



**SCREENING CHAPTER 19
SOCIAL POLICY AND EMPLOYMENT**

AGENDA ITEM: PEOPLE WITH DISABILITIES

**Country Session: The Republic of TURKEY
20 March 2006**



CONTENT:

- I. Institutional and Operational Aspects
- II. Legislation
- III. Data and Statistics
- IV. Pensions and Benefits
- V. Employment and Education
- VI. De-institutionalisation and Independent Living
- VII. Harmonization with EU
- VIII. Future Plans



I. INSTITUTIONAL AND OPERATIONAL ASPECTS



Relevant Institutions

In Turkey, services to people with disabilities are given by different actors

- The Ministry of Health,
- The Ministry of National Education,
- The Ministry of Labour and Social Security,
- General Directorate for Social Services and Child Protection,
- Turkish Employment Organization,
- The Ministry of Transport,
- The Ministry of Public Works and Settlement,
- General Directorate of Social Assistance and Solidarity,
- Municipalities,
- Universities,
- Confederations (with 342 bound foundation)



The Administration for Disabled People

- Established on 30 May 1997, affiliated to Prime Ministry.
- Administer disability policy at national and centralized level.

Main functions

- Develop coordination between national and international institutions,
- Formulate disability policy concerning promotion full participation into society and equality of people with disabilities,
- Define and solve the problems of disabled people.



Eighth Five-Year Development Plan

Involves main principles of national disability policy such as

- employment,
- social security,
- social services and assistance,
- education,
- health

Medium-Term Programme (2006-2008) priority is to improve

- physical conditions,
- vocational training possibilities,
- counselling facilities



European Action Plan (EAP)

The national disability policy is based on Equal Opportunities for People with Disabilities EAP dated 30.10.2003.

EAP provides an important insight into the Disability Law about

- access to and remaining in employment,
- access to the public built environment.

National disability policy aims at

- improving the employment rate and
- integration of people with disabilities into the economy and society



Mainstreaming

- Central concept in the formulation of the national disability policy.
- General principle of the Disability Law:

“State shall not exercise discrimination against the disabled people. Combatting discrimination is the basic principle of the policies towards the disabled people”.



Mainstreaming (cont.)

- According to the Special Education Law, education of children with disabilities is provided in the same environment as other children.
- Quota System is mainly based on mainstreaming issues.



Disability Councils

Administration for Disabled People has two consultative committees in the formulation of disability policies.

- **Executive Committee for People with Disabilities** (Members are representatives of governmental organizations, NGOs, social partners, employee and employer unions, and universities)
- **The Council for People with Disabilities:** (participants are representatives of governmental organizations, NGOs, social partners, employee and employer unions, and universities)



III. LEGISLATION



Disability Law

Adopted by Turkish Grand National Assembly on 1 July 2005

Scope

- People with disabilities,
- Their families,
- Organizations providing services to disabled people

Highlight

For the first time “disability” concept was introduced into the Penal Code.



Objectives

- To prevent disability
- To solve problems disable people face with
- To undertake measures to remove barriers
- To support independent living
- To promote personal dignity
- To promote structural changes for better coordination of services



Fiscal Provisions

- Welfare Salary for severely disabled people is increased from 40 Euros to 120 Euros
- Welfare salary for unemployed disabled is 80 Euros
- Assistive devices/computer programmes are free of VAT
- Real Estate Tax will not be charged on disabled people



Employment

- The definition of sheltered workshops are made
- Adopted sheltered workshops for severely disabled persons
- Responsibility to related organization/institutions/local governments on vocational rehabilitation
- Bring new provisions for the benefit of disabled civil servants



Care

- Definitions and types of care
- Disability related care expenditures of disabled persons who are not under social security are covered by General Directorate of Social Services and Child Protection



Education

- Education expenses will be paid by Ministry of National Education.
- Disabled Students Counselling and Coordination centre will be established.
- “Turkish Sign Language” will be developed.



Accessibility

- All public buildings and physical environment will be made accessible for people with disabilities in the forthcoming seven years
- All municipalities will take measures
- Metropolitan municipalities will establish “disability service units”



Health

- Puts a special importance on early diagnosis and early intervention
- Preventive health services will enhance to hereditary diseases causing disability
- Production license of assistive devices
- The disability criterion based on the International Classification of Functioning (ICF).



Labour Law and Discrimination Issue

Labour Law prohibits discrimination on the grounds of language, race, gender, belief, political opinion, philosophical belief, and religion etc. in work relations (Article 5).

Discrimination on the grounds of disability is not explicitly defined.



The Operational Definition of People with Disabilities (PWD)

- Having a disability degree of at least 40 percent
- Documented by The Health Board.



Special Education Law

- Adopted in 1997,
- Describes services that should be provided to disabled people,
- Determines the programmes, schools and institutions,
- Stated the right of disabled people to benefit from early intervention, preschool, elementary, secondary, and high school education system,
- Mainstreaming was guaranteed.



SCREENING CHAPTER 19 SOCIAL POLICY AND EMPLOYMENT

II. DATA AND STATISTICS



Disability Survey 2002

- Data were collected through survey at the national level.
- Carried out by TURKSTAT in cooperation with the Administration for Disabled People to collect data.
- No centralized data collection system regarding people with disabilities.
- Data collected through employment, education, health services.



THE PROPORTION OF DISABILITY

TOTAL	12.29 %
MALE	11.10 %
FEMALE	13.45 %



SCREENING CHAPTER 19 SOCIAL POLICY AND EMPLOYMENT

IV. PENSIONS AND BENEFITS



- Social Insurance Institution and Pension Fund provide cash transfers to the families of children with disabilities benefiting from the services given in special education centres and rehabilitation centres.
- Pension Fund also pays a certain monthly amount to people with disabilities as a social assistance.
- Social and vocational rehabilitation services for people with disabilities are also provided by the municipalities.



- General Directorate of Higher Education Credit and Hostels Institution gives priority to university students with disabilities in awarding scholarships.
- The people with disabilities in need get a three-monthly wage from Pension Fund,
- Have access to free-of-charge health services in state hospitals,
- Workers with disabilities or those who have disabled in their families will benefit from income tax reduction.



SCREENING CHAPTER 19 SOCIAL POLICY AND EMPLOYMENT

V. EMPLOYMENT AND EDUCATION



Employment Year for Disabled People 2005

Objectives:

- To assist actively disabled people back into the labour market, and ease the difficulties in finding job by providing education, training, and work experience opportunities
- To formulate a national employment policy for people with disabilities
- To set up the required systems to implement this policy



Action Plan For The Employment Of PWD (2005-2010)

Objective

- Manage disability issues in a systematic way and to promote active participation and inclusion of PWD in the labour market
- Provision of solutions for primary problems

prepared with all relevant partners (ministries, institutions, NGOs and social partners)



Quota & Grant system

- In accordance with the Labour Law and Civil Servants Law, active participation is promoted by quota system both in private and public organizations.
- Private and government funded agencies and organizations employing at least 50 workers are obliged to employ disabled employees -according to their working capacity-
- 3 % regarding Civil Servants Law
- 4 % regarding Labour Law.
- grant system is based on contribution from employers.



Treasury pays 50 % of total amount of employer's share of insurance premium as an incentive, if the employer recruits,

- a) More disabled people than the legal requirement, or
- b) Employees with more than 80 % degree of disability, or
- c) Eventhough he/she has no such legal obligation.



Vocational Training

- The Ministry of National Education is the main responsible body
 - Vocational training centres,
 - Occupational centres,
 - Training, and practicing schools
- Arranges vocational courses, in occupations that are needed in working life, for persons needing protection and special education.



(Cont.)

- Turkish Employment Organization arranges vocational courses that suit the capabilities of the disabled people considering the type of disability.
- These courses are generally based on handicraft, ready-made, knitting and computer.



Transition Period

- No specific programme to ensure transition period between school and the first job pose in Turkey.
- Turkish Employment Organization itself finds jobs for its vocational training graduates.

Supported Employment

- No legal basis for supported employment in Turkey.



VI.DE-INSTITUTIONALISATION AND INDEPENDENT LIVING



- No system regarding de-institutionalisation and community based rehabilitation in Turkey,
- Some efforts to establish community based rehabilitation system (CBR).

The community based rehabilitation project:

- Implemented as pilot project in Ankara.
- Innovative awareness programme developed,
- Needs of the disabled and families assessed,
- Advocacy group and parent support group constituted.



CBR (Cont.)

Outcomes:

- To support the process of the integration of disabled people into the mainstream society,
 - To improve quality of life of people with disabilities,
 - To strengthen relationships among families with disabilities,
- this project will continue to be implemented all over the country.



Independent Living

- Disability Law supports independent living.
- No training programme for independent living.



VII. HARMONIZATION WITH EU ACQUIS



- **98/376/ EC: Council Recommendation of 4 June 1998 on a parking card for people with disabilities**

Administration for Disabled People has just started the preparation process in cooperation with Ministry of Interior and local authorities.



Council Resolution of 5 May 2003 on Equal Opportunities for Pupils and Students with Disabilities in Education and Training (2003/C 134/04)

The Free Transportation Opportunity for Student with Disabilities Project

in cooperation with

- Administration for Disabled People
- The Ministry of National Education Directorate of Special Education, Guidance and Counselling Services

Objective

To provide equal opportunity for students with disabilities to access education and training.



(2003/C 134/04) (Cont.)

- The Socrates Grundtvig 2 Learning Partnerships Project “It’s All in the Mind”

Objectives

- To share experiences on this field
- To establish the training and support needs of training/teaching staff
- To allow people with mental health problems to access mainstream learning as opposed to learning within dedicated or specialist environments



(2003/C 134/04) (Cont.)

- The Guidance of Web Accessibility for people with disabilities

Objective

- To provide and ease the access of the disabled people to the use of public sector's web sites.



(2003/C 134/04) (Cont.)

- Publication of Journal of OZ-VERI

Objectives

- To inform people with disabilities and the community about projects and research conducted on the disability issues,
- To raise awareness on difficulties facing with these people



Council Resolution of 6 May 2003 on accessibility of cultural infrastructure and cultural activities for people with disabilities (2003/C 134/05)

• "Barrier Free" Campaign

In coordination with

- Administration for Disabled People
- Turkish Radio and Television Broadcasting Agency

Objectives

- To raise awareness of the community,
- To change negative attitudes towards people with disabilities.



(2003/C 134/05) (Cont.)

- The Travel Guidebook for People with Disabilities and Aged People

In cooperation with

Ministry of Culture and Tourism,
Administration for Disabled People,
Association of People with Spinal Cord Injuries,
Association of Turkish Travel Agencies,
Foundation of Alzheimer

Objective

To ensure accessibility of cultural activities and participation into social life.



Council Resolution of 17 June 1999 on equal employment opportunities for people with disabilities (1999/C 186/02)

- Vocational Rehabilitation and Sheltered Workshops Project “Rainbow”
- To be implemented in 30 industrialized cities

Objectives

- To attain qualifications and skills required at work,
- To access to vocational guidance and placement services.



(1999/C 186/02) (Cont.)

- Multiprogramming Special Education Centres will be established in 19 cities
- New centres will be established in 11 cities in 2007



Council Resolution of 15 July 2003 on promoting the employment and social integration of people with disabilities (2003/C 175/01)

- The Socrates Grundtvig 2 Learning Partnerships Project “The Systems of Integration of People with Disabilities into Labor Market”.

Objectives

- To share experiences on this field
- To obtain up-to-date information about employment practices of people with disabilities in different countries in terms of integration of them into labour market.



Council Resolution on 6 February 2003 “e-Accessibility” improving the access of people with disabilities to the knowledge based society

National Database for People with Disabilities project

Objectives

- To coordinate activities of related governmental agencies serving disabled people
- To collect information for the database
- To share relevant information with the citizens and the related parties in an interactive way
- To limit the repetitive services and support.



Council Resolution on 6 February 2003 (Cont.)

- 183 Hot Line for Social Services and People with Disabilities

Objectives

- To provide information to people with disabilities
- To prepare database from the hot line's callers
- To analyze major issues people with disabilities face with



Council Resolution on 6 February 2003 (Cont.)

- The Portal of National Newborn Hearing Screening Project

in cooperation with

Administration for Disabled People

Ministry of Health

Dokuz Eylul University

Gazi University

Hacettepe University

Marmara University

Objective

To do early diagnosis of hearing impairment on newborns in 24 cities and 34 hospitals (as from 2004)



Council Resolution on 6 February 2003 (Cont.)

- Research and Projects Data Bank of People with Disabilities,

Objectives

- To collect all kinds of research and projects in order to make easier the lives of the disabled people.
- To provide access to this database by relevant interested bodies including governmental institutions, social partners and NGOs.



VIII. FUTURE PLANS



- Preparation of Guideline (TS 9111 The Standards of Building Arrangement for People with Disabilities) in 2006.
- Preparation of a Strategic Plan on Improving Administration Capacity of Administration for Disabled People in the framework of Public Administration Reform in 2007.
- Implementation of the Model of Social Rehabilitation Centre for People with Chronicle Mental Disorder in İstanbul at the end of 2006.



- Organization of REHACARE International Care and Rehabilitation Days together with REHACARE INTERNATIONAL in 1-3 September 2006.
- In terms of International Classification of Functioning (ICF), Administration for Disabled People together with the ICF team from World Health Organization will meet in 2007. In this meeting, the practitioners who are responsible for giving The Health Board Reports will be informed about how to use ICF on their works.



- The Administration for Disabled People in cooperation with Istanbul Metropolitan Municipality will establish The Model of Independent Living Centre in Sarıyer/Istanbul for severely disabled people in 2007.
- Within the context of 2007 European Year of Equal Opportunities for all, and the 10th year celebration of the establishment of Administration for Disabled People, “Discrimination Against People with Disabilities Conference” will be arranged by the Administration for Disabled People in May 2007.



**SCREENING CHAPTER 19
SOCIAL POLICY AND EMPLOYMENT
AGENDA ITEM: LABOUR LAW**



THANK YOU FOR YOUR ATTENTION