



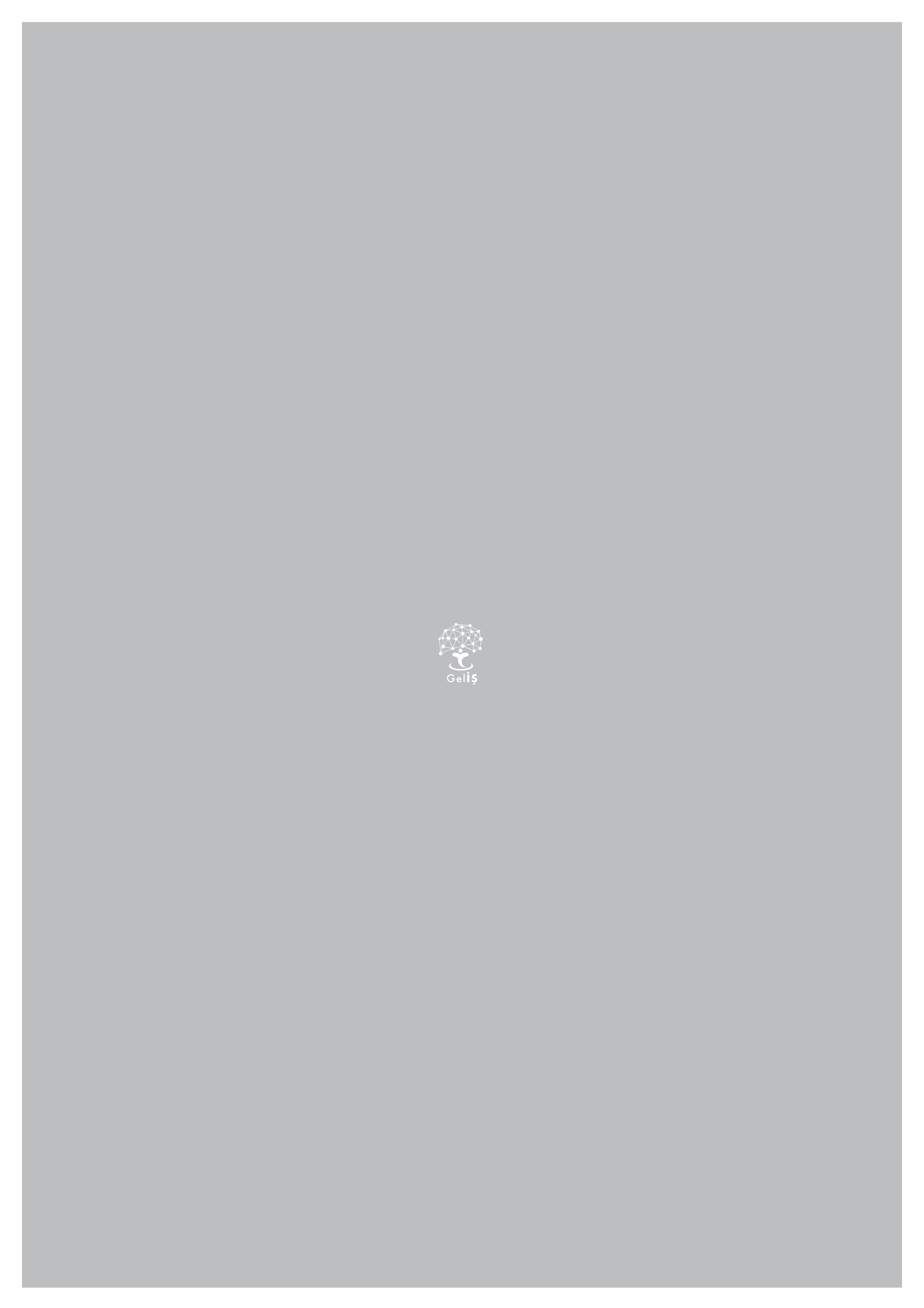
**TECHNICAL ASSISTANCE FOR PROMOTING  
DECENT FUTURE OF WORK APPROACH WITH  
A FOCUS ON GENDER EQUALITY  
  
(TREESP1.3. FoW/P-01)**

**TURKEY**

**CATEGORY 4: COORDINATION AND COOPERATION MECHANISMS**

**Intervention 12: Workshops for Studies**

**Sub-Intervention 12.2: Post-Study Workshop for Employment of PwDs for a Decent Future of Work**

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Contents

[1. INTRODUCTION 4](#_Toc107316722)

[2. CONTEXT 4](#_Toc107316723)

[*3.* BACKGROUND 4](#_Toc107316724)

[4. AGENDA 5](#_Toc107316725)

[5. STRUCTURE OF WORKSHOP 6](#_Toc107316726)

[6. ATTENDANCE 6](#_Toc107316727)

[7. PRESENTATIONS 7](#_Toc107316728)

[7.1 Introduction by MoLSS 7](#_Toc107316729)

[7.2 Overview of the Project 7](#_Toc107316730)

[8. SUMMARY OF POLICY RECOMMENDATIONS 8](#_Toc107316731)

[8.1. Employment and Skills Development to give PwDs a Respectable Quality of Life and Independent Living 8](#_Toc107316732)

[8.1.1. Developing Independent Living and Reinforcing Community-Based Services 8](#_Toc107316733)

# INTRODUCTION

This Report summarises proceedings during a Post-Study Workshop on People with Disabilities (PwDs) held on 31th May 2022. The purpose of the Workshop was to present interested stakeholders with draft recommendations which had been developed during a detailed study into the decent future of work for PwDs, and provided a final opportunity for those stakeholders to agree or amend those recommendations. This Report contains, as Annexes, all the PPT presentations which were delivered during the Workshop, gives an overview of the main points raised during discussions, and sets out the Policy Recommendations as amended by participating stakeholders.

# CONTEXT

The Project’s Terms of Reference (ToR) has set the following task for TAT in the delivery of Intervention 12**:**

*8 workshops will be organised in Ankara to discuss for studies which will be conducted under Category III: Scientific & Technical Studies with the participation of relevant public institutions, academicians, NGOs, social partners, professional organisations, representatives of private sector. 2 workshops will be organised for each study. (4 pre-study workshops and 4 post-study workshops) 50 participants will attend to each workshop and will last one day. 5 participants out of 50 will be outside of Ankara. 10 staff of the Operation Beneficiary will participate to each workshop.*

Sub-Intervention 12.2 relates to the Post-Study Workshop on People with Disabilities (PwDs), linked to the Project’s Intervention 9 for which the ToR requires:

*A comprehensive report on Employment of people with Disabilities with the approach of decent future of work will be prepared. It will be a desk study on disabilities’ state of play in Turkey and selected the EU Member States by comparing and interpreting of data and statistics on relevant employment incentives, implemented employment policies, barriers to labour market, etc. taken from relevant institutions. The future of work approach may bring opportunities for people with disabilities due to improved IT based jobs. These opportunities and best practices will also be analysed to make recommendations for Turkey. There will be also a gender-based analysis in the report. The Report will be prepared in cooperation with the relevant institutions, NGO/professional organisations and social partners. A recommendation report which will include analysis of finding of the research will be drafted in English with executive Turkish summary and it will be used to update relevant strategy plans and/or policies. It will be published on the official web site of the Operation Beneficiary.*

# BACKGROUND

The Post-Study Workshops was held as a hybrid event in Ankara as approved by Administrative Order No. 2.

# AGENDA

The Agenda for the Workshop was developed by TAT in discussion with its Experts, and was then submitted for comment and approval to the Operational Beneficiary. The agreed Agenda for the Workshop was:

**Intervention 12.2(2): Workshops for Studies**

**Post-Study Workshop for Employment for People with Disabilities (PwDs) for Decent Future of Work**

**Hybrid Format**

|  |  |
| --- | --- |
| **Date** | 31 May 2022 – Time 10:30 – 15:45 |
| **Participants** | * Ministry of Labour and Social Services * İŞKUR * Social Security Institution * Vocational Qualification Agency * The Ministry of Family (DG of Services for Persons with Disabilities and the Elderly) * Ministry of Health (Patient, Worker Rights and Security Dept.) * Ministry of Industry and Technology (Development Agencies - Adana, Ankara, Bursa, İstanbul İzmir) * Ministry of National Education (DG for Technical and Vocational Education and DG for Special Education and Guidance Services) * The Union of Chambers and Commodity Exchanges of Turkey (TOBB) / Provincial Chambers (Adana, Ankara, Bursa, İstanbul, İzmir), * Unions (Turkish Confederation of Employer Associations – TİSK * TÜRK- İŞ * HAK-İŞ * DİSK * MEMUR-SEN * KESK * KAMU-SEN * Higher Education Council (YÖK) * Academics * Federation of Disabled Associations * Six Dots Foundation for the Blinds (Altı Nokta Körler Derneği) * Solidarity Association for the Physically Disables (Bedensel Engellilerle Dayanışma Derneği) * Down Syndrome Association (Down Sendromu Derneği) * Turkey Blinds Association (Türkiye Körler Vakfı) * The Spinal Cord Paralytics Association of Turkey (Omurilik Felçlileri Derneği) * Informatics Association of Turkey (TBD) * Association of Women with Disabilities (ENG-KAD) * Union of municipalities * Metropolitan Municipalities (Adana, Ankara, Bursa, İstanbul, İzmir) |
| **Objective of the meeting** | The objectives of the Post-Study Workshop are:   1. To explain the methodology and purpose of the study; 2. To present the recommendations from the Report on the Employment of PwDs for a Decent Future of Work; 3. To invite comments from different stakeholders in relation to the recommendations. |

**AGENDA**

|  |  |  |
| --- | --- | --- |
| Time | Subject | Responsibility |
| 10:30-10:45 | Opening Speech | DG MoLSS Employment Policies |
| 10:45-11:00 | Summary of progress to date and outline of Workshop purpose | Michael Chambers  (Team Leader, FoW Project) |
| 11:00-12:30 | * Summary of study purpose and methodology (10 minutes); * Presentation of main recommendations (40 minutes); * Plenary discussion of recommendations (including stakeholder responsibilities) 40 minutes) | Ahmet Gül  (Research Expert)  Participants |
| 12:30-13:30 | Lunch Break |  |
| 13:30-15:30 | * Plenary discussion of recommendations (including stakeholder responsibilities) (cont.) (60 minutes); * Plenary discussion of sustainable cooperation and collaboration (adoption of a system of communication and collaboration (Network) to give sustainability to the actions and policies; means to disseminate results to all stakeholders and the public) (60 minutes) | Ahmet Gül  (Research Expert)  Participants |
| 15:30-15:45 | Wrap up and closing remarks | DG MoLSS Employment Policies |

# STRUCTURE OF WORKSHOP

The one-day workshop gave an overview of the Project and the methodology of the research process, followed by a presentation of the draft recommendations which had emerged from the study, with each recommendation accompanied by a rationale for its inclusion, together with any related case studies of good practice which provided a broader context for participants. Participants were encouraged to comment on each recommendation, indicating their agreement or, in some cases, explaining why they believed the recommendation should be amended.

# ATTENDANCE

The Operational Beneficiary issued official invitations to a wide range of relevant stakeholders to participate in the Workshop. This resulted in the following attendance:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Total Attendance**  **(Online)** | **Public Sector** | **Private Sector** | **NGOs, etc.** | **From Outside Ankara** | ***TAT*** |
| 75 | 67 | 0 | 8 | 23 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Total Attendance**  **(In=Person)** | **Public Sector** | **Private Sector** | **NGOs, etc.** | **From Outside Ankara** | ***TAT*** |
| 18 | 18 | 0 | 0 | 0 | 4 |

The total number of participants was 97 (including TAT).:

72% of the online participants were from the public sector and 28% were from NGOs and others. 23 participants were from outside Ankara ((İzmir:10, Adana:3, Bursa:4, İstanbul:4, Ordu:1, Van:1). The in-person participants were solely from the public sector, mainly drawn from MoLSS.

# PRESENTATIONS

In line with the Agenda, a number of speeches and presentations were given:

## 7.1 Introduction by MoLSS

There was no PPT presentation, but Ms. Ceylan Çifçi emphasised MoLSS’s commitment to supporting a Decent Future of Work for Turkey. The FoW Project had been designed to play an important role in supporting MoLSS’s efforts in this regard, and was one of two elements currently in operation (the second, a major grant scheme administered by MoLSS had also begun). An improved role for PwDs within the Turkish workplace was an important ingredient in the concept of decency at work.

## 7.2 Overview of the Project

Mr. Michael Chambers, FoW project Team Leader, delivered a PPT presentation (see Annex 1) which explained the structure of the Project and provided the context for the Pre-Study Workshop. With regard to PwDs, he explained the Progress to Date:

* Extensive desk research – international and Turkish perspectives;
* Stakeholder meetings;
* Pre-Study Workshop;
* Detailed analysis – with focus on recommendations for policy-makers;
* Draft Report.

He explained that the purpose of the workshop was to enable stakeholders to have a final say before the recommendations were formally submitted to to MoLSS.

* 1. Overview of Study Methodology

Ahmet Gul, Researcher Expert, outlined the methodology of the study, and then presented, one-by-one, the draft recommendations, in each case explaining the rationale behind their inclusion, and presenting a range of related case studies of good international and Turkish practice.

# SUMMARY OF POLICY RECOMMENDATIONS

The following are the final recommendations as amended by participating stakeholders:

# 8.1. Employment and Skills Development to give PwDs a Respectable Quality of Life and Independent Living

# 8.1.1. Developing Independent Living and Reinforcing Community-Based Services

1. Reinforce the independent living, empowering PwDs through trainings to develop their own capacities, even away from their families.

The comments of stakeholders can be summarised as follows:

* Qualifications of the people who care for the disabled and the elderly are very important.
* Developing Independent Living and Community Based Supported Services
* Through Community Health Centres operating under the Ministry of Health, providing home health and mobile health services and implementing social work activities, providing services related to health promotion and promotion, and in Community Mental Health Centres, mental health and diseases specialists, social workers, psychologists, nurses, business and Employees such as occupational therapists and master trainers can enable disabled people to reach a more dignified life and lead their lives independently. It would be appropriate for the disabled to benefit from public resources to provide transportation to the mentioned centres from the place of residence of the disabled in accordance with the legislation in force. In the current situation, disabled people cannot benefit from the shuttle services on their arrival and departure to the aforementioned centres, due to the provisions of the Presidential Savings Circular numbered 2021/14.
* Assistive technologies and universal design that include PwDs improve their possibilities.

8.1.2. Developing New Skills for New Jobs

1. Revise of the national skills strategies that should also cover the specific needs of PwDs for accessing the labour market. This requires. Equal access to education and labour-market oriented training at all levels.
2. Design vocational programmes and apprenticeship schemes to be inclusive and accessible for PwDs and other vulnerable groups.

The comments of the stakeholders during the Post-Study Workshop can be summarised as follows:

* Increase the access of PwDs to the higher education to facilitate their employment in more qualified jobs
* Private support is needed to acquire the skills needed
* Clarify the possibilities trat offer the trainings for the participation of the PwDs in future projects in Türkiye
* New skills include Information and Communication Technologies (ICT)
* Assistive technologies in the process of learning to have a more inclusive education
* Acquisition of new skills contribute to self confidence
* Special education and integration should be served within the departments in the Ministry of National Education.
* There should be guidance services within the general directorates in the Ministry of National Education.

8.1.3. Fostering Access to Quality and Sustainable Jobs

1. Evaluate the effectiveness of the current quota system for the employment of PwDs, including the appropriateness of sanctions for non-compliance.
2. Develop a cooperative working method to provide opportunities for PwDs to work from various fields of work, through cooperative organisations established by their own efforts or with the support of the State. PwDs could evaluate their current abilities and capacities, to improve them according to the jobs they can do, and to operate in their field as an independent organization. It is possible to popularise this method in Türkiye through projects with international budgets.

The comments of the stakeholders can be summarised as follows:

* Quota system offers support for PwDs to maintain employment and explore career development;
* Support the lack of targeted support for SMEs regarding employment of PwDs.

8.1.4. Consolidating Social Protection Systems

1. Develop measures to further tackle gaps in social protection for PwDs to reduce inequalities (including compensating extra costs related to disability and eligibility for disability benefits).

8.1.5. Work for the FoW for PwDs

1. Develop specific education and training programmes in digital skills for PwDs.
2. Encourage consideration of PwDs in the process of addressing a mismatch of supply and demand in new digital jobs.
3. Develop digital support technologies which facilitate new employment opportunities for PwDs in digital jobs.
4. Encourage green businesses owned and controlled by PwDs entrepreneurs to recruit other PwDs.
5. Include PwDs in the design and decision-making processes of new low-carbon sectors.

The comments of the stakeholders can be summarised as follows:

* For the State, to Support accessible innovation and R&D that helps the inclusion of PwDs;
* Mainstream a Universal Design approach in products and services from the outset, by involving persons with disabilities at every stage;
* Train PwDs with digital skills though special education programs

8.2. Inclusion of PwDs in the World of Work and Society through Adequate Data and Accessibility Measures

8.2.1. Consideration of the Diversity of Disability

1. Enable better, more focused policies to be developed, design a statistical information system which covers the full diversity of disability (long-term physical, mental, intellectual or sensory impairments); personal identification (gender, ethnic, religious) and circumstance (age, homelessness, refugees/migrants).

8.2.2. Definition, Categorisation and Data Collection of PwDs to Facilitate Analysis and Policies to Include PwDs

1. Establish a common database for PwDs with common definitions.

The comments of stakeholders can be summarised as follows:

* Significant differences in the definitions used while measuring the prevalence rate makes national comparisons challenging. For the FoW, it is needed to have common definitions and a common database (with a gender perspective);
* A data system for PwDs is an approach that forces people to declare their disability, and obtain resources;
* In our country, there is still no clear data on the number of disabled people regarding the collection of statistical data since 2005, when the Law No. 5378 on the Disabled came into force. There is no data indicating the disability status (mental, physical, mental, etc.) and the personal status (age, gender, etc.) of the disabled;
* Through the Governorships and District Governorates of the central organization of the Ministry of Interior, the disabled individuals and the personal status of the disabled people, etc. from the relevant neighbourhood and village mukhtars. It is considered that it will be beneficial for the disabled to carry out studies to collect detailed information about the subject and to share this study with the public through TUIK and to update the data periodically (6 months, 1 year, etc.) in terms of adapting to the jobs of the future.

8.3. Universal Design that Facilitates Transport and Accessibility of PwDs in the World of Work and Society

1. Ensure full enforcement of PwDs accessibility in all places open to the public and all workplaces, including consideration of current forms of sanctions for non-compliance.

The comments of the stakeholders can be summarised as follows:

* Remove Accessibility barriers in built environments, transport, products and services;
* Adequate provision of workplace adjustments;
* Include language as a barrier (discriminatory language should not be used);
* Budgeting to improve access in public and private buildings and increase the urban transformation to include PwDs

8.4. Social Dialogue and Communication between Institutions

1. Ensure the full application of the CRPD through the social involvement of many stakeholders (which is the first international convention explicitly including women with disabilities).
2. Ensure through the social dialogue that legislation and policies fully protect WwDs.
3. Encourage local authorities as key actors to develop new strategies for the implement the UNCRPD involving all relevant stakeholders.
4. Include PwDs issues in the Provincial Employment and Vocational Education Committees to follow the employment deficiencies and surpluses in the region and reveal employment opportunities according to the disability types and skill areas of the PwDs.

The comments of the stakeholders can be summarised as follows:

* The social dialogue enables cooperation between the stakeholders.
  1. Measures to Facilitate Equal Access and Non-Discrimination for PwDs in the World of Work and Society

1. Ensure full physical accessibility for PwDs to be personally represented in courts of justice.
2. Develop more flexible approaches to enable online representation for PwDs within the legal system.
3. Conduct research into the conditions necessary for PwDs to lengthen their involvement in the education system.
4. Where education is delivered in special schools, ensure that an adequate bridge between education and employment is developed.
5. ensure sustainable and equal access to healthcare.

The comments of the stakeholders can be summarised as follows:

* + Strengthen legislation to combat discrimination against PwDs;
  + Revise the Labour Law, improving amendments and regulations to avoid exclusions;
  + Establishment of responsibilities between the different stakeholders;
  + Allocate a budget for PwDs in each institution (Is there a share/staff allocated for the disabled in the institutional/public budgets? Can it be increased?
  + Ensure full physical accessibility of persons with disabilities so that they can be personally represented in courthouses; In the proposal in question, it would be more appropriate to use the phrase "courts" instead of the phrase "courts of justice". Sign language interpreters, psychologists, etc. are required to ensure their physical accessibility in order to represent the disabled in Turkish Courts, which are composed of judicial, administrative and high courts as types of courts. Necessary steps can be taken to ensure that titles that facilitate the lives of people with disabilities are found in the courts.

8.6 Women with Disabilities

1. Fully apply the CRPD (because it is the first international convention explicitly including women with disabilities.
2. Improve the minimum education and skills development opportunities for PwDs (according to ILO, women with disabilities are at greater risk of poverty than men with disabilities and earn less than men with disabilities).
3. Consider and prevent the fact that Women with disabilities are more vulnerable to discrimination, because they are sometimes treated as genderless human beings.
4. Design measures to increase the employment, particularly child care, workplace accommodations as special equipment or accessibility arrangements
5. Provide vocational guidance services. In that aspect, it is highly recommended that the current JVC services provided in Türkiye should be evaluated in terms of improving the quality of these services by considering the systematic job analysis and occupational definitions taking into account different disability levels and types

The comments of the stakeholders can be summarised as follows:

• Identify WwDs in the data system;

• Improve the action of Employment services;

• Increase the courses for WwDs on the new digital skills

* 1. Other Recommendations

1. Consider the involvement of PwDs and their families in decision-making processes related to PwDs;
2. Evaluate the effectiveness of current sanctions for non-compliance with regulations affecting PwDs;
3. Develop awareness-raising programmes for autism.
4. CONCLUSIONS

The workshop proved to be highly interactive with many comments from stakeholders either orally or in written form using the chat-box facility. Delivering it in hybrid format enabled many participants from outside Ankara to become involved – something that would not have been achieved had the workshop conformed to the original ToR requirement of an Ankara-based event with 5 participants from outside the capital. The opinions of stakeholders were valuable in helping TAT to refine the wording of the recommendations and contributed greatly to the overall study.

**FoW TAT**

**June 2022**



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