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WOMEN AND DISABLED ENTREPRENEURS AWARENESS REGARDING ESTABLISHING FOR THE SUPPORT OF EMPLOYMENT POLICIES[1]

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Abstract: Changes in the demographic structure of employees in recent years, the world has made them indispensable elements of life by affecting women in business. In particular, a rapid development of the entrepreneurial mindset since the 1980s, both men and omken is a fact undeniable that also enters into interest. Women's economic life will allow the men to stand by the policy and economic them by giving priority to projects and social development to the important contribution that provides dynamic, independent, confident, remarkable competitive and goal-oriented characteristics towards the reintegration of women entrepreneurs in Turkey Business Association General Manager, Small and Medium sized Enterprises Development and support Administration (KOSGEB), Ministry of Family and Social Policy Ministry of Women's Status General Directorate TOBB Women Entrepreneurs Council and KAGIDER (Association of Women Entrepreneurs of Turkey) is one of the public institutions focusing on projects to support women entrepreneurs. Turkey rather than in a model that supports the training and employment assistance services oriented towards understanding the employment of disabled people is experiencing a rapid transformation. In this context, employment for disabled people employed in the public sector, employment in the private sector, disabled individuals so that they could establish their own business and entrepreneurship programs. There are four main objectives in protected places of business. Turkey in public and a new dimension to disability employment considered as employed in the private sector, imparting, and disabled individuals in recent years, especially with the entrepreneurship program is observed to be extremely successful in areas that require creativity, has started its work encouraged them to start up their own business. Ministry of Family and Social Policies, Science, Industry and Technology Ministry, KOSGEB, General Directorate of Disabled and Elderly Services, aims to disabled individuals to benefit their own affairs as regards their ability to set up the stage of establishing business with disabilities in a joint project coaching support to take the initial capital of the KOSGEB New Entrepreneur Support qualifications. In this study, the perspective of women in Turkey and people with disabilities by creating awareness of the social responsibility of the state in entrepreneurial activity followed by supportive policies are studied to assess handled.

Key Words: Entrepreneurs, Women, Disabled, Employment Policies

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1.INTRODUCTION

Ensuring economic growth and the sustainability of economic development as well as technology and capital increase also it depends on the use of scarce production factors efficiently. Reducing poverty the sustainability of economic development labor or workforce which is one of the factors of production effective and efficient manner in terms of utilization. Developing policies, so the female active population in the 15-64 age group, together with the splitting of the disabled young and disadvantaged groups it can be accomplished by ensuring their participation in the labor market.

Within the Lisbon Strategy member countries the employment rate of 70%, The female employment rate target of 60% The European Union (EU) to Turkey in an effort to be what members October 2009 the labor force participation rate of 52 million active population approaching 47%, the employment rate is very low level of 42%. According to TurkStat 2015 / February data, 57 million 475 active population's LFPR is 51%, the employment rate stood at 44.4 %. Described as disadvantaged groups of women, youth, long-term unemployed, finding a job and hoped to move individuals with disabilities, Although they appear equal before the law and "bad jobs" are classified as low-wage, no social security, unregistered, are engaged in work which is heavy working conditions or being forced to work in such jobs, otherwise they are forced to live apart from the socio-economic life increased the risk of poverty. Obtaining a positive relationship between economic development and employment growth and to maintain high efficiency all layers of society worthy of human life, including jobs in disadvantaged groups will be possible by increasing the labor force participation rate (ÇSGB, 2010;WORLD BANK, 2015;TÜİK, 2015).

Turkey Statistical Institute (TUIK) According to the data of 2014 Turkey 49,82% of the population consists of women (the female population in the total active population in the 15-64 age range covers 67.1% of the total female population) Orthopaedic, seeing, hearing, language, speech, expressed as physical and mental disabilities people with disabilities and chronic illnesses, which constitutes 12.29% of the general population is disabled. (According to the 2002 Turkey Disability Survey conducted by, details of the results obtained is analyzed; disabled people make up 20% of the total population seeing, hearing, orthopedic, mental and physical disabilities, including speech and language, the remaining 80% of blood, respiratory-digestive tract, reproductive organs and have chronic diseases as cardiovascular disease has a distribution in the form of disability. Disabled individuals in the 15-64 age range accounted for approxi-

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mately 70% of the total disabled population) (ÇSGB, 2010;TÜİK 2015) Participation in working life, in official statistics Labor Force Participation Rate (LFPR) is measured. Both women and disabled groups when evaluated in such a total workforce of an important source of reserve labor force participation rates (LFPR) is the very low level.

LFPR of women with 34.3% in 1998 with the rapid development of urbanization experienced in the village in a rural migrant women. The free family farm miner placelessness to adapt the behavior of urban areas, possessed skills, the level of education and learning processes the effect of social pressure stay out of the business of life by the year 2009 it has led to a decline of 23.8% LFPR. Banks experienced since 1999, the economic crisis and political tensions brought about by the economic recession signaled the decline of women has a significant share (Germir, 2012: 163)

October period of 2014, according to TurkStat (TUIK) LFPR; 71.5% for men is 30.9% in women. (TurkStat/TUIK, 2015) Women's labor force participation rate is 62% on average levels in OECD countries. Although it has made significant positive developments in Turkey in the rapidly growing and unemployment figures, the view that women are weak economically as a country "Human Development Index" is located in the 92nd according among 187 countries. According to the World Economic Forum's Global Gender Gap report prepared in 2012; Turkey 105th the ranks when taking among 135 countries in 2006, declined to 124th as in 2012. Levels of participation of women in the workforce, wage provision of equality, pay equity and administrators prepared looking at the gender of those in positions participation in Economic Life and its territory in the Facilities category, which ranks last in Europe-Central Asia (KEIG, 2013). "Women, Turkey New Dynamic Economy" is the new slogan of Family and Social Policies set by the Ministry. In the draft National Employment Strategy (2012-2013) 2023 was targeted to be 35% of the female LFPR, then revised 35% by the end of 2017, it has been raised as to be 38% by the end of 2023. Women can participate in the decision-making process and strengthen economic to increase the employment of women is seen as a tool for development goals. (ASPB, 2014)

2. LITERATURE REVIEW

2.1. DEFINITION OF ENTREPRENEURSHIP

Establishing different definitions in several surveys conducted on entrepreneurship, it has tried to emphasize the common characteristics of entrepreneurs. (Ecevit, 1990; Muzky et al., 1995; Yetim, 2002; Arikan, 2004; Top, 2006). Entrepreneurs spend the social envi-

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ronment, such as friends and relatives in the business planning process by taking the necessary decisions to move are defined as individuals who aim to facilitate access. (Portes, 1998; Lin, 1999). Active in the last one year period the person is a candidate for entrepreneurship that in the effort to establish a new business and in order to satisfy the spending is reported to have monthly cash flow (Reynolds, 2000) Entrepreneur stereotypes, in a different way from the routinization that behavior determines the mode of operation of creating a new style (Hodgetts and Kuratko, 2001). Marketing, adding new concepts to an existing production process is defined as the availability of land conversion in entrepreneurial sales (Hisrich and Peters, 2002). By identifying market opportunities and monitor existing business idea and convert production factors and business by bringing together people who risk areas are expressed as an entrepreneur (Tutar and Küçük, 2003). Quality and size, as has been suggested to be effective on more social environment of the individual skills of entrepreneurship (Hancı, 2004).

2.2. ENTREPRENEURSHIP FEATURES

When subjected to the classification of the characteristics of successful entrepreneurs, commitment and power-oriented different from other people in the form of social, behavioral, it is stated that they have spiritual and mental abilities (Kirzner, 1997). Competitive between entrepreneurial characteristics, success-oriented, able to look at different events, which can turn the crisis into an opportunity and economic factors in the form of risk-taking rather than psychological and success-oriented is drawn to an image (Naktiyok, 2004; Casson, 2005). Childhood spent in the individual, family atmosphere, friends and social environment in shaping the psychological characteristics owned by entrepreneur profiles are factors such as relative factors (Aytac, 2006). Income level of the family of the individual, education, age, gender, work experience, marital status, socioeconomic status, being an entrepreneur comes from a family, the family is the first child of many demographic factors such as the number and role models feature the brothers are set out in research to be effective in when entrepreneurs (Kuşak, 2010). Studies conducted recently owned by entrepreneur has added a personal touch to the emotional intelligence (Zakarevičius and Župerka , 2010). Whether or not emotional intelligence entrepreneur is described as a state of mind that every individual should have. No individual or entrepreneur has this ability, the company can not continue on the course successfully (Yelkikalan, 2007). The contribution of individuals who have access to emotional maturity is very important to the success of the company. Consumer satisfaction and emotional intelligence with high levels of employees

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and managers directly affect business success, can manage to recognize their feelings, the feelings of others, is the desire and need responsive to develop relationships based on trust, ideas clearly and directly, expressing itself and its employees aim to act as directed can be spent in maintaining the motivation to keep up the positive thinking skills under difficult conditions, problems can be finalized in a solution-oriented manner (Polat and Aktop, 2010).

2.3.THE COMPARISON IN TERMS OF CHARACTERISTICS OF WOMEN AND MEN ENTREPRENEURS

The research focused on women entrepreneurs rather, they are intended to highlight significant differences between male-female entrepreneur profiles; socio-demographic characteristics of women identified work to establish and maintain orientation, receive training, it is seen that constructed on the sector they want to do business (Hisrich and Peters, 1989). Competitive in both sexes, confident, independent, dynamic and goal oriented research has revealed that they have similar personal characteristics (Yetim, 2002). Male entrepreneurs that they will have less tolerance and flexibility While noting more confident with their abilities, whereas women entrepreneurs are more positive and optimistic, conditions were found to provide a better fit (Şekerler, 2006). Women's combative, communication skills, strong, responsible, to resist the hardships, hardworking, loyal, honest, realistic, life stable and his study of the characteristics and attitudes shaped display does care shows that they deemed to be the dominant factor in success. (Oyuryüz and Gürel, 2015) Operating in the US by organization called Centre for Women's Business Research on women entrepreneurship in the World made in order to identify common experiences and needs according to extensive research, women than men It can be regarded as a competitive advantage it is determined that there are five critical features. Women's entrepreneurship in these areas highlights are as follows (Soyak, 2010);

*Access to Information to: Women's education is more willing than men to vocational training and counseling. *Access to Capital: Financial services is a very important issue, especially for women who face gender-based obstacles.

*To access the market: compared to men in the access to information on programs and services necessary for the evaluation of opportunities for foreign trade are more enthusiastic.

*To access the network to: information that appeals to the sector they work and pay attention to the general level of access to partnerships,

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* Verification: Women, business owner, they like to show a serious stance as an employer.

Despite the rule may be considered competitive compared to men of the most important problems that they have to turn to entrepreneurship against women are those financial sources.

3. WOMEN AND EMPLOYMENT OF DISABLED STATUS OF ENTREPRENEURS IN THE WORLD AND TURKEY

Held in Pekin in 1995 as a strategic objective in ensuring gender equality in the United Nations Fourth World Conference on Women Pekin Declaration and Action Plan adopted; the first time the creation of gender statistics in this action plan, giving great importance to become gender-sensitive official statistics, was aimed at producing statistical information with a gender perspective. From this date, disaggregated by sex and gender in various policy areas will be provided attention is paid to the dissemination of statistical data comparable basis. (ASPB, 2014)

After World War II America and Britain also been effective in many policies implemented to promote the work of the labor market outside the traditional home of the women to meet labor shortages emerging in developed countries, among them, and there has been a sharp increase in a consistent manner in the participation rate of women in the workforce. Poverty reduction and sustainable socio-economic development to take place, it is possible to ensure the participation of women in the workforce. Take part in women's labor market also provides opportunities to increase social benefits and social respect their self-confidence as well as to obtain economic freedom (Kılıç and Öztürk, 2014: 110)

The participation of women in the labor force in the world examined that Western European countries first place is seen to take place. Published by the World Bank according to the report of 2010 Women's LFPR the highest countries respectively Norway 62%, Denmark has 60% and Sweden 59%. According to the Report Turkey, with 28% of the female LFPR Yemen, Egypt, Iran, Iraq, Pakistan and Lebanon among developing countries it could be moved to the 16th place. (World Bank, 2010) As the years 2011-2014 women in Turkey LFPR has recorded an increase, albeit small it is fixed to 29% figure. (http://data.worldbank.org/indicator/SL.TLF.CACT.FE.ZS) in 2013 Swedish women's LFPR first place with 72.5% settled in Greece to replace the last with 39.9% and the average of the 28 EU countries amounted to 58.8% (TurkStat/TUIK, 2015)

The existing socio-economic and political structures in the field of entrepreneurship male hegemony in the world shows itself. But are not specific to Turkey, the dominant male

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entrepreneurs in building a more dramatic result that image in Turkey is more level seven times higher than for women entrepreneurs. The number of male entrepreneurs in studies of women entrepreneurs in 29 countries in the form that is more than 2 times. (Soyak, 2010:131)

Women are different than men in the labor market or be faced with more obstacles, as a result of gender discrimination. To increase the participation of women in the labor market contribute positively on economic development with economic growth in countries where gender discrimination that adversely affected the intense experience that there are many empirical studies. After an intensive year of 1950 in Turkey who have migrated from rural to urban areas it has led to structural changes in the labor market. First appearance of women in unpaid family workers in the agricultural sector intensive rural to urban migration results previously lived in urban adaptation to the work environment, training and social pressure and the lack of skills has been left out of the results of the labor market. Since 1995, in the abolition of gender discrimination measures and policies with the support of women's labor force participation has started to record an increase in trade and services areas have decreased in the agricultural field. Employed and job seekers in economic terms, which in the age to operate the active population total audience participation rate in the labor force obtained by proportioning can work dealt with in the account age concept forms the total, although the supply-changing small differences from country to country, is to consider the overall points in the 15-64 age group. These calculations show an increase in world-wide women's labor force participation rates, the labor force participation rate of men or women, a significant increase or stay constant until the LFPR is not recorded. (Germir, 2012: 163-166; Kılıç and Öztürk, 2014:109,121)

In the world 25-33% of the owners of the company in the registered economy are women. According to a 4000 company survey covering seven Middle East countries by the World Bank, the owner of 13% of these companies were identified as female. In Turkey between the years 1995-2005 women's LFPR, in the urban environment has risen from 17.1 % to 19.3%, in the rural environment declined from 49.3% to 33.7%. Experienced in the urbanization of rapid development of the women who came to the city broke off from the countryside in parallel working to adapt to the expectations of the urban work environment away from agricultural activities, is an indication that there are trade and assessing opportunities in the services sector entrepreneurial activity (Demir et al., 2011:126).

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With the data for 1989 the participation of women in the labor force 45% in southern European countries, 36% in Turkey. However, the rate is relatively low but with look at the historical perspective of such a high in Turkey stems from the position of women in the agricultural sector. Women's labor force participation rate is very low in the country were found to be employed most of the agricultural sector. In view of women's unpaid family workers in the agricultural sector, rural to urban migration results-oriented inter-sectoral distribution of employment, education and employment modified and due to the positive relationship record decline. Women's LFPR and the employment rate rises being and changes in the distribution sector lines a shift towards the services sector comes from agriculture take place. The attribute of works and the working conditions of sector in realization of this concentration effect is great (ÇCGB, 2010).

While the LFPR of women in 2004 23.3% rose to 30.8% in 2013. In September 2014 data was measured to be 29.68%. According to September 2014 TurkStat data of the employment status of women; 59.8% of the paid / casual, 30% of unpaid family workers, 8.8% were found to be self-employed and 1.4% in the employer. Economic activities of female labor force is distributed; 48.7% in services, 34.4% in agriculture, 15.8% in the form of industrial and construction sector 1.1%. Women's regional Aegean, Eastern Black Sea, the highest participation rate in the labor force in the Western Black Sea and the North East Anatolia The lowest level in Southeast Anatolia it is noteworthy that. When analyzed in terms of the labor force in the city many years as the level of education with college or university education is considered to have a higher proportion of women than men. Men who were employed in 2006, 47.3%, while those in primary and lower education levels 28,4% in women. By the year 2010, men in the same level of education has declined 39.7%, 19.3% for women. In 2006, high school / vocational school level education the proportion of men with 34.1 percent; 36.4% of women. With college or higher education men's is 18.6%, while 35.2% of women in 2006. When the same level in the year 2010 to have the men's 25.5% rate rose to 46.4% of women are striking. (ASPB, 2014) Policies on the improvement of women's educational level, figures were reflected in a positive level. As of 2013, according to the educational level of women's participation in the workforce is analyzed; LFPR of 17.4% illiterate; 26.3% of secondary education; 32.1% of high school graduates; vocational or technical high school graduates and university graduates at 39.3% was realized as 72.2% of higher education graduates. 2012 year of as employees 68% of the female population below the high

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school level if the first three professions that work the busiest they have a training that is adequate minimal training and agricultural activities have been identified as core business working worker and salesperson form (Korkmaz et al, 2013: 893; TurkStat, 2014; TurkStat, 2015/a)

İŞKUR organized in 2012 Entrepreneurship, On the Job Training Program and Guaranteed Employment Courses qualifications in 27 thousand 351 program a total of 464 thousand 645 people participated. This total is comprised of 40.3% women. In 2012 benefiting from the Specialized Vocational Training Centres Project (UMEM) more than 53 thousand people, most it is formed of women. Those who returned to work as a result of employment-guaranteed training they received was 23% in 2000 but fell to 10% in 2012, entering the upward trend together since 2006 in 2009 25%, 28% in 2011, while in 2012 it was realized as 30%. (Özen, 2012: 88)

TUIK according to the data of 2013 in Turkey general of employees as the owner of your own business 8% share of women, the percentage of men is 92%. Between 2009- 2014 the number of male entrepreneurs contracted 19 thousand decrease in mark, by about 2% increased by 42% the number of women entrepreneurs has made 32 thousand increase. In 2009, in Turkey 77 thousand the number of women entrepreneurs, 100 thousand the number of for the first time is past cases. Turkey's social structure in which women enter the business world in the form of being an entrepreneur or constitutes an obstacle their work in maintaining the exchange rate. However, it felt especially between 2009-2010 despite the decrease in the number of male entrepreneurs due to Global Crisis the increase occurred in the number of female entrepreneurs the resulting reduction in household income revealed women in an effort to substitute they attended an intensive business life can be considered as an indication (Oyuryüz and Gürel, 2015:48)

The main factors affecting the participation of women in the labor force, marital status, economic opportunities, location, education and gender comes perception. Women's level of education increases, the increase in participation in working life is saved. In this sense, the phenomenon of education in the labor force participation of women has a very important weight. Besides formal education, vocational courses with the chance to increase participation of women in working life are increasing skill levels (Kılıç and Öztürk, 2014:127)

Due to the phenomenon of female entrepreneurship, a significant increase over the last decade in the number of companies founded by women are recognized. (Arroyo et al, 2012:308) Research In spite of the structural disadvantages of women in entrepreneurship (cultural beliefs; gender perception in soci-

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ety) reveals that they perceive themselves to be more powerful than male entrepreneurs in a similar situation. (Thebaud, 2010:288)

Negative discriminatory policies and society's lack of sufficiently informed or aware it difficult to participate in the working life of people with disabilities. Raising the living standards of people with disabilities and their gain in order to increase the working life of persons with disabilities in social welfare is extremely important. (Atıcı, 2007:39) Turkstat Turkey Disability Survey carried out in 2002 continue to demonstrate their integration into the labor market of people with disabilities in 2006, it has published further analysis report. According to the report, 22% is the labor force participation of people with disabilities constitute 12.29% of the total population in Turkey. When analyzed by gender; the labor force participation rate falls to 32% of men and 7% in women. This proportion of disadvantaged women in the eyes of women with disabilities in the labor market shows that in more severe. (ÇSGB, 2010).

İŞKUR, according to data collected between the years 1981-2008 on the disabled employment rate realized over 50% disabled employment in the public sector in 2008 fell below 2% of disabled people in public employment. He admitted to İŞKUR in 2008, 48 thousand 480 people with disabilities 21 thousand 967 people were placed in jobs, which is 45.31%. 2% of those placed in jobs of the public (427) and 98% (21 thousand 540) has the form of private sector distribution. As of 2008, 55 thousand 77 in the private sector, 11 thousand 286 in public a total of 66 thousand 363 disabled people it was employed. In labor 400 thousand disabled people to employment which it separated the private and public sectors about 80 thousand quotas it is not enough. 20 thousand 117 in the private sector although there are vacancies 4 thousand 868 handicapped quota as more it is actuated. Although the public is 2 thousand 380 vacant quota 2 thousand 73 more quota there are operated disabilities. (ÇSGB, 2010)

In Turkey, target programs and projects about that women and disabled persons to strengthen the socio-economic aspects, is formed under the influence of international approaches and assumptions, the United Nations (UN) and European Union (EU) with an agreement result takes its final shape. (Gökulu and Furat, 2013: 1896)

4. WOMEN AND DISABLED PERSONS' EMPLOYMENT POLICIES AND PRACTICES FOR SUPPORTING ENTREPRENEURS

With a history of more than forty years after the adoption of the full membership of the Negotiating Framework on Turkey-EU negotiations undertaken organizations to harmoni-

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ze and revised EU Acquis since 2007. "Social Policy and Employment" harmonization title in the 19th as the picture on the Chapters studies it has been initiated. National Employment Strategy prepared in this process (UIS) in the draft (2012-2013); Strengthening the education-employment relationships, ensuring flexibility and security in the labor market, increasing employment opportunities for disadvantaged groups requiring special policies and the strengthening of social protection in connection with the generation of employment based focuses on four main headings. Since 2009 study and part-time or part-time work, particularly for women conducted by the Ministry of Social Security (ÇSGB) study offers as a solution to the so-called flexible forms of work. 4857 numbered Law partial work dealt with in Article 13 are defined as working less time compared to the normal operation time. Partial working time is to vary by country. The remaining work under 30 hours a week in Turkey is seen as a partial study in the United States 35 hours, Canada and the UK in 30 hours, remaining below the 36 hours weekly working hours in Germany are considered as partial work. European Statistics Agency (Eurostat) 's 19.2% are in partial operation in EU member countries, according to data of 2010; countries found that the most common applications the Netherlands, Sweden, Germany and the UK. Women part-time work is more preferred; women working part-time rate was 31.5% and 8.3% for men. In Turkey, part-time work rate is 11.7%, but still preferred by women as well as in EU countries. But yet why flexible working height and length of the payment period is not extended as an employment policy of paying a premium on access to social security, especially can cause problems. Women's employment rate of women with another National Employment Strategy (UIS) vocational training in order to increase the scope of the regulations made is that improving the skills and qualifications. "Woman's place is home" to study the abolition of social perceptions shaped by cultural barriers so combat is working to increase public awareness. On behalf of the women with children to ensure their participation in the labor market in the eyes of the child-care establishments, etc. The possibilities are given to increase the nursery. Regulations limit the number at this point and brought more than 100-150 women workers to employers who establish businesses dorm and bringing into the open the necessity of establishing kindergartens employers or jointly dorm the dorm agreed to give the approval. Social security charges for employees constitutes a serious burden on the employer. In order to mitigate the effects of the global crisis brought in 2008 by Law No. 4447 to improve women's and youth employment Social Security Institution (SGK) premiums the part of the employer for five years gradu-

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ally paid from the Unemployment Insurance Fund, In 2011, Law No. 6111 registered with İŞKUR the provisional Article 10 and have received vocational training in case of employing the unemployed Social Security Institution (SGK) premiums for various times in the form of the unemployment insurance fund regulations were introduced. The advantage of these incentives in March of the year 2013, in 122 thousand 677 workplace 257 thousand 105 employees that they seem to be only of women of 55%. (ÇSGB, 2010; Turk-Is, 2012; KEIG, 2013)

By TR Family and Social Policies Ministry and TR. Science, Industry and Technology Ministry in women, the disabled, victims of terror martyrs and the active population in disadvantaged category with the development of entrepreneurial activities for veterans in order to increase their participation in the labor market on February 10, 2012 protocol was signed. Protocol women and to develop strategies to support the disabled entrepreneurship, Small and Medium Enterprises Development and Support Administration (KOSGEB) in women and to increase the number of Applied Entrepreneurship Training organized by disabled entrepreneurs are innovative and to develop and implement models to be directed to technological areas and to facilitate access to finance discussed considered as the main purpose. Supporting entrepreneurship, as expansion in the context of the successful businesses of establishment principle of KOSGEB organized by the Entrepreneurship Support Programme in Applied Entrepreneurship Support, New Entrepreneur Support, Business Development Centre (İŞGEM) Support and Business Plan is located. Applied Entrepreneurship Support; A total of 70 hours of training are organized consisting of 24 hours of workshops to increase their level of success in business to be established on the basis of a business plan for entrepreneurs who want to start their own business. Applied Entrepreneurship Education, KOSGEB Young Entrepreneur Development Program, Small Business Set Up Advisory Support (KÖİDD) Program completed a program / training to participate in that document and businesses in the İŞGEM with entrepreneurs founded the company can benefit from the New Entrepreneur Support. Elements of the New Entrepreneur Support in Table 1, Rate, and Upper Limit Time is shown. [1]

1 (www.kosgeb.gov.tr; www.aile.gov.t)

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Table 1. The Elements Of The New Entrepreneur Support, Rate, Duration And The Upper Limit[2]

Support element		Upper limit (TL)	Support rate (%) (1 and 2 regions)	Support rate (%) (3rd, 4th, 5th and 6th district)
Business organizations support		3.000		
Organizations period of machinery, equipment, office equipment and software support	Nonrefundable	15.000	60 Women entrepreneurs and entrepreneurs with disabilities 70 % applied	70 Women entrepreneurs and entrepreneurs with disabilities 80 % applied
Operating expenses support		12.000		
Fixed investment pay back support	Refundable	70.000		

2 Source: www.kosgeb.gov.tr

Opening his own business in 2014, benefiting from the New Entrepreneur Support Programme for Entrepreneurship Support under the number of women entrepreneurs is 4.632. When the sum of the areas of activity to be analyzed; 32.43% in wholesale and retail trade; repair of motor vehicles and motorcycles, manufacturing 21.84%, 17.31% in accommodation and food service activities, other service activities of 15.93%, 7.06% professional, scientific and technical activities, the remaining 5%, The 43 segments, respectively, administrative and support service activities, information and communication, construction, transport and storage, water supply; sewerage, waste management and remediation activities, electricity, gas, steam and air conditioning production and distribution of shows in the form of distribution of jobs. Opening his own business in 2014 Entrepreneurship

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Support Programme disabled entrepreneurs benefiting from the New Entrepreneur Support under the number is 79. When analyzed sector-based distribution of entrepreneurs with disabilities; As in the first three rows of women entrepreneurs 34,17% in wholesale and retail trade; repair of motor vehicles and motorcycles, 25.31% in manufacturing, accommodation and food service activities 17.72%, while the remaining 22.8%, respectively, other service activities, information and communication, administrative and support service activities, construction, professional, scientific and technical activities, water supply; sewerage, waste management and remediation is seen in the form of activities. Both women and disabled entrepreneurs's number is 23. First place in this group, as in others, wholesale and retail trade; repair of motor vehicles and motorcycles 34.78%, 26.08% in the manufacturing sector, 21.74% in accommodation and food service activities, while the remaining 17.4% other service activities and administrative and support service activities have equal distribution. [3]

By Prof.Muhammad Yunus inspired from the rural sense, language in Bangladesh "Grameen" the name in 1973, the Grameen Bank was established to provide micro loans to poor and disadvantaged peasant women. By the end of 2014 including the United States, the Netherlands, Canada, France, also found that 58 countries in 1084 branches, 12 thousand 500 staff, daily collection of 1 million 500 US dollars and a higher rate of return from commercial banks, Grameen Bank Micro Credit Programme in Turkey Waste Reduction in Turkey Foundation (TİSVA) In accordance with the protocol signed between the Grameen Bank Since July 2003 to be implemented for the first time in Diyarbakir pilot study was initiated. TİSVA has provided 70 thousand women entrepreneurs to micro-credit support of 10 million 10 thousand 376 TL by 69 provincial branches and 106 units to end-2014. 156 thousand 728 the products produced by handicraft 300 thousand people benefited. 68 thousand 500 women in training. In the micro-credit support with a small capital poor and low-income women without surety and guarantee labor with their own hands availability in income generating activities business owner is to be provided (TKB, 2007; Soyak, 2010:136; TİSVA, 2015)

In 2002 by World Bank research results according to the reports, disabled people rather than that the poor and low-income areas, in terms of socio-economic levels disabled people in poor communities emphasized that the poorest. Integration of social life of people with disabilities not only them, also all layers of society in terms of socio-economic benefits importance is great. The most important feature of welfare state to every citizen

3 (www.kosgeb.gov.tr)

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according to that to provide decent living conditions disabled people in getting economic freedom in terms they can obtain the right to live decently ensuring compliance to business life implementation of participation is great importance. Quota Method, Allocation Method, Limited Allocation Method, Priority Recognition Method of Entry Recruitment of people with disabilities in developing countries to impart to the labor market the methods are applied. Turkey is the quota method adopted; Number of sweatshop labor in that Act It brings requirement to employ disabled people within a certain quota. Besides, especially in France and Germany find the application area, note that running a business the difficulties for people with disabilities systems as well as protected workplace and at home run provide a major contribution to the employment of people with disabilities. In Turkey on May 30, 2006 numbered 26183 in Official Gazette (RG) The Regulation on the protected workplaces, because of disability it is difficult for people with disabilities can work in the regular labor market, Government and supported by the technical and financial aspects organized specifically for disabled employees Law No. 5378 on the regulation of working conditions was published (Şişman, 2011:191-195)

March 24, 2004 the Official Gazette (RG), which entered into force by the announcement published by the Ministry of Labour and Social Security Disability, according to the Regulation on the ex-convicts and terror victims; the health committee report physical, mental, emotional, mental and obstacles in the work force in social skills who can prove that generate at least 40% withdrawal is entering a disability. Those who want to be employed disabled persons are obliged to submit the report by the sorry state of the relevant health institutions in accordance with Regulation (ÇSGB, 2010)

Dated July 14, 2009, 27288 numbered in the Official Gazette (RG) were announced in accordance with the Convention on the Rights of Persons with Disabilities; workplace must employed that employ 50 or more workers at the level 3% of workers in the private sector, in the public sector 4% of employees. This rate is 2% of ex-convicts. The extent opportunities employer's workplace, it is obliged to make the working environment to facilitate arrangements. Employers with disabilities in accordance with the law, people who are ex-convicts and victims of terror to ensure through İŞKUR. Except that employ disabled IŞKUR, ex-convicts and victims of terror during the one-month period in question İŞKUR must complete the registration process for notifying. Of people with disabilities who are employed by the private sector under the law Social Security Institution (SGK) All of

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the employers pay premiums, as more or quotas while there is no quota employed persons with disabilities. Half of the Social Security employer premium payments it is covered by the state. Do not comply with the law and disabled / not employ ex-convicts all disabled persons to run the business / the running for ex-convicts 750TL per month penalty is applied during the period. (ÇSGB, 2010; İŞKUR, 2015) If not disabled employment that you have to pay the workplaces considering this penalty increase in the rate of re-valuation in 2010 thousand 552 TL, in 2014 thousand 903 TL, in 2015 it is determined as 2 thousand 95TL. Even if public institutions to Article 30 of 4857 the establishments that do not comply with the necessary sanction is carried out. (Şişman, 2011:199). [4]

On the employment of people with disabilities with the regulation providing ease posted July 14, 1965, the 53rd Civil Servants Law No. 657 by changing the material "The receipt of the disabled to public: subject to compliance with legislation assigning the appropriate personnel to the occupation of disabled people, The profession of enforcement and execution of the aids to be provided by institutions is essential "will be added, to increase the employment of persons with disabilities Ministry of Labour and Social Security Disability Administration and Turkey Business Association (İŞKUR) 's together with applications that conduct employers are trying to promote employment of the disabled. The disabled employment the group most affected by the discriminatory practices women with disabilities into working life and the reintegration ıncreasing the employment of particular importance to be given hiring process it is trying to give priority to women with disabilities. (Atıcı, 2007:88)

In accordance with Article 30 of the Labor Law 50 or more employees in the private sector establishments 3% disabled, and 4% in public establishments disabled physical and mental state of the profession are required to run the appropriate jobs. Employers are to provide disabled employees through İŞKUR. In this context IŞKUR a total of 34 thousand 476 disabled in 2013 (15.80 % women) In 2014, declined by 23.57 % 26 thousand 350 disabled people (15.91% female) has placed the individual work. Opened in 2013 as a disabled 5 thousand 473 disabled people from 506 courses (39.22 % female) In the course opened in 2014, a total of 184 bin836 (42.04 % women) have benefited. (İŞKUR, 2015)

İŞKUR applied to improve the employability of the workforce of the active labor market policies and women with disabilities to increase the employment rate the courses for entrepreneurs; guaranteed employment courses, who will start their own businesses for

4 (www.dunya.com)

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courses is possible to count as courses for the disabled. Held since 2001 in these courses especially since 2006 is made intensely participation. Without any professional skill, or who want to improve their job qualifications the validity of profession of those who lost the job market upon successful completion of these courses can benefit from the audience. After the course as they take on education is employed full-time jobs. The rate of employment of successful completion of the course is 81.2%. Through a variety of training courses and seminars working to increase awareness of gender equality by İŞKUR in 2014, 222 thousand 596 women were placed in jobs in the private sector. Through active labor market policies aimed at increasing the quality of labor can be employed. Created by İŞKUR in 2013, 5 thousand 471 Vocational Training Course a total of 124 thousand 150 people (55,17 % women) created in 2014, 5 thousand 323 course a total of 107 thousand 208 people (56.34 % women) have benefited. İŞKUR in 2013, 910, in the year 2014 1.228 Entrepreneurship Training Program organized. In 2013. These courses a total of 25 thousand 166 people (48.25 % female) A total of 31 thousand 648 people in 2014 (48.00 % women) participated. (İŞKUR, 2015)

Women with levels of employability to increase female entrepreneurship, especially cultural and social make it difficult for women to join the labor market factors aimed at eliminating "Promoting Women's Employment Grant Progamme" between the years 2010-2012, 21-month period was applied. In this context, 11 thousand 700 women career counseling and services, 7 thousand 800 women in employment guaranteed courses, 2 thousand 600 women and entrepreneurship training 780 women old-aged and child care training is aimed to. (ÇSGB, 2010)

To create labor supply in conformity with the labor expectations of the industry, professional and technical educational institutions on behalf of improving coordination between industry Labour and Social Security Ministry, İŞKUR, TOBB, TOBB Ministry of Education with the ETU Vocational and Technical Education General Directorate of drawn up and signed in 2010 a protocol launched the "Specialized Vocational Training Centers (I) Ability'10 Project" was reorganized in 2014. Thus, the project trainees receiving vocational training in schools, are complete and practical training in the workplace in the demand for labor. In 2014 24.120 people (women 50,26 %) opened in 1354 / program has benefited from the course (İŞKUR, 2015)

Acting contrary to IŞKUR Act be disabled quota from the establishments mediating employment, which collected the fines fund wanting to start their own business and a minimum 40 % disability which individuals

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Commission found successful project to June 28, 2015 they apply until the end of 36 thousand grant so are encouraged to become entrepreneurs (www.iskur.gov.tr)

The positive impact of the policy of promoting entrepreneurship, in 2012, prepared through interviews with 198 thousand people in 69 countries, Global by the Entrepreneurship Report, while 4 % in 2006, potential entrepreneurs rate in Turkey rose to 6% in 2012. Growth Oriented Entrepreneur ratio to take place in the top rankings in efficiency-driven economies, According to early entrepreneurship index ranked 17th among 30 economies have been replaced and the global crisis has shown that the most intense feeling 12,22 % rise in 2012 in Europe. [5]

On the labor market in terms of gender inequality and discrimination in order to combat possible primarily owned by the sound data. It is true and meaningful way of the policies to be developed and achieve success is primarily due to set off on sound data. Women and labor on the disabled labor through the collection of data reflecting a healthy and analysis, in consultation with the subject of the stakeholders women and to increase the participation of persons with disabilities in the labor market implementation were identified and the correct policy, it is important for the development of the right program by removing the negative policy stemming from discrimination.

5. DISCLUSION/CONCLUSION

France, like Germany many countries disabled employment the rate of disability, age, productivity, such as disability, gender it takes into account many specific situation. However, this exception to the existing system in Turkey is taken into account. Made to the sweatshop disabled only support for each disabled should pay half of the insurance premiums it is shaped to be met by the state.

However, disabled employees obstacles as they can not work efficiently as a regular employee even educational levels are extremely low because of the need to further, the importance of realistic measures that support and promote the style will be the relevant authority in meeting these costs constitute a burden to the employer taking into account the need for renewal in the hardware business due to special circumstances It is great. Quota Method with disabilities in employment was adopted in Turkey. It is clear, however, France and Germany, especially in developed countries will contribute protected when applied to people with disabilities who run the business challenges in a workplace and the employment model home run by the state as expansion and deepening of providing emp-

5 (Http://www.gemconsortium.org/docs/download/2645; http://www.endeavor.org.tr/)

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loyment to the disabled. Published in 2006, Law No. 5378 sheltered workshops about the application is an important step. But the establishment of sheltered workshops practices that realistic steps taken by the state to regulate for the necessary financial and technical support specifically for disabled employees has not yet been implemented. (Şişman, 2011:192-194)

Disability pension paid by the State should be increased to at least minimum wage. Disability pension is interrupted when she married women with disabilities. When married women practice of cutting the salaries received from the social security institutions should be revised in favor of positive discrimination towards disabled woman cut made. Disability should be able to offer more job opportunities should be provided call center etc. Creating new jobs and to increase the appropriate business area of disability groups disabilities must be provided. Disabilities, it should be judged by education and work can do. Training opportunities for people with disabilities should be increased. Facilities for disabled people to benefit more from the education system knitting (in terms of financial support incentives, etc. to be ergonomically buildings) must be submitted. Considering that the sight of orthopedic disabilities find jobs more easily by people with disabilities as individuals in the disability groups to facilitate their employment arrangements performed.

With international practice and provide positive results in protected employment of disabled people, supported employment conditions of our country style new employment models to the harmonization of employment should be diversified with disabilities. Services offered to people with disabilities should be revised in line with the demands and needs of people with disabilities. Legislation should İŞKUR obstacle for employment of those under 40 % supported the active labor market programs should be supported. Vocational training courses and programs offered to the disabled should be revised in consultation with relevant persons issues.

Women postnatal free permissions of in order to take care of the child mothers and fathers, respectively to be used the existing Labour Law organized EU Acquis and International Conventions is adapted should be provided. (ÇSGB, 2010)

Women's to increase participation in the labor market policies rather increasing women's education level and the female employment towards improving the initiative which focused on efforts is remarkable. Increase in women's education levels, higher labor force participation rates are recorded. However describe low indicators of participation in

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the educational level of women's labor force is no sufficient. At this point, women in employment the place of agriculture as the primary sector it has left the services sector. TurkStat Household stems from the increase in the labor force survey, according to 34.7 % from 2009 to 2012 between the years of jobs in that do not require the services sector qualified property of the female parallel increase of 32.7 % occurred in the services sector the increase in recorded 24.5 % and female employment levels. Again as salesperson in the service sector is noteworthy in this context the increase recorded in female employment. Failure to be registered with the Social Security Institution in Turkey means the lack of social security. To be deprived of social security when faced with women's health issues and say they can not benefit from social security protection as they age. Women's relative disadvantage as to eliminate the lack of social security in the agricultural sector were higher policy should be eliminated. Women's labor force participation even if it says it tries to ensure the policies that remove gender discrimination perception held vocational courses and programs, the quality will maintain the gender inequality is built on women's work and men business structure; sewing, sick / elderly / child care and hairdressing as the focus is on education can not be effective in terms of creating lasting employment. Women's labor force participation supported by more flexible forms of work in the form of partial regulatory structure is studied. However, flexible working patterns the exploitation of social security systems because inadequate expanding employment as an urgent policy front should be opened.

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ENGELLİ ve KADIN GİRİŞİMCİLERİN DESTEKLENMESİNE YÖNELİK FARKINDALIK OLUŞTURULMASINA İLİŞKİN İSTİHDAM POLİTİKALARI

Öz: Dünyada son yıllarda çalışanların demografik yapısında görülen değişiklikler kadınları etkileyerek onları iş yaşamının vazgeçilmez unsurları haline getirmiştir. Özellikle 1980'li yıllardan itibaren hızlı bir gelişme kaydeden girişimcilik anlayışının, erkekler kadar kadınların da ilgi alanı içerisine girdiği inkar edilemez bir gerçektir. Kadınların ekonomik hayatta erkeklerin yanında yer almalarını sağlayacak politika ve projelere öncelik verilmesi ile onları ekonomik ve sosyal gelişmeye önemli katkılar sağlayan dinamik, bağımsız, özgüvenli, rekabetçi ve amaç yönelimli karakteristik özellikleriyle dikkat çeken kadın girişimcilerin topluma kazandırılması yönünde Türkiye İş Kurumu Genel Müdürlüğü (İŞKUR), Küçük ve Orta Ölçekli İşletmeleri Geliştirme ve Destekleme İdaresi Başkanlığı (KOSGEB), T.C Aile ve Sosyal Politikalar Bakanlığı Kadının Statüsü Genel Müdürlüğü, Türkiye Odalar ve Borsalar Birliği (TOBB) Kadın Girişimciler Kurulu ve KAGİDER (Türkiye Kadın Girişimciler Derneği) kadın girişimcilerin desteklenmesine yönelik projelere ağırlık veren kamu kurumlarının başında gelmektedir. Türkiye'de engelli bireylerin istihdamında yardım odaklı hizmet anlayışından ziyade eğitim ve istihdamı destekleyen bir modele doğru hızlı bir dönüşüm yaşanmaktadır. Bu kapsamda engelli istihdamı için kamuda istihdam, özel sektörde istihdam, engelli bireylerin kendi islerini kurabilmeleri yani girişimcilik programı ve korumalı iş yerleri şeklinde dört ana hedef belirlenmiştir. Türkiye'de kamuda ve özel sektörde istihdam olarak ele alınan engelli istihdamına yeni bir boyut kazandırılarak, son yıllarda engelli bireylerin, özellikle de yaratıcılık gerektiren alanlarda son derece başarılı oldukları gözlemlendiğinden girişimcilik programıyla, kendi islerini kurabilmeleri yönünde teşvik çalışmalarına başlanılmıştır. Aile ve Sosyal Politikalar Bakanlığı Engelli ve Yaşlı Hizmetleri Genel Müdürlüğü, Bilim, Sanayi ve Teknoloji Bakanlığı, KOSGEB, engelli bireylerin kendi işlerini kurabilmelerine yönelik olarak ortak projelerinde engelli vatandaşlarımızın iş kurma aşamasında koçluk desteği almaları ve başlangıç sermayesi niteliğindeki KOSGEB Yeni Girişimci Desteğinden yararlanmaları hedeflenmektedir. Bu çalışmada, Türkiye perspektifinde kadınların ve engellilerin sosyal sorumluluk anlayışı içerisinde girişimcilik faaliyetlerine dair farkındalık oluşturularak devletin izlediği destekleyici politikalar ele alınıp değerlendirmeye çalışılmaktadır. Ekonomik büyümenin sağlanması ve ekonomik kalkınmanın

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sürdürülebilirliği teknoloji ve sermaye artışı yanısıra kıt olan üretim faktörlerinin de verimli bir şekilde kullanılmasına bağlıdır. Yoksulluğun azaltılarak ekonomik kalkınmanın sürdürülebilirliği üretim faktörlerinden olan emek veya işgücünden etkin ve verimli bir şekilde yararlanılması yönünde politikalar geliştirilmesi, böylece 15-64 yaş grubundaki aktif nüfusun kadın, genç ve engelli olarak ayrımlanan dezavantajlı gruplarıyla beraber işgücü piyasasına katılmalarının sağlanması ile gerçekleştirilebilecektir. Lizbon Stratejisi dahilinde üye ülkelere istihdam oranını % 70, kadın istihdam oranını % 60 olarak hedefleyen Avrupa Birliği (AB)'ne üye olma gayreti içindeki Türkiye'nin Ekim 2009 itibariyle 52 milyona yaklaşan aktif nüfusunun İşgücüne Katılım Oranı (İKO) % 47, istihdam oranı ise % 42 seviyesi ile oldukça düşük seviyededir. TÜİK 2015/Şubat verilerine göre 57 milyon 475 olan aktif nüfusun İKO %51, istihdam oranı ise % 44,4 seviyesindedir. Dezavantajlı grup olarak nitelendirilen kadın, genç, uzun süreli işsiz, iş bulma ümidi taşımayan ve engelli olan bireyler, kanunlar karşısında eşit görülmelerine rağmen "kötü işler" olarak sınıflandırılan düşük ücretli, sosyal güvencesi olmayan, kayıt dışı, ağır çalışma koşulları olan işlerde çalıştırılmakta veya bu tür işlerde çalışmaya mecbur bırakılmakta, aksi takdirde sosyo ekonomik hayatın dışında yoksulluk riski artarak yaşamak zorunda kalmaktadırlar. Ekonomik kalkınma ile verimi yüksek istihdam artışı arasındaki pozitif ilişkinin elde edilmesi ve sürdürülebilmesi dezavantajlı gruplarda dahil toplumun tüm katmanlarının insan hayatına yakışır işlerde işgücüne katılımlarının arttırılmasıyla mümkün olabilecektir. TÜİK 2014 yılı verilerine göre Türkiye nüfusunun % 49,82'si kadınlardan oluşmaktadır (Toplam kadın nüfus içinde 15-64 yaş aralığındaki aktif nüfus ise toplam kadın nüfusunun % 67,1'ini kapsamaktadır) Ortopedik, görme, işitme, dil, konuşma ve zihinsel özürlü olarak ifade edilen bedensel engelli ile süreğen hastalığı olan engelli kişiler ise genel nüfusun % 12.29'unu oluşturmaktadır. (TÜİK tarafından 2002 yılında gerçekleştirilen Türkiye Özürlülük Araştırması'na göre, elde edilen bu sonucun detaylarına inildiğinde; özürlü toplam nüfusunun % 20'sini oluşturan kesim görme, işitme, ortopedik, zihinsel, dil ve konuşma olmak üzere bedensel engelli, kalan % 80 ise kan, solunum-sindirim yolu, üreme organı ve kalp-damar hastalığı şeklinde süreğen hastalık sahibi engelli şeklinde dağılıma sahiptir. 15-64 yaş aralığındaki engelli bireyler, engelli nüfus toplamının yaklaşık % 70'ini oluşturmaktadır). Çalışma hayatına katılım, resmi istatistiklerde İKO ile ölçülmektedir. Gerek kadın gerekse engelli gruplar değerlendirildiğinde toplam işgücü içinde bu denli önemli bir rezerv kaynağın İKO ise oldukça düşük düzeydedir. 2014 yılı Ekim dönemi TÜİK verilerine göre İKO; erkeklerde % 71,5, kadınlarda ise % 30,9'dur. Kadınların İKO, OECD ülkelerinde ortalama % 62 düzeyindedir. Türkiye hızla büyüyen ve işsizlik rakamlarında da ciddi olumlu gelişmeler kaydetmiş olmasına rağmen, kadınların ekono-

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mik açıdan güçsüz olduğu görünümündeki bir ülke olarak "İnsani Gelişmişlik Endeksi'ne göre 187 ülke arasında 92nci sırada yer almaktadır. Dünya Ekonomik Forumu 2012 yılında hazırladığı Küresel Cinsiyet Uçurumu raporuna göre; Türkiye 2006 yılında 135 ülke arasında 105nci sırada yer alıyorken, 2012 yılında 124ncü sıraya gerilemiştir. Kadınların işgücüne katılım düzeyleri, ücret eşitliğinin sağlanması, gelir eşitliği ve yönetici konumunda bulunanların cinsiyetine bakılarak hazırlanan Ekonomik Yaşama Katılım ve Olanaklar kategorisi içinde kendi bölgesi olan Avrupa-Orta Asya'da sonuncu sırada yer almaktadır. "Kadın Emeği, Türkiye Ekonomisinin Yeni Dinamiği" Aile ve Sosyal Politikalar Bakanlığı'nın belirlediği yeni slogandır. Ulusal İstihdam Stratejisi Taslağı'nda (2012-2013) 2023'de kadınların İKO % 35 olması hedeflenmiş, daha sonra revize edilerek 2017 sonuna kadar % 35, 2023 yıl sonuna kadar % 38 olması şeklinde yükseltilmiştir. Kadınların karar alma süreçlerine katılabilmesi ve ekonomik olarak güçlenebilmesiyle kadın istihdamının arttırılması kalkınma hedefleri için bir araç olarak görülmektedir. Negatif ayrımcı politikalar ve toplumun yeterince bilinçli veya farkında olmayışı engelli bireylerin çalışma hayatına katılmasını zorlaştırmaktadır. Engelli bireylerin yaşam standartlarının yükseltilmesi ve toplumsal refahın da arttırılabilmesi için engelli bireylerin de iş hayatına kazandırılmaları son derece önem arz etmektedir. TÜİK 2002 yılında gerçekleştirdiği Türkiye Engelli Araştırması'nın devamında 2006 yılında engellilerin işgücü piyasasına entegrasyonlarını göstermek için ileri analiz raporu yayınlamıştır. Rapora göre Türkiye'de toplam nüfusun % 12,29'unu oluşturan engelli bireylerin işgücüne katılımı % 22 düzeyindedir. Cinsiyet ayrımında bakıldığında ise; erkeklerin % 32 olan işgücüne katılım oranı kadınlarda yüzde 7'ye düşmektedir. Bu oran kadının işgücü piyasasındaki dezavantajlı durumunun engelli kadınlar nezdinde çok daha ciddi boyutlarda olduğunu göstermektedir. Ulusal İstihdam Stratejisi (UİS) Taslağı'nda (2012-2013) ; eğitim-istihdam ilişkisinin güçlendirilmesi, işgücü piyasasında esneklik ve güvencenin sağlanması, özel politika üretilmesini gerektiren dezavantajlı grupların istihdam olanaklarının arttırılması ve istihdam ile sosyal koruma bağlantısının güçlendirilmesini esas alan dört temel başlık üzerinde durulmaktadır. 2009 yılından beri Çalışma ve Sosyal Güvenlik Bakanlığı (ÇSGB) tarafından yürütülen UİS çalışmaları özellikle kadınlar için part-time veya kısmi zamanlı çalışma da denilen esnek çalışma biçimlerini çözüm olarak sunmaktadır. 4857 sayılı İş Kanunu 13ncü maddesinde ele alınan kısmi çalışma, normal çalışma süresine göre daha az zamanlı çalışma olarak tanımlamaktadır. Ülkelere göre kısmi çalışma süreleri farklılık arz etmektedir. Türkiye'de haftalık 30 saatin altında kalan çalışmalar kısmi çalışma olarak görülürken, ABD'de 35 saat, Kanada ve İngiltere'de 30 saat, Almanya'da 36 saatin altında kalan haftalık çalışma süreleri kısmi çalışma olarak değerlendirilmektedir. Avru-

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pa İstatistik Kurumu (EuroStat)'nun 2010 yılı verilerine göre AB üyesi ülkelerde kısmi çalışma yüzde 19,2 düzeyinde olup; en yaygın uygulama alanı bulduğu ülkeler Hollanda, İsveç, Almanya ve İngiltere'dir. Kadınlar kısmi zamanlı çalışmayı daha çok tercih etmektedir; kısmi zamanlı çalışan kadın oranı % 31,5 olup erkeklerde bu oran % 8,3'dür. Türkiye'de ise kısmi zamanlı çalışma oranı yine AB ülkelerinde olduğu gibi kadınlar tarafından tercih edilmekle birlikte % 11,7 düzeyindedir. Ancak esnek çalışma biçimleri henüz bir istihdam politikası olarak yaygınlaştırılmadığından prim ödemelerinin yüksekliği ve ödeme sürelerinin uzunluğu nedenleri başta olmak üzere sosyal güvenceye ulaşmada sorunlara yol açabilmektedir. T.C. Aile ve Sosyal Politikalar Bakanlığı ile T.C. Bilim Sanayi ve Teknoloji Bakanlığı arasında kadın, engelli, terör mağduru şehit yakını ve gazilere yönelik girişimcilik faaliyetlerinin geliştirilmesi ile dezavantajlı grup kategorisindeki aktif nüfusun iş gücü piyasasına katılımlarının arttırılması amacıyla 10 Şubat 2012 tarihinde protokol imzalanmıştır. Protokolde kadın ve engelli girişimciliğini desteklemeye yönelik stratejiler geliştirilmesi, KOSGEB'in kadınlara ve engellilere yönelik düzenlediği Uygulamalı Girişimcilik Eğitimlerinin sayısının arttırılması, girişimcilerin yenilikçi ve teknolojik alanlara yönlendirilmesi amacıyla modeller geliştirilerek uygulanması ve finansmana erişimlerinin kolaylaştırılması ele alınan başlıca amaçlar olarak sayılabilir. Girişimciliğin desteklenmesi, yaygınlaştırılıp başarılı işletmelerin kurulmasını ilke edinen KOSGEB'in organize ettiği Girişimcilik Destek Programlarının içeriğinde Uygulamalı Girişimcilik Desteği, Yeni Girişimci Desteği, İş Geliştirme Merkezi (İŞGEM) Desteği ve İş Planı yer almaktadır. Uygulamalı Girişimcilik Desteğinde; kendi işini kurmak isteyen girişimcilerin bir iş planına dayalı olarak kuracakları işletmelerinde başarı düzeylerini arttırmak üzere 24 saati atölye çalışmalarından oluşan toplam 70 saatlik eğitimler düzenlenmektedir. Uygulamalı Girişimcilik Eğitimi, KOSGEB Genç Girişimci Geliştirme Programı, Küçük Ölçekli İşletme Kurma Danışmanlığı Desteği (KÖİDD) Programını tamamlayıp programa/eğitime katıldığını belgeleyip işletmesini kuran girişimciler ile İŞGEM'de yer alan işletmeler Yeni Girişimci Desteği'nden yararlanabilmektedir. 2014 yılında kendi işyerini açarak Girişimcilik Destek Programı kapsamındaki Yeni Girişimci Desteği'nden yararlanan kadın girişimci sayısı 4.632'dir. Bu toplamın faaliyette bulunduğu alanlar analiz edildiğinde; % 32,43'ü toptan ve perakende ticaret; motorlu kara taşıtları ve motosiklet onarımı, % 21,84'ü imalat, % 17,31'i konaklama ve yiyecek hizmeti faaliyetleri, % 15.93'ü diğer hizmet faaliyetleri, % 7,06'sı mesleki, bilimsel ve teknik faaliyetler, kalan % 5,43'lük dilim ise sırasıyla idari ve destek hizmet faaliyetleri, bilgi ve iletişim, inşaat, ulaştırma ve depolama, su temini; kanalizasyon, atık yönetimi ve iyileştirme faaliyetleri, elektrik, gaz, buhar ve iklimlendirme üretimi ve dağıtımı işleri şeklinde dağılım göstermektedir.

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2014 yılında kendi işyerini açarak Girişimcilik Destek Programı kapsamındaki Yeni Girişimci Desteği'nden yararlanan engelli girişimci sayısı 79'dur. Engelli girişimcilerin sektörel bazlı dağılımı incelendiğinde ise; ilk üç sırayı kadın girişimcilerde olduğu gibi % 34,17'si toptan ve perakende ticaret; motorlu kara taşıtları ve motosiklet onarımı, % 25,31'i imalat, % 17,72'si konaklama ve yiyecek hizmeti faaliyetleri, kalan % 22,8'i ise sırasıyla diğer hizmet faaliyetleri, bilgi ve iletişim, idari ve destek hizmet faaliyetleri, inşaat, mesleki, bilimsel ve teknik faaliyetler, su temini; kanalizasyon, atık yönetimi ve iyileştirme faaliyetleri şeklinde olduğu görülmektedir. Hem kadın hem de engelli girişimci sayısı ise 23'tür. Bu gruptaki ilk sırayı da diğerlerinde olduğu gibi toptan ve perakende ticaret; motorlu kara taşıtlarının ve motosiklet onarımı % 34,78, imalat sektöründe % 26,08, Konaklama ve Yiyecek Hizmeti Faaliyetlerinde % 21,74, kalan %17,4 ise diğer hizmet faaliyetleri ve idari ve destek hizmet faaliyetleri arasında eşit dağılıma sahiptir. Fransa, Almanya gibi birçok ülke özürlü istihdamında özürlülük oranı, yaş, verimlilik, özürlülük cinsi gibi birçok özel durumu dikkate almaktadır. Oysa Türkiye'deki mevcut sistemde bu özel durumlar dikkate alınmamaktadır. Özürlü çalıştıran işyerine yapılan destek sadece her bir özürlü için ödemesi gereken sigorta priminin yarısının devletçe karşılanması şeklindedir. Ancak özürlü çalışanların engelleri itibariyle normal bir çalışan gibi verimli çalışamayacakları hatta eğitim seviyeleri son derece düşük olduğundan daha fazla ilgilenilmesi gerektiği, özel durumları nedeniyle de işyerinin donanım olarak yenilenmesi gerektiği dikkate alınarak işverene külfet oluşturan bu maliyetlerin karşılanmasında ilgili otoritenin alacağı destek ve teşvik tarzındaki gerçekçi önlemlerin önemi büyüktür. Türkiye'de engelli istihdamında Kota Yöntemi benimsenmiştir. Ancak Fransa ve Almanya başta olmak üzere gelişmiş ülkelerde bir işyerinde çalıştırılmasının güçlükleri olan engelliler için uygulanan korumalı işyeri ve evde çalıştırma istihdam modellerinin devlet eliyle yaygınlaştırılıp derinleşmesinin sağlanmasının engelli istihdamına katkı sağlayacağı açıktır. 2006 yılında yayınlanan 5378 sayılı Yasa korumalı işyerleri uygulaması konusunda önemli bir adımdır. Fakat işyerinin engelli çalışana özel olarak düzenlenmesi için gerekli mali ve teknik desteğe ilişkin gerçekçi adımlar devletçe atılmadığından korumalı işyeri uygulaması henüz hayata geçirilememiştir. 14 Temmuz 2009 tarihli 27288 Sayılı RG'de ilan edilerek yürürlüğe giren Engellilerin Haklarına İlişkin Sözleşme uyarınca; 50 veya daha fazla sayıda işçi çalıştıran işverenler % 3, kamu sektörü ise % 4 düzeyinde özürlü çalıştırmak zorundadır. Eski hükümlülerde bu oran % 2'dir. İşyerinin imkanı ölçüsünde işveren, çalışma ortamını kolaylaştırıcı düzenlemeleri yapmakla mükelleftir. İşveren Kanun uyarınca özürlü, eski hükümlü ve terör mağduru olan kişileri İŞKUR aracılığıyla temin etmektedir. İŞKUR haricinde istihdam ettiği özürlü, eski hükümlü ve terör mağduru söz konusu ise

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bir aylık süre zarfında İŞKUR'a bildirip tescil işlemlerini tamamlaması gerekmektedir. Kanun kapsamında özel sektör tarafından istihdam edilen özürlülerin SGK işveren prim ödemelerinin tamamı, kontenjan fazlası olarak veya kontenjan dahilinde olmadığı halde istihdam edilen özürlülerin SGK işveren prim ödemelerinin yarısı devlet tarafından karşılanır. Kanuna uymayan ve özürlü/eski hükümlü istihdam etmeyen işyerine çalıştırmadığı her özürlü/eski hükümlü için çalıştırmadığı süre boyunca aylık 750 TL para cezası uygulanmaktadır. Engelli istihdam etmediği takdirde işyerlerinin ödemek zorunda olduğu bu para cezası yeniden değerleme oranındaki artış dikkate alınarak 2010 yılında 1.552 TL, 2014 yılında 1.903 TL, 2015 yılında 2 bin 95TL olarak belirlenmiştir. Kamu kurumu dahi olsa 4857 sayılı İş Kanununun 30 uncu maddesine riayet etmeyen işyerleri hakkında gerekli yaptırım gerçekleştirilmektedir. Engellilerin istihdamına dair kolaylık sağlayan düzenleme ile 14 Temmuz 1965 Tarih, 657 Sayılı Devlet Memurları Kanunu'nun 53ncü maddesi değiştirilerek "Özürlülerin devlet memurluğuna alınmaları: mevzuata uygun olmak şartıyla özürlülerin mesleklerine uygun kadrolara atanması, mesleklerini icra ve infaza yardımcı araç ve gerecin kurumlarca temin edilmesi esastır" ibaresi eklenerek, engellilerin istihdamının arttırılmasına Çalışma ve Sosyal Güvenlik Bakanlığı Özürlüler İdaresi Başkanlığı ve İŞKUR'un beraberce yürüteceği uygulamalarla işverenlerin engelli istihdamına teşvik edilmesine çalışılmaktadır. Engelli istihdamında ayrımcı uygulamalardan en fazla etkilenen grup olan engelli kadınların iş hayatına kazandırılmaları ve istihdamlarının arttırılabilmesine özel önem verilerek işe alım sürecinde engelli kadınlara öncelik tanınmaya çalışılmaktadır. İŞKUR Kanuna aykırı hareket ederek engelli kontenjanından istihdama aracılık etmeyen işyerlerine kesilen cezaların toplandığı fondan kendi işini kurmak isteyen ve asgari % 40 engeli olan bireylerin Komisyonca başarılı bulunan projelerine 28 Haziran 2015 mesai bitimine kadar başvurdukları takdirde 36 bin TL hibe verilmesi böylece girişimci olmaları teşvik edilmektedir.

Anahtar Kelimeler: Girişimciler, Kadınlar, Engelli, İstihdam Politikaları