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Research Article

Social Enterprises and The Support for Entrepreneurs with Disabilities for an Inclusive Entrepreneurship Ecosystem: The Case of Turkey¹

Özlem Gül² & Asiye Ayben Çelik³

Abstract

Persons with disability have the same rights and freedoms as everyone else, yet they have serious difficulties in gaining meaningful employment. Governments are responsible for ensuring social inclusion, accessibility, and equity for the disabled people in employment, but should also encourage them to establish enterprises which will empower them and contribute to their full economic participation. Businesses generally target able-bodied consumers, even though disabled people as the untapped market, comprise around 15% of the world's population. Social Enterprises (SE) prioritize social impact and social inclusion, but still require a profit contribution for the sustainability of the business. An SE providing inclusive and accessible products and services for disabled consumers can be run more successfully by a disabled entrepreneur who can internalize the disabled needs. Therefore, how disabled entrepreneurs are supported in their country will be a critical factor in their success. The research objective of this study is to reveal the supports provided in Turkey for disabled entrepreneurs in an inclusive entrepreneurial ecosystem. The findings show that support for entrepreneurship was available in financing, investment, education, R&D and consultancy provided by the state and NGOs. However, accessible support for disabled people was limited to İŞKUR and KOSGEB. Disabled entrepreneurs whose SE targeted disabled consumers were examined as good practice and it was concluded that such ventures should be encouraged, whilst NGOs, social entrepreneurship platforms and the state should strengthen the awareness and improve the accessibility of the opportunities and support available for disabled entrepreneurs.

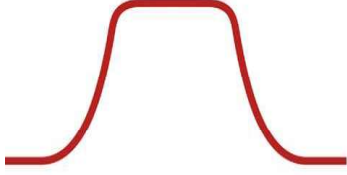
Keywords: Disabled Entrepreneurship, Social Enterprise, Social Inclusion, Supports

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Araştırma Makalesi

Kapsayıcı Bir Girişimcilik Ekosistemi için Sosyal Girişimler ve Engelli Girişimcilere Yönelik Destekler: Türkiye Örneği

Özlem Gül¹ & Asiye Ayben Çelik²

Öz

Engelliler herkesle aynı hak ve özgürlüklere sahiptir, ancak tatminkar bir iş bulma konusunda ciddi zorluklar yaşamaktadırlar. Hükümetler, engellilerin istihdamı ile ilgili toplumsal kapsayıcılığı, erişilebilirliği ve fırsat eşitliğini sağlamaktan sorumludur, ancak aynı zamanda engellileri güçlendirecek ve tam ekonomik katılımlarına katkıda bulunacak girişimler kurmaya da teşvik etmelidirler. Dünya nüfusunun yaklaşık %15'ini oluşturan engelli bireyler doyurulmamış bir pazar olmasına rağmen, işletmeler genellikle sağlıklı tüketicileri hedeflerler. Sosyal Girişimler (SE), sosyal etki ve toplumsal kapyacılığa öncelik verir, ancak yine de işin sürdürülebilirliği için kâr katkısı da gereklidir. Engelli tüketiciler için kapsayıcı ve erişilebilir ürün ve hizmetler sunan bir sosyal girişim, engelli ihtiyaçlarını içselleştirebilen bir engelli girişimci tarafından daha başarılı bir şekilde yürütülebilir. Bu nedenle engelli girişimcilerin ülkelerinde nasıl desteklendiği, başarılarında kritik bir faktör olacaktır. Bu çalışmanın amacı, kapsayıcı bir girişimcilik ekosistemi için Türkiye'de engelli girişimcilere sağlanan destekleri açıklamaktır. Bulgular, gerek devlet eliyle gerekse sivil toplum kuruluşlarınca finansman, yatırım, eğitim, ar-ge, danışmanlık gibi alanlarda girişimciliği destekleyici çözümler üretildiğini, ancak doğrudan engellilere yönelik özel desteklerin sayısının İŞKUR ve KOSGEB ile sınırlı düzeyde kaldığını göstermektedir. Engellilerce, engelli tüketicilerin yaşamını kolaylaştırmaya yönelik kurulan sosyal girişim iyi uygulama örnekleri de incelenmiş ve bu tür girişimlerin sayıca artması için STK, sosyal girişim platformları ve devlet iş birliğinin, engelli girişimcilerin destekler hususunda farkındalığının artması gerekliliğine vurgu yapılmıştır.

Anahtar Kelimeler: Engelli Girişimciliği, Sosyal Girişimcilik, Toplumsal Kapsayıcılık, Girişimci Destekleri

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1. Introduction

Entrepreneurship in our country as well as in the world, due to its creating employment opportunities and contribution to the export and economy, is accepted as a valuable resource for developing economics. Yet today actualizing and enhancing the entrepreneurship brings with it several difficulties. Subjects such as finance, marketing and management are the issues an entrepreneur encounters in the first place. Entrepreneurs seriously need support of government institutions and NGOs both inside and outside of our country. That explains the existence of several organizations supporting entrepreneurs in the fields of finance, training, investment, consultancy, employment, marketing, export, information and research-development.

Entrepreneurship has also a vital role in the inclusion of disabled people to the society. National Disability Data System (2020) stated that 2.5 million people with disabilities live in our country (Ministry of Family and Social Services, 2021). According to the UN Convention on the Rights of Persons with Disabilities, to which Turkey is a party, persons with disabilities have the same rights and freedoms as everyone else, but the governments are responsible for fully and equally benefiting from these rights and freedoms, and it is extremely important to ensure social inclusion, equality of opportunity and accessibility. In this context, according to the data of the Turkey Statistics Institution (2021), the limited labor force participation rate of the disabled population in our country (35.4% for men, 12.5% for women, 22.1% in total) is an indicator of the external dependence of these individuals in sustaining their lives (from Ministry of Family and Social Services, 2021). 15% of the disabled people who are currently employed have found a position in the public sector and 85% in the private sector (İŞKUR, 2020). Thus, turning a business idea making the life of a disabled person easier into real with a social enterprise by an entrepreneur with disabilities will help both the economic advance and individual independency.

In this study, the concept of “*social entrepreneurship*” which is a new concept on the global scale, will be discussed. The perspective on social enterprises, is that the importance of making a profit is an undeniable fact in terms of the sustainability of the enterprise; it mainly tends to the subject of the enterprise and focuses on whether the goods or services to be offered by the enterprise contribute to the solution of a social problem. In this context, ventures that focus on producing products/services to increase the participation of disabled people in social life, especially by disabled entrepreneurs, are the subject of the study. Thus, the research questions aimed to be addressed with this study are;

(1) What are the supports provided in Turkey for disabled entrepreneurs in an inclusive entrepreneurial ecosystem?

(2) Are there any good practices in terms of social enterprises founded by disabled entrepreneurs that will inspire other disabled individuals?

In order to reveal the answers to those questions, the support mechanisms provided by the governmental bodies and NGOs for the entrepreneurs were examined by the authors based on the secondary sources. Then, it's found that the special supports for entrepreneurs with disabilities were only provided by governmental bodies - KOSGEB (Small and Medium Industry Development Organization) and Employment Agency (İŞKUR). So, the supports reinforcing the disabled entrepreneurs were presented in the study. Besides, three successful entrepreneurs, two of them with visual impairment, and one of them with hearing impairment were presented as good practice examples at the end of the study.

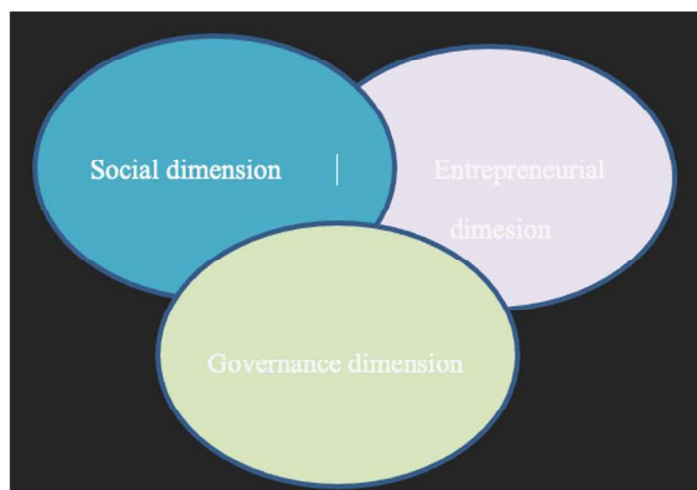
2. Social Entrepreneurship Concept

The increase in sociological problems, which have reached global dimensions and diversified by deeply affecting modern societies, brings with it the search for permanent, innovative and radical solutions to these problems in science, technology and academia. Such quest leads the concept of social entrepreneurship concept come to the fore in terms of bringing the final solutions to the social problems in the desired qualifications in recent years (Biçer and Başer, 2019:235).

Conceptually, social entrepreneurship took place in H. Bowen's book "*Social Responsibilities of the Businessmen*", which was first published in 1953 (Carroll, 1999). Since then, definitions of social entrepreneurship have varied. Such that some authors tried to define social entrepreneurship only through non-profit organizations, while others tried to explain it through both public, private and non-governmental organizations. In one of these definitions, a social enterprise is described in such words: "*A social enterprise is an operator in the social economy whose main objective is to have a social impact rather than make a profit for their owners or shareholders. It operates by providing goods and services for the market in an entrepreneurial and innovative fashion and uses its profits primarily to achieve social objectives. It is managed in an open and responsible manner and, in particular, involve employees, consumers and stakeholders affected by its commercial activities*" (European Commission, 2015:9). For example, in Fowler's definition in 2000, social entrepreneurship is expressed as "*the creation of viable socio-economic structures, relationships, institutions, organizations, and practices that enable the acquisition and maintenance of social benefits*" (Besler, 2010:7). Güler (2011:84) asserts that when the definitions about the concept are examined, it is noticed that the most frequently repeated characteristics about social entrepreneurship are: "*Recognizing social problems, drawing attention to social needs, having a mission to create social value, creating an organization having a double or triple trivet with an economic, social and/or environmental focus, solving problems, adopting innovative approaches for the solution of problems, not accepting limitations on available resources*". According to Biçerli (2010:59), the most used example for the social entrepreneurship approach is that giving fish is a philanthropy, teaching how to fish is empowering, and creating a radical industrial change in the fishing industry is a social entrepreneurship approach. In this respect, it can be said that the concept covers topics such as social entrepreneurship, protection, social inclusion, development of employment policies, education, health, information and communication, mobility, security, justice and culture (Namal, Koçancı and Aksoy, 2018: 98).

According to the definitions, it can be said that the social entrepreneurship incorporates in three dimensions:

Figure 1. Three Dimensions of a Social Enterprise



Source: European Commission, 2015:vi

With those dimensions, social enterprises can be defined as ventures (1) engaging in manufacturing or trading operations that aims to offer a solution to a social problem, (2) prioritizing social benefit rather than profit, (3) has a democratic management style (European Commission, 2015:v).

In the Policy Document prepared and published by the British Council and Third Sector Foundation (TÜSEV) (2012), the most used words to describe the Social Initiatives summarized in Table 1 below.

Table 1. The Most Used Words to Describe the Social Initiatives

Social benefit	Transparent and accountable business	Social purpose	Ethical organizations	Non-profit company
Economic activity	Innovative methods	Entrepreneurial approach	Governance	Sustainability

Source: British Council and Third Sector Foundation (TÜSEV) of Turkey, 2012: 5.

Thus, a definition of a social enterprise can be developed as:

“SEs are not non-profit ventures but are initiatives born to create value for the solution of a social problem through their products. In other words, SEs’ mission mainly focus on creating social value and benefit for the target consumers by gaining profit. Since the continuity and sustainability of the venture depends on a successful business model designed with an entrepreneurial view. Besides, the entity of the SEs can be in several forms -cooperative or companies in the form of sole proprietorship or corporations.”

According to the Social Enterprises and Their Ecosystems in Europe Country Report France, Turkey ranks 35th the countries included in the three social enterprise mappings by the European Commission (Petrella and Battesti, 2020). In another report titled Status of Social Enterprises in Turkey by the British Council (2019), education comes first among the fields in which social enterprises operate in Turkey. The education is followed by areas such as manufacturing, creative industries, agriculture, farming, horticulture, retail sales, environment, recycling-awareness, and job creation, respectively. In this picture, it is observed that there is a great need to increase the level of knowledge, awareness and consciousness of individuals on

different subjects, especially in the field of education in our country, and at this point, social enterprises come to the forward with the philosophy of sharing the solution, not the problem.

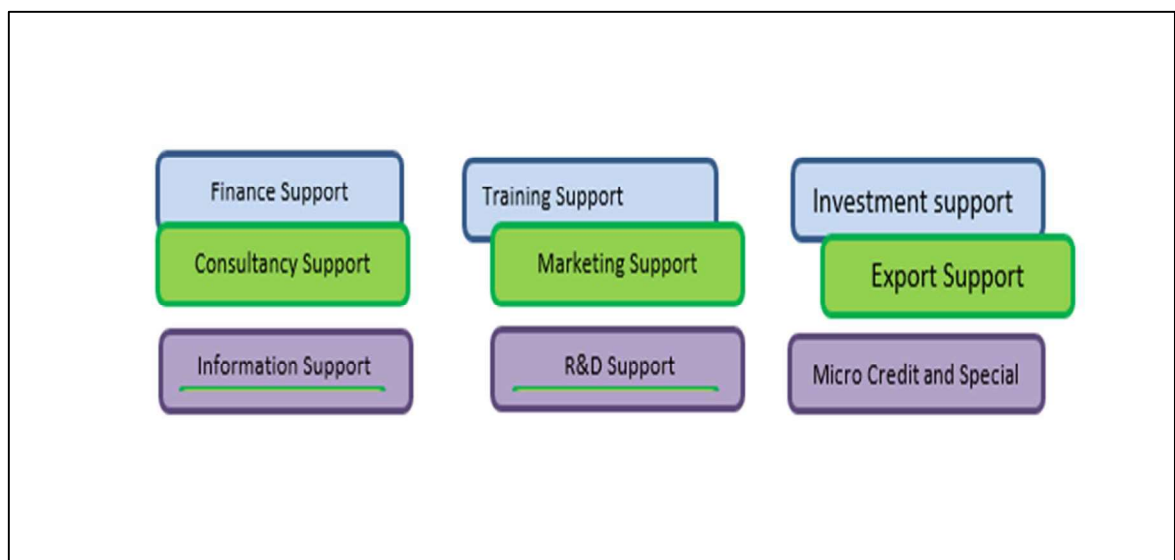
Seventeen objectives set out in line with the Sustainable Development Goals 2030, which are on the agenda not only of our country but also of the world, such as sustainability, environment, equality of opportunity and gender equality, inspire and create a starting point as the subject of social enterprises. In this context, social entrepreneurship platforms also provide a platform of opportunities, where young people get training, mature their ideas in the presence of mentors, and are rewarded by competing with each other, especially on the way to establishing social enterprises where they can realize their business ideas.

On this basis, entrepreneurs can not only have access to a certain financial support, but also experience business establishment/development processes under the guidance of volunteer mentors and experience the advantages of being a part of this social network by being included in this wide network. Social enterprise platforms focusing on general or specific areas such as İmece, ImpactHUB, EWAFood operate in our country.

3. Support Mechanisms for The Disabled Entrepreneurs in Turkey

Entrepreneurs need support of many people and organizations on different issues, notably government and non-governmental organizations to establish a business and to survive. These organizations mainly support entrepreneurs in many different fields such as financing, education, investment, consulting, employment, marketing, export, information, research and development. Meanwhile, organizations that provide support to entrepreneurs are different configurations such as private companies, non-governmental organizations, various public institutions and organizations and local administrations. Uluhan (2019) summarizes the main support types given to entrepreneurs in Turkey in his study that can be seen the figure below.

Figure 2. Support Types in Turkey



Source: Uluhan, R. 2019:65-67

In Turkey, there are several bodies enriching the entrepreneurship ecosystem with supports available in different fields shown above but the supports accesible especially for the disabled individuals are limited to KOSGEB and İŞKUR. For that reason, in this study

we will just focus on some of the support types provided by two organizations - KOSGEB (Small and Medium Industry Development Organization) and Employment Agency (İŞKUR), which enable the disabled entrepreneurs to access special supports to establish and develop their businesses.

3.1. İŞKUR

İŞKUR is responsible for monitoring the developments of the labor market, taking measures and equalizing the labor market supply and demand. For those purposes İŞKUR does job finding, job placement, common vocational training, on- job training as well as applying active labor market policies (İŞKUR, n.d). In private sector the businesses employing 50 or more personnel have to employ disabled persons - min. %3 of total personnel, this percentage is %4 for public organizations. Businesses not complying with this legislation are subject to the fines. İŞKUR, uses the fines collected from employers who do not employ disabled people as a source for funding projects targeting ex-convicts and disabled people. Projects for the disabled people to start up their own businesses are supported. In this context, İŞKUR calls for grants twice a year. Individuals who have KOSGEB entrepreneurship certificate can apply for this grant by preparing business plans. In addition to the employment volume created by the state-sponsored legal practices that make the employment of the disabled obligatory in the participation of the disabled in the labor market in Turkey; İŞKUR provides vocational training and rehabilitation courses as well (İŞKUR, 2021).

In the definition of beneficiaries within the scope of the program; “*individuals who are in a working condition and who can certify that they have lost at least 40% of their ability to work due to various reasons, with a health report*”, are considered as “**disabled individuals**” (İŞKUR, 2020). İŞKUR announces the details of supports provided as the followings.

Table 2. Main Financial Supports Provided by İŞKUR for Disabled Entrepreneurs

Support Type	<i>The Subject of the Support</i>	<i>Support Amount</i>
Support for Documentary Cost in Establishment Procedures	<i>the cost incurred in obtaining the documents required in the bureaucratic steps followed in the establishment procedures is up to</i>	<i>Max. 5,000 TL</i>
Support for Overheads	<i>rent, water, electricity, heating, communication and promotion expenses, which can be evaluated within the scope of General Management Expenses realized within a period of one year after the establishment starts operating</i>	<i>Max. of 15,000 TL per year</i>
Supports for Capital Goods and Office Equipment	<i>The costs incurred in the purchase of machinery, equipment, hardware, software, office supplies necessary for business activities, provided that it is proved with a document within one year from the establishment of the enterprise (including tax).</i>	<i>Max. of 45.000 TL,</i>

Source: Ministry of Industry and Technology, 2021

With a financial support of 65.000 TL in total, disabled people are enabled to take their place in the labor market as entrepreneurs by realizing their own business ideas. Statistics show that in the period of 2014-2019, the number of projects that have been applied by disabled entrepreneurs by developing projects and received support after being evaluated positively is 1550 (İŞKUR, 2020). As can be seen in the table below, although the number of applications and acceptances has fluctuated, it is possible to say that disabled individuals remain motivated to turn their business ideas into projects in order to benefit from this support.

Table 3. Number of Disabled Self-Establishment Applications by Years

Project Period	Number of the funded projects	Rejected Projects	Total funds
2014	133	49	182
2015	286	155	441
2016	173	74	247
2017	187	83	270
2018	547	273	820
2019	473	310	783
Total	1.550	713	2.743

Source: İŞKUR, 2020, p.59

3.2. KOSGEB

KOSGEB established under TR Ministry of Industry and Technology in 1990 with the Law on Establishment of Small and Medium Enterprises Development Organization (Law Nr: 3624- 12.4.1990) in order to support the establishment and sustainability of small and medium enterprises (SMEs) that makes great contributions to the economy in terms of employment and production. KOSGEB also help SMEs through several support programs such as internationalization, research and development, institutionalization to increase their competitiveness and empower them (KOSGEB, n.d).

KOSGEB's responsibilities on entrepreneurship were issued on Article 227 of "the *Presidential Decree on the Organization of the Related and Affiliated Institutions to the Ministries and the coordination of the Other Institutions and Organizations*" and in the item *h*, it is stated that one of the responsibilities of KOSGEB is; "to take the necessary measures for the development and dissemination of the entrepreneurial culture and environment, and to support the initiatives and entrepreneurs in this context" (Official Gazette, 2018:69).

As seen above, the concept of social entrepreneurship is not directly issued in Turkish legislation, but the social dimension of entrepreneurship has been referred to in regulations and practices. Also, in the article about the purpose and establishment of KOSGEB, the purpose of the regulations is stated as; "to meet the economic and social needs of the country, it is aimed to increase the share and efficiency of small and medium-sized enterprises, to increase their competitiveness and level, to integrate in the industry in accordance with economic developments, to increase their share in exports, to support research and development, innovation and cooperation activities and to develop entrepreneurship culture. It also aims to regulate the principles regarding the support programs to be implemented by the Small and Medium Enterprises Development Organization (KOSGEB, 2021)".

KOSGEB can be defined as the public institution that provides the most comprehensive support to entrepreneurs in Turkey with its trainings provided, incubation (incubation) services, credit facilities and grant supports.

Enterprises registered in the KOSGEB database can apply for the support given under the 7 main programmes and take the advantages offered in those programmes, such as Entrepreneurship Support Programme, General Support Programme, SME Project Support Programme, Thematic Project Support Programme, Collaboration Support Programme, R&D, Innovation and Industrial Application Support Programme, Emerging Enterprises Market SME Support Programme (www.kosgeb.gov.tr).

The elements of the support program provided by KOSGEB for the new entrepreneurs are summarized in the table below. Meanwhile, the entrepreneur candidates with disabilities can also benefit from this programme.

Table 4: The Elements of the New Entrepreneur Support Program

Support element		Upper limit (TL)	Support Amount (%) 1st and 2nd districts	Support Amount (%) 1 3rd, 4th, 5th and 6th districts
Business establishment support	No re-imburement	2,000	80% is applied to women entrepreneurs, veterans, disabled entrepreneurs, and the relatives of the first-degree martyrs.	90 % is applied to women entrepreneurs, veterans, disabled entrepreneurs, and the relatives of the first-degree martyrs.
Establishment period machinery, equipment, office hardware and software support		18,000		
Operating expenses support		30,000		
Total non-refundable support		50,000		
Fixed investment support	Reimbursed	100,000		

Source: KOSGEB (2018). Entrepreneurship Support Programme, <https://www.kosgeb.gov.tr/site/tr/genel/destekdetay/1231/girisimcilik-destek-programi>, (Accessed: 26.10.2021).

Entrepreneurship Support Program, in which social entrepreneurs can be among the beneficiaries, provides support to the entrepreneur candidates who want to start up a company or the entrepreneurs who have started new businesses within the scope of 4 sub-headings given in the table below:

Table 5. Entrepreneurship Support Program Components

Applied Entrepreneurship Training	<ul style="list-style-type: none"> • 60 hours of entrepreneurship training • These trainings can also be given through İŞKUR, Development Agencies, Chambers of Commerce and Industry within the scope of the protocols signed with KOSGEB.
New Entrepreneur Support	<ul style="list-style-type: none"> • Non-refundable financial support. • Entrepreneurs who have completed the training program and İŞGEM entrepreneurs can benefit.
Business Development Center (İŞGEM) Support	<ul style="list-style-type: none"> • Business development coaching support for entrepreneurs, access to networks and financial resources; and workplace with convenient facilities, shared office equipments and services are provided. • It is established through the cooperation with the the KOSGEB's municipalities, universities, private administrations, development associations, professional organizations or with non-profit cooperatives.
Business Plan Award	<ul style="list-style-type: none"> • The competition is organized among the students who take entrepreneurship courses in formal education at the universities that KOSGEB cooperates with. • Among the students whose business plans are in the first three places, the most successful business plan owner is awarded 15,000 TL, the second is 10,000 TL, and the third is 5,000 TL, provided that they have established their business.

Source: British Council and Third Sector Foundation (TÜSEV) of Turkey, 2012:8.

KOSGEB's support amount changes according to the locations and economic situations of the districts. For instance, in the 1st and 2nd districts, 80% is applied to women entrepreneurs, veteran, disabled entrepreneurs and the entrepreneurs who are relatives of the first-degree martyrs. Also, 3rd, 4th, 5th and 6th districts, 90% is applied to women entrepreneurs, veteran, disabled entrepreneurs and the entrepreneurs who are relatives of the first-degree martyrs (KOSGEB, 2018).

As it is seen, KOSGEB does not have a regulated support program for social enterprises. Despite this, social enterprises that can be considered as SMEs and cooperatives that provide social benefits can benefit from KOSGEB supports. Entrepreneur candidates with disabilities can also benefit from the new entrepreneur support program.

4. Good Practice Examples of Social Ventures Established by The Disabled

These ventures, which prioritize social impact, accessibility, and social inclusion, are included as good practice examples in the study. They were selected based on their proved success that BlindLook was awarded by Kagider (The Woman Entrepreneurs Association of Turkey) as the women entrepreneur of the year and social impact/entrepreneurship awards by several organizations (www.blindlook.com). Netgör was achieved to be the social entrepreneur of the year at the Metro Social Entrepreneur Awards in 2021 (Bildirici, 2021), and Teksem was selected by Sabancı Vakfı as “all changemakers” in terms of social justice (www.sabancivakfi.org).

Information about these exemplary ventures, based on secondary sources, about the founder's individual story, which social problem they have produced solutions for, what goods or services they offer, the format of the business they have established, where they operate, and what their future projections are, can be summarized as follows.

4.1. Blindlook: Sadriye Görece

Blindlook is a social enterprise founded by Sadriye Görece. She graduated from Boğaziçi University in 2019 and actively involved in many different projects during her life especially for visually impaired individuals. A mobile application developed by Görece and by using this application, the visually impaired people can easily reach the restaurant via a digital audio menu with the blind navigation feature. So, the main goal of the Project is to develop freedom technologies to create independence for 285 million visually impaired people in social life and in the digital world. She states that her dream is creating an equal and barrier-free world with the power of technology (Blindlook, 2021).

4.2. NETGÖR: Ayhan Öztürk

Entrepreneurial 48-year-old Ayhan Öztürk lost his sight in 2000 due to retinitis pigmentosa also known as "chicken black" or "night blindness". After his illness, which was a turning point in his life, aiming to overcome obstacles by getting education and to have a career in the society, Öztürk believed that education would benefit him and in 2002 he received training on independent movement, personal administration, switchboard and computer operators in Emirgan Reşitpaşa Six Point Rehabilitation Center for the Blind. Öztürk, who established the NETGÖR company in 2010 to produce walking sticks in order to enable the disabled to be more involved in the society and to move independently, aims to bring the disabled to meet with a new technology. Ayhan Öztürk, who was selected as the "Social Entrepreneur of the Year" at the Metro Social Entrepreneur Awards with his project, aims to open the doors of his business to the disabled, in order to open up business areas for them. The walking stick provides the opportunity to watch the navigation on the yellow-lined roads in many different areas such as hospitals and airports, without tripping up, with minimum error (Bildirici, 2021).

4.3. TEKSEM: Gamze Elibol Yavuz

Gamze Elibol lost the ability to walk when she was 1.5 years old due to a penicillin injection, which was done without knowing that she was allergic. Then, she was confined to a wheelchair. Elibol, who took the interview exams of Mimar Sinan University Fine Arts Faculty Theater Department in 1999 but was not accepted due to her disability, did not give up. After graduating from high school, Gamze Elibol won the theater department of Mimar Sinan University, but there she faced an obstacle which she described it as; "However, one of my biggest wishes in my life was to study theater, but because of the article 'disabled people cannot study theater,' they sent me without even being interviewed.". She established the Turkish Center for Culture, Art and Education for the Accessible to People (TEKSEM) in 2002 by getting together with people who are disabled like herself. For the first time in Turkey, this center enables people with disabilities to freely exist in art and achieve their dreams. TEKSEM provides employment especially to help Disabled Women gain their economic freedom instead of staying in the background and to put forward their own projects (Teksem, 2021).

According to TEKSEM Website (2021) Theater and Handicrafts organizations are held within TEKSEM with the principle of volunteering, and all incomes obtained from these organizations are covered by TEKSEM for education, health, clothing, and treatment expenses of 121 disabled female students. Meanwhile, Gamze Elibol, the founder, and Artistic Director of TEKSEM, staged the musical theater plays she wrote and directed for the first time in Turkey, at the State Theaters, and took the stage to cover the educational scholarship and health expenses of 121 disabled female students with the income she earned from these shows. TEKSEM has placed 852 disabled people in work throughout the country, especially in order to increase the rate of disabled businesswomen in Turkey, to provide employment and to

achieve economic freedom, and has provided 35 volunteer mothers with disabled children the opportunity to work at home and contributed economically.

5. Conclusion

Social inclusion and employment of the disabled people are important issues that are also considered as the development priority areas. Social entrepreneurship as a strong and growing power that enable the disadvantaged groups such as disabled people to reach the services that they need, to gain economic power and be less dependent on others and also expand the dimension of human rights in society can be defined as a relatively new concept but has got a fast-growing importance. The number of social entrepreneurs and social entrepreneurship activities is also increasing in parallel. At international level, there are many organizations promoting and supporting the development of social enterprises however KOSGEB and İŞKUR are the most widely known support mechanisms supplying financial supports to the new entrepreneur candidates. The support mechanisms are mostly geared to address the general target groups rather than specific groups such as the people with disabilities. Also, considering the legal legislation framework, policies regarding social enterprises in Turkey are fragmented and there isn't a specific law referring to social entrepreneurship. However, it can be said that the growing support of European Union's increasing focus on social entrepreneurship and social can be defined as a driving force for social entrepreneurship activities.

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