace social service practices will be achieved by supporting the resolution of the problems encountered by disabled individuals in the social systems of their social environment and ensuring access to the necessary services. One of the most crucial factors that integrate an individual into life and society is undoubtedly working life. When it comes to disabled individuals, working life becomes not only a social right but also the primary means of participating in social life. Being employed in a regular job is a crucial step in social inclusion for disabled individuals. The favorable social conditions of the working environment, as well as occupational health and safety, are prerequisites for the positive outcomes expected from employment. It is believed that the fulfillment of these prerequisites will be possible through the collaboration of all stakeholders involved in the subject.

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