



**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: Pre-Study Workshop for Employment of PwDs for a Decent Future of Work**

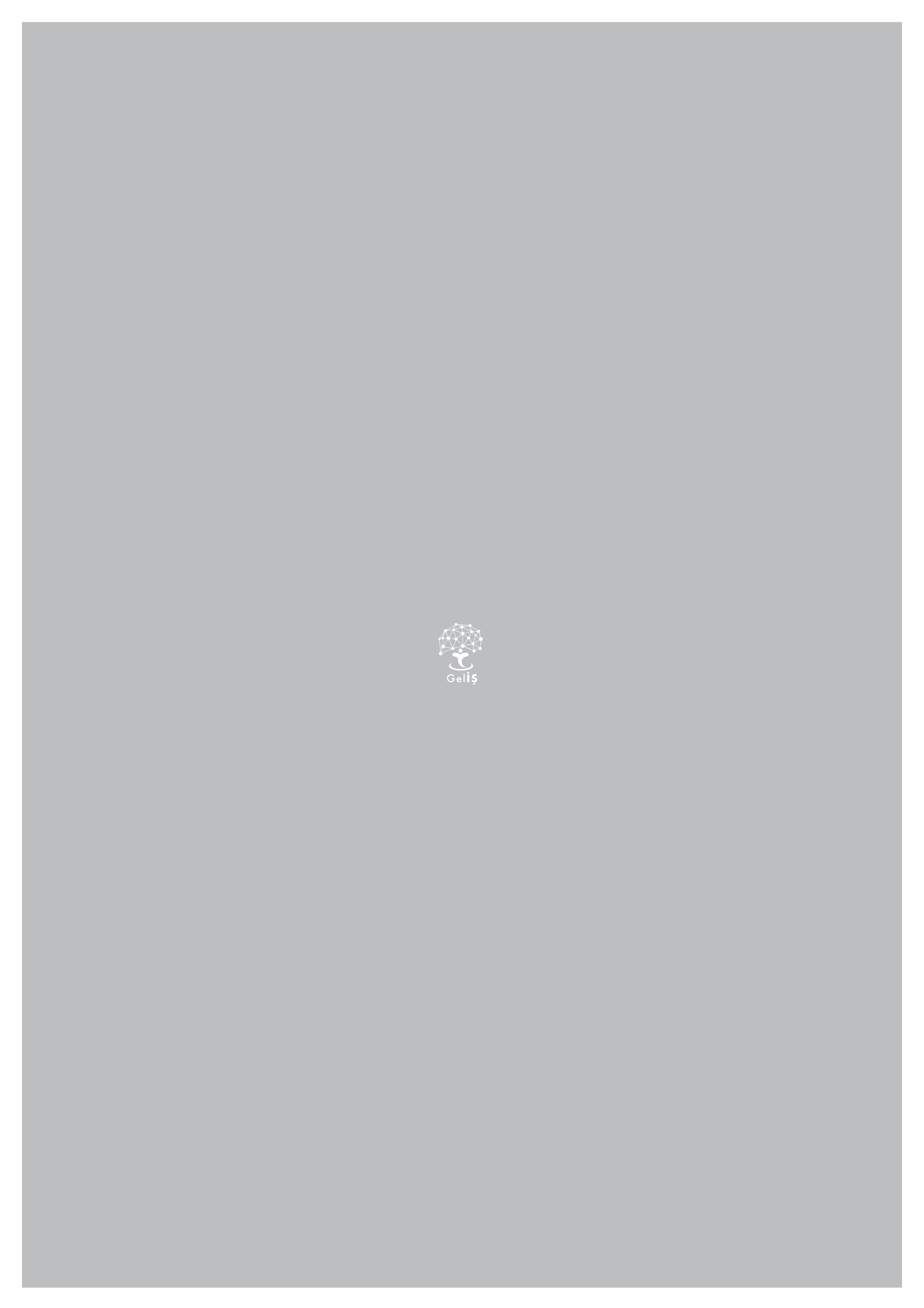
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# INTRODUCTION

This Report summarises proceedings during a Pre-Study Workshop on People with Disabilities (PwDs) held in March 2022. The 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 which were put forward by participating stakeholders.

# CONTEXT

The Project’s Terms of Reference (ToR) has set the following task for TAT in the delivery of Intervention 3**:**

*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 Pre-Study Workshop on People with Disabilities (PwDs). The Project’s ToR for PwDs (Intervention 9) is as follows:

*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

As can be seen in the ToR requirements for Intervention 12, the original concept was for the Pre-Study Workshops to be held as in-person events in Ankara. At the beginning of the Project, TAT planned to deliver these Workshops online, owing to pandemic restrictions then in place. With the easing of these restrictions, an in-person event became a possibility, although TAT argued that there remained merit in conducting the Workshops online as this would allow greater participation from the pilot provinces than would be possible were the Workshops to be held in-person in Ankara. This argument was accepted by the Operational Beneficiary and by the Contracting Authority and confirmed 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: Pre-Study Workshop on**

**Employment for People with Disabilities (PwDs) for Decent Future of Work**

|  |  |
| --- | --- |
| **Date** | 15 March 2022 – Time 10:30 – 16:00 |
| **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) and Provincial Chambers (Adana, Ankara, Bursa, İstanbul, İzmir), * 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 Pre-Study Workshop are:   1. To introduce the project and its purposes and the scope of the study on employment of People 2. To present findings from the Desk Research Reviews; 3. To conduct a simple SWOT analysis of PwDs and the labour market; 4. Discussions on existing mechanism supporting PwDs employment and current challenges; 5. Discussions on Inter-institutional coordination and ways to improve services for PwDs employment; 6. Presentation of methodology for study; |
| **Zoom link** |  |

**AGENDA**

|  |  |  |
| --- | --- | --- |
| Time | Subject | Responsibility |
| 10:30-10:11 | Opening Speech | MoLSS / DG / Department of Employment Policies |
| 11:00-11:30 | Introduction of the project and its purposes and links with the PwDs | Michael Chambers (Team Leader, FoW Project) |
| 11:30-12:30 | Presentations   * Presentation of current situation (desk review); * Presentation on EU best practices and national legislation * Simple SWOT analysis of PwDs and the labour market; * Research questions and research matrix; * General methodology of study. | Sandra Bustamante (Employment Expert, FoW Project)  Ahmet Gül (Research Expert FoW Project)  Participants |
| 12:30-14:00 | Lunch Break |  |
| 14:00-15:30 | Presentations (cont.)   1. Discussions on existing mechanism supporting PwDs employment and current challenges with a gender perspective 2. Discussions on Inter-institutional coordination and ways to improve services for PwDs employment | Ahmet Gül  (Sectoral Expert FoW Project)  Participants |
| 15:30-16:00 | Presentation of the results of group discussions  sWrap up and closing remarks | Ahmet Gül  (Sectoral Expert FoW Project)  Michael Chambers  (Team Leader, FoW Project) |

# STRUCTURE OF WORKSHOP

The 1-day Workshop was, broadly, divided into 2 halves: the morning session comprised a series presentations from MoLSS, TAT and TAT’s experts aimed at establishing a Turkish and international context for subsequent stakeholder discussions on the issue of mobbing; the afternoon session was focused on stakeholder discussions, held in plenary, with TAT’s main PwDs´s Experts introducing a topic, in line with the Agenda, and moderating discussion, summarising the main issues which had emerged during the final wrap-up session.

This structure seemed to work successfully. The afternoon attendance was equal to the morning’s, indicating that stakeholder interest had been maintained, and the plenary discussions proved to be lively. A significant number of interesting insights emerged, together with a range of possible policy recommendations: these are summarised in Sections 8 and 9 below.

# 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** | **Public Sector** | **Private Sector** | **NGOs, etc.** | **From Outside Ankara** | ***TAT*** |
| 58 | 46 | 0 | 4 | 19 | 8 |

# 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 said that TAT’s earlier work in this field had raised a number of key issues which he hoped would set the scene for stakeholder discussions during the Workshop and the Studies:

* Lack of consistent data about levels/types of disabilities.
* Questionable application of quota system.
* Unclear focus on quality of life/working life for PwDs.
* TAT’s preliminary views suggested:

Clearer gender-disaggregated data could enable better policy-making;

Female PwDs = doubly-disadvantaged?

Improve approach to inclusivity (including accessibility);

Develop mindset of ‘people with different abilities’;

Champion high-achieving PwDs (e.g. Stephen Hawking; Paralympic Games; Invictus Games) as role models.

## 7.3 Summary of Desk Research

Ms. Sandra Bustamante presented a brief summary of the exhaustive desk research which TAT had carried out, examining the issues of PwDs´s employment in the light of Turkish and international legislation, directives and policies (see Annex 2).

The desk research had highlighted the following areas for consideration during the field studies and stakeholder meetings:



These issues would be pursued during the course of the Workshop.

## 7.4 Research Questions and Research Matrix + General Methodology of Study

Table 1: Research Matrix

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Main Research topics according to the Research Objectives** | **Main purposes** | **Questions/Objectives** | **Data Collection Tools/Methods** | **Analysis and evaluation** |
| Information obtained from relevant public institutions and employer and employee organisations, NGOs in the field of disabilities, professional organisations, and social partners | According to these recommendations, this study will explore the current situation in the labour market, labour legislation, and public policies, the methods for increasing employment of PwDs, the international practices at global and EU level, etc. | The main objectives of this section are to examine the studies conducted for the study and to reveal the available data. | Desk  research | Qualitative assessment methods were used |
| Findings from desk study and policy proposals |
| Best practices in the EU, which will have significant contribution to the content |
| Pre-Study Workshop | At the meeting, it was aimed to get the opinions of the institutions on data collection and management, employment and education of disabled people. | Employment Of Disabled Individuals | A Preliminary Workshop was Held with the "Employment of the Disabled" Agenda and Data was Collected by holding a Meeting. | Qualitative assessment methods were used |
| Organising Meetings with Relevant Organisations/experts | With the in-depth interview method, it is aimed to get suggestions and create solution policies by meeting with the experts of the subject. | Interviews will be held with semi-structured questionnaires. | semi-structured questionnaires | Qualitative assessment methods were used |
| Post-Study Workshop |  |  |  |  |

# KEY ISSUES RAISED DURING DISCUSSIONS

During the pre-workshop, the following topics were discussed.

* Data Management and Data Collection,
* Discussions on Existing Mechanisms (Including the Quota System and Accessibility) to Support the Employment of Persons with Disabilities and Current Challenges,
* Vocational Education Discussions for Persons with Disabilities

The key issues that stand out within the framework of these headings are as follows:

* Making standard definitions: Under this heading, standard definitions come to the fore in order to establish a data recording system for individuals with disabilities. The formation of groups according to the types of disabilities and the development of solution proposals in this direction were discussed.
* It has been discussed that the creation of a standard database that can be used jointly by institutions working for disabled individuals will facilitate the solution of many problems.
* Carrying out studies for PwDs to identify different scenarios. Within the scope of this project, it was discussed to reach a conclusion in which solution-oriented policy recommendations were made.
* It has become difficult to access data for disabled individuals and to produce services within the framework of these data. The reason for this is the barriers to accessing current disability data in institutions. Personal data protection law (KVKK) has been identified as the most important obstacle.
* It was discussed that social awareness is very important and therefore solution-oriented policies cannot be developed in many issues.
* The inadequacy of employment-oriented trainings for disabled individuals was discussed.
* Emphasis was placed on the importance of prioritizing physical accessibility while taking measures to increase employment.
* During the Covid-19 process, the possibilities of remote access instead of physical access were discussed.
* There is a refugee reality in Turkey. It has been revealed that the problems of refugee disabled people are felt much more because they are refugees.

# SUMMARY OF POLICY RECOMMENDATIONS

Based on the pre-employment workshop discussions, the following policy recommendations emerged to promote the employment of people with disabilities were categorized.

## Identification and Database

1. While establishing the registration systems of institutions and organizations, a standard definition may be developed, ensuring a unique communication between the database of the institutions involved .
2. It was discussed that business lines that will increase the employment of PwDs may be researched with the goal of increase job opportunities accordingly. Disability types and definitions may be improved an be available for the development of business lines according to disability types, and these records might be managed from a central database.

## Transportation and Access

Another important issue for PwDs employment growth is the physical access of PwDs to the work environment. Accessibility is the responsibility of both local and central governments to take the necessary measures for PwDs to be integrated in social environments. Accessibility in the work environment is the responsibility of the employer, who needs to comply with legal regulations, after PwDs have access to the physical work environment.. It is also among the duties of local and central administrations to ensure that companies guarantee that working environments are accessible to all people, carrying out the necessary and permanent controls according to the legislation, taking the necessary measures in case of non-compliance.

## Digitization and Remote Access, Education

1. The Covid-19 epidemic is seen as one of the most important health problems of the century. The pandemic, which has caused changes in the lifestyles of the society in many issues, has also led to opportunities in different fields. It is observed that remote access is applied very successfully in education and working areas. In addition to remote access to education, remote access to work and the method of working from home have caused an important and permanent change for the service sector. Humanity, which has to keep up with the rapid change in the digital world, is now used to accessing many services remotely. Even if PwDs find a job due to physical disabilities, the required increase in the employment of them could not be achieved due to the inability to reach the work environment physically. At this point, it is possible to increase the employment of PwDs by receiving the necessary trainings according to their abilities and skill areas, with remote access and working from home method. As a result of a research to be conducted on PwDs in terms of accessing technology and digital media, education programs may be developed and implemented according to the needs. (As a result of these studies, it might be possible to increase the employment of PwDs in the service sector).
2. Education is very important for PwDs and also for their parents and relatives:

* Even if parents who have a PwDs have adopted this situation as a fact of their lives, they cannot prevent themselves from being protective. Education of PwDs should begin in childhood. It might be better if education of PwDs begin during childhood. This issue may be developed: to empower PwDs through trainings that may help to develop their own capacities and to meet their needs in the school environment, even away from their families.
* Including PwDs in apprenticeship training will lead to significant increases in the employment of PwDs. Bringing education and working life together with apprenticeship training might facilitate and accelerate the adaptation of PwDs to the work environment. Differentiation of education according to disability groups may lead to accessing more PwDs. Employment of PwDs according to their education fields might increase their permanent and sustainable employment. Creating employment environments with the approach of providing training after job placement for adult PwDs will create permanent employment for them. It might be an important argument to include mandatory practices such as occupational health and safety in workplaces in order to increase adaptation to work and workplaces.
* Establishment of the "City Employment Board" under the supervision of local governments might be able 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.
* At the same time, with the development of digital support technologies, it will be possible for PwDs to make significant contributions both in their social and business lives.

## Methods used in Employment for PwDs

In the world and in Turkey, the conditions and areas in which PwDs should work has always been a subject of discussion. We can specify the PwDs´s employment methods applied by developed countries as follows:

**Quota Method:**

* The quota system is based on the principle that employers employ PwDs at determined rates if the number of employees in the workplace exceeds a certain number. The number of these workers and the percentage of PwDs to be employed vary according to the economic and social development level of each country that applies the quota.
* In Turkey, those who employ more than 50 workers are obliged to employ PwDs, reducing this number and redefining the regional application areas might increase the access of PwDs to employment. The fact that enterprises employing more than 50 workers are concentrated in certain regions makes it difficult for PwDs to access those regions, while at the same time causing population density through migration.

**Cooperative Working Method:**

* This method might 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. With this cooperative method, it will enable the disabled members to 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 popularize this method in Turkey through projects with international budgets.
* While increasing the employment of disadvantaged groups through all these methods, it might be important to carry out various activities for continuous employment.
* Carrying out adaptation activities to the job and workplace will increase the possibility of employed PwDs to stay in their workplaces for a longer period of time.

Other methods will be included in the Final Report of Research.

## Fighting prejudice and discrimination

* The participants argued that prejudice is permanently settled in society for many disadvantaged groups, especially disabled individuals. The state of showing immediate interest towards PwDs replaces the feeling of pity over time, and the instinct to help PwDs and disadvantaged groups comes to the fore. They state that PwDs need support that might provide them with opportunities without approaching them with a feeling of pity. In line with the opportunities offered, their desire to lead their own lives independently comes to the fore. In addition, the protective approach in the families of the PwDs negatively affects these individuals.
* Other important recommendation of the participants is to carry out activities under the leadership of institutional structures in order to raise awareness in the society and eliminate prejudices. The participants recommend that all activities in this field be gathered under one roof under the coordination of the "Social Dialogue Commission" within the body of İŞKUR.
* In this context, the participants recommended to establish the following groups or organisations:
* Provincial coordination boards
* Awareness Centres
* City employment board

## F- OTHERS

Apart from all these evaluations, suggestions were also obtained in the following topics:

1. PwDs and their families might be directly involved in decision-making
2. The implementation of the decisions taken and the immediate implementation of the necessary sanctions
3. Further development of barrier-based communication channels
4. Dissemination of on-the-job training
5. There is a need e to increase the awareness about autism and to reduce the birth of a child with autism through early diagnosis method.

# CONCLUSIONS

* It might be important to identify the factors that lead PwDs to be excluded from working life and to implement policies to prevent them. This can enable them to integrate into individual, economic and social life, as well as to lead a healthier and more integrated life with their family, social environment and society.
* A significant part of PwDs do not participate in the labour force. The main reasons why the labour participation rate of PwDs is so low is that social living areas restrict their mobility and that an adequate physical environment cannot be created in workplaces.
* Accessing and benefiting from rights and services in all areas of life is of great importance in participation in social life.
* The disability of PwDs that does not prevent them from social activities could become an obstacle due to inadequacies or errors in social or spatial arrangements. It is advisable to favour the physical environment for PwDs in order to facilitate access to employment; this issue is of great importance due to their impairments in physical functions and the limitations caused by it.
* As already mentioned by the participants, the biggest obstacle to the employment of PwDs is the prejudice of society and especially of employers against their employment.
* Since an important part of society approaches PwDs with a feeling of pity, this might prevent them from using their skills/abilities.
* There is an unwillingness of employers to employ PwDs, they do not want to fulfil their obligations by taking advantage of loopholes in existing laws.
* Participants agree that employers generally see the PwDs workforce as a group of unproductive, unskilled people in need of special care from their family or the State.

**FoW TAT**

**March 2022**



This publication was produced with the financial support of the European Union and the Republic of Turkey. Its contents are the sole responsibility of the consortium led by WEglobal A.Ş. in consortium with WEglobal Italy, Archidata Srl, and Federation of Trentina Cooperatives (FTC) and do not necessarily reflect the views of the European Union and the Republic of Turkey.