

**COMPARISON OF DISABLED EMPLOYEES' SOCIAL LIVES AND
WORKING CONDITIONS: A SOCIOLOGICAL RESEARCH ON
ITALIAN AND TURKISH SAMPLE**

**ENGELLİ ÇALIŞANLARIN SOSYAL HAYATLARI VE ÇALIŞMA ŞARTLARININ
KARŞILAŞTIRILMASI: İTALYAN VE TÜRK ÖRNEKLEMLERİ ÜZERİNE
SOSYOLOJİK BİR ARAŞTIRMA**

**СРАВНЕНИЯ СОЦИАЛЬНОЙ ЖИЗНИ И УСЛОВИЙ ТРУДА РАБОТНИКОВ-
ИНВАЛИДОВ: СОЦИОЛОГИЧЕСКОЕ ИССЛЕДОВАНИЕ НА ВЫБОРКЕ ИЗ
ЖИЗНИ ИТАЛЬЯНСКИХ И ТУРЕЦКИХ ГРАЖДАН**

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ABSTRACT

"Social Life and Working Conditions Questionnaire" was developed for this research. The data which were gained by "Social Life and Working Conditions Questionnaire" helped us to be informed about the objective life conditions of disabled people, whereas they do not give any information about how these conditions can be changed in this study, because the features of the questionnaire were developed only to determine the current situation of disabled people.

Key Words:

Disability, Social Life, Working Conditions, Italy, Turkey

ÖZET

"Sosyal Yaşam ve Çalışma Koşulları Anketi" bu araştırma için geliştirilmiştir. "Sosyal Yaşam ve Çalışma Koşulları Anketi" vasıtasıyla toplanan veriler engellilerin yaşam koşulları hakkında objektif bilgi verirken, bu koşulların nasıl değiştirilebileceğine ilişkin bilgi vermemiştir, çünkü bu anket sadece engellilerin mevcut durumlarını belirlemek için geliştirilmiştir.

Anahtar Kelimeler:

Engellilik, sosyal yaşam, çalışma koşulları, İtalya, Türkiye

РЕЗЮМЕ

«Социальное условия жизни и труда обзор» были разработаны для данного исследования на основе собранных сведений об условиях жизни и трудовой деятельности работников-инвалидов из Турции и Италии. В то время, когда нет достаточной объективной информации об условиях жизни людей с ограниченными возможностями, трудно определить условия, которые бы изменили жизнь этих людей. Этот вопросник был разработан для определения текущей ситуации, потому что только люди с ограниченными возможностями могут дать объективную информацию.

Ключевые Слова:

Инвалидность, общественная жизнь, условия труда, Италия, Турция

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Introduction

Disability is a concept which includes social disadvantages created by damages at physical functions (Heiden 1996; quoted. Tufan & Arun 2006: 6-7). Researches provide that disabled people are subject of large number of social disadvantages (Tufan & Arun 2006: 8). Social inequalities which are caused by social disadvantages made disabled people one of the marginal groups of the society (Hradil 1999: 39).

The analysis determined that even family members are not sensitive to disabled members. Moreover they also pointed out that this insensitiveness is diffused throughout the society, but this situation is seemed to be only a threat nowadays. International researches show that social sensitiveness to disabled people increases when number of people who gain information about disability proliferated and positive changes in attitudes and thoughts towards disabled people take place (Baucke et al. 1987; quoted. Tufan & Arun 2006: 11).

The current situation of the disabled people can be defined as "social disaster". Their educational level is low and poverty is common among them. Lots of them are isolated from society and it was determined that they can not benefit from the health services which are critical for them. The will for helping to disabled people is sufficient however it is not enough. This situation requires new initiative practices. It is critical that a robust theoretical structure should be created in order to make satisfactory solutions against disability problem. However the applications which are based to theories can be experienced. Besides qualified individuals should be in charge in application fields. There is a need for new enterprises at educating and teaching fields in order to terminate the gap of qualified staff. It will be suitable if service network is designed according to regional situations and cultural structure. Moreover fulfillment of disabled people and their families in subject of information needs will prevent the investments which are done to this field (Tufan & Arun 2006: 22).

Behaviors Towards Disabled People

The social policies towards disabled people should have feature of integrating with people who are not disabled. Analysis showed that disabled and people who are not disabled live at different places of the same community. Thus, it will be safer if new strategies which emphasize the common features of both groups are made (Miles-Paul & Frehse 1994: 20). However disabled people still face with social exclusion and discrimination nowadays. Some researches showed that disabled people go on facing with discrimination at social level. A very huge number of disabled people face with problems like discrimination because personal and common endeavors are very far away to willed developments. It can be said that the communities' source of the problems with disabled people lies beneath discrimination of gender and

race which take place in individual and institutional applications (Oliver 1990: 56). However being disabled should not be reason for discrimination. According to information above the aim of struggle against the problems which disabled people face is to fix the social discrimination which makes people who have some disabilities disabled by terminating it and to make the disabled people more stronger against the prejudice of community, hence this situation provide that disabled people will participate to social life by having efficacy in the field of social policy and social application (Ergün 2005: 381).

Although there is such facility for disabled people, individuals have some negative sociological and social psychological behaviors towards disabled people. Labeling, one of these behaviors, is a process in which disabled people face with embarrassing attitude (Goffman 1965: quoted: Ergün 2005: 378). The other behavior is marginalization. Marginalization is process in which individual stays aout of the social life. This situaiton rejects disabled people effectivly from rights such as citizenship, sources, education, employment, etc. (Williams 1998; quoted: Ergün 2005: 383). Marginalized individual is excluded from administrative and ecomonic mechanism of the social life and the authority on his/her own life is taken. Both labeling and marginalization push people who have disabilities out social life and made them disabled. The important difference between two is; labeling has a personal and informal structure which takes place naturally in family, peer groups, neighbourhood and colleague groups (Michener & Delamater 1999: 45).

Marginalization takes place in secondary, insincere and formal relationships which are formal and unnatural such as bureaucracy (Michener & Delamater 1999: 66). Moreover marginalization projects the individual's administrative and economical relationship in the society which he/she lives. That's why people who are talented are rejected because of thair disability (Hunt 1998: 15). The formation of a life which is possibly normal connects with terminating the physical and social barriers (Thimm et. al. 1985: 87; Nirje 1994: 20; Wohlhuter 1995: 18; Hahn 1994: 82). This formation is not provided only by institutional services. It is more likely to provide a strong theoretical basement and to educate scientists who can come together and make common studies. Every country has her own potantials. But it is critical that these potantials should come together at the subject of cooperation of interdisciplinary relations. Participation of disabled people to social life is connected with sustainability of their independent life. If this is so. the disabled people who can help ownself will increase The aim of the helps and services is not making disabled people to be dependent to institutions and other people. The aim is to give chance to them to reach the position of taking responsibility about all the situations they can experience.

An approach which accepts disabled people equal in opportunity of education, employment, nutrition, law rights fields should be constituted.

Because being disabled does not mean losing social capabilities and disabled people are not insufficient people who can not fit to normal life conditions. Disabled people face with negative attitudes and behaviors in their own communities even though their integration to social life should be provided. Although the countries' development levels are different, attitudes and behaviors towards disabled people have similarities. Economic, social and political structure deficiencies, lack of information of societies, wrong approaches, negative attitudes, discrimination and insufficiency of physical environment are the barriers which disabled people usually face with (Ergün 2005: 387). The one of the obstacles which disabled people face is the attitudes which create barriers for disabled people in order not to become productive persons of the community. These obstacles play a great role for disabled people not having a job or to be employed. Thus a job does not only provide money for living but also determines the status of the disabled people in the community.

One of the fundamental proposition which our research took into consideration is that people do not have common features at physical, mental and emotional levels. There are two choices to make because inequalities are contingent: one of them is to reduce the natural inequalities by using social endeavours the other is to give award people according to their unequal qualities. While traditional enlightenment thought underlines that individual is public, active and rational, it evaluates individual as natural actors of the society. However individuals are known with their identity. Nowadays social theories started to show thinking paths which intensively emphasize individuals by criticising modernity and society concept.

Individual was sacrificed for rationalization or purified from humanity values. While identity is being divided into different groups and classes by using role, social status, norm and meaning: individuals experience commodification according to their intellectual features. For that reason there are negative attitudes towards disabled people in the past. These negative attitudes are old as human history. For instance disabled people were destroyed because of these negative perceptions and judgments in old times (Henderson & Bryan 1997: 47). However in today's societies there is a common prejudice that disabled people are not able to have their responsibilities and are not able to fix them. This situation is an obstacle for disabled people to solve own problems and to become independent individual in the society. In reality obstacle itself does not make individual disabled but the response of the society towards disabled people. Besides such a social response is the reason which rejects the independence of disabled people. As a result of this situation there will be a social injustice against disabled people (Oliver 1990: 21). It can be said that all the negative attitudes and judgments which disabled people face with are the results of not being able to

communicate with disabled people by non-disabled people. The very first reasons are; not having close relationships with disabled people, not knowing how to create relationships with them, not having realist and scientific knowledge about them, not knowing how to deal with problems of a disabled person and lack of supporter services. But against all odds it is possible to change the negative attitudes and judgments against disabled people by reducing the problems which are based the reasons mentioned above (Yıldırım & Dökmen 2004: 185).

As a result there are some regulations in order to reduce the negative attitudes and judgments against disabled people who are deprived from a lot of social rights because of their physical, mental and emotional differences, social policy applications and lack of regulation. For instance there is positive discrimination in working places in order to make useful the environment for disabled people and there are some criteria in applications to the job etc. According to these regulations employers do not discriminate their disabled employees. There are some duties for employers for example they have to organize the working place for disabled employees and the job they do have to fit to their disability. However there are still discrimination problems in working life of the disabled people. (Ergün 2005: 379). It can be seen that there is path which takes the situation of the disabled people serious, tries to respect the rights of them and this path does not evaluate individual's physical and mental barriers as primary problems. This point of view creates new paradigms towards disability policies and their solutions.

Methodology

Universe and Sample

The universe of this study is disabled people in Ceyhan district and Payas municipality in Adana province in Turkey and in Veroli municipality in Rome province in Italy. We took a sample by using simple random sampling method because it was hard to reach all of the universe. According to this approach 20 from Turkey and 20 from Italy total 40 working disabled clerks and workers from Ceyhan district and Payas municipality and Veroli municipality as scope of this study. This approach gave advantage for lack of time because it was easier to reach the scope than the universe. When working disabled people in Turkish sample who work at Adana Province Ceyhan district and Payas municipality were examined, it was seen that all the working disabled people were male. When working disabled people in Italian sample who work at Rome province Veroli municipality were examined, it was seen that 14 of the working disabled people were male and 6 of the working disabled people were female.

Collecting the Data and Procedures

This research was carried out in Turkey and Italy in order to gather data about disabled employees' social life and working conditions. A sociological research and analysis were made with the data gathered. "Working Conditions and Social Life Questionnaire" was used to collect the data which are necessary for the study. This questionnaire was developed for working disabled people. While developing the questionnaire the situations which disabled people can be faced in their social life and working place were determined. These situations were turned into propositions which disabled people can face in their social life and their working places. Design model was made by taking these proposition items as basement. The design of the questionnaire was presented to specialist university lecturers to be examined. At the end of these examinations the questionnaire was reorganized according to corrections of the specialist university lecturers. Reorganized questionnaire was conducted to working disabled people who were not in the working sample in order to make the reliability analysis. Data which were taken from the reliability analysis were entered to computer and the reliability provided test again test approach.

Analysing the Data

The data which were collected by "Working Conditions and Social Life Questionnaire" were examined one by one and the questionnaires which were filled in a wrong way were not filled properly were ignored. The proper questionnaires were numbered and all the data were entered to computer. Analysis of the collected data was made by using MS Office Excell. Frequency distributions were used as statistical method.

Findings

There are differences according to both countries (Turkey-Italy) when the gender distribution of working disabled people included in the research. When working disabled people in Turkish sample who work at Adana Province Ceyhan district and Payas municipality were examined, it was seen that all the working disabled people were male. When working disabled people in Italian sample who work at Rome province Veroli municipality were examined, it was seen that 14 of the working disabled people were male and 6 of the working disabled people were female. If this situation is observed socially, male working disabled people are preferred or female disabled people are not eager to work.

Table 1. The Disability Type Distribution of Working Disabled People Included In the Research

Countries	DISABILITY TYPE		Total
	Physical	Vision	
Turkey	12	8	20
Italy	4	16	20
Total	16	24	40

There are differences according to both countries (Turkey-Italy) when the disability type distribution of working disabled people included in the research was examined in Table 1. When working disabled people in Turkish sample who work at Adana Province Ceyhan district and Payas municipality were examined according to disability type, it was seen that 12 of the disabled people have physical disability whereas, 8 of them have vision disability. When working disabled people in Italian sample who work at Rome province Veroli municipality were examined according to disability type, it was seen that while 4 of the working disabled people have physical and 16 of the working disabled people have vision disability. When we examine these findings working disabled people who have vision disability are eager to work in Italy than in Turkey.

There are differences according to both countries (Turkey-Italy) when "disability from birth or not" distribution of working disabled people included in the research. When working disabled people in Turkish sample who work at Adana Province Ceyhan district and Payas municipality were examined according to "disability from birth or not" distribution, it was seen that while 6 of the disabled people have disability from birth, 14 of them have disability not from birth. When working disabled people in Italian sample who work at Rome province Veroli municipality were examined according to 'disability from birth or not' distribution, it was seen that 14 of the disabled people have disability from birth, whereas 6 of them have disability not from birth. If this situation is examined, it can be seen that Turkish disabled people experience insufficient health care services after birth.

Table 2. The Disability Reason Distribution of Working Disabled People Included in the Research

Countries	DISABILITY REASON			Total
	Accident	Illness	Other	
Turkey	5	9	6	20
Italy	1	4	15	20
Total	6	13	21	40

There are differences according to both countries (Turkey-Italy) when the disability reason distribution of working disabled people included in the research was examined in Table 2. When working disabled people in Turkish sample who work at Adana Province Ceyhan district and Payas municipality

were examined according to disability reason distribution, it was seen that 5 of the disabled people have disability because of an accident. 9 of them have disability because of an illness, 6 of them have disability because of other reasons. When working disabled people in Italian sample who work at Rome province Veroli municipality were examined according to disability reason distribution, it was seen that 1 of the disabled people has disability because of an accident, 4 of them have disability because of an illness and 15 of them have disability because of other reasons. If this situation is examined, it can be seen that Turkish disabled people experience insufficient health care services after birth. If we examine the Turkish sample, it can be seen that disabled people were affected from illnesses than Italian sample. Because the health care services are more developed in Italy. Also it can be seen that Italian disabled people have disability because of an accident and other reasons.

The education level distribution of working disabled people included in the research. When working disabled people in Turkish sample who work at Adana Province Ceyhan district and Payas municipality were examined according to education level distribution, it was seen that 8 of the disabled people graduated from elementary school, 1 of them graduated from intermediate secondary school, 8 of them graduated from high school. 1 of them graduated from vocational school and 2 of them graduated from university. When working disabled people in Italian sample who work at Rome province Veroli municipality were examined according to education level distribution, it was seen that 5 of the disabled people graduated from elementary school, 3 of them graduated from intermediate secondary school, 2 of them graduated from high school. 3 one of them graduated from vocational school and 3 of them graduated from university and 4 of them have post-graduate degree. It can easily be seen that the Turkish sample mostly graduated from elementary school and high school whereas Italian sample has graduations from all levels of education and their education level seems to be higher than Turkish sample.

There are differences according to both countries (Turkey-Italy) when giving birth distribution of working disabled people included in the research. When working disabled people in Turkish sample who work at Adana Province Ceyhan district and Payas municipality were examined according to giving birth distribution. it v/as seen that while 19 of the disabled people have child, only 1 of them does not have child. When working disabled people in Italian sample who work at Rome province Veroli municipality were examined according to giving birth distribution, it was seen that 10 of the disabled people have child, whereas 10 of them do not have child. The reason of the difference can be because of the social differenecees between two countries.

Table 3. The Distribution According to Physical Conditions of the Working Place Situation

Countries	PHYSICAL CONDITIONS		Total
	Yes	No	
Turkey	17	3	20
Italy	20	0	20
Total	37	3	40

There are similarities according to both countries (Turkey-Italy) when physical conditions of the working place distribution of working disabled people included in the research was examined in Table 3. When working disabled people in Turkish sample who work at Adana Province Ceyhan district and Payas municipality were examined according to physical conditions of the working place, it was seen that 17 of the disabled people think that physical conditions of the working place are good, whereas 3 of them think that physical conditions are not good. When working disabled people in Italian sample who work at Rome province Veroli municipality were examined according to physical conditions of the working place distribution, it was seen that all of the working disabled people think that physical conditions are good.

There are similarities according to both countries (Turkey-Italy) when special vocational skills distribution of working disabled people included in the research. When working disabled people in Turkish sample who work at Adana Province Ceyhan district and Payas municipality were examined according to special vocational skills, it was seen that 6 of the disabled people have special vocational skills, whereas 14 of them do not have special vocational skills. When working disabled people in Italian sample who work at Rome province Veroli municipality were examined according to special vocational skills distribution it was seen that 15 of the working disabled people have special vocational skills, whereas 5 of them do not have special vocational skills. The processes of gaining special vocational skills are different in two countries. It can be said that this process is more developed in Italy than in Turkey.

Table 4. The Distribution of In-Service Education Situation

Countries	IN-SERVICE EDUCATION		Total
	Yes	No	
Turkey	7	13	20
Italy	16	4	20
Total	23	17	40

There are similarities according to both countries (Turkey-Italy) when in-service education distribution of working disabled people included in the research was examined in Table 4. When working disabled people in Turkish

sample who work at Adana Province Ceyhan district and Payas municipality were examined according to in-service education situation, it was seen that 7 of the disabled people have in-service education, whereas 13 of them do not have in-service education. When working disabled people in Italian sample who work at Rome province Veroli municipality were examined according to in-service education situation distribution, it was seen that 16 of the working disabled people have in-service education, whereas 4 of them do not have in-service education. The processes of gaining special vocational skills are different in two countries. It can be said that institutionalization of educational activities in Italy is more developed than in Turkey.

There are differences according to both countries (Turkey-Italy) when answers to some phrases distribution of working disabled people included in the research. When working disabled people in Turkish sample who work at Adana Province Ceyhan district and Payas municipality were examined according to answers to some phrases, it was seen that 15 of the disabled people said that whatever is my income I try my best. When working disabled people in Italian sample who work at Rome province Veroli municipality were examined according to answers to some phrases distribution it was seen that 12 of the working disabled people said that I like my job but I do not give permission to manage my life. There are cultural differences between two countries that's why two samples gave different answers to the phrases.

There are similarities according to both countries (Turkey-Italy) when providing facilities of the working place distribution of working disabled people included in the research. When working disabled people in Turkish sample who work at Adana Province Ceyhan district and Payas municipality were examined according to providing facilities of the working place, it was seen that 10 of the disabled people said that we want more appreciation. When working disabled people in Italian sample who work at Rome province Veroli municipality were examined according to providing facilities of the working place distribution, it was seen that 11 of the working disabled people said that we want more appreciation.

There are similarities according to both countries (Turkey-Italy) when difficulties in every day life distribution of working disabled people included in the research. When working disabled people in Turkish sample who work at Adana Province Ceyhan district and Payas municipality were examined according to difficulties in every day life, it was seen that 6 of the disabled people said that I cannot participate to social and cultural activities, whereas 5 of them said that society does not know how to help me. When working disabled people in Italian sample who work at Rome province Veroli municipality were examined according to difficulties in every day life distribution, it was seen that 8 of the working disabled people said that I cannot

go out public places and areas, whereas 4 of them said that there are insufficient public facilities Disabled people in Turkey complained about social needs and disabled people in Italy complained about environmental needs.

Table 5: Thoughts of Working Disabled People Included in the Research about Media's Attitudes Towards Disability Problems

Countries	MEDIA		Total
	Yes	No	
Turkey	0	20	20
Italy	11	9	20
Total	11	29	40

There are different answers given by both samples when we observe the Table 5 of media's attitudes towards disability problems. All of Turkish sample think that media are not interested in disability problems. But when we observe Italian sample the results are different. While 11 of the working disabled people included in the research think that media are interested in disability problems. 9 of them think that media are not interested in disability problems. According to Turkish respondents media are insensitive to problems of disabled people in social and working life but Italian respondents are not hopeless as Turkish respondents.

Table 6: The Distribution of Working Disabled People's Thoughts Included in the Research About Media Exploitation

Countries	MEDIA EXPLOITATION		Total
	Yes	No	
Turkey	18	2	20
Italy	7	13	20
Total	25	15	40

There are different answers given by both samples when we observe the Table 6 of media's exploitation towards disability problems. 18 of Turkish sample think that media exploit disability problems. Only 2 of them do not think in the same way. But when we observe Italian sample the results are different While 7 of the working disabled people included in the research think that media exploit disability problems, 13 of them think that media do not exploit disability problems. According to Turkish respondents media are insensitive to problems of disabled people in social and working life but Italian respondents are not hopeless as Turkish respondents. And also media deal with popular subjects in Turkey.

Table 7. The Distribution of Media Create Solutions to the Problems of Disability According to Working Disabled People Included in the Research

Countries	MEDIA CREATE SOLUTIONS		Total
	Yes	No	
Turkey	2	18	20
Italy	9	11	20
Total	11	29	40

There are different results when the question of whether media create solutions to problems of disability according to two sample groups. 18 of the Turkish respondents think that media's attitude is not towards solution but only 2 of them think that media try to create solution to disability problems Italian sample has a homogen status because 11 of them think that media do not try to create solutions to disability problems whereas 9 of them think that media try to find solutions to disability problems Working disabled people included in the research do not trust media in Turkey but in Italy working disabled people in the research partially trust media The reason for this situation can be cultural differences.

There are different findings according to both countries (Turkey-Italy) when information about social life distribution of working disabled people included in the research. 8 of the Turkish working disabled people included in the research chose the reputation and prestigious job in the society item, 4 of them marked being comfortable in economical standards item and 6 of them chose having enthusiasm in participating to cultural activities and participating actively item. 5 of the Italian working disabled people included in the research marked being popular in friend relationships, 6 of them being comfortable in economical standards item and of them chose having enthusiasm in participating to cultural activities and participating actively item. Both countries' samples percept that economical standards and participation to cultural activities are important in order to be social either in relationships or in every day social life.

Table 8. The Distribution of Whether Working Disabled People Included in the Research Are Satisfied with Their Social Life or Not

Countries	ARE YOU SATISFIED WITH YOUR SOCIAL LIFE?		Total
	Yes	No	
Turkey	20	0	20
Italy	19	1	20
Total	39	1	40

There are similar findings according to both countries (Turkey-Italy) when whether working disabled people included in the research are satisfied with their social life or not distribution was examined in Table 8. All of the the

Turkish working disabled people included in the research said that they were satisfied with their social life. It can be seen the same situation in the Italian working disabled people included in the research. Almost all of the Italian working disabled people included in the research said that they were satisfied with their social life. This situation has very significant finding in it in sociological manner. Under normal conditions especially in developing countries disabled people cannot usually participate to social life because of some social barriers and this situation makes them not be satisfied with social life. However this situation does not fit our sample's findings. Because both countries's samples think that they are satisfied with their social life. In the light of these results it seen that the policies about disabled people encourage disabled people to participate to social life and to feel this participation at least local level.

Conclusion and Recommendations

The findings of the research indicate different and interesting results about the situation of disabled employees in social and working life. There is gender discrimination within working disabled people in Turkey according to our sample. The working staff is constituted of males there is no even one female in the sample. But there is also gender difference in Italy according to Italian sample not as much as in Turkey. When disability type of working disabled people is considered physical disabled people have majority in Turkey, whereas working vision disabled people have majority in Italy. The other types of disability are disadvantageous types according to these disability types. When the reason of the disability is considered working disabled people became disabled after birth, whereas the Italian sample were disabled from birth. This situation showed that the health care services are relatively insufficient in Turkey than in Italy. While the educational status of working disabled people is at the elementary and high school level in Turkey, the same status is vocational school, university and post-graduate level in Italy.

Marital status of working disabled people in Turkey showed that the respondents prefer being married than Italian sample does. The Turkish sample is eager to have a child but Italian sample is not eager to have a child or their child numbers are less than Turkish sample. Working status of the Turkish working disabled people is being workers whereas, the Italian working disabled people's working status is being clerk. In Italy while working disabled people have special vocational skills, in Turkey working disabled people do not usually have special vocational skills. Working disabled people in Turkey got in service education in a low level but working disabled people in Italy got in service education in a high level. Working disabled people in Turkey think that media are not interested in problems of disability and as a result of this situation media cannot make solutions to these problems, but in Italy the situation is vice versa.

As mentioned earlier disability is a concept which includes social disadvantages created by damages at physical functions. It is clear that disabled people face with a large number of social disadvantages. Social inequalities of which social disadvantages create made disabled people one of the community's marginal groups. In order to analyse this situation "Working Conditions and Social Life Questionnaire" was developed for this study. The results which were held after this questionnaire conducted determined that it is a necessity qualified staff should be in charge in application fields. There is a need of brand new attempt in teaching and education fields in order to terminate gap in qualified staff absence. It will be suitable if service network is designed according to regional conditions and cultural structure in order to educate qualified staff for disability phenomenon. In addition, necessary information should given to disabled people and their families properly in order not to waste the investment to this field. However the data which were gained after the questionnaire had been conducted in two countries (Turkey and Italy) showed that differences and similarities between two countries towards disabled people included and what kind of problems there were according to cultural differences. It is obvious that there were differences which were based to cultural fundamentals between the cultures. For instance it is still being mentioned that there is discrimination against disabled employees in working places, but this problem has been 'extinct' in Italy since 50 years. The most important reason of this situation is that: First of all there is no hierarchic structure in access to information and secondly the social changes are from bottom-to-up format in Italy. In other words, civil initiative and civil society are perceived in a different way in Italy if compared to Turkey. While civil initiative and civil society sustain their entity on the basis of social aims and fundamentals in Italy, these two phenomenon are seen to be politized in Turkey.

The determination of the necessities should be put in a clear way. In other words; it is a necessity that disabled people's disabilities and necessary concrete and moral needs should be fulfilled. However it is important than that, disabled people should be in the working life and social life (Ekmekçi 1987; quoted: Meşhur 2004: 33). According to contemporary democracy paradigm, people's being poor, illiterate, disabled, young, man or woman does not create barriers in using their rights. For that reason, the responsibility of the disabled people is for not only to their families but also to society and the administrative classes theoretically (Meşhur 2004: 34).

The prejudices which emerge socially and become the most important problems for disabled people should be defined clearly related to the responsibility mentioned above. Thus participation of the disabled people to social life is a right and it has to be done by contemporary and democratic societies. But either social prejudices or gap in the application policies creates

obstacles in the participation of the disabled people to social life effectively and their employments are hard to be taken. In this context developing countries should observe the applications about these issues and they should make policies and strategies which suit the best for themselves and for this issue. The new findings about casual situations about working disabled people which were gained by observing from different paradigms inform us important messages about attempts towards disabled people.

As a result it is important to understand the reasons of gender discrimination within working disabled people if an observation is made about the reasons of female disabled people's being uneager to participate to working life. The employees who are disabled are constituted by physical and vision disabled people mostly in Turkey and Italy. Trying to find what reasons lie beneath this situation might determine the social status of other disability groups. It is thought that if the difficulties which working disabled people experienced during gaining special vocational skills are determined, the working disabled people will develop their occupational skills. It is understood that disability and illiteracy, disability and poverty, disability and rejection situations are related each other and these problems should be tried to be solved first in disability studies. There are obvious findings which mean obstacle in education, vocational education, employment, income status, treatment and participation to socio-cultural life.

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