

TRANSNATIONAL LEGAL FRAMEWORKS AND CONTEXT OF EMPLOYMENT AND INTELLECTUAL DISABILITY

Júlia Pereira - Lusófona University, CICANT, Portugal ([0009-0003-9241-1981](https://doi.org/10.1009-0003-9241-1981))
Carla Sousa - Lusófona University, CICANT, Portugal ([0000-0003-1036-963X](https://doi.org/10.0000-0003-1036-963X))
Andreia Matos - Adapt4you, Portugal
Stefano Cobello - Polo Europeo della Conoscenza, Italy
Elena Milli - Polo Europeo della Conoscenza, Italy
Gülce Güner - Wise Academy, Sweden
Emre Hüseyin Yiğit - Wise Academy, Sweden
Gülben Cura - Yoncalar Association, Türkiye
Şenay Kızılkum - Yoncalar Association, Türkiye

Abstract

This chapter highlights the importance of employment for Persons with Intellectual Disability (PwID), focusing on its impact on well-being and social inclusion. Mainly, it reviews the existing legal frameworks in Italy, Portugal, Sweden, and Türkiye to explore how they facilitate the workplace inclusion of these individuals. As a result, the developed research finds persistent challenges in implementing legal frameworks, aligning PwID's skills with job market demands, and providing comprehensive support. It also emphasises the importance of reasonable accommodations in the workplace and discusses the successes and limitations of legal and societal initiatives in the four case study countries. Conclusively, it calls for a holistic approach that includes improving legislation, enhancing support systems, and raising awareness to ensure the effective inclusion of PwID in the workforce, underlining the need for societal and legal reforms to

bridge the gap between intention and practice in the employment of PwID.

Keywords: Intellectual Disability; Employment; Workplace Inclusion; Legal Frameworks; Reasonable Accommodations.

Relevance of the Chapter for People with Intellectual Disability (PwID)

This chapter is particularly relevant for Persons with Intellectual Disability (PwID) as it not only highlights the benefits of employment, such as increased self-esteem, a sense of purpose, and financial independence but also identifies the barriers that hinder full participation in the workforce. Through its comprehensive analysis, the chapter serves as a relevant resource for policymakers, employers, and advocates, urging a collective effort to remove obstacles and promote the employment inclusion of PwID, thereby affirming their rights and contributions to society.

Cite as: Pereira, J., Sousa, C., Matos, A., Cobello, S., Tutone, L., Milli, E., Güner, G., Hüseyin Yiğit, E., Cura, G., & Kızılkum, S. (2024). Transnational Legal Frameworks and Context. In C. Sousa, J. Pereira, & C. Casimiro (Eds.), *No Barriers: Strategies and Best Practices for the Employment of Individuals with Intellectual Disability* (pp. 9-35). Edições Universitárias Lusófonas. <https://doi.org/10.24140/nobarriers.v1.p01.02>

1. PwID in the Working Life

Research has consistently shown the importance of working life for PwID. Santilli et al. (2014) found that career adaptability and hope significantly impact the life satisfaction of workers with Intellectual Disability (ID). Dehuri and Mukund (2021) emphasised the therapeutic and psychological benefits of work, as well as the need for appropriate vocational rehabilitation services. Donnelly et al. (2010) highlighted the role of informal support networks in creating and sustaining employment opportunities for this population. These studies collectively underscore the relevance of working life for PwID, both in terms of their well-being and their social inclusion.

In order for this inclusion to be full and effective, societies need to create legal frameworks that support it, fostering the labour presence of PwID. Below we explore these legal conditions, having Italy, Portugal, Sweden and Türkiye as case studies.

1.1. Italy

In Italy, work constitutes a right of all citizens. And on February 5th, Law no. 104 (1992) is drawn to specify that the individuals to which work becomes a right includes People with Disability (PwD) as well. Later on, in 1999, Law No 68 of March 12 (1999) created the framework needed to guarantee that this right is indeed accessible to all PwD. From that point on, all private and public organisations were obligated to comply with certain quotas that were imposed. These quotas would reserve a certain number of vacancies, calculated on the basis of the number of employees in service, each company should render to PwD. Besides this quota system, this law stipulated the need to carefully assess the actual abilities and aspirations of PwD during the recruitment process in order to better evaluate these people's profiles. Moreover, the right to work of the PwD was from then on promoted by conventions between the competent targeted employment offices and employers. These conventions all have different aims. Among these are the employment itself, the inclusion of PwD who have particular characteristics and difficulties in entering the ordinary employment cycle, the temporary employment with training purposes (Legislative Decree no. 276, 2003). Other tools that offer ease in job placement to PwD are programs of traineeship aimed at social inclusion and rehabilitation and personalised projects aimed at autonomy.

On September 14th 2015, Legislative Decree No. 151 (2015) was imposed to simplify the procedures related to employment relations and equal opportunities. In 2021 a Law (Law No. 227, 2021) was drawn, imposing the need for the government to adopt new legislative decrees on the rights of PwD. And in 2022 the Guidelines for the targeted employment of this particular group were established by the Ministry of Labour and Social Policies (2022).

In support of PwID's employment, Italian legislation states the

norms for the right of PwD to work (Law No. 68, 1999). This Law introduces a system of obligations, sanctions and incentives towards the companies, aiming for PwD's protection. Instituting financial penalization to those who do not comply with the quota system; and tax bonuses and reductions to companies in order to encourage PwD's employment. These benefits are administered by the National Social Insurance Institute (INPS) and are contingent upon the degree of disability recognized by the medical commission. They translate into reductions of the gross monthly salary taxable for social security purposes, with the extent of reduction and the duration linked to the worker's disability level. Currently, for employees with ID under stable contracts of not less than 12 months, a 70% reduction in the taxable salary is granted for up to 60 months or for the entirety of the employment period.

However, the job market in Italy for individuals with disabilities faces a tangled web of intricate challenges. Some of which aren't bound by the legal system. Initially, the low cultural level and the lack of concrete professional skills of PwD often do not align with the demands of companies. Posing a significant barrier. Additionally, the exemption from mandatory recruitment, bound by the quota system law, for about 95% of Italian enterprises further limits opportunities for PwD. Still, the employment of an individual with ID in small companies or even with such a high level of specialisation can be problematic, both to the company and to the PwD, since in this case, the workload would require highly culturally and professionally qualified personnel. In addition to this, the "recruitment by name" practice allows companies to bypass their legal obligation to the detriment of the individuals with severe disability, leaving the civil law protections for individuals with disabilities in case of employment refusal uncertain. Thus, convention-based hiring seems to be the sole channel for PwD to access employment, yet it cannot be enforced upon companies. Even though the legal system appears to be fully structured, the governance of these policies is vertical and fragmented, leaving both active and income support policies poorly integrated. Moreover, their operational role falls upon the regions' Job Centers but the lack of adequate financial and human resources becomes evident. Also, the

dissemination of these centres falls mainly on the southern regions, which aligns with the territory with fewer companies, thus reducing the number of opportunities that could be granted.

To facilitate hiring, key factors such as contract liberalisation, increased and simplified interactions with social cooperatives, compensation flexibility, territorial reference adjustments, widespread adoption of nominative hiring, and greater participation between companies and job centres could prove assistive to the hiring of PwD.

1.2. Portugal

Portugal's constitution does defend work as being a right of everyone including, specifically, PwD (Portuguese Republican Constitution, 1976, art. 71). This article also instals in the state the role of creating a national policy regarding the protection of work as a right towards PwD. Which leads to the settlement of the foundation law for the prevention, rehabilitation and integration of PwD (Republic Assembly, 2004). This Law assigns all rights to PwD and sets the basis for their protection in all dimensions of life and advertises the need for more specific measures. One of these measures that arise is the quota system, protected by Decree-Law 29/2001 (Ministry of State Reform and Public Administration, 2001) which requires companies, both public and private, to reserve a percentage of vacancies within the company to PwD. Later, Law 4/2019 (Republic Assembly, 2019) expanded the public bodies to which the previous law covered. Other measures of positive action that were set were bound to Decree-Law 7/2009 (Republic Assembly, 2009a) – which says PwD have the right to a certain number of absences due to health – and Law 35/2014 (Republic Assembly, 2014) – that guarantee no financial losses in the payroll when these absences occur.

A number of programs have also been established in addition to these measures. RMA (Accompanied Major Regime), bound to Law 49/2018 (Republic Assembly, 2018), is a program linked to the Family Court whose goal is for PwD to be accompanied in order to fully, personally and consciously exercise their rights and duties whilst preventing or avoiding harmful decisions. MAVI (Independent Living Support Model), bound to Decree-Law 129/2017 (Work, Solidarity

and Social Security, 2017; Instituto Nacional para a Reabilitação, 2019), is a program linked to the welfare system whose goal is the approximation of PwD's full autonomy. The latter differs from the former in the sense of being more comprehensive of the individual's wishes and desires.

In addition to these laws and programs, Portugal has other forms of supporting the employment of PwID. There are state entities especially focused on the rehabilitation and integration of PwD, such as the National Secretariat and Council for the Rehabilitation and Integration of PwD, that promotes the integration and adaptation of these individuals and assesses the implementation of the policies. Furthermore, the foundation law for the prevention, rehabilitation and integration of PwD (Republic Assembly, 2004) also instils the role of all entities to work in an articulated and cooperative manner in order to achieve the Law's goal. Therefore, all district welfare system centres financially support reasonable accommodations (Ministry of Labor and Social Solidarity, 2009) in cooperation with Instituto do Emprego e Formação Profissional (IEFP) – a national public employment service. This latter seeks to promote the creation of employment and the increment of its quality through the implementation of active policies, namely the Employment and Qualification Support Program for PwD and Inability (2020). This program's main objective is to give support to PwD who present difficulties in accessing, maintaining and progressing in their job. The different phases in which this program acts are the orientation to qualification, the support in placement, post-placement follow-up, adaptation of the workplace and elimination of barriers. All financial support to all these programs and entities comes from the state, bound by Law 290/2009 (Republic Assembly, 2009). So, beyond all other programs and measures previously described, like the quota system; the justified absences and their remuneration; and both RMA and MAVI programs, there are also POISE (operational plan for social inclusion and employment) and PSI (social provision for inclusion). POISE is a program settled in four structural points, the third is aimed at promoting inclusion, particularly of individuals belonging to the most vulnerable social groups (Eurocid, n.d.). PSI is a financial aid that can be complementary to the individual's work

income and seeks the promotion of one's autonomy and inclusion (Instituto da Segurança Social, 2017).

Even though the work may appear to be protected by the legal system and supported by various measures and programs, some gaps in its implementation emerge. For one, the Decree-Law that instils the quota system (Ministry of State Reform and Public Administration, 2001) states that whilst at an employment interview, the jury assesses the ability of the PwD that is applying for the vacancy according to the work role needs. This gives the jury the decision-making power to decide whether to employ said individual with disability, even though there are financial aids instated by the welfare system that complement potential discrepancies.

Besidestheselegalconcerns,manyauthors(Casimiro,2023;Nogueira, 2022) claim the lack of awareness among the population is one of the most crucial points. Lack of awareness results in the prevalence of stigma and may reflect false beliefs about the productivity and capabilities of PwD. Consequently, their discrimination and harmful behaviours may impact detrimentally the work environment and even decrease the PwD's productivity, if not their own exclusion.

Additionally, structural, functional, and social aspects of the workplace can act as impediments to the successful integration of PwD. A crucial need exists for both professional and social preparation of not only the individuals with disabilities who are seeking employment but also of the company that is employing and staff as well. High unemployment rates in Portugal among PwD accentuate ongoing exclusion, highlighting the necessity for employers to seek external support.

To enhance inclusivity and integration, it is essential to address these challenges in a more comprehensive way. The modifications desired by PwD include increased job opportunities, adapting work to accommodate individual and particular needs, heightened awareness, and sensitivity among employers and colleagues. The latter involves being sensitive both in your approach and in the specific language you use when addressing an individual with disability. What leads to the need to provide training on inclusive practices.

Additionally, there is a deficiency in studies on this topic in Portugal,

and the absence of ethical committees within companies impedes progress.

To summarise, meaningful change demands a fundamental alteration in workplace attitudes, awareness, and procedures, coupled with the advocacy for inclusive policies and the eradication of long-standing barriers.

1.3. Sweden

In Sweden, there is a special focus on how disability is portrayed. Previously, disability was considered an individual characteristic, but it is now believed to be a characteristic of the environment. Meaning the environment may have obstacles and limitations that prevent some individuals from fully participating in social life. Therefore, disability is now viewed as a result of a non-inclusive context. The Swedish Parliament Riksdag demanded these alterations to be made in the legislation, actively changing it in the Discrimination Act, Equality Ombudsman Act, Education Act, and Workers' Recruitment Act. These changes recognized inadequate access to social life for PwD as a new form of discrimination and aimed to establish inclusion in all dimensions of life. The country's disability policy is based on the principle of equal rights for all, aiming to ensure that PwD participate in social life and have the same opportunities as individuals without disabilities in all areas, including production and cultural fields.

Swedish law includes measures to ensure inclusion for all, primarily through strong employer obligations, employment and vocational rehabilitation programs, universal coverage, and comprehensive and accessible social benefits. The increasing number of government-supported programs and organisations focused on providing access to and maintaining employment for PwD reflects Sweden's relatively high employment rates. The Swedish Public Employment Service offers an employment entry and follow-up (SIUS) program to support individuals with functional disabilities in finding and maintaining employment. This program is an example of such support. The SIUS service provides support for employees with disability by gaining a deeper understanding of the considerations and adjustments they may need in the workplace. This is done in consultation with their

employer and co-workers. Employees with disability are then guided until they can perform tasks independently. The government also offers financial protection and support to businesses operating in the sectors of goods and services, health, and medical care, particularly those with fewer than 10 employees.

When evaluating the social policies of the Swedish State concerning individuals with disabilities, it can be concluded that they are generally successful. However, certain issues require immediate attention. Specifically, deficiencies in communication and follow-up mechanisms have been identified, particularly concerning harassment and abuse targeting women with disability. As a result, this vulnerable demographic continues to face victimisation. Instances of harassment and abuse can come from unexpected sources, such as personnel within private service providers or even within women's with disability own families. This specific group face challenges in persuading authorities and society to address their grievances. The prevailing culture of silence among these women, who choose not to report incidents of harassment or abuse, further complicates its resolution. Urgent policy interventions are necessary, including rigorous inspections of private service providers, improving communication barriers faced by women with disability in articulating their concerns, and educational initiatives aimed at empowering and encouraging these women to speak out. Women's associations and non-governmental organisations dedicated to supporting individuals with disabilities are actively engaged in devising solutions for the challenges faced by women with disabilities. Demonstrations and conferences are pivotal components of their advocacy efforts, aimed at preventing the recurrence of problems. The entities emphasise the need to address this issue through a multifaceted approach that involves both systemic reforms and societal education.

1.4. Türkiye

Türkiye's constitutional protections provide a foundation for safeguarding the rights and accommodations of individuals with ID in the workplace. The Turkish Constitution upholds equal rights and freedoms for all citizens, outlawing discrimination based on

disability. The “Law on Disabled People” (Law No. 5378, 2005) outlines a comprehensive set of rights and protections for individuals with disabilities, including employment, ensuring equal access to opportunities and active participation in the workforce.

The employment quota system mandates employers with 50 or more employees to reserve a minimum of 3% of their positions for workers with disability. Failure to meet this requirement can result in penalties, incentivizing businesses to be inclusive. Employers are also required to provide reasonable accommodations for individuals with disability, such as modifying the physical workspace, implementing flexible work hours, or adapting job tasks.

Vocational rehabilitation centres play a pivotal role in integrating individuals with disabilities into the job market, offering training, counselling, and support. The legal framework ensures workers with disability receive social security benefits and healthcare services, guaranteeing access to essential medical care and financial support. Discrimination on the basis of disability is strictly prohibited, and victims of discrimination are empowered to seek legal remedies.

Accessibility is also emphasised in the law, highlighting the importance of making public buildings, transportation, and services accessible to PwD. The Turkish government collaborates with disability organisations to raise awareness and provide training to employers and the general public, fostering understanding and support for the rights and needs of PwD.

On top of this, Türkiye’s state and welfare system has implemented measures to promote the employment of PwID. These include employment quotas, which require employers to reserve at least 3% of their positions for workers with disability, and vocational rehabilitation centres that provide comprehensive training and counselling. The Turkish welfare system offers financial support, including disability benefits and social security, to ensure PwID have access to necessary resources. Employers are also legally mandated to make reasonable workplace accommodations, including physical adjustments and modified job tasks, to create an environment where PwID can perform their roles effectively. Both the welfare system and legal framework actively combat discrimination against PwID in

employment, providing victims with legal avenues to seek remedies, and reinforcing the principle of equal treatment in the workplace.

However, despite the establishment of employment quotas to promote workers with disability, challenges persist in ensuring widespread compliance. Employers often fail to meet the mandated 3% employment quota for workers with disability, and enforcement mechanisms are sometimes lacking. Stigmatisation and bias against PwID are prevalent in many workplaces, leading to discrimination in hiring and promotion decisions (Yilmaz, 2020). Limited access to vocational rehabilitation centres is another issue, particularly in rural areas, which can hinder individuals with ID from receiving essential skills training and support (Aydemir-Döke, & Emir-Öksüz, 2017).

Inadequate reasonable accommodations for PwID, such as workplace accessibility, flexible working hours, and task modifications, also hamper their ability to perform their jobs effectively. A significant gap exists in awareness among employers and the general public regarding the capabilities and potential contributions of PwID, and raising awareness and dispelling stereotypes is essential to improve their employment prospects (Aydemir-Döke, & Emir-Öksüz, 2017).

Inconsistent support services, such as financial support and benefits, can create challenges for PwID in accessing necessary support. To address these challenges and enhance the implementation of legal and policy frameworks for PwID in the workplace, several measures should be considered:

- Enhance enforcement: Strengthening enforcement mechanisms related to employment quotas and anti-discrimination laws, along with imposing stricter penalties for non-compliance, can encourage employers to meet their obligations and promote the inclusion of workers with disability (Yilmaz, 2020).
- Implement awareness and sensitization programs targeting both employers and the general public to counter stereotypes and biases.
- Expand the reach of vocational rehabilitation centres, particularly in rural areas, to ensure equal access to training and support (Aydemir-Döke, & Emir-Öksüz, 2017).
- Establish systematic monitoring and reporting mechanisms to

assess progress and challenges in employing PwID (Temizkan et al., 2022).

1.5. Concluding Remarks About PwID in the Working Life

All of these countries have committed to the Convention on the Rights of Persons with Disabilities (CRPD), demonstrating their dedication to upholding the principles outlined in the convention, particularly those pertaining to employment. This includes recognizing the right to work to PwD, the opportunity to maintain their jobs, and fostering inclusive work environments. Consequently, each country has implemented a comprehensive legal framework to protect and promote the rights of PwD in the workplace.

The Convention also reinforces the importance of nations implementing measures to promote and protect these rights. Notably, a common feature among these countries is the establishment of a proactive quota system within both public and private companies. This system aims to secure employment opportunities for PwD by reserving a specific percentage of vacancies for them. However, it is worth noting that these quotas often remain unfulfilled.

And even when met, they don't necessarily reflect the actual proportion of PwD in the workforce, resulting in a high number of unemployed PwD in these countries. This discrepancy may be linked to a lack of awareness among the general population and the associated stigma. Another shared characteristic is the existence of legislation in all these countries that recognizes reasonable accommodations as essential for the inclusion and adaptation of PwD in work settings. These accommodations can range from physical adjustments, such as modifying workplace structures, to pedagogical support, like flexible job roles and working hours. In these countries, companies are legally required to implement these accommodations, which are financially supported by the social system.

Furthermore, all these countries have training programs designed to facilitate the transition of PwD into employment, as a means of promoting inclusion. However, a common challenge in all these countries is the limited opportunities and support available for PwD, whether it relates to rehabilitation or access to job centres.

Addressing these multifaceted challenges requires a holistic approach. This includes not only refining regulatory measures but also establishing comprehensive support frameworks to bridge the gap between legal intent and effective workplace inclusion. Therefore, it is essential to strengthening the regulation, monitoring, and evaluation of law implementation, along with expanding the reach of centres, implementation of awareness initiatives and sensitization programs.

2. Reasonable Adaptations in the Employment Context of PwID

Reasonable adaptations are crucial for the workplace inclusion of PwID (Wood et al., 2019). These adaptations and accommodations, which are part of the interactive process between employee and employer, can significantly impact the hiring process and job placement of this demographic (Dovigo, & Zappella, 2014). However, there are concerns about the cost and implementation of these accommodations, as well as the fear of disclosure and potential risks for the mental health of the employees (Zuckerman, 2016). Despite these challenges, workplace inclusion is a right for individuals with ID and can lead to their personal and professional development (Pereira-Silva et al., 2018).

In the following pages, we'll look at the legal contexts for guaranteeing these adaptations and accommodations, based on the situation in Italy, Portugal, Sweden and Türkiye.

2.1. Italy

Italy's legal system addresses the understanding of reasonable accommodation and simultaneously establishes a National Observatory focused on monitoring and addressing the needs and conditions of PwD (Law No. 18, 2009). Among various laws and decrees, Law No. 68 (1999), specifically in articles 4 and 10, imposes a duty on employers to undertake "all possible adaptations of the productive organisation" with the aim of preventing dismissals. Legislative Decree No. 216 (2003), amended by Decree-Law of 8/04/2008, No. 59, builds on the latter, mandating the implementation of these reasonable accommodations in order to ensure full equality for individuals with disability. Failure to do so is considered discriminatory, emphasising

the significance of creating an inclusive work environment. In this implementation, the employer is compelled to seek the most suitable solutions that respect the rights of the employee without imposing disproportionate burdens (Legislative Decree No. 81, 2008, art. 42). In legal disputes, the burden of proof lies with the employer. These reasonable accommodations are partially financially reimbursed, per Law No. 99 (2013), not only incentivizing companies to employ PwD but also promoting one's accessibility.

Concerning workplace discrimination, the legal framework not only ensures that PwD have the opportunity to be represented by an association in case of disputes (Law No. 67, 2006), but it also delineates clear procedures and regulations for addressing and resolving such cases (Legislative Decree No. 150, 2011).

Italy's approach to implementing reasonable accommodations starts from the removal of architectural barriers in public and private buildings, imposed by National Collective Labour Agreements (Law No. 13, 1989; Presidential Decree no. 503,1996; Legislative Decree No. 81, 2008), setting the foundation for an inclusive environment. Public administrations designate disability managers to supervise these initiatives.

Moreover, the government has some initiatives set in place to enhance PwD's qualification and marketability. The Piedmont Region's collaboration with accredited agencies, one of them, which provides vocational training courses for PwD. The city of Milan also Milan further supports inclusivity with specialised courses for PwID. But these qualification courses also arise from the private sector, since National Collective Labour Agreements compel sector bodies to establish tailored training courses. Other kinds of initiatives are customised projects, like at Unicredit, where specialised units collaborating with unions address the problems related to the working conditions of PwD. One of the solutions is the identification of a tutor. Beyond these, the national contracts also provide flexibility in the workplace to these individuals. Including transforming employment relationships into part-time, flexible working hours, and the choice of work location. These initiatives collectively reflect a commitment to fostering inclusive and supportive work environments for individuals

with ID, encompassing physical accessibility, vocational training, and specific employment rights.

Nonetheless, some challenges arise when it comes to accessing and using assistive technologies. The main challenges for PwD in accessing and usage of these technologies are based on their exclusion in the workplace. Usually, this happens because of the disparities regarding their lower educational and training levels compared to the general population. Which transpires in the lack of these people's empowerment. Therefore, the strengthening and improvement of their skills and competencies are crucial for meaningful employment, allowing PwD the autonomy to make self-determined choices.

Another instance of exclusion emerges with the automation of the workplace. Yet again due to a lack of skills, PwD are viewed as not capable of working in a digitalized environment. Even though some social cooperatives have been demonstrating how it's possible to successfully organise work activities for these individuals in the field of dematerialization and data entry. And considering the role of digitalization it's imperative to integrate PwD into the digital workforce. Beyond technological adaptation, providing tailored support is essential. Cariplo Foundation's 'Lavoro e Psiche' and the Piedmont Region's 'Tsunami' focus on this need specifically by allowing PwD to access tutors or job coaches, granting them ways to acquire knowledge, skills and competencies necessary to understand the work environment and task at hand. This support is essential for PwD's autonomy in the workplace.

2.2. Portugal

In Portugal's legal system, there's a law that specifies the importance of companies addressing functional limitations through job adjustments and technical aids, highlighting the commitment to inclusivity (Ministry of State Reform and Public Administration, 2001). The foundation law for the prevention, rehabilitation and integration of PwD (Republic Assembly, 2004) places a duty on both public and private companies to undertake all efforts to implement these reasonable accommodations in order to achieve a more inclusive workplace. All these accommodations are financially supported by

the social system, as per law 290/2009 (Republic Assembly, 2009b), and the Institute for Employment and Vocational Training (IEFP), also bound by the Decree-Law 290/2009, which extends financial aid from the IEFP. Additionally, the DL 93/2009 (Ministry of Labor and Social Solidarity, 2009) establishes a system for providing assistive products to individuals with disabilities, while Directive 7225/2015 (Ministry of Solidarity, Employment and Social Security, 2015) outlines general procedures for the allocation and funding of assistive products.

Therefore, this implies the existence of reasonable accommodation-focused initiatives. Initially, the Portuguese Diversity Charter, launched in March 2016, provides concrete measures to promote workplace diversity and equal opportunities. There's a broad plan of action within the National Employment Program (IEFP). Their Employment Program aims to give qualification support to PwD through guidance. It focuses on their training to qualification, their job placement and post-placement monitoring, workplace adaptation and barrier removal, with financial incentives for businesses to undertake these adaptations – also supported by the District Social System Centers (Ministry of Labor and Social Solidarity, 2009). Other targeted employment measures include proximity to the labour market, alternative employment methods, support for accessibility and participation, technical support for integration and reintegration, specific methodologies for non-autonomous reentry and employment quotas in both the public and private sectors as outlined in the Law for the Promotion of the Rights of PwD.

Additionally, initiatives like the Valuable Network, co-financed by the European Commission through the Erasmus+ program, aim to boost corporate social responsibility by fostering the inclusion of PwD in the job market. The Adapt4You project, backed by IEFP funding, seeks to deliver solutions to support these endeavours. Others like Operation Tampinhas rely on the population's contribution to the crafting of technologies. Or Fundação Altice's Inclusion Program that offers a more personalised assistive technology upon application.

Although Portugal has entities and laws protecting PwD's rights to reasonable accommodations, their access offers some challenges. APD (2012) brought up the issue relating to the bureaucracy that

it entails. Mainly the ability to offer up-to-date technology and the financial capacity to provide it promptly come to question. The time waiting for assistive technologies from accountable entities may present as a hurdle for the company wanting to fill the vacancy. Therefore, the simplification of this process is needed. Proposed measures include decentralisation, as well as the establishment of a monitoring centre to ensure the quality and promptness of their answers. Regarding the use of assistive technologies, the main challenges lie in the levels of linguistics and digital literacy of this specific group. Content not being adapted to PwID's comprehensive capabilities poses an obstacle to their access to information. This highlights the need to facilitate their use by tailoring these technologies to each and every individual need.

2.3. Sweden

Sweden has strong legislation in place to improve accessibility in society, as demonstrated by the 'Planning and Construction Law'. This law requires the removal of easily fixable barriers in public buildings and spaces. An example of this commitment is the Law on Adaptation of Public Transport for the Disabled, which has been in effect since 1979.

Samhall is an example of public support. Samhall is an institution that operates under the Swedish Public Employment Agency and aims to improve job opportunities for individuals with disability with weakened working capacities or those who cannot find work or support. Its primary objective is to create job opportunities for PwD, providing them a place in the regular labour market. However, there are other forms of governmental support available. Municipal health and social care services have implemented initiatives to ensure reasonable accommodations for individuals with disabilities in the workforce. These initiatives focus on creating a supportive environment for sustained employment, including access and maintenance of work. In addition, transportation funding provisions cover commuting expenses to and from the workplace. Recognizing the significance of a suitable living environment, the services provide financial support for home-related expenses and adaptations. Additionally, they take

a comprehensive approach with 'lifecycle support', emphasising continuous assistance and guidance throughout an individual's life journey. These efforts demonstrate a commitment to inclusivity and empowerment, with the aim of integrating people with disabilities into the workforce and society. In addition, local governments have established a 'municipal social board'. These boards operate within the municipal borders and conduct examinations and research on the living conditions of residents. They also undertake studies to disseminate information to citizens regarding the social services offered by the municipality.

2.4. Türkiye

The 1982 Constitution of Türkiye provides constitutional safeguards to ensure the protection of the rights of all individuals, including those with disabilities. It adheres to the principles of equal treatment and absence of prejudice. Türkiye has enacted legislation that explicitly prohibits discrimination based on disability, known as anti-discrimination laws. Relevant legislations in this context comprise the Turkish Penal Code (Law No. 5237) and the Law on Disabled Persons (Law No. 5378). These laws have a crucial function in deterring and sanctioning discrimination against individuals with disabilities. The Labour Law (Law No. 4857) in Türkiye mandates that employers must offer appropriate accommodations for employees with disabilities.

Regarding inclusive education, laws such as the Law on Primary Education and Training and the Law on PwD, mandate that educational institutions provide essential accommodations to ensure equitable educational opportunities for students with disabilities. Regarding social services and financial benefits, these rights are bound by the Law on Disabled Persons. These services include providing healthcare access, rehabilitation programmes, and financial support to improve the quality of life for individuals with disabilities.

Moreover, Türkiye has signed international agreements such as the United Nations CRPD.

As a result, Türkiye is collaborating with both governmental and non-governmental organisations to promote reasonable accommodations for PwID in the workplace. Government regulations aim to create an

inclusive environment where reasonable accommodations are legally required, fostering equal opportunities for PwID. Non-governmental organisations (NGOs) and advocacy groups provide guidance, advocacy, and resources to individuals with disabilities and their families. Awareness campaigns challenge stereotypes and change perceptions about PwID, educating employers and the public about their unique strengths. Some NGOs offer job placement and support services, acting as intermediaries to match PwID with suitable employers and assist them in securing and maintaining employment. This collaboration demonstrates Türkiye's commitment to creating a more inclusive and accommodating work environment for PwID, ultimately promoting active participation in the labour force (Aydemir-Döke, & Emir-Öksüz, 2018; Bader et al., 2013).

Even so, PwID face significant challenges, in Türkiye, in accessing and utilising assistive technologies, which are essential tools for their participation in education, employment, and social inclusion. These challenges include limited awareness and education, high costs associated with assistive technologies, lack of customization and localization, limited availability in rural areas, bureaucratic hurdles, and lack of training and technical support.

Limited awareness and education about assistive technologies can lead to underutilization of available tools, such as in educational settings, hindering students' educational opportunities. High costs can make these devices unaffordable for many individuals and families, especially in countries with economic disparities like Türkiye. Customization and localization of assistive technologies can also be a challenge, as they often need to cater to specific needs and language requirements.

Limited availability in rural areas further complicates the problem, as access to assistive technologies is often concentrated in urban areas, leaving individuals in rural areas at a disadvantage. Bureaucratic hurdles, such as complex paperwork and long waiting times, can delay the process of acquiring assistive technologies, particularly when obtaining approval and funding through the healthcare system. Addressing these challenges requires a comprehensive approach that involves governmental initiatives, educational institutions, healthcare

providers, non-governmental organisations, and the private sector. Collaborative efforts are essential to increase awareness, reduce costs, customise technologies to local needs, improve access in rural areas, streamline bureaucratic processes, and provide training and technical support.

2.5. Concluding Remarks About Reasonable Adaptations in the Employment Context of PwID

The obligation to implement these reasonable accommodations is enshrined in the law across all four countries. And while the duty of employing these reasonable accommodations falls on companies, the state is the one that provides financial support. When this financial support is not applicable other non-governmental entities cooperate in creating ways to deliver these accommodations to PwD. This partnership is not only to mitigate costs but also to enhance accessibility.

Nevertheless, there remain challenges to be confronted: the weight of high expenses, limited reach to specific regions, bureaucratic complexities and the absence of proper training and technical support for the general population's awareness. This reiterates the need for expanding the regions in which PwD can access these technologies, simplifying bureaucratic processes and personalization of responses according to individual needs, carrying out more awareness initiatives and investing in training and technical support.

Acknowledgments

This chapter was developed in the scope of the No Barriers to Employment project (2022-1-SE01-KA220-ADU-000089826).

References

- A.P.D. (2012). *Employment and People with Disabilities*. Instituto Nacional para a Reabilitação.
- Agreement between the Government, the Regions and the Autonomous Provinces of Trento and Bolzano. (2012). In Law no. 92 of 28 June 2012 (Labor and Social Policies). Agreement, pursuant to Article 1, Paragraph 34, of 28-06-

- 2012, no. 92. <http://archivio.statoregioni.it/DettaglioDoc6350.html>
- Alveare Cooperativa Sociale. <https://www.alveare.coop/>
- Arcobaleno Segnali Di Senso. <https://cooparcobaleno.net/>
- Ari, I. A., & Inan, F. A. (2010). Assistive Technologies for Students with Disabilities: A Survey of Access and Use in Turkish Universities. *Turkish Online Journal of Educational Technology-TOJET*, 9(2), 40-45.
- Assembly, G. (2006). Resolution adopted by the General Assembly, Optional Protocol to the Convention on the Rights of Persons with Disabilities. *Agenda*, 67(b).
- Aydemir-Döke, D., Emir-Öksüz, E. (2018). Rehabilitation Services in Türkiye. In D. Harley, N. Ysasi, M. Bishop, A. Fleming (Eds.), *Disability and Vocational Rehabilitation in Rural Settings*. Springer. https://doi.org/10.1007/978-3-319-64786-9_22
- Bader, V., Alidadi, K., & Vermeulen, F. (2013). Religious diversity and reasonable accommodation in the workplace in six European countries: An introduction. *International Journal of Discrimination and the Law*, 13(2-3), 54-82. <https://doi.org/10.1177/1358229113493691>
- Casimiro, C. (2023). O Paradigma Empresarial da Equidade Sociocomunicacional Organizacional Entre Pessoas com Perda Auditiva e Ouvintes. *Revista Comunicando*, 12(2). <https://doi.org/10.58050/comunicando.v12i2.330>
- Cooperativa Sociale Giovani Rilegatori. <https://www.giovanirilegatori.it/>
- Decree no. 179 of 18 October 2012, "Further urgent measures for the growth of the Country" converted with amendments by Law no. 221 of 17 December 2012. (2012). *Official Gazette* no. 294 of 18-12-2012
- Decree no. 289 of 12 December 2017, Adoption of the second two-year action programme for the promotion of the rights and integration of persons with disabilities. (2017). *Official Gazette* no. 289 of 12-12-2017.
- Decree no. 65 of 18 March 2017, Definition and updating of the essential levels of care, referred to in Article 1, paragraph 7, of Legislative Decree no. 502 of 30 December 1992. (2017). *Official Gazette* no. 65 of 18-03-2017
- Decree no. 75 of 1 March 2005, Regulation implementing Law no. 4 of 9 January 2004 to promote access to IT tools for the disabled. (2005). *Official Gazette* no. 101 of 3 May 2005
- Decree no. 81 of 8 April 2008, Implementation of Article 1 of Law no. 123 of 3 August 2007 on the protection of health and safety in the workplace. (2008). *Official Gazette* no. 101 of 30-04-2008
- Decree-Law converted with amendments by Law no. 101 of 6 June 2008. (2008). *Official Gazette* no. 132 of 07/06/2008.
- Decree-Law no. 29 of 3 february 2001. (2001). *Diário da República* n.º 29/2001, Série I-A de 2001-02-03. <https://diariodarepublica.pt/dr/detalhe/decreto-lei/29-2001-315563>
- Decree-Law no. 51 of 5 May 2015, Urgent provisions on the relaunch of agricultural

- sectors in crisis, support for agricultural enterprises affected by events of an exceptional nature and rationalization of ministerial structures. (2015). Official Gazette General Series n.103 of 06-05-2015.
- Decree-Law no. 59 of 8 April 2008, Urgent provisions for the implementation of Community obligations and the execution of judgments of the Court of Justice of the European Communities. (2008). Official Gazette No. 84 of 09-04-2008.
- Decree-Law no. 76 of 28 June 2013, First urgent measures for the promotion of employment, in particular of young people, social cohesion, as well as in the matter of Value Added Tax (VAT) and other urgent financial measures. (2013). Official Gazette General Series n.150 of 28-06-2013.
- Dehuri, B. K., & Mukund, B. (2016). Recent Trends and Issues in Vocational Rehabilitation of People with ID. In R. T. Gopalan (Ed.), Handbook of Research on Diagnosing, Treating, and Managing Intellectual Disabilities (pp. 283-309). IGI Global. <https://doi.org/10.4018/978-1-5225-0089-6.ch015>
- Donnelly, M., Hillman, A., Stancliffe, R. J., Knox, M., Whitaker, L., & Parmenter, T. R. (2010). The role of informal networks in providing effective work opportunities for people with an intellectual disability. *Work*, 36(2), 227-237. <https://doi.org/10.3233/wor-2010-1023>
- Dovigo, F., & Zappella, E. (2014). Leading Practices on Workplace Disability Inclusion: An Analysis of Vocational and Career Development. In *The Power of Education Research for Innovation in Practice and Policy*.
- Eurocid. (n.d.). Operational Program for Social Inclusion and Employment (POISE). <https://eurocid.mne.gov.pt/faqs/programa-operacional-para-inclusao-social-e-emprego-poise>
- European Disability Forum. Advocating for inclusive EU policy. <https://www.edf-feph.org/policy/>
- European Disability Forum. Swedish Disability Rights Federation. <https://www.edf-feph.org/our-members/swedish-disability-rights-federation/>
- European Disability Forum. Welcome to EDF. <https://www.edf-feph.org/>
- Faruk, O., & Cagiltay, K. (2012). Disability and Assistive Technology. 6th International Computer & Instructional Technologies Symposium, October 4th - 6th 2012 Gaziantep University, Türkiye.
- Fondazione Cariplo. Lavoro&Psiche. <https://www.fondazionecariplo.it/it/progetti/servizi/lavoropsiche/lavoro-psiche.html>
- Garante Regionale Dei Diritti Della Persona. (2018). Disabilità, Divieta di Discriminazioni e Obbligo di Accomodamento Ragionevole Delle Posizioni Lavorative. I Quaderni dei Diritti. https://www.consiglio.regione.fvg.it/cms/export/sites/consiglio/pagine/garante-diritti-persona/garante/.allegati/QUADERNODIRITTI5_2018_3.pdf
- Giovannone, M. (2022). L'inclusione lavorativa delle persone con disabilità in Italia. Rome. <https://www.ilo.org/wcmstp5/groups/public/---europe/---ro-geneva/>

[--ilo-rome/documents/publication/wcms_874035.pdf](https://www.ilo.org/wcmspublications/wcms_874035.pdf)

- Giovannone, M. (2022). L'inclusione lavorativa delle persone con disabilità in Italia. Rome. https://www.ilo.org/wcmspublications/wcms_874035.pdf
- Instituto da Segurança Social. (2017). Practical guide: Social provision for inclusion (base component). https://www.apsa.org.pt/images/legislacao/Presta_Social_inclusao-00000002.pdf
- Instituto do Emprego e Formação Profissional. (2020). Employment and Support Program for People Qualification with Disabilities and Disabilities. https://www.iefp.pt/documents/10181/190733/FS_PEAPCDI_19-05-2020/9d8001b1-123c-4da9-8b6d-da3ed3633cea
- Instituto Nacional para a Reabilitação. (2019). Practical Guide: The rights of people with disabilities in Portugal. https://www.inr.pt/documents/11309/283719/guia_pratico_acessivel_4_2_2020.pdf/6cc43949-c5f9-4658-9f9c-5b055b61ee97
- Instituto Nacional para a Reabilitação. (2023). Guidance Guide: Supporting product allocation system. https://www.inr.pt/documents/11309/133215/Guia+Orientador+SAPA_0324/4fe442d2-86dc-4503-9733-4f222a24c125
- Instituto Nazionale Analisi Politiche Pubbliche (INAPP). (1999). In Eighth Report to Parliament on the state of implementation of Law 12 March 1999, no. 68 "Norms for the right of disabled people to work". Official Gazette General Series no. 68 of 23-03-1999 - Ordinary Supplement n. 57.
- ISFOL (2014). Le prospettive di impiego delle persone con disabilità psichica; [a cura di Grazia Ferri, Daniela Pavoncello, Amedeo Spagnolo], Roma.
- Italian Supreme Court, Judgment No. 7755/1998.
- Law no. 104 of 05 February 1992, Framework law for assistance, social integration and the rights of handicapped people. (1992). Official Gazette no. 39 of 17-02-1992
- Law no. 104 of 5 February 1992, Framework Law for assistance, social integration and rights of handicapped people. (1992). Official Gazette General Series n. 39 del 17-02-1992 – Ordinary supplement n.30. <https://www.gazzettaufficiale.it/eli/1992/02/17>
- Law no. 13 of 9 January 1989, "Provisions to encourage the overcoming and elimination of architectural barriers in private buildings". (1989). Official Gazette General Series no. 145 of 23-06-1989 - Ordinary Suppl. no. 47.
- Law no. 227 December 2021, Delegation to the Government on disability. (21G00254). (2021). Official Gazette General Series no. 309 of 30-12-2021. <https://www.gazzettaufficiale.it/eli/id/2021/12/30/21G00254/sg>
- Law no. 4 of 9 January 2004, Dispositions to favour disabled people's access to IT tools. (2004). Official Gazette no. 13 of 17-01-2004
- Law no. 5378 of 1 July 2005. (2005). Özürlüler ve Bazı Kanun ve Kanun Hükmünde Kararnamelerde Değişiklik Yapılması Hakkında Kanun.

- Law no. 67 of 1 March 2006, “Measures for the judicial protection of persons with disabilities who are victims of discrimination”. (2006) the Official Gazette - General Series no. 54 of 06-03-2006.
- Law no. 68 of 12 March 1999, Norms for the right of disabled people to work. (1999). Official Gazette no. 68 of 23-03-1999
- Law no. 68 of 12 March 1999, Norms for the right of disabled persons to work. (1999). Official Gazette General Series no. 68 of 23-03-1999 - Ordinary Supplement n. 57. <https://www.gazzettaufficiale.it>eli>1999/03/12>
- Law No. 69 of 18 June 2009. (2009). Official Gazette - General Series No. 220 of 21-09-2011.
- Law no. 99 of 9 August 2013. (2013). Official Gazette General Series n.196 of 22-08-2013.
- Legislative Decree no. 150 of 1 September 2011, Supplementary provisions to the Code of Civil Procedure on the reduction and simplification of civil proceedings, pursuant to Article 54 of Legislative Decree no. 216 of 9 July 2003, Implementation of Directive 2000/78/EC for equal treatment in employment and occupation. (2003). Official Gazette General Series n.187 of 13-08-2003.
- Legislative Decree no. 151 of 14 September 2015, Provisions for rationalization and simplification of procedures and fulfilments for citizens and businesses and other provisions on employment relations and equal opportunities. (2015). In Law No. 183 of 10 December 2014. (15G00164). Official Gazette General Series no.221 of 23-09-2015 - Ordinary Supplement no. 53. <https://www.gazzettaufficiale.it>eli>2015/09/14>
- Legislative Decree no. 276 of 10 September 2003, Implementation of the delegations on employment and the labor market. (2003). In Law no. 30 of 14 February 2003. OJ General Series no. 235 of 09-10-2003 - Ordinary Supplement no. 15. https://www.gazzettaufficiale.it/atto/serie_generale/2003/10/09
- Legislative Decree no. 81 of 9 April 2008, Implementation of Article 1 of Law no. 123 of 3 August 2007 on the protection of health and safety in the workplace. (2008). Official Gazette General Series no. 101 of 30-04-2008 - Ordinary Suppl. no. 108.
- Legislative Decree no. 81 of 9 April 2008, Implementation of Article 1 of Law 3 August 2007, n. 123, regarding the protection of health and safety in the workplace. (2008) Official Gazette General Series n.101 of 30-04-2008 - Ordinary Suppl. n. 108.
- Ministry of Finance and Public Administration - General Directorate of Administration and Public Employment. (2009). Collective Labour Agreement no. 1/2009. Diário da República n.º 188/2009, Série II de 2009-09-28. <https://diariodarepublica.pt/dr/detalhe/acordo-colectivo-trabalho/1-2009-1593806>
- Ministry of Labor and Social Policies. (2022). Decree no. 43 of 11 March 2022, Guidelines on the targeted employment of persons with disabilities’. <https://>

www.lavoro.gov.it/temi-e-priorita/disabilita-e-non-autosufficienza/focus-on/norme-sul-collocamento-al-lavoro-delle-persone-disabili/pagine/default

- Ministry of Labor and Social Solidarity. (2009). Decree-Law no. 93/2009. Diário da República n.º 74/2009, Série I de 2009-04-16. <https://diariodarepublica.pt/dr/detalhe/decreto-lei/93-2009-603884>
- Ministry of Labor and Social Solidarity. (2009). Decree-Law no. 93/2009. Diário da República n.º 74/2009, Série I de 2009-04-16. <https://diariodarepublica.pt/dr/detalhe/decreto-lei/93-2009-603884>
- Ministry of Solidarity, Employment and Social Security. (2015). Despacho no. 7225/2015. Diário da República n.º 126/2015, Série II de 2015-07-01. <https://files.dre.pt/2s/2015/07/126000000/1760117602.pdf>
- Ministry of State Reform and Public Administration. (2001). Decree-Law no. 29/2001. Diário da República n.º 29/2001, Série I-A de 2001-02-03. <https://diariodarepublica.pt/dr/detalhe/decreto-lei/29-2001-315563>
- Ministry of State Reform and Public Administration. (2001). Decree-Law no. 29/2001. Diário da República n.º 29/2001, Série I-A de 2001-02-03. <https://diariodarepublica.pt/dr/detalhe/decreto-lei/29-2001-315563>
- Nogueira, M. A. G. (2022). Como a formação profissional e as entidades podem ajudar a pessoa com deficiência na integração ao mercado de trabalho: estudo de caso coletivo. In CICS. NOVA IPLeia and ESECS.Politécnico de Leiria (Eds.), Livro de Atas - 9.ª Conferência Internacional de Mediação Intercultural e Intervenção Social - Vivência(s), Convivência(s) e Sobrevivência(s) em Contexto de Pandemia: Relatos e Experiências (pp. 143-152). <https://doi.org/10.25766/8tbp-q708>
- Pereira-Silva, N. L., Furtado, A. V., & Andrade, J. F. (2018). Workplace Inclusion from the Standpoint of Individuals with Intellectual Disabilities. *Temas em Psicologia*, 26(2), 1017-1030. <https://doi.org/10.9788/TP2018.2-17En>
- Portuguese Republican Constitution. (1976). Fundamental rights and duties. Diário da República n.º 86/1976, Série I de 1976-04-10. (1976). <https://diariodarepublica.pt/dr/legislacao-consolidada/decreto-aprovacao-constituicao/1976-34520775-49472475>
- Presidential Decree no. 503 of 24 July 1996, Regulation containing norms for the elimination of architectural barriers in public buildings, spaces and services. (1996). Official Gazette General Series no. 227 of 27-09-1996 - Ordinary Supplement no. 160
- Presidential Decree no. 81 of 13 June 2023, 'Code of Conduct for public employees, pursuant to Article 54 of Legislative Decree no. 165 of 30 March 2001'. (2023) Official Gazette General Series no. 150 of 29-06-2023.
- Regione Piemonte. (2019). Progetto Tsunami. <https://www.regione.piemonte.it/web/temi/diritti-politiche-sociali/disabilita/inserimento-lavorativo/progetto-tsunami>
- Republic Assembly. (2004). Law no. 38/2004. Basic Law on Prevention,

- Rehabilitation and Integration of People with Disabilities. Diário da República n.º 194/2004, Série I-A de 2004-08-18. <https://diariodarepublica.pt/dr/detalhe/lei/38-2004-480708>
- Republic Assembly. (2004). Law no. 38/2004. Basic Law on Prevention, Rehabilitation and Integration of People with Disabilities. Diário da República n.º 194/2004, Série I-A de 2004-08-18. <https://diariodarepublica.pt/dr/detalhe/lei/38-2004-480708>
- Republic Assembly. (2009a). Decree-Law no. 7/2009. Diário da República n.º 30/2009, Série I de 2009-02-12. <https://diariodarepublica.pt/dr/detalhe/lei/7-2009-602073>
- Republic Assembly. (2009b). Law 290/2009. Diário da República n.º 197/2009, Série I de 2009-10-12. <https://diariodarepublica.pt/dr/legislacao-consolidada/decreto-lei/2009-65884851>
- Republic Assembly. (2009b). Law 290/2009. Diário da República n.º 197/2009, Série I de 2009-10-12. <https://diariodarepublica.pt/dr/legislacao-consolidada/decreto-lei/2009-65884851>
- Republic Assembly. (2014). Decree-Law no. 35/2014, General Labor Law in Public Functions. Diário da República n.º 117/2014, Série I de 2014-06-20. <https://diariodarepublica.pt/dr/detalhe/lei/35-2014-25676932>
- Republic Assembly. (2018). Law no. 49/2018. Diário da República n.º 156/2018, Série I de 2018-08-14. <https://diariodarepublica.pt/dr/detalhe/lei/49-2018-116043536>
- Republic Assembly. (2019). Law no. 4/2019. Diário da República n.º 7/2019, Série I de 2019-01-10. <https://diariodarepublica.pt/dr/detalhe/lei/4-2019-117663335>
- Resmi gazete no. 25868, 2005-06-07. https://www.ilo.org/dyn/natlex/natlex4.detail?p_lang=en&p_isn=77387&p_country=TUR&p_count=781&p_classification=08&p_classcount=39
- Santilli, S., Nota, L., Ginevra, M. C., & Soresi, S. (2014). Career adaptability, hope and life satisfaction in workers with intellectual disability. *Journal of Vocational Behavior*, 85(1), 67-74. <https://doi.org/10.1016/j.jvb.2014.02.011>
- Secondo Welfare. (2021, Maggio). Disabilità e digitale: opportunità, rischi e auspicabili sviluppi. <https://www.secondowelfare.it/primo-welfare/inclusione-sociale/disabilita-e-digitale-opportunita-rischi-e-ausplicabili-sviluppi/>
- Stanca, L. (2003). *Tecnologie per la disabilità. Una società senza esclusi*. Università del Salento. <https://www.unisalento.it/documents/20152/648789/Per+tutti.pdf/f2c088c2-be5b-eb3f-d68b-6ed8b1c27c4b?version=1.0>
- Sweden. (2023, October). Disability policy. <https://sweden.se/life/equality/disability-policy>
- Sweden. (2024, March). Healthcare in Sweden. <https://sweden.se/life/society/healthcare-in-sweden>
- Swedish Disability Federation. (2006, May). *The Swedish Disability Movement's*

alternative report on UN International Covenant on Economic, Social and Cultural Rights. https://www2.ohchr.org/english/bodies/cescr/docs/info-ngos/DisabilitiesFederation_Sweden39.pdf

Swedish Public Employment Service. Looking for work, education or new employees? Welcome to Arbetsförmedlingen. <https://arbetsformedlingen.se/other-languages/english-engelska>

Temizkan, E., Davutoğlu, C., Aran, O. T., & Kayıhan, H. (2022). Effects of vocational rehabilitation group intervention on motivation and occupational self-awareness in individuals with intellectual disabilities: A single blind, randomised control study. *Journal of Applied Research in Intellectual Disabilities*, 35(1), 196-204. <https://doi.org/10.1111/jar.12939>

The Swedish Disability Rights Federation. (2022). Stockholm. We are The Swedish Disability Rights Federation. <https://funktionsratt.se/wp-content/uploads/2023/03/Vi-ar-Funktionsratt-Sverige-2023.-engelska.pdf>

Virtual Coop. <https://virtualcoop.net/>

Work, Solidarity and Social Security. (2017). Decree-Law 129/2017, Independent Living Support Model Program. *Diário da República n.º 194/2017, Série I de 2017-10-09*. <https://diariodarepublica.pt/dr/detalhe/decreto-lei/129-2017-108265124>

Yilmaz, V. (2020). An examination of disability and employment policy in Türkiye through the perspectives of disability non-governmental organisations and policy-makers. *Disability & Society*, 35(5), 760-782. <https://doi.org/10.1080/09687599.2019.1649124>

Zuckerman, D. (2016). Reasonable Accommodations for People with Mental Illness under the ADA. *Mental & Physical Disability L. Rep.*, 17, 311.