



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

**TÜRKIYE**

**CATEGORY 3: SCIENTIFIC AND TECHNICAL STUDIES**

**INTERVENTION 9: EMPLOYMENT OF PWDS FOR A DECENT FUTURE OF WORK**

**EXECUTIVE SUMMARY REPORT**

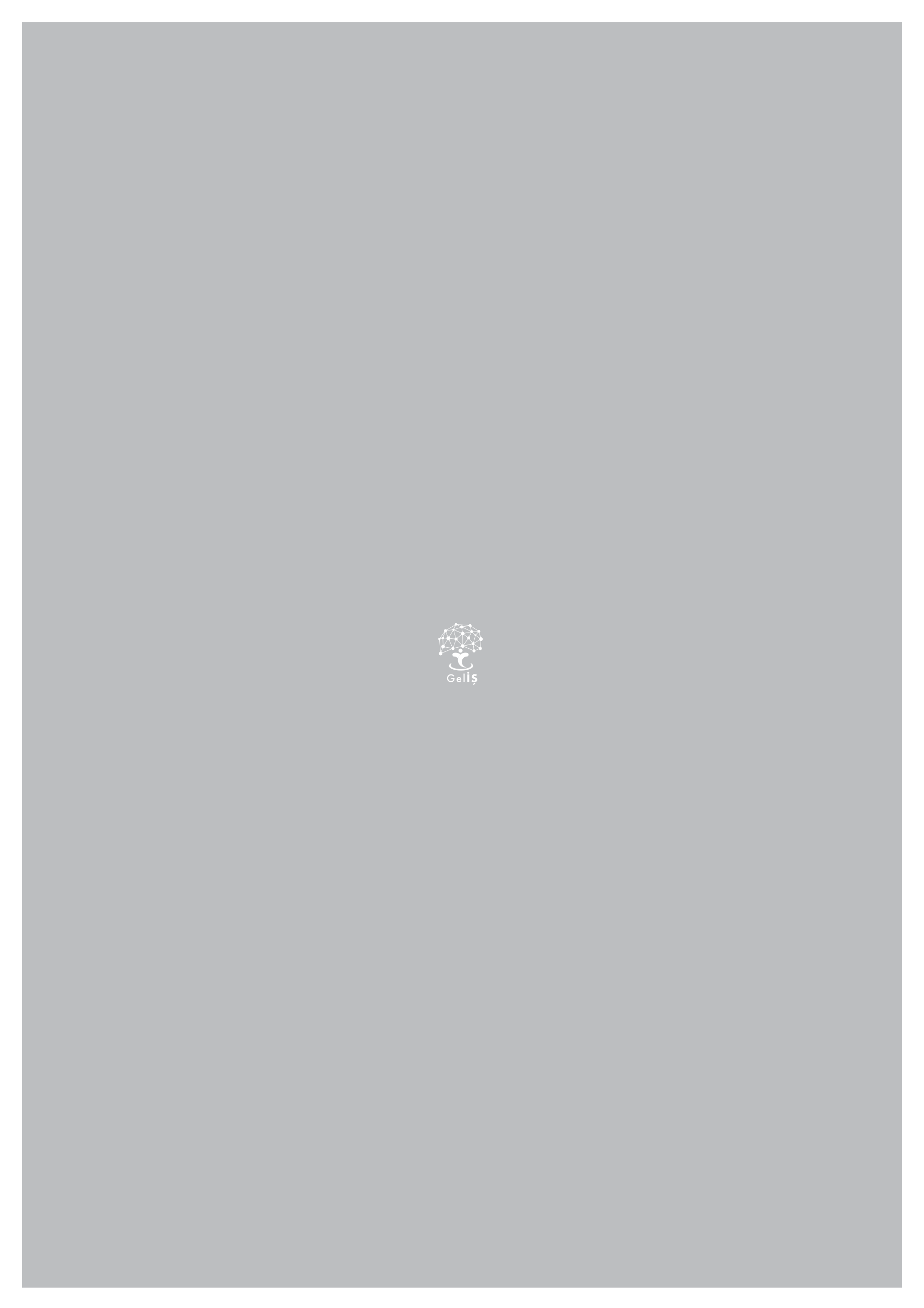
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LIST OF ABBREVIATIONS

|  |  |
| --- | --- |
| **Abbreviation** | **Meaning** |
| CEEP | European Centre of Employers and Enterprises |
| CEC | European Confederation of Managers |
| CHSCT | Hygiene, Safety and Working Conditions Committee |
| CIMER | Presidential Communication Centre |
| CPRD | UN Convention on Rights of People with Disabilities |
| DWEA | Danish Working Environment Authority |
| ETUC | European Trade Union Confederation |
| EU | European Union |
| EF - PRIMA | European Framework for Psychosocial Risk Management |
| EUROCADRES | Trade Union voice of professionals and managers |
| FoW Project | Technical Assistance for Promoting Decent Future of Work Approach with a Focus on Gender Equality |
| HAK-IS | Confederation of Trades’ Unions |
| ILO | International Labour Office |
| INQA | New Quality of Work (Initiative Neue Qualität der Arbeit) |
| JVC | Job and Vocational Counselling |
| PwDs | People with Disabilities |
| TAT | Technical Assistance Team |
| TIHEK | Human Rights and Equality Institution of Türkiye |
| TP | Technical Proposal |
| UEAPME | European Association of Craft, Small and Medium-sized Enterprises |
| WHO | World Health Organisation |
| WwD | Women with Disabilities |

# EXECUTIVE SUMMARY

This Report was commissioned by the Department for Employment Policies under Ministry of Labour and Social Security, to examine the effectiveness of current systems in place in Türkiye to protect the working rights of People with Disabilities (PwDs), and to develop recommendations for ways in which these systems could support a better more decent future of work for Turkish PwDs. The Report was produced by the project team working within the EU-funded project ‘Technical Assistance for Promoting Decent Future of Work Approach with a focus on Gender Equality’.

Globally, there are 1bn People with Disabilities (PwDs)[[1]](#footnote-1). Most countries categorise theses disabilities with regard to type and severity, but, in reality, every PwDs is an individual, coping with his/her disability in their own way. The challenge for policy-makers is to create policies incorporating sufficient flexibility to take this individualism into account, and to avoid a ‘one-size-fits-all’ approach.

In order to help Turkish policy-makers embrace this challenge, the EU-funded project ‘Technical Assistance for Promoting Decent Future of Work Approach with a Focus on Gender Equality’ (2021-2023) was asked to examine the current state of play in Türkiye and internationally in relation to the legal framework for the treatment of PwDs and to develop policy recommendations which could guide the process of drafting new or adapted policies and laws which could establish a better foundation for a better and more decent future for PwDs with a focus on employment. During the period October 2022 to May 2023, the project team tackled this in 3 ways:

* By conducting extensive desk research into international and Turkish approaches towards the treatment of PwDs;
* By holding a series of structured meetings with institutions directly involved in PwDS issues in Türkiye;
* By delivering a Pre-Study Workshop during which 58 representatives of the public and third sectors were encouraged to formulate their views on how PwDs could be better served;
* By delivering a Post-Study Workshop during which 93 representatives of the public and third sectors provided feedback to the draft Recommendations.

The results of this assignment are summarised in this Report, the main outputs of which are a series of 31 recommendations for policy reform divided into the following 8 thematic areas, each containing a range of specific policy recommendations:

* Employment and Skills Development to give PwDs a Respectable Quality of Life and Independent Living
  + Developing Independent Living and Reinforcing Community-Based Services
  + Developing New Skills for New Jobs
  + Fostering Access to Quality and Sustainable Jobs
  + Consolidating Social Protection Systems
  + Work for the FoW for PwDs
* Inclusion of PwDs in the world of work and the society through adequate data and accessibility measures
* Consideration of the Diversity of Disability
* Definition, Categorisation and Data Collection of PwDs to facilitate analysis and policies to include PwDs
* Universal Design that Facilitates Transport and Accessibility of PwDs in the World of Work and the Society
* Social Dialogue and Communication between Institutions
* Measures to Facilitate Equal Access and Non-Discrimination for PwDs in the World of Work and Society
* Women with Disabilities
* Other Recommendations

An issue of particular importance to the project team was that of women with disabilities (WwDs), given that there is a view that such women are doubly-disadvantaged by a) being a woman in a world of work biased towards men, and b) by being disabled. This Report contains a separate section devoted to this subject and recommendations are included which seek to redress the situation.

Another significant issue which confronted the project team is a certain lack or inconsistency of data regarding PwDs. Türkiye is making significant progress in its treatment of PwDs, but without reliable consistent data, it potentially could run into the problem categorised by the phrase ‘if you can’t measure it, you can’t manage it’. Again, this Report includes recommendations to mitigate this.

This Report is the result of a collaborative effort to which many stakeholders have contributed with their time, ideas and comments. This has been greatly appreciated by the project team, who have been very impressed by the depth of knowledge and commitment they have encountered during the assignment.

**FoW TAT**

**October 2022**

# 1. INTRODUCTION AND BACKGROUND OF THE STUDY

## 1.1 Aim

The primary aim of this Report, and the research it summarises was to equip Turkish policy-makers with information and evidence which could support changes to current policies and legislation to improve working conditions for people with disabilities (PwDs).

## 1.2 Scope

The scope of the research was contained to a range of Turkish institutions, including those currently responsible for information-gathering and policy-making with regard to PwDs. Desk research was undertaken which included both quantitative methods (examining Turkish and international documents) and qualitative methods (discussions with a number of relevant stakeholder organisations. Additionally, 2 workshops were delivered which brought together many interested stakeholders to gather their views and opinions on what might be done to improve working conditions for PwDs.

## 1.3 Commissioning the Work

The Report was commissioned by the Turkish Ministry of Labour and Social Security (MoLSS)’s Department for Employment Policies, to examine the question of PwDs in a Turkish and an international context, and to develop recommendations to improve working conditions in the Turkish workplace. The Report was produced by a project team working within the EU-funded project ‘Technical Assistance for Promoting Decent Future of Work Approach with a Focus on Gender Equality’. The project’s Technical Assistance Team contracted a research expert to lead the study and to contribute to the drafting of the recommendations and this Report. In all, 69 expert days were deployed to this exercise, which began in April 2022 and was concluded in August 2023.

## 1.4 Context and Focus

The project, ‘Technical Assistance for Promoting Decent Future of Work Approach with a Focus on Gender Equality’ was given a Terms of Reference (ToR) which set the following task for the Technical Assistance Team:

*“A comprehensive report on Employment of PwDs with the approach of decent future of work will be prepared. It will be a desk study on disabilities’ state of play in Türkiye 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 PwDs due to improved IT based jobs. These opportunities and best practices will also be analysed to make recommendations for Türkiye. There will be also a gender-based analysis in the report. The Report will be prepared in cooperation with the relevant institutions, NGOs, 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”.*

# 2. RESEARCH METHODOLOGY AND APPROACH

## 2.1 Outline Methodology

The Project Technical Assistance Team, together with the research expert, carried out 3 levels of research into the subject of ‘mobbing complaints with a particular focus on gender:

* Extensive desk research into international and Turkish approaches, which involved quantitative and qualitative methods;
* An online Pre-Study Stakeholder Workshop at which 58 representatives of the public and third sectors formulated their views on how conditions for PwDs be improved;
* A hybrid Post-Study Workshop at which 97 representatives of the public and third sectors provided feedback to the draft Recommendations.

Each element is the summarised within its own sub-Section below, each is supported by an Annex containing a detailed report which provides all necessary information to support the 31 evidence-based recommendations which conclude this Report.

### 2.1.2 Desk Research (see Annex 1)

Desk research was conducted as a first step, in April-June 2021. It covered the following areas through a careful examination of official websites and research reports, and also presented a range of case studies from various EU member states to illustrate how different countries were attempting to deal with PwDs. In addition to the examination of documents, some qualitative research was undertaken, involving semi-structured interviews with a number of interested stakeholder organisations. The full Desk Research Report may be seen at Annex 1.

### 2.1.3 Structure of Desk Research Report

The desk research report includes the following main section headings:

1. An Introduction to The Employment of PwDs for Decent Future of Work;

## Relevant International Conventions (ILO, UN, EU, OECD);

1. Legislation Comparison with Selected EU Members States (Including Two Case Studies - Spain and Germany);
2. Brief Profile of PwDs in Türkiye;
3. Labour Market and Quota System for PwDs;
4. Challenges and Possibilities in Entering Labour Market for PwDs (Digitalisation and Green Economies).

### 2.1.4 References Consulted for Desk Research

Please see the Bibliography in Section 5 of this Report.

## 2.3 Pre-Study Workshop (see Annex 2)

### 2.3.1 Workshop Structure

A Pre-Study Workshop on PwDs was held on 15 March 2022 online: 58 stakeholders participated, drawn from the public and third sectors. An Evaluation Report may be seen at Annex 2.

The 1-day Workshop was, broadly, divided into 2 halves: the morning session comprised a series of presentations from MoLSS, TAT and TAT’s experts aimed at establishing a Turkish and international context for subsequent stakeholder discussions, which took place during the afternoon.

### 2.3.2 Summary of Main Findings

2.3.3 Key Issues Raised

The following themes 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 which stood 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 prioritising 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.

## 2.4 Post-Study Workshop (see Annex 3)

### 2.5.1 Workshop Structure

A Post-Study Workshop on PwDs was held on 31 May 2022 in hybrid format: a total of 97 participants were involved (75 online and 22 in-person) drawn from the public and third sectors. An Evaluation Report may be seen at Annex 3.

The 1-day workshop was focused on the main (draft) recommendations which the Technical Assistance Team had developed, based on the preceding elements in this Report. Participants were invited to comment, amend, or reject any of the recommendations, and their views would be taken into account before formulating the final recommendations (which may be seen in Section 3 of this Report

### 2.5.2 Summary of Key Findings

In fact, the recommendations listed in Section 3 have all taken account of the views expressed during the Post-Study Workshop. Suffice to say that, while there were animated discussions during the workshop, very little was suggested which required any major changes to the original draft recommendations.

# RECOMMENDATIONS

In this Section, all recommendations are listed, with an explanation, in each case, regarding the souce from which the recommendation has been derived (i.e. desk research, stakeholder interviews, Pre-/Post-Study Workshops, or a combination of some or all of these).

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

As seen in the Desk Research Report, the EU Strategy for Rights sets out key initiatives around three main themes that helps to achieve PwDs autonomy: **rights**: PwDs have the same right as other (EU) citizens to move to another country or to participate in political life; **Independent living and autonomy**: PwDs have the right to live independently and choose where and with whom they want to live and **non-discrimination and equal opportunities**.

According to the debates on the Pre-Study Workshop, the education of PwDs should begin in childhood. It might be better if education of PwDs begins during childhood.

3.1.1. Developing Independent Living and Reinforcing Community-Based Services

To reinforce the independent living, it is needed to empower PwDs through trainings that may help to develop their own capacities and to meet their needs from the school environment, even away from their families. In the Report we have already mentioned the Strategy of the European Commission that pursued by 2023, that Member States achieve improvements on independent living and inclusion in the community, in order to enable PwDs to live in accessible, supported housing in the community, or to continue living at home (including personal assistance schemes (p. 10). Many Case Studies from EU and Turkey were studied (as The Centre for Excellence in Universal Design (Ireland), Internet-Based Assistive technologies mentioned by UNESCO and Cloud-Based Assistive Technologies, as Cloud computing from the European Commission) (pp. 48-50). Some case from Turkey were also analysed as Z.E.K.İ Life Centre, Manisa, Türkiye or Bizimköy Production Centre, İzmit, Türkiye).

The **main recommendation** is:

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

The comments of stakeholders during the Pre- and Post-Study Workshops 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.

3.1.2. Developing New Skills for New Jobs

In the Desk Research Report, there is reference to the EU legislation that reinforces skills enhancement, vocational training and transition from education, as critic measures to the labour market integration of PwDs, particularly the French disability legislation dating from 1975 that set up a system of rights entitling the PwDs (having regard to their personal situation recognised as a priority) to be directed to a reception structure for vocational rehabilitation, training or employment and also to receive special benefits were warranted by their situation. A special reference was made to the policies related to Skills Enhancement, Vocational Training and Transition from Education collected by Eurofound (more than 150 policies /measures)

An important discussion emerged from the Pre-Study Workshop is **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.

The **main recommendations** presented were:

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 that offer training 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.

3.1.3. Fostering Access to Quality and Sustainable Jobs

In the Desk Research Report, of the 154 policy measures in the EU, three-quarters address a combination of work entry, job retention and return to the labour market. Between the policies applied mentioned by Eurofound, there are some good practices on Incentives for Employers; Entrepreneurship and Self-Employment; Public Procurement and Public Works and Support for PwDs (employees, jobseekers).

Other measures related to employment mentioned are the EU Employment Equality Directive and the package presented in 2022 for the Commission to improve labour market outcomes of PwDS, seeking cooperation with the European Network of Public Employment Services, social partners and organisations of PwDs.

About the quota system, many cases are under study in this Report (particularly on OECD countries) and an important measure has been taken by Germany. The EU-Directive 2000/78/EG that guarantee equal treatment of all persons on the labour market and prevent discrimination inter alia related to disability it is also considered. A revision on quota laws reviewed make explicit provision for women with disabilities. Exceptions are South Korea and Albania. In South Korea, the law provides for special emphasis to be given to the employment promotion of women with disabilities (Article 3 (2)), and business owners employing disabled women are entitled to preferential treatment (Article 21).

The **main recommendations** are:

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 during the Post-Study Workshop were:

* 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.

3.1.4. Consolidating Social Protection Systems **[[2]](#footnote-2)**

According to the ILO and EU Legislation mentioned in the Report, alongside fair employment, adequate social protection, including retirement schemes, is an essential prerequisite to ensure an adequate income for a decent standard of living of PwDs and their families.

The **main recommendation** is:

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).

3.1.5. Work for the FoW for PwDs

In the Desk research Report, different forms of work are described with digitalisation, technology and automation, but there is a need to ensuring accessibility, promoting digital skills and promoting the digital employment of PwDs. Some initiatives from the European Commission were also analysed (The Recovery Plan for Europe, The European Digital Strategy and The Digital Europe Programme) and some policies from UK, Germany, India, Malaysia and Costa Rica).

Other important opportunity mentioned in this Report is relate the PwDs to the Green Economy /Green Jobs.

The **main recommendations** presented were:

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 during the Post-Study workshop 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 PwDs at every stage;
* Train PwDs with digital skills though special education programmes

3.2 Inclusion of PwDs in the world of work and the society through adequate data and accessibility measures

3.2.1 Consideration of the Diversity of Disability

1. In the Report, we considered the different types of disabilities, as a basis to *identify and remove barriers* such as physical, communication, and attitudinal, that hamper individuals’ ability to have full participation in society, the same as people without disabilities. (pp.11-14)

Many of the European countries’ strategies analysed takes account of the diversity of disability, and the utility to promote an intersectional perspective, addressing specific barriers faced by PwDs who are at the intersection of identities (gender, racial, ethnic, sexual, religious), or in a difficult socioeconomic or other vulnerable situation. Among PwDs, women, children, older persons, homeless persons, refugees, migrants, and other ethnic minorities need particular attention. This diversity needs to be reflected in the statistics of the country.

The **main recommendation** is:

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); and personal/circumstantial identification (gender, age, homelessness, refugees/migrants).

3.2.2. Definition, Categorisation and Data Collection of PwDs to facilitate analysis and policies to include PwDs

Definitions of ILO, WHO and UN are included and analysed with the definitions that exists in Turkey legislation (p.10-11)

During the Pre-Study Workshop, there were very important comments from stakeholders:

* While establishing the registration systems of institutions and organisations, a standard definition may be developed, ensuring a unique communication between the database of the institutions involved;
* 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 and be available for the development of business lines according to disability types, and these records might be managed from a central database.

The **main recommendation** is:

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

The comments of stakeholders during the Post-Study Workshop 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.

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

As we mentioned earlier, there are many initiatives such as Accessible EU, a centre to increase coherence in accessibility policies and facilitate access to relevant knowledge (p.10).

During the Pre-Study Workshop, stakeholders suggested:

* 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.

The **main recommendation** is:

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 during the Post-Study workshop 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

3.4. Social Dialogue and Communication between Institutions

As we mentioned in the overview of this Report, there are some initiatives from the EU, such as “Working Together”**,** which emphasizethe need for PwDsto an active role in dialogues concerning their own interests. (p.10). In the Report, we also mentioned the importance of working with different stakeholders, particularly with local authorities in the implementation of the UNCRPD (p. 10), and they are also mentioned as an activity of the General Directorate of Services for PwDs and the Elderly (EYHGM) (p.30).

An important recommendation of the participants in the Pre-Study Workshop is to carry out activities under the leadership of institutional structures in order to raise awareness in the society and eliminate prejudices. One possibility is to enhance the Provincial Employment and Vocational Education Board, to increase consultation and co-operation between the various actors involved

Another relevant suggestion was the inclusion of the PwDs issues on 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 **main recommendations** are:

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 Women with Disabilities (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 during the Post-Study Workshop can be summarised as follows:

* The social dialogue allows to establish cooperation between the stakeholders.

3.5. Measures to Facilitate Equal Access and Non-Discrimination for PwDs in the World of Work and Society

In the Report many important measures are considered to protect from any form of discrimination and violence, and equal opportunities, from national and regional legal instruments (such as anti-discrimination legislation), to plans and frameworks. (pp.16-18).

* 1. An important suggestion was made by stakeholders during the Pre-Study Workshop:
  + **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.

The **main recommendations** are:

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. Eensure sustainable and equal access to healthcare.

The comments of the stakeholders during the Post-Study Workshop 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 PwDs 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 PwDs are found in the courts.

3.6. Women with Disabilities (WwDs)

The Report shows that very few of the quota laws reviewed make explicit provision for women with disabilities, with exceptions from South Korea and Albania.

PwDs face many disadvantages in the work of life, educational opportunities, mobility and accessibility, and most importantly, social exclusion and isolation. Disability disadvantages are even doubled when gender is taken into consideration. From an intersectionality perspective, gender and disability creates a double disadvantage for women with disabilities and prevent their access to education, employment, health care, and social life (pp.54- 57). Several different types of measures and practices has been identified and analysed.

The **main recommendations** are:

1. Fully apply the UN Convention on Rights of People with Disabilities (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 Kob and Vocational Counselling ( 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 during the Post-Study Workshop 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

3.7. Other Recommendations

In addition to the above thematic recommendations, suggestions were also obtained from the Stakeholders during meetings and the Pre-Study Workshop touched on the following:

* PwDs and their families might be directly involved in decision-making;
* The implementation of the decisions taken and the immediate implementation of the necessary sanctions;
* Further development of barrier-based communication channels;
* Wider dissemination of on-the-job training;
* A need to increase the awareness about the ways in which people with autism can be integrated into the workforce, and to deploy earlier diagnostic methods towards the detection of autism.

The **main recommendations** are:

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 aimed at better integration into the workforce of people with autism.

# 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 number 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.
* For women with disabilities, intersectionality approach should be followed to consider the double disadvantages for women with disabilities which are caused by both disability and gender.

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Attached to this Report:

Annex 1: Desk Research Report;

Annex 2: Evaluation Report on Pre-Study Workshop;

Annex 3: Evaluation Report on Post-Study Workshop.

**FoW TAT**

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1. World Bank, 2022, ‘Disability Inclusion’. [↑](#footnote-ref-1)
2. ILO: Disability-inclusive social protection [↑](#footnote-ref-2)