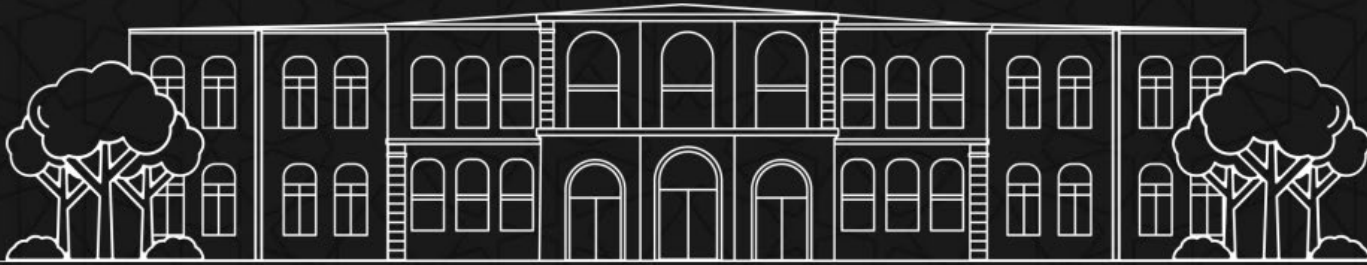


# ERASMUS+ PRAGUE MEETING

05.05.2023



**Asst. Prof. Mert EDALI**

medali@yildiz.edu.tr



Czech Republic – Questionnaire Analysis for Disabled Employees

Czech Republic – Questionnaire Analysis for Trainers



# QUESTIONNAIRE ANALYSIS FOR DISABLED EMPLOYEES

CZECH REPUBLIC

# Personal Information



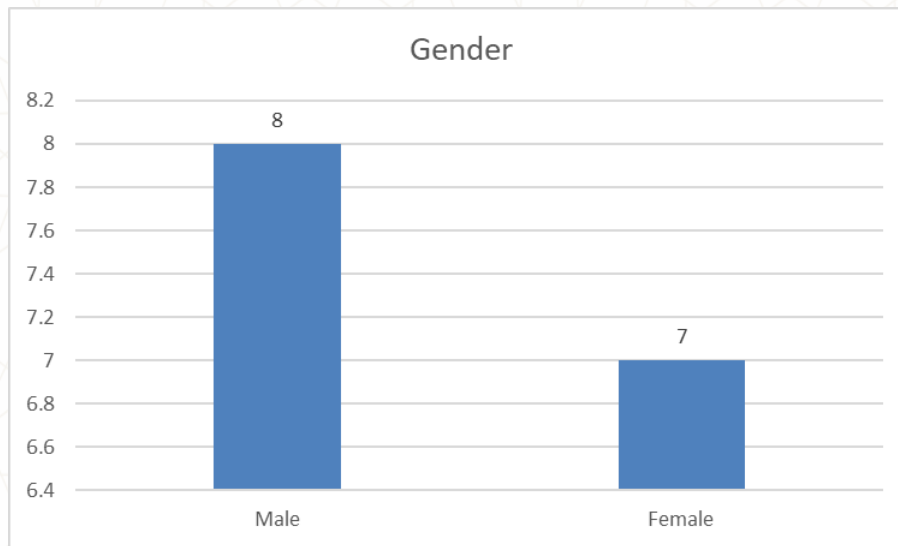
- 15 answers
- Age

Maximum	37
Median	29
Mean	29.4
Minimum	21

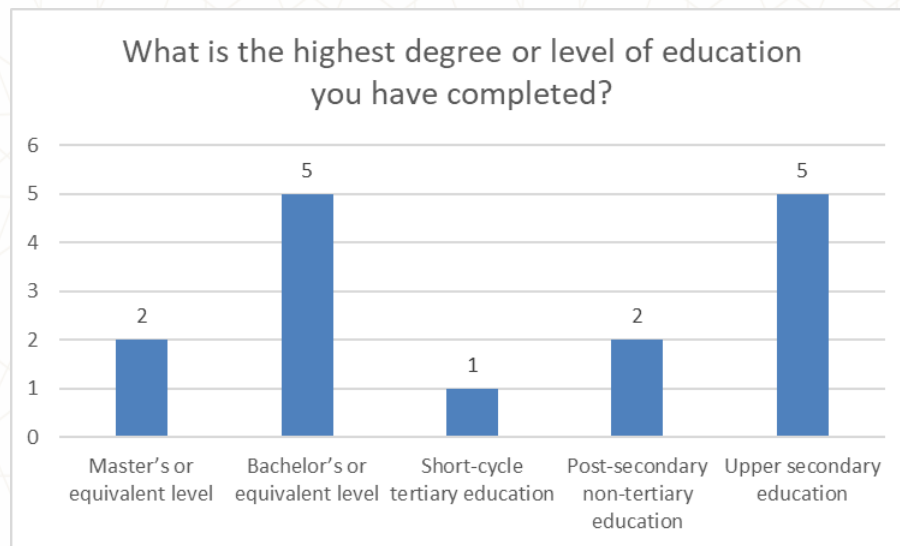
# Personal Information



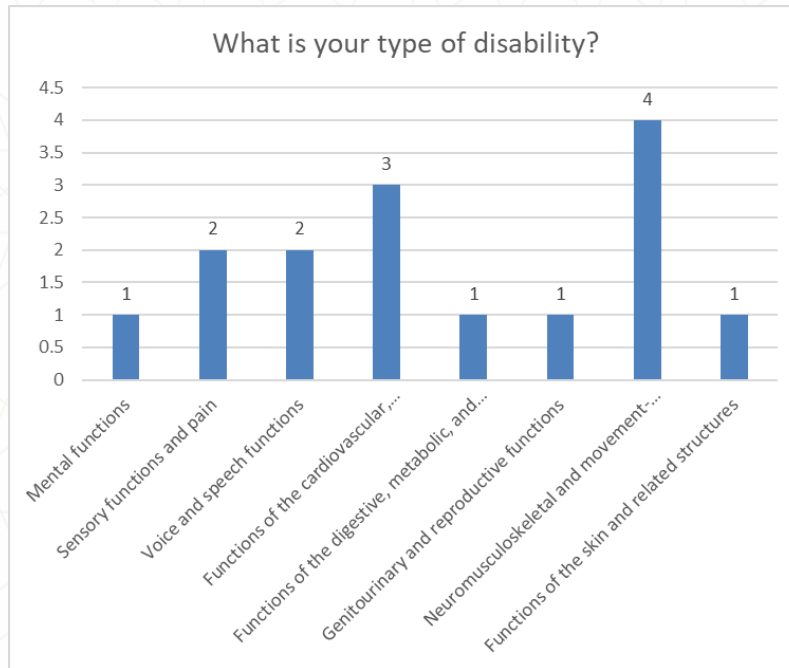
- Gender



- Education level



- Type of disability



All disability types are present.

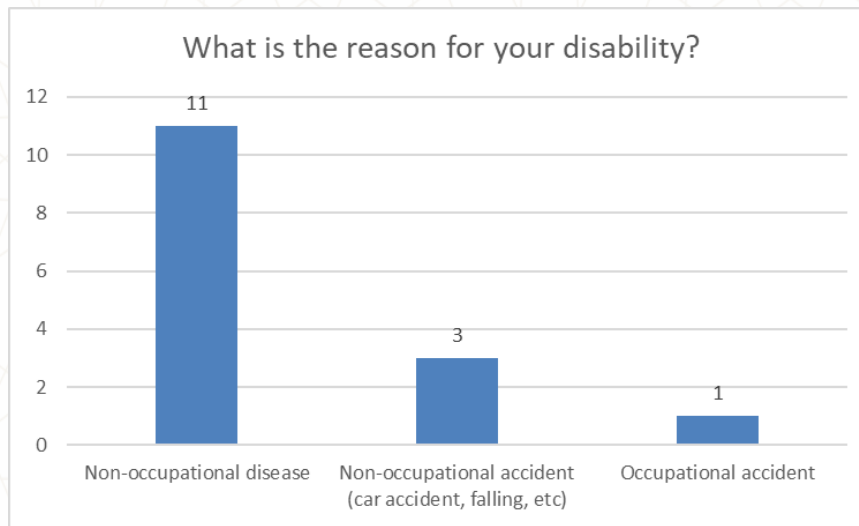
# Disability Information



- At what age did you become disabled?

Maximum	30
Median	24
Mean	23.67
Minimum	19

- Reason for disability



No occupational disease

# Disability Information



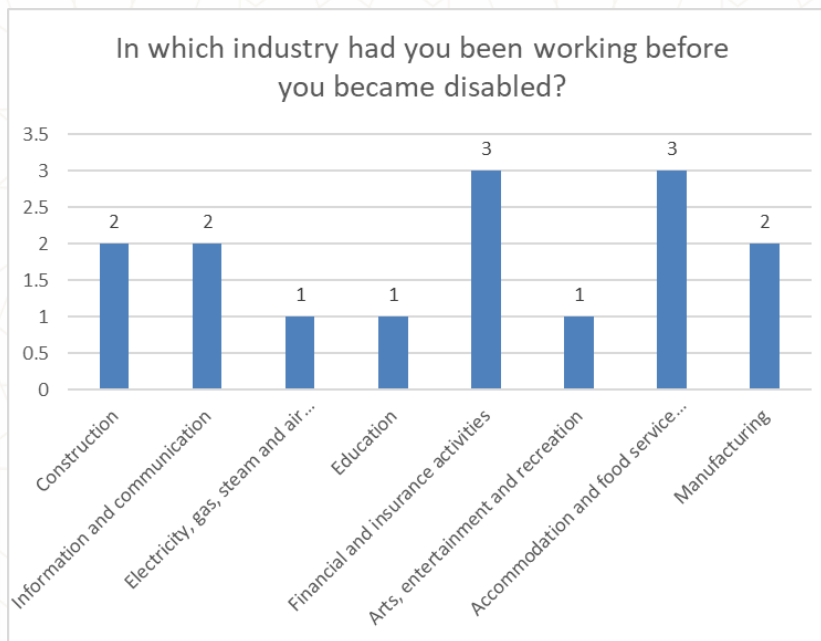
- Work experience before disability  
*How many years had you been working before you became disabled?*

Maximum	7
Median	4
Mean	4
Minimum	2

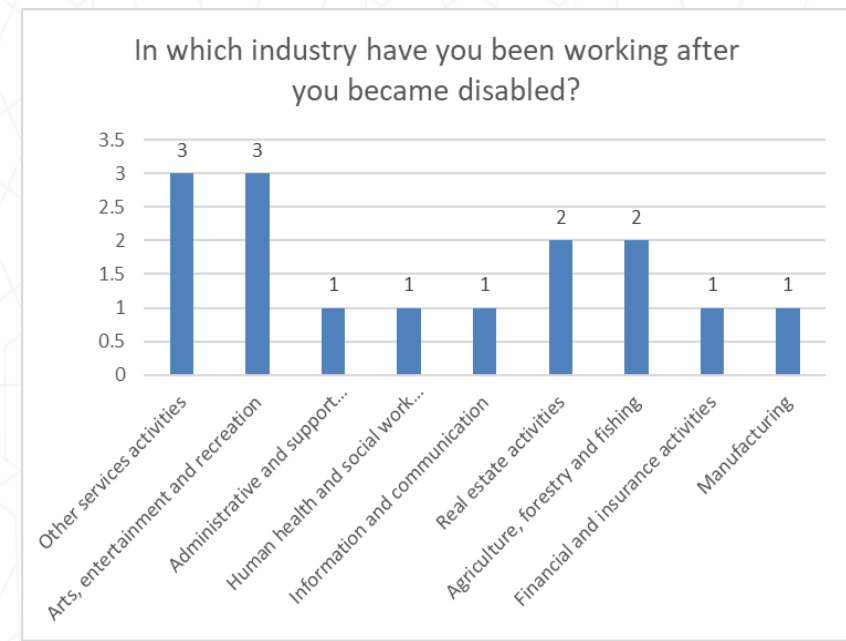
# Disability Information



- In which industry had you been working before you became disabled?



- In which industry have you been working after you became disabled?



# Disability Information



- Job information prior to disability

Worker  
Executive assistant  
Product manager  
Teacher  
Financial analyst  
Worker  
*Corporate communication specialist*  
*Art therapist*  
Housekeeper  
Worker  
*Accountant*  
Receptionist  
Worker  
Customer representative  
Waiter

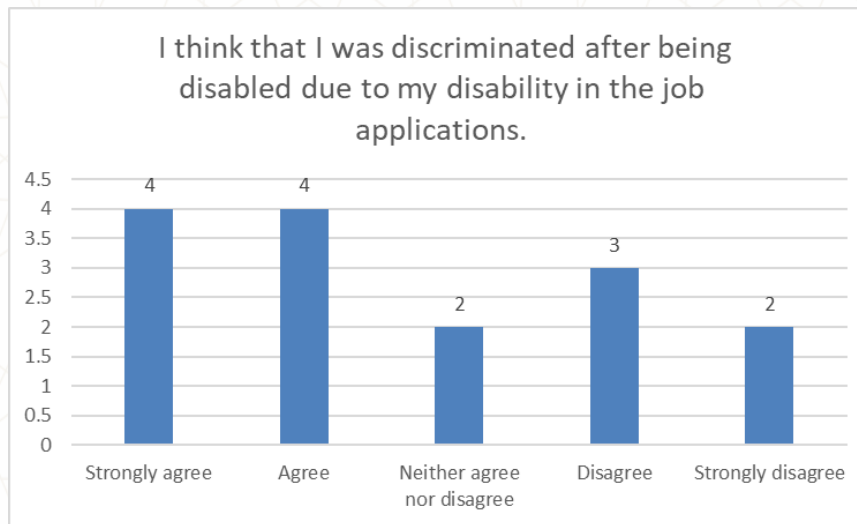
- Job after disability

Cook  
Freelance writer  
Customer specialist  
Salesperson  
Social worker  
Self-employer  
*Corporate communication specialist*  
*Art therapist*  
Real estate agent  
Farmer  
*Accountant*  
Cleaner  
Real estate agent  
Handicrafts worker  
Farmer

# Disability Information



- Discrimination in job applications



Half of the responders report discrimination.

# Disability Information



- Experience before disability (in years)  
*How many years have you been working after you became disabled?*

Maximum	5
Median	3
Mean	2.73
Minimum	1

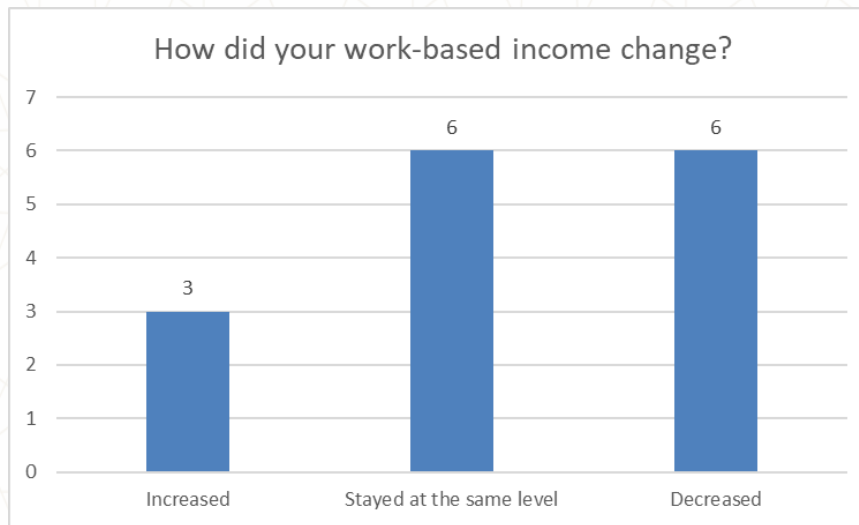
# Disability Information



# Disability Information

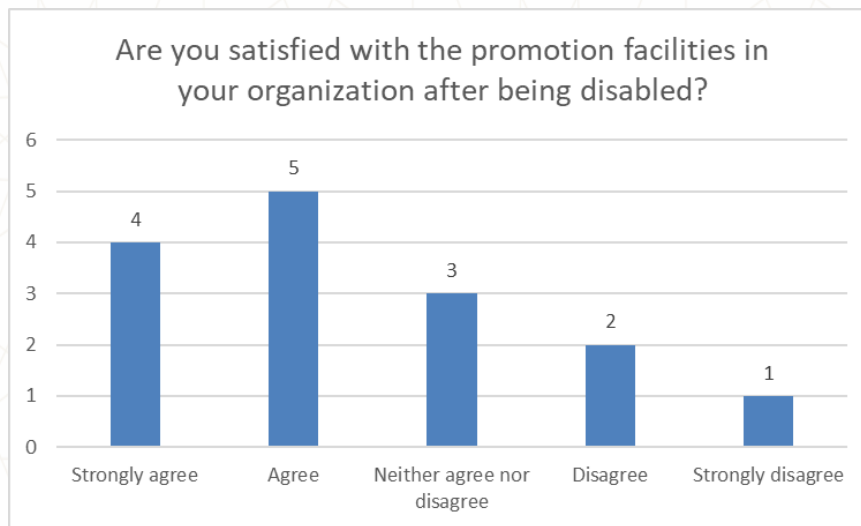


- Work-based income change



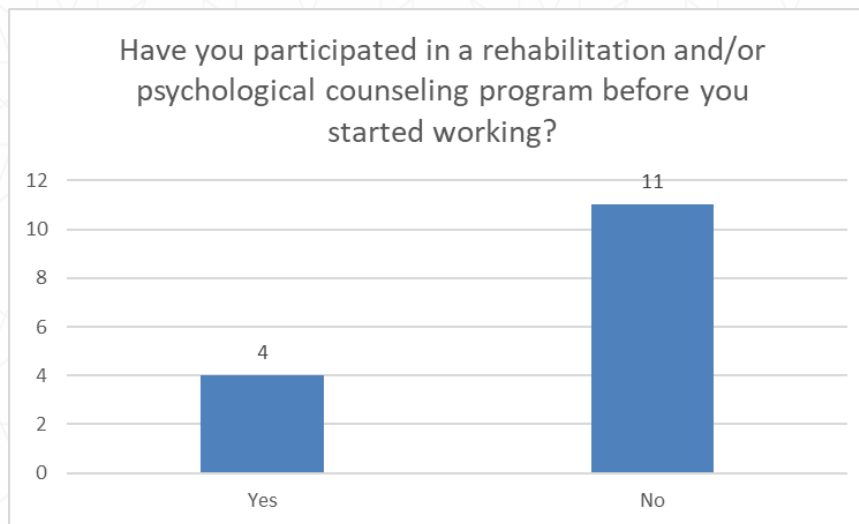
40% of the responders report that their work-based income decreased.

- Promotion in organization



60% of the responders are satisfied with the promotion opportunities.

- Participation in rehabilitation and/or psychological counseling after disability



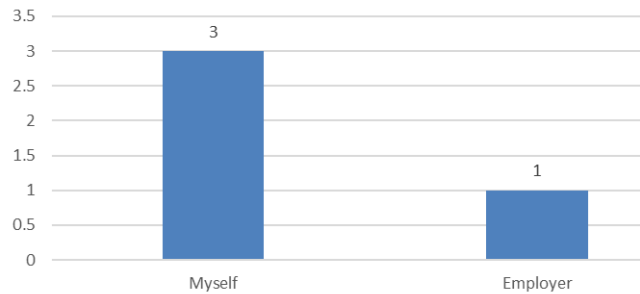
73% of the responders did not participate any rehabilitation/psychological counseling programs.

# Disability Information

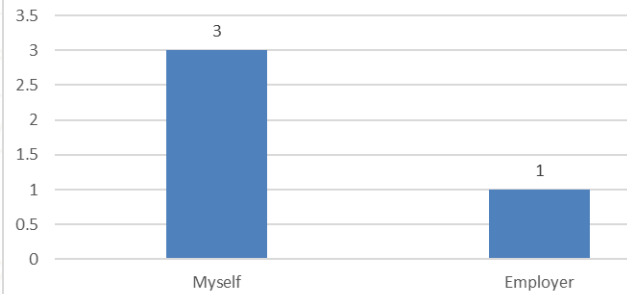


- For those who have participated (*4 people*);

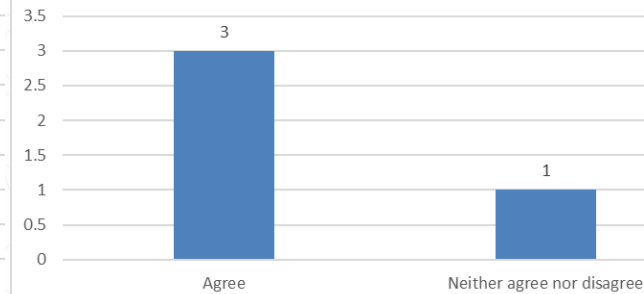
Who organized the rehabilitation and/or psychological counseling program before starting work?



Who covered the costs of the rehabilitation/psychological counseling program you attended?



The rehabilitation and/or psychological counseling program that I attended was beneficial for me.

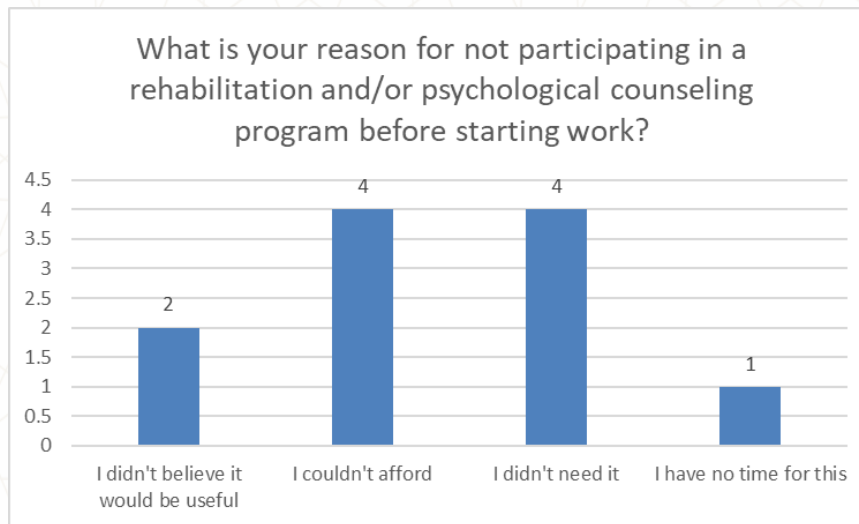


Self-organized, self-paid, and beneficial

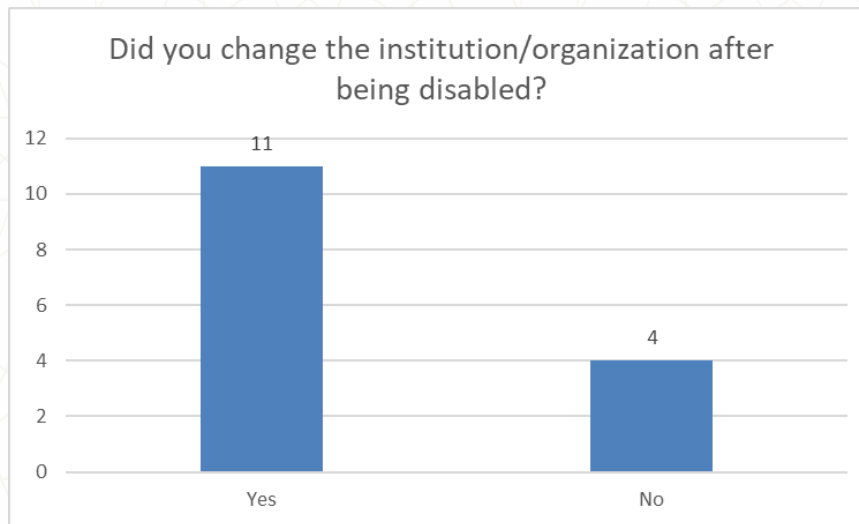
# Disability Information



- For those who have *not* participated (11 people);



- Institution/organization change after disability



73% of the responders changed their institution/organization after being disabled.

- For those who have changed their institution/organization after being disabled (*11 people*)  
*What are your reasons for choosing your new organization?*

I got fired  
I got fired  
I just need to make a new start  
I couldn't work my ex workplace  
I had to do it  
Health conditions  
New career plan  
Unemployment  
I thought it was more appropriate to change the organization  
I had to do it psychologically.  
I just thought that it will be better

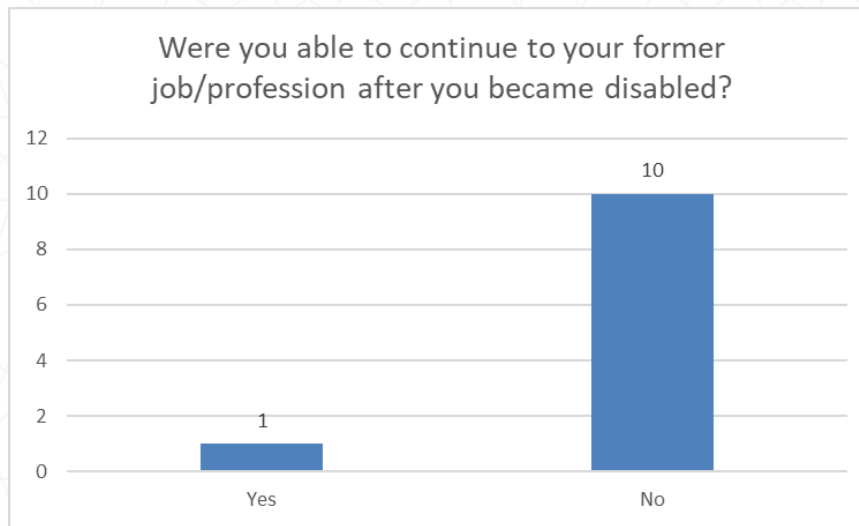
Most of them wanted a *fresh* start.

Unemployment is another significant factor.

# Disability Information



- Job/profession in the new organization

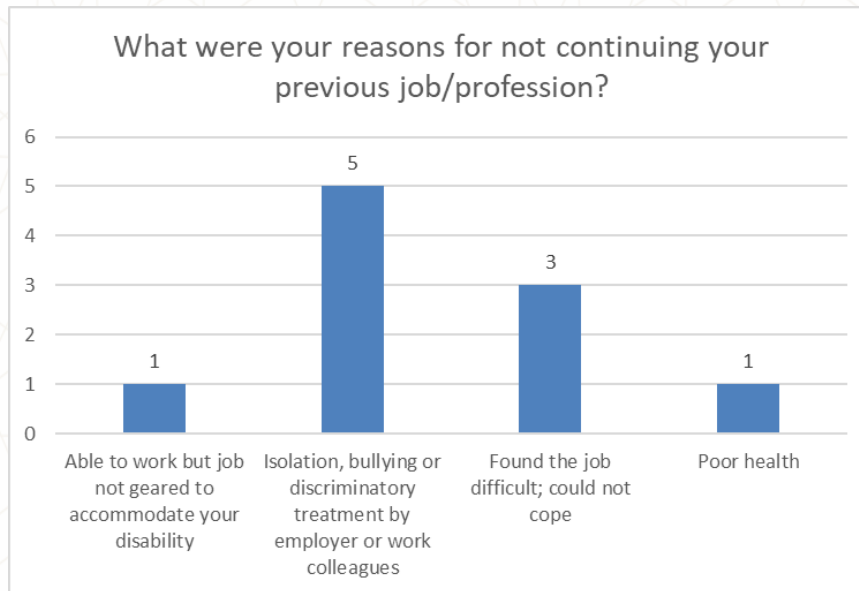


Nearly all responders changed their job/profession.

# Disability Information



- Reasons for not being able to performing the previous job/profession

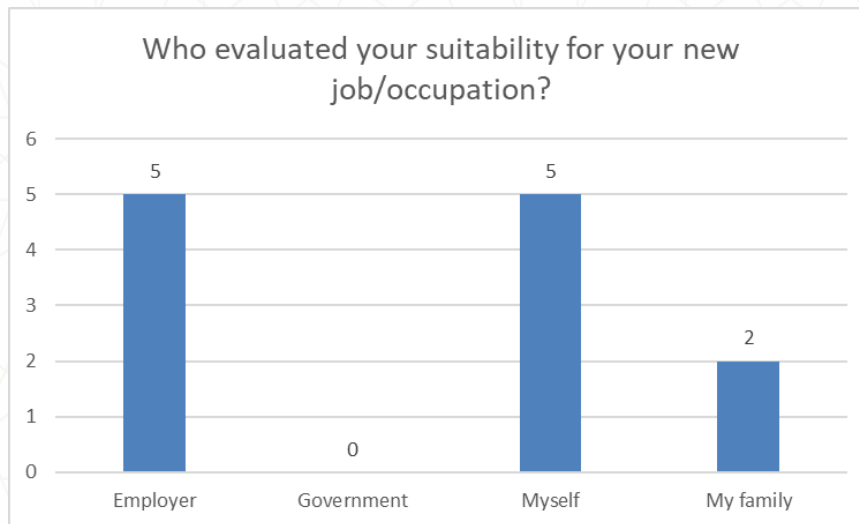


50% of the responders report isolation/bullying or discrimination.

# Disability Information



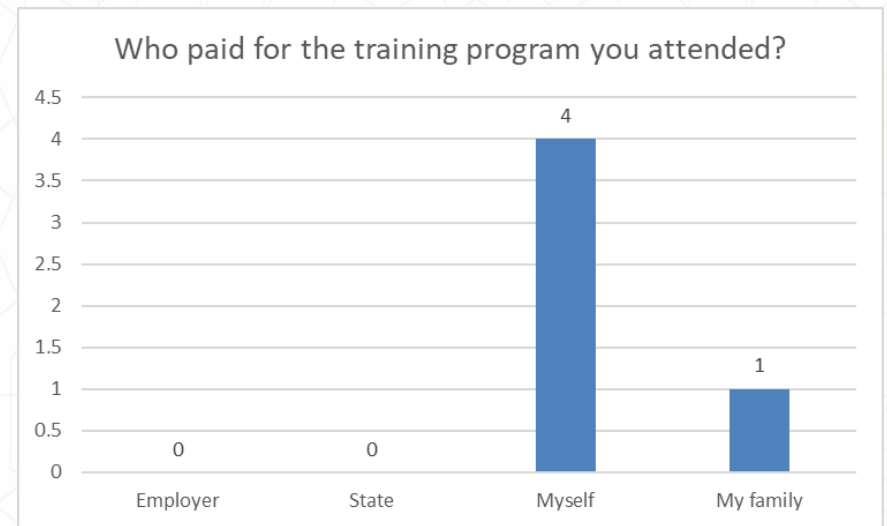
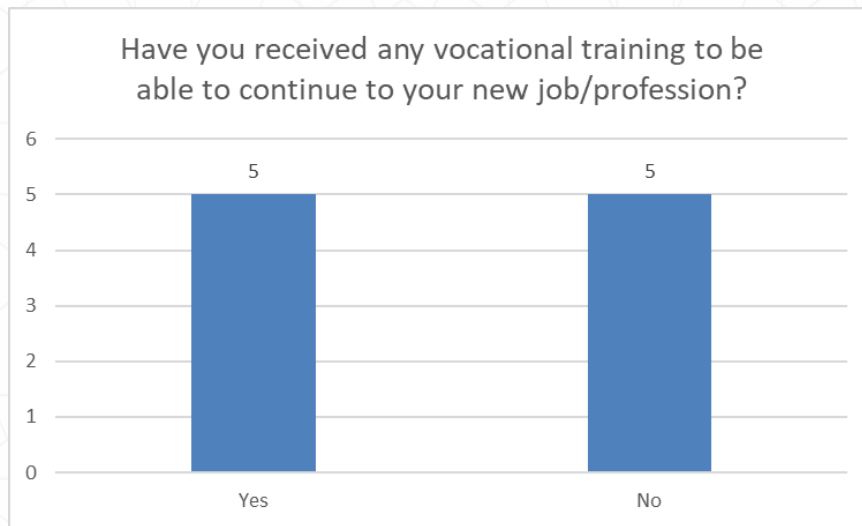
- Suitability for new job/occupation



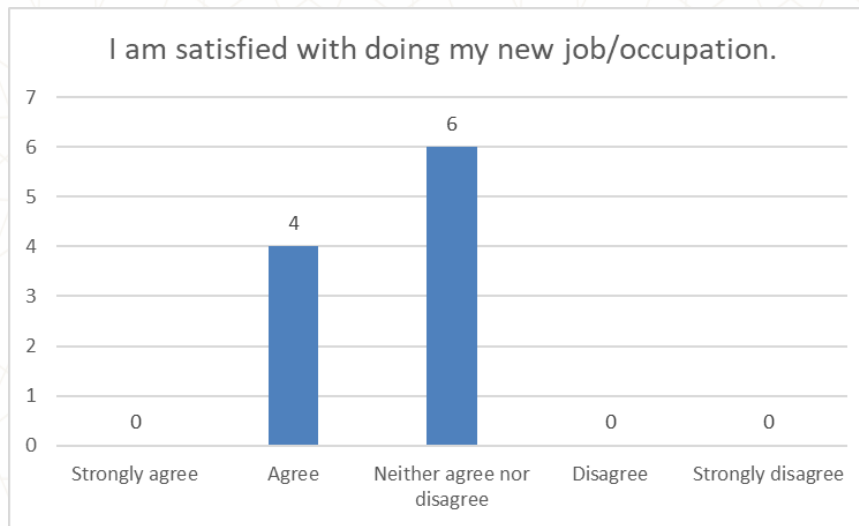
# Disability Information



- Vocational training for the new job/profession and its funder



- Satisfaction level with the new job/occupation



Responders are mostly neutral.

# Disability Information

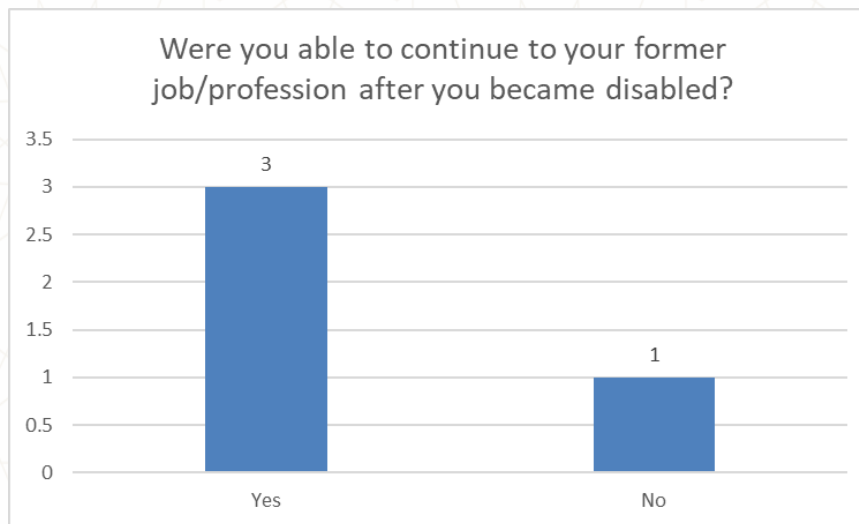


- For those who have **not** changed their institution/organization after being disabled (*4 people*)

# Disability Information



- Job/profession in the current organization

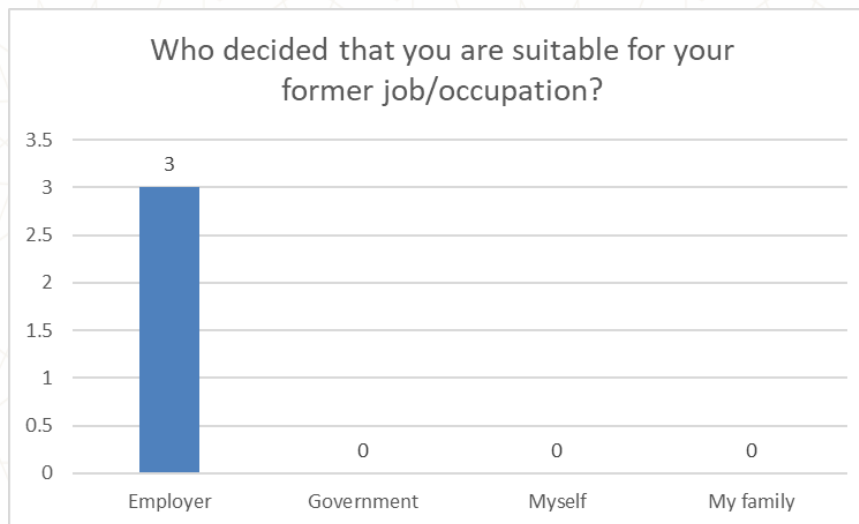


Nearly all responders did not change their job/profession.

# Disability Information



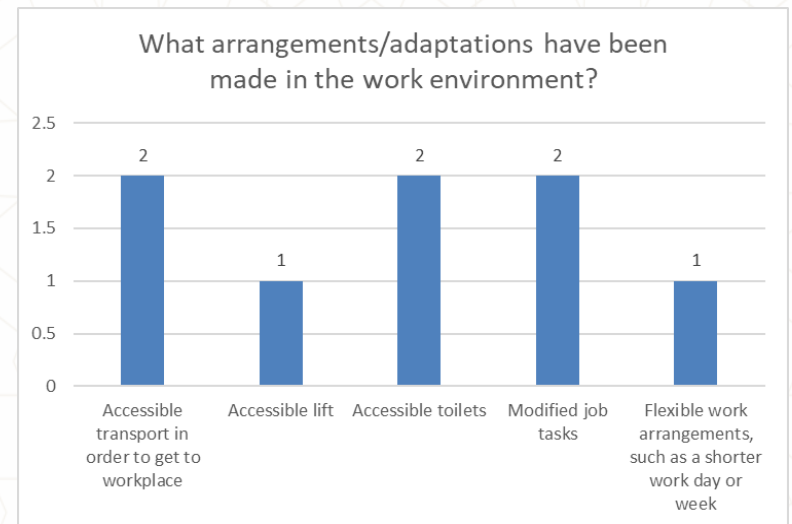
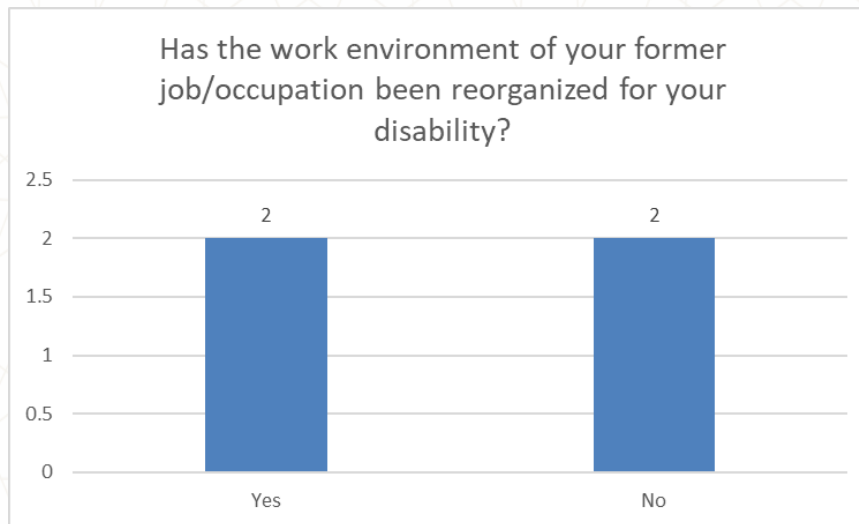
- Determining the suitability for the former job/occupation



# Disability Information



- Workplace reorganization



# Disability Information



- Training for the former job/profession



- Satisfaction level with the former job/occupation



# Disability Information





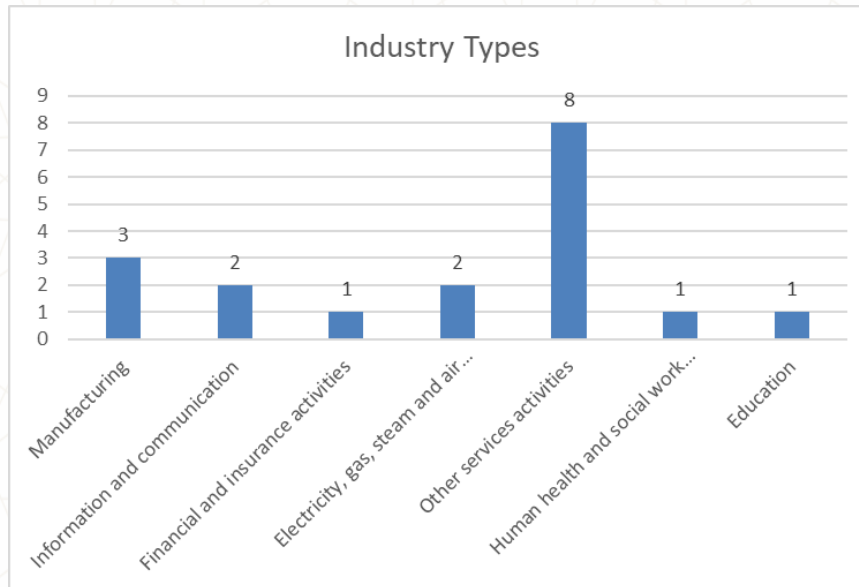
# QUESTIONNAIRE ANALYSIS FOR DISABLED EMPLOYEES

CZECH REPUBLIC

# Organization Information



- Industry types



- Existence of a quality management system



# Organization Information



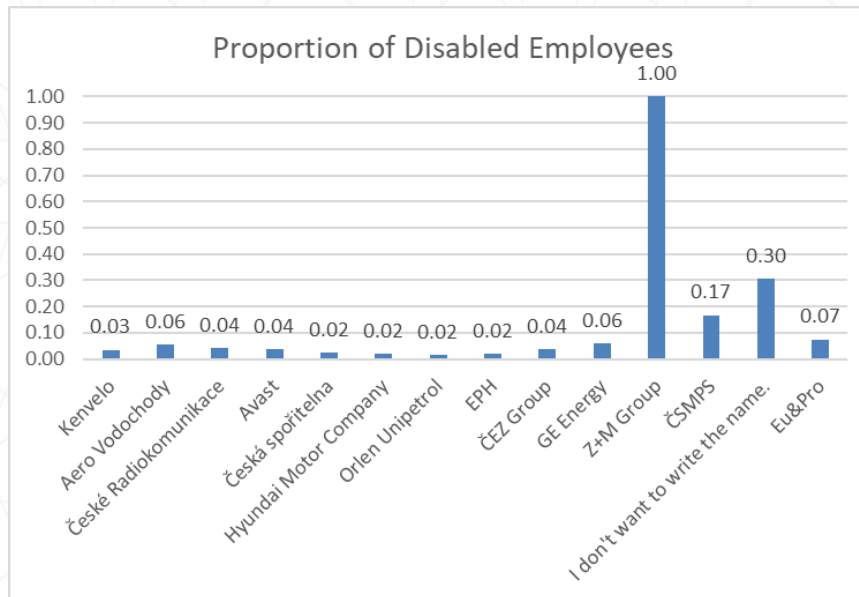
- Existence of an occupational health and safety management system



# Disabled Employment



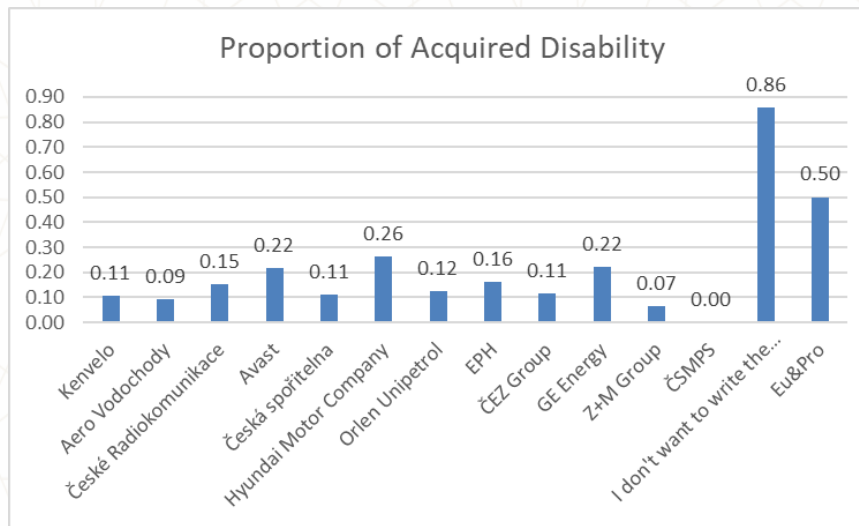
- Proportion of disabled employees



# Disabled Employment



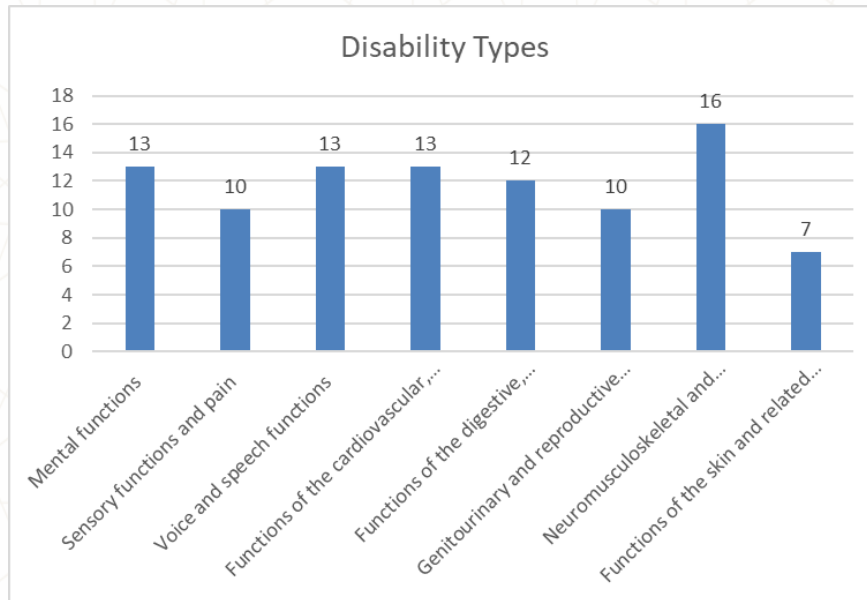
- Proportion of acquired disabilities among all disabled employees



# Disabled Employment



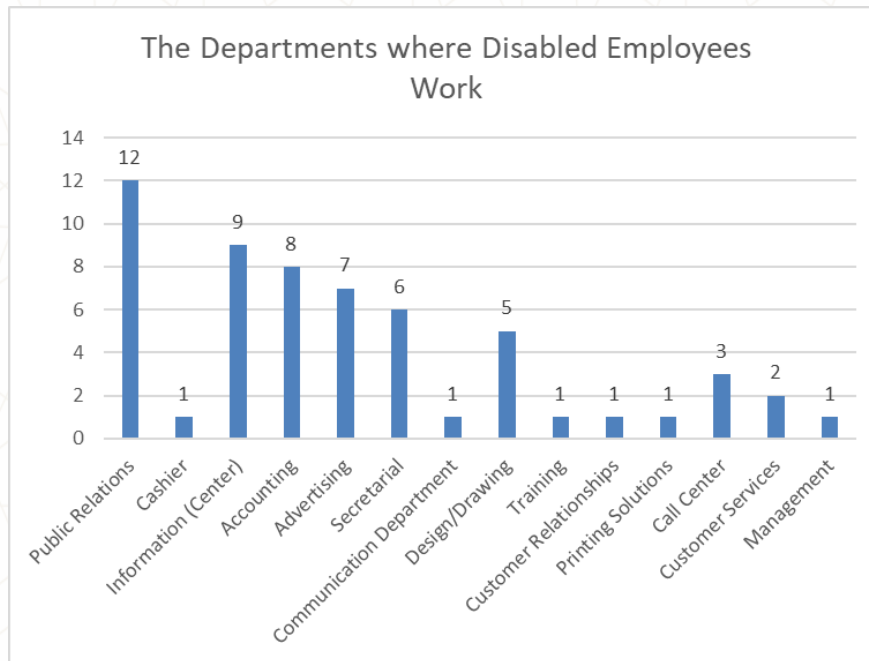
- Disability types of the disabled employees



# Disabled Employment



- Units/departments where disabled employees are employed



# Disabled Employment

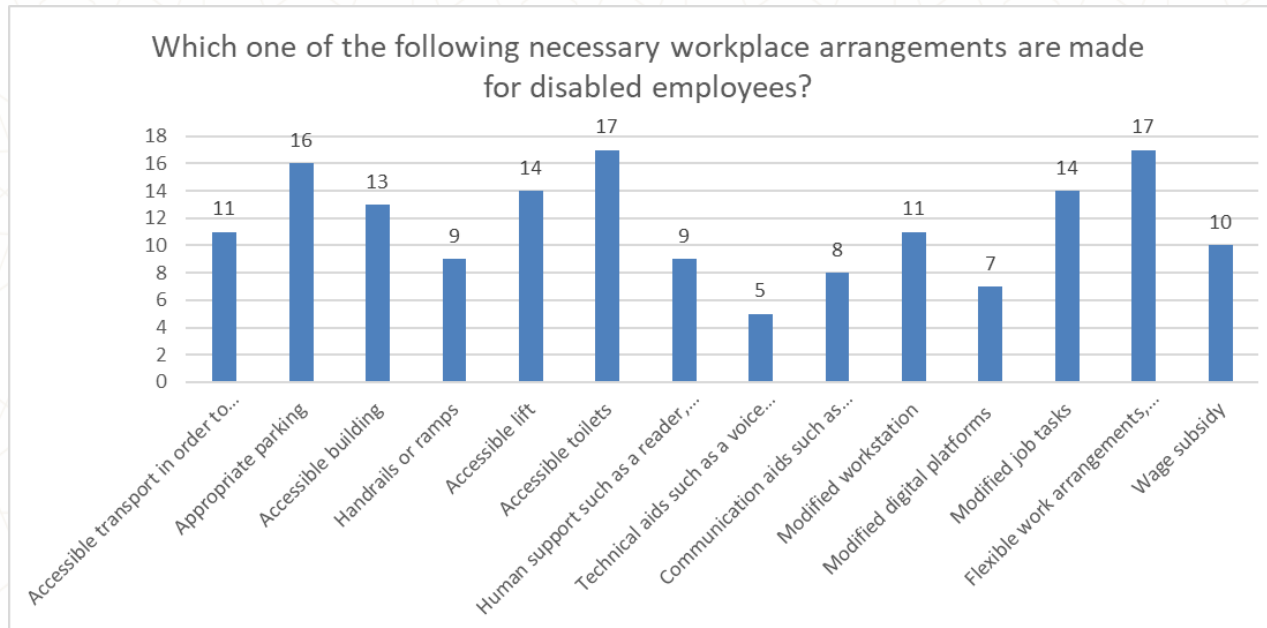


- Motivations behind the disabled employment
- All organizations stated as human resources policy of the organization.

# Disabled Employment



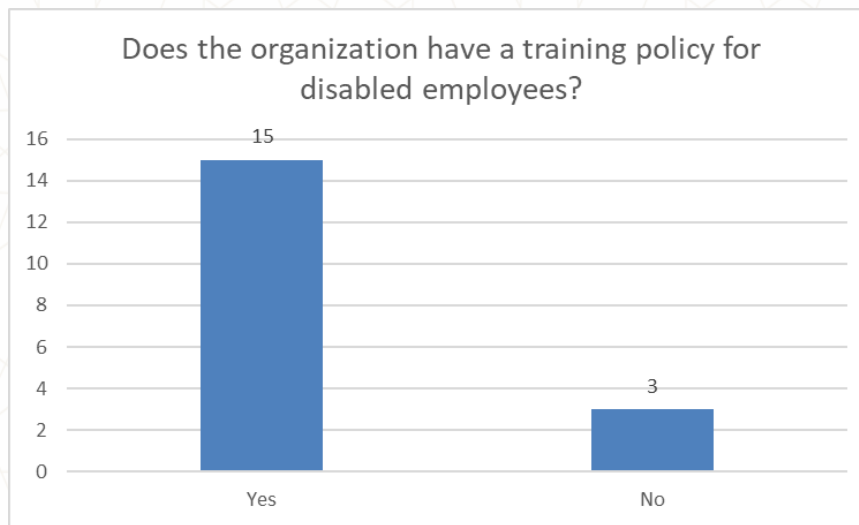
- Workplace arrangements



# Training of the Disabled



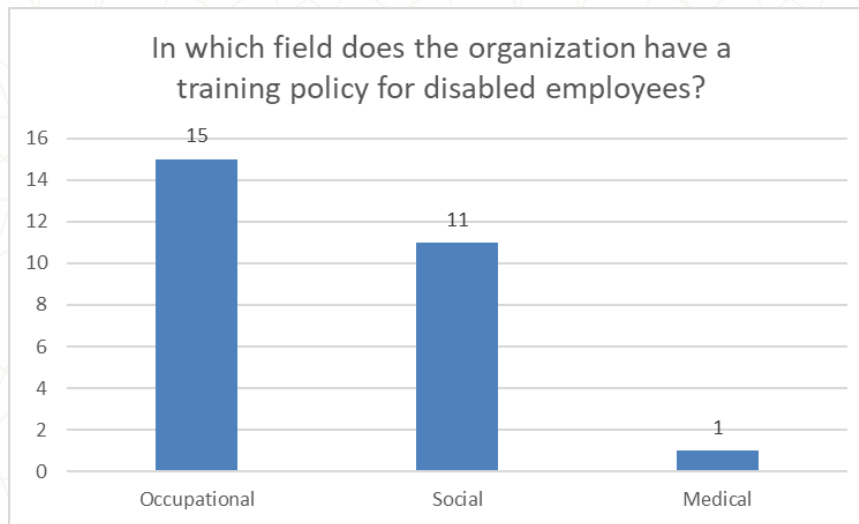
- Existence of the training policy for disabled employees



# Training of the Disabled



- Content of the training offered



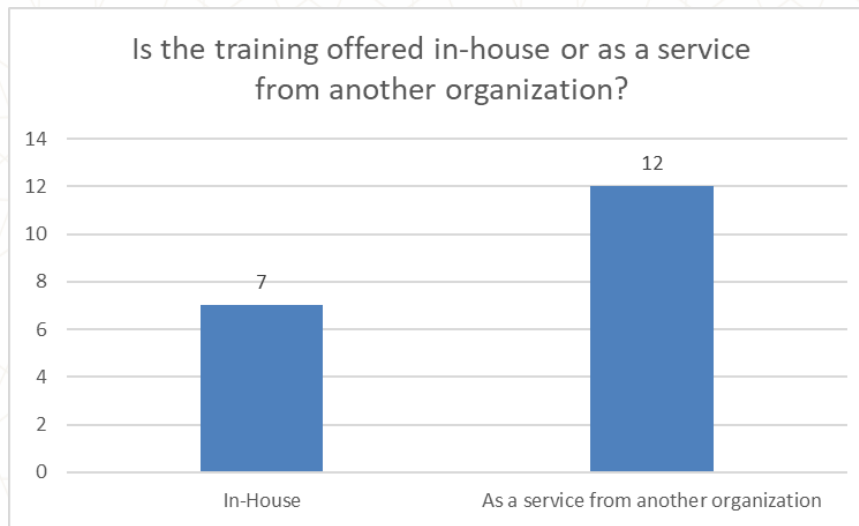
8 organizations provide both occupational and social training.

Only one organization provides all of them.

# Training of the Disabled



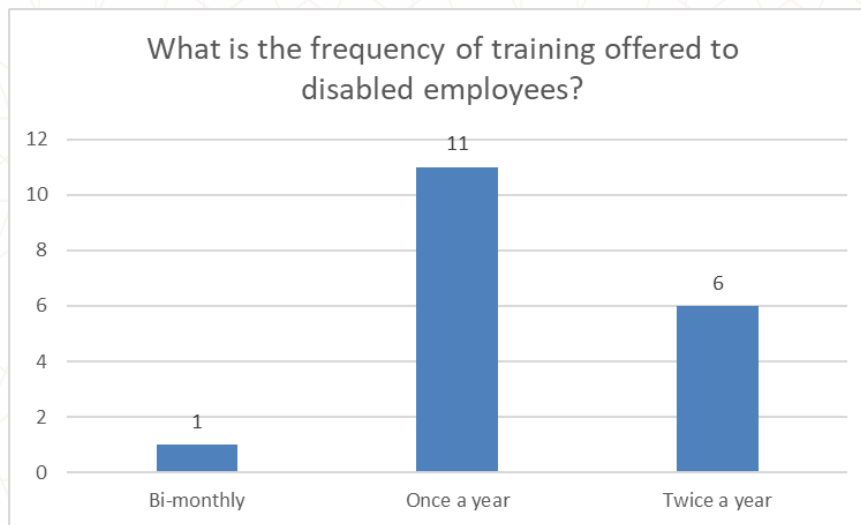
- How does the organization provide the training?



# Training of the Disabled



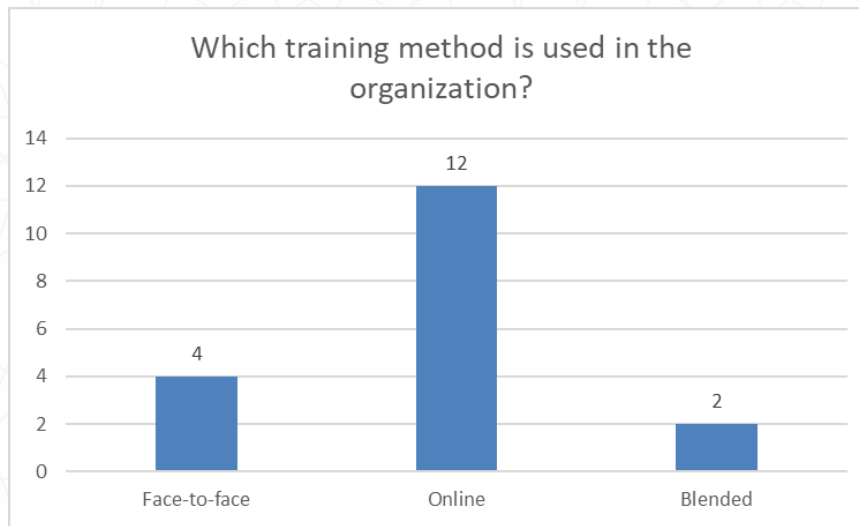
- Frequency of training



# Training of the Disabled



- Training method



# Training of the Disabled



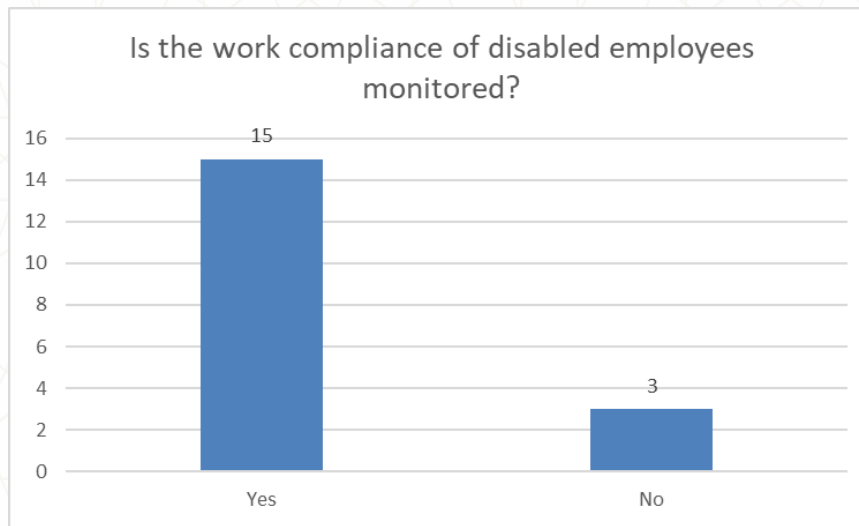
- Content of the training



# Training of the Disabled



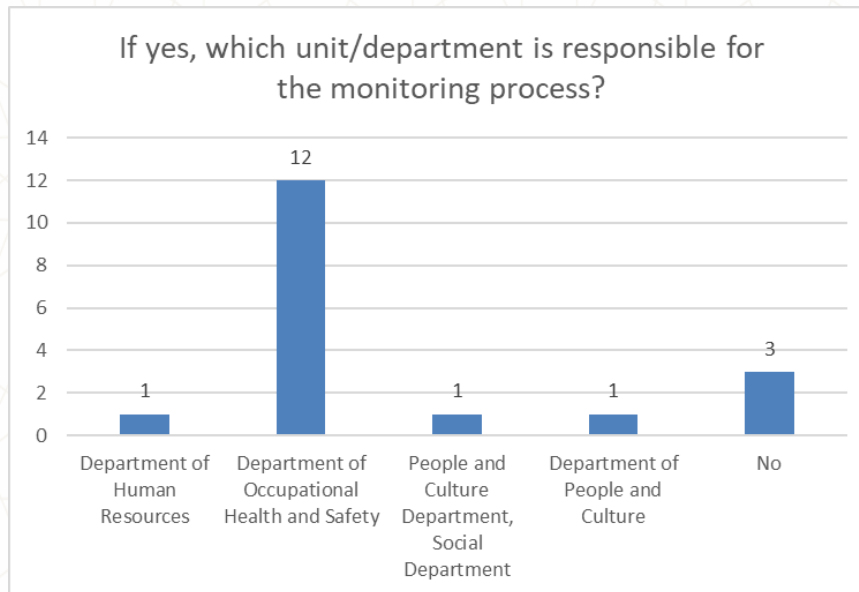
- Work compliance monitoring



# Training of the Disabled



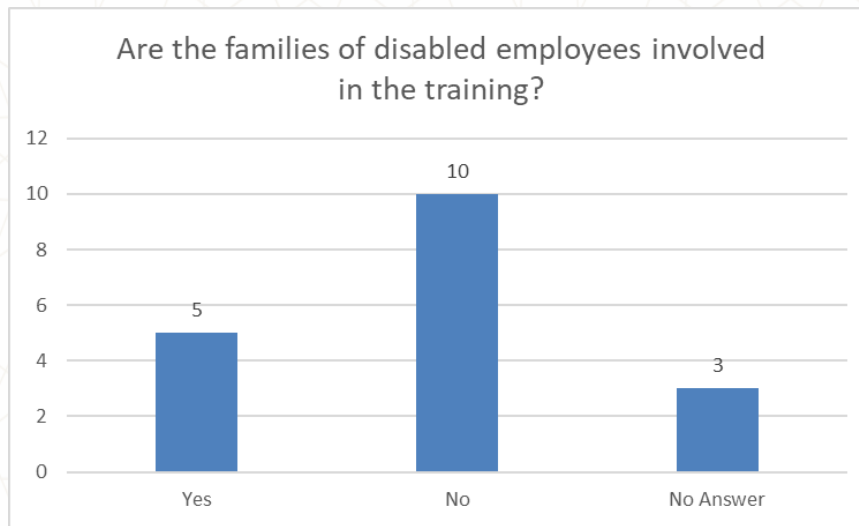
- Which department is responsible for the monitoring process?



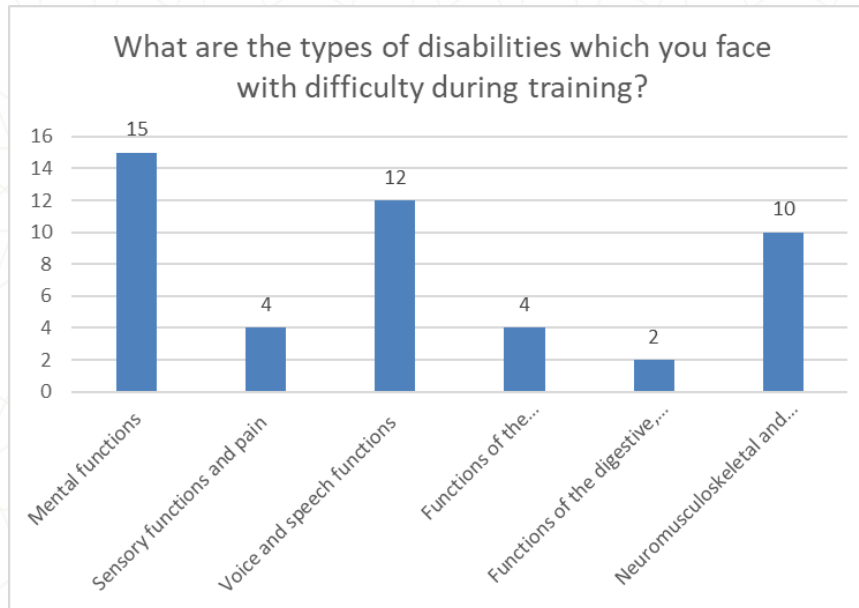
# Training of the Disabled



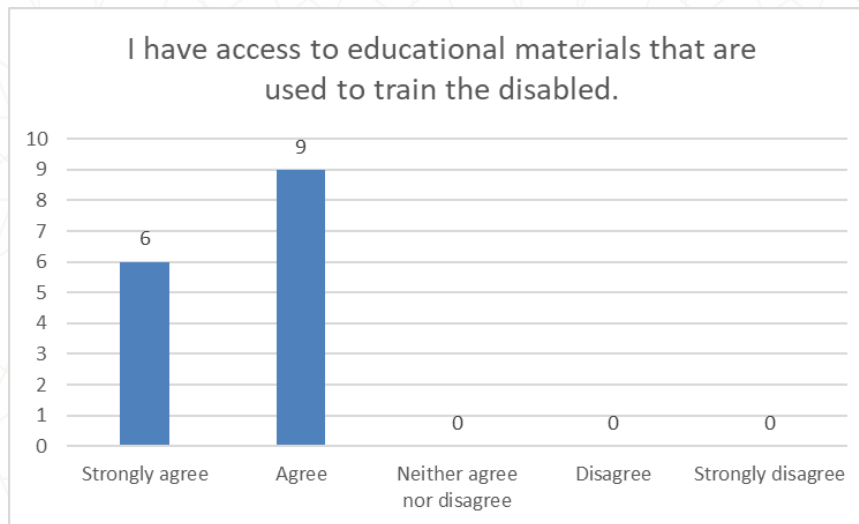
- Involvement of families in the training



- Difficulty in training



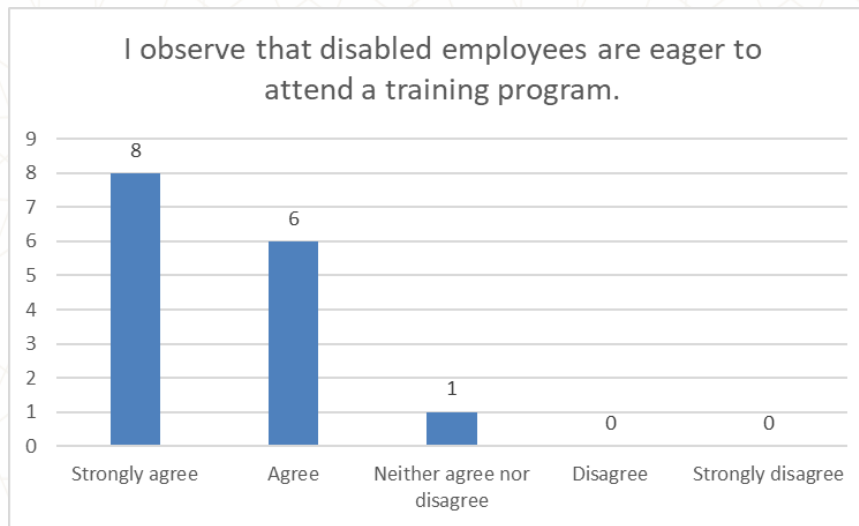
- Access to educational materials



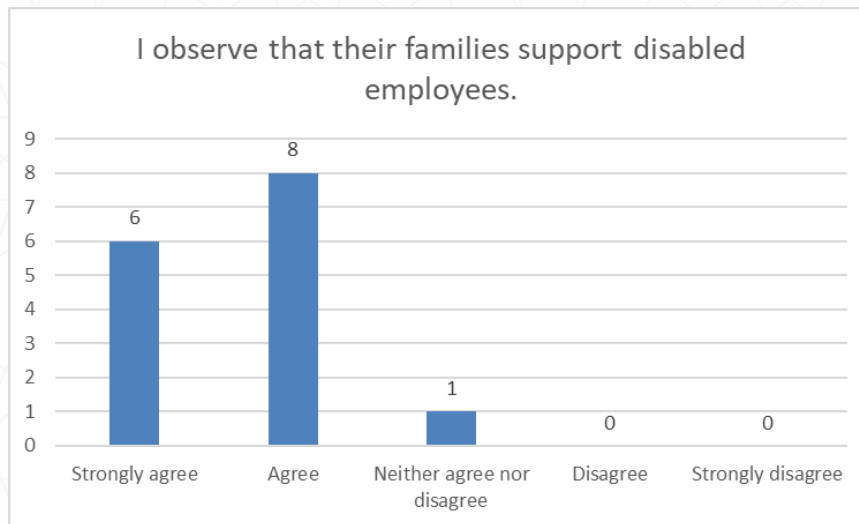
# Training of the Disabled



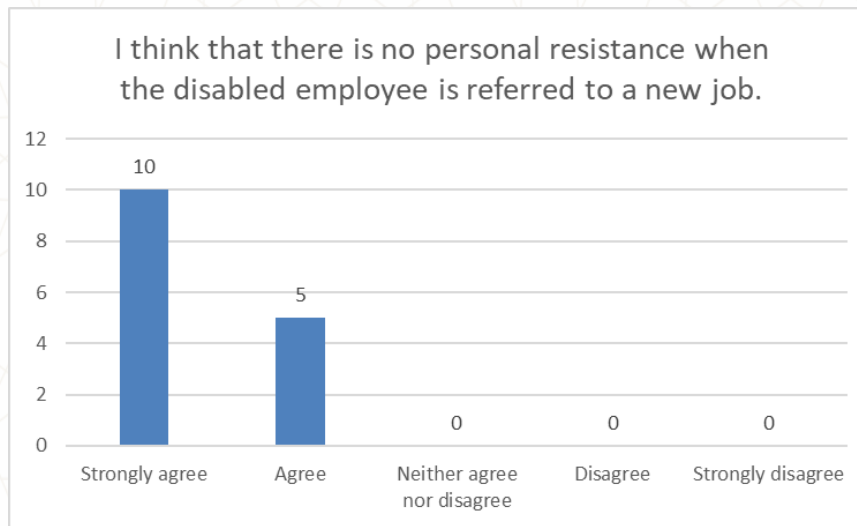
- Being eager to attend the training programs



- Family support in training



- Resistance to a new job





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## YILDIZ TECHNICAL UNIVERSITY

*Thank you for your attention*

